

COUNTY COUNCIL REGULAR MEETING – AUGUST 11, 2025

The meeting was called to order by Council President, Pamela Burton.

A. Call the Meeting to Order

1. Roll Call

The following members were present: Jonathan Myers, Melinda Griesemer, John Mallers, Michele Ann Graves, John Ditmars, and Ron Bates.

2. Invocation

Mrs. Burton gave the invocation.

3. Pledge of Allegiance

Mrs. Burton led the Pledge of Allegiance.

4. Approval of 8/11/25 Agenda

Mrs. Burton noted the following change to the agenda:

- *On item B4, change account number from 11371 (Deputy-Parcel Maintenance) to 11330 (Deputy-Auditor)*

Mr. Bates made a motion to approve the agenda as amended. Mr. Myers seconded the motion, which unanimously carried.

5. Public Comments (agenda items only, limited to 5 minutes per person)

There were no public comments.

B. Routine Matters – Consent Agenda

By a single motion, the Board approves the following items, which may include Salary Ordinance Amendments, Additional Appropriations, Reductions, and Transfers. Any items listed on the consent agenda may be removed by a Council member and moved to the regular agenda.

Mrs. Graves made a motion to approve the following requests as amended. Mr. Myers seconded the motion, which unanimously carried.

1. *Approval of 6/25/25 Council Minutes – Special Joint Meeting with Board of Commissioners*

2. *Approval of 7/14/25 Council Minutes*

3. *Approval of 7/21/25 Council Minutes – Special Meeting*

4. Food & Beverage (#1157-0102) Auditor

(a) *From: 1157.~~11371~~ 11330.00000.0102 Deputy-~~Parcel Maintenance~~ Auditor \$ (4,000.00)*
To: 1157.21500.00000.0102 Office Supplies \$ 4,000.00

(b) *From: 1157.11330.00000.0102 Deputy Auditor \$ (3,000.00)*
To: 1157.44000.00000.0102 Office Equipment (new) \$ 3,000.00

5. 16.710 COPS Crisis Intervention (#8956) Unified Probation

(a) *From: 8956.21500.00000.0138 Office Supplies \$ (3,401.00)*
From: 8956.19900.00000.0138 Overtime \$ (1,000.00)
To: 8956.31500.00000.0138 Travel & Training \$ 4,401.00

6. County Health (#1159) Health

(a) From: 1159.36001.00000.0210	Building Repair & Maint	\$	(5,389.90)
To: 1159.40100.00000.0210	Office Equipment/Furniture	\$	5,389.90

7. Grants Awarded/Non-Governmental (#4300-0210) Health

(a) AA: 4300.31000.00000.0210	Professional Services	\$	14,995.75
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8. Court Interpreter Grant 25-26 (#9174) Unified Courts

(a) AA: 9174.31300.00000.0139	Interpreter Services	\$	45,000.00
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9. VASIA 2025 (#9138) VASIA

(a) From: 9138.21001.00000.0133	Volunteer Favors	\$	(934.00)
From: 9138.21500.00000.0133	Office Supplies	\$	(28.55)
From: 9138.31000.00000.0133	Professional Services	\$	(1,900.00)
From: 9138.44000.00000.0133	Office Equipment	\$	(1,000.00)
To: 9138.31500.00000.0133	Travel & Training	\$	3,862.55

C. Salary Ordinance Amendments, Additional Appropriations, Reductions, and Transfers:

1. Cumulative Capital Development (#1138-0122) Board of Commissioners

Jeff Peters, financial consultant for the Nineveh Fire Protection District, and Joshua Snyder, Nineveh Fire Chief, were both present to request an additional appropriation from the Board of Commissioners' Cumulative Capital Development Fund, of which the Commissioners have already given approval for this request. Mr. Peters began with a brief background; he stated that since 2020 the fire department has been working on replacing their fire station, which was originally built in 1955. He explained about four years ago, the fire district pursued an excess levy appeal for their operations and the re-establishment of their Cumulative Fire Building & Equipment Fund at its statutory maximum rate. Those were both approved by the Commissioners and Council and have been worked into their budget since that point in time. However, at the time their Cumulative rate was re-established by the Commissioners, they put a restriction on it and did not want them to pursue a new building until some other things were done in the interim. This past spring, the Commissioners moved to release that restriction and allowed them to go and get a price on a building, a design, and basic amount of what the cost would be to finance and build on their existing lot. Today, they have done that; the amount for financing both the building and a fire engine (at about \$1.2 million) will be about \$12.73 million. At this point in time, the timeline that has been created is to try to get to the point that this project can be bid in early 2026 to get its best pricing. In order to meet this timetable, the Fire District will need to have the architects and engineers continue their work so it will be ready to bid in early 2026. If they do this, then they are going to have commitments for professional services in both architects and engineering, as well as legal and accounting expenses. If this project should happen to fall through, they would not have sufficient funds to pay these expenses. Therefore, the proposal is for the Commissioners' Cumulative Capital Development Fund to cover the initial costs of this project's professional services – if it goes to fruition, all of these costs will be included and paid for from the bond proceeds and there would be no need to use these funds.

Ms. Griesemer inquired if there would be any taxes increased with this request.

Mr. Peters replied not at this point; however, to fund the debt service to repay the bonding of this project would increase the taxes for this area starting with a partial repayment in 2027. He then briefly described what the financing timetable would look like and the impact to the taxpayers.

Mr. Snyder also spoke about the quality of both the fire department's building and some of their equipment and how they have been operating under these conditions.

Kyle Brooks, Assistant Fire Chief and Nineveh resident (taxpayer), spoke on behalf of this request. He stated they protect about 5,000 people. He noted they also serve about another 5,000 people that go in and out of Atterbury. In order to serve and protect all of these people, they need a new fire station.

Ms. Griesemer asked if this request is approved, what happens to the existing land.

Chief Snyder replied he and Commissioner Brian Baird have been working on this project. He noted Nineveh Heritage has been trying to build a park in the Princes Lakes area for many years. Commissioner Baird had asked once they lay out the specs of the new building, if they could cut out a piece for a Nineveh Park – to which they have agreed and will donate a piece of land for the Nineveh Heritage committee for their park (a little over an acre).

Mrs. Graves commented that \$12.73 million was a pretty big price tag and wondered what type of building they were getting for this amount.

Mr. Snyder replied it is a steel frame construction with steel siding; there is no brick. There is a four-foot wall around the bottom of the building of rock veneer. They told the architect they wanted the bare minimum. They wanted something that would “fit in” in the area. He noted it would be similar to the fairly new Princes Lakes Water Company’s building.

Mrs. Graves then asked how many trucks would this new station hold.

Chief Snyder replied right now they have two trucks (engines), a tanker, an ambulance, a brush truck, and a squad – for a total of six vehicles. The new building would hold all of them; it has three deep bays for the engines and the tanker, and two small bays to double-stack for the brush truck, squad, ambulance and one support vehicle (a small SUV).

Mrs. Graves inquired how this \$12.73 million price tag compared to other new fire stations that have been built within the county.

Mr. Snyder noted it is higher; he also noted they have \$1.2 million for a fire truck and they did figure high. They know they can get a fire truck for less than the \$1.2 million.

Mrs. Graves also asked how many square feet this new building would be and what the price is per square foot.

Mr. Snyder replied 16,000 square feet and about \$700 per square foot.

Mrs. Graves then asked her fellow constituents who were more familiar with construction costs if that amount seemed reasonable.

Commissioner Baird was present and stated he has been working with Chief Snyder on this project. He stated the request on the agenda is just for the professional services and not any costs associated with the building itself. He does agree this amount is a little high but has not had time yet to sit down with the architects and engineers regarding the costs and to see what they can do to save costs. This is something that happens with all projects within the County. He noted he would be engaged in this project, noting the expenses at this point are for the soft costs, which will need to be done regardless of what type of building is going to be built.

Mr. Ditmars asked if any of these funds would be spent before the public hearing and remonstrance period.

Mr. Baird replied he would think not.

Mr. Myers inquired about the service to Atterbury and the costs associated with it.

Chief Snyder stated they bill Atterbury each time they have a run located there; now whether they pay those bills is another story. He then gave a brief history of their working relationship.

Mr. Mallers made a motion to approve the request as presented. Mrs. Graves seconded the motion, which unanimously carried.

(1a) AA: 1138.31000.00000.0122 Professional Services \$ 330,500.00

D. Other Business

1. County Council Review of Estimated Property Tax Levy Limits and Estimated Reductions Due to Circuit Breakers for Each Taxing Unit

Mrs. Burton stated they have received and reviewed the estimated property tax levy limits and the estimated reductions due to circuit breakers for each of the following taxing units. Mr. Myers read the taxing units out loud:

- Blue River Township
- Clark Township
- Franklin-Union-Needham Township
- Hensley Township
- Nineveh Township
- Pleasant Township
- White River Township

- Bargersville Civil Town
- Edinburgh Civil Town
- Franklin Civil City
- Greenwood Civil City
- New Whiteland Civil Town
- Princes Lakes Civil Town
- Trafalgar Civil Town
- Whiteland Civil Town

- Center Grove Community School Corporation
- Clark-Pleasant Community School Corporation
- Edinburgh Community School Corporation
- Franklin Community School Corporation
- Greenwood Community School Corporation
- Nineveh-Hensley-Jackson United School Corporation

- Edinburgh-Wright-Hageman Public Library
- Greenwood Public Library
- Johnson County Public Library

- Amity Fire District
- Bargersville Fire District
- Hensley Fire District
- Needham Fire District
- Nineveh Fire District
- White River Fire District

- Solid Waste District

- Johnson County

Mrs. Graves made a motion for these units not to exceed their 2025 property tax levy multiplied by the 2026 statewide growth quotient of 4.0%. Mr. Ditmars seconded the motion, which carried unanimously.

E. Old & New Business

1. Approval of Resolution 2025-01: A Resolution of the Johnson County Council Approving a Lease Between the Johnson County Redevelopment Authority and the Johnson County Redevelopment Commission, and Addressing Other Matters Related Thereto

Jeff Peters, financial advisor to the Johnson County Redevelop Commission, and Commissioner Kevin Walls were both present for this request. Mr. Peters explained the plan of finance and structure of these upcoming bonds. He then gave a brief history on what has happened thus far. The County Council imposed a .2% EDIT tax (income tax) a few years ago to be used on road projects or to leverage these funds and use them to make debt service on bond payments. At this point in time, the income tax under the new legislation says that beginning in 2028, you will have to annually approve this income tax revenue stream each year. Previously, once an income tax was imposed, that stayed in place until it was rescinded; therefore, it was an ongoing revenue stream and if you had bonds against it, you could not pull down that revenue stream. He explained for the jail expansion, the bonds were secured with this revenue stream. The intent when the Council imposed the EDIT was to do the same thing for roads. However, since there is now an annual approval process of the income tax (even though the debt payments will still be paid from these taxes), the markets are not going to look at this as a good revenue stream and the bonds will need to be secured from another revenue source; the security that would be best is the property tax base for the Redevelopment Commission, which is the county-wide property tax base excluding the cities and towns that have Redevelopment Commissioners of their own – which will be Greenwood, Franklin, Bargersville, Whiteland, Trafalgar, and Edinburgh. This property tax base will be the actual security for the bonds; the income tax in 2026 and 2027 for economic development will help make these payments. In 2028, with the new income tax structure, you will carve out a portion of this to make these payments. The last part of the structure is for the Redevelopment Commission with its TIF parcels, is to pledge part of its revenues, which will also help preserve that revenue stream and lock in that geography (and prevent parcels from getting annexed). Mr. Peters then stated according to the Commissioners and the Highway Department, they will need about \$40 million in the first tranche to fund road projects within the County. In the current revenue stream, there is more than enough to cover this debt service. He then gave a few options they could do moving forward (such as calling the bonds, spending cash on hand, issue a second tranche). He stated these bonds would be for 20 years but would be callable in 8 to 10 years. At that time, they could analyze how things are going and what is the best way to utilize the funds. Mr. Peters then recapped the plan of finance and structure with the changes in recent legislation.

Mr. Myers asked if the county project description in schedule A is what this is for.

Commissioner Walls replied yes; however, he has not seen the paperwork in front of the Council.

Tiffany Costley, County Attorney, replied yes also, adding the Highway Supervisor has worked really hard identifying these projects that would cost around \$40 million.

Mrs. Burton stated that initially, when they started talking about all of the road projects, they were talking about a much larger number to get them completed; however, due to the recent legislative changes, they had to revamp their way of thinking and break it down into smaller chunks.

Mr. Walls concurred. They talked about \$100 million to begin with, but have had to scale it down due to the uncertainty with the legislators.

Mr. Myers agrees they should move forward with some projects and use the monies that were collected from the taxpayers for its intended purpose.

Mr. Myers made a motion to approve the request as presented. Mr. Bates seconded the motion, which unanimously carried.

2. Introduction of Ordinance 2025-06: An Ordinance of the Johnson County Council Appropriating Proceeds of the Sale of Certain Property to the Johnson County Redevelopment Authority

Mrs. Costley was present for the introduction of Ordinance 2025-06; it will be on the September's agenda for actual approval. This is just to give the Council members information ahead of time.

3. Approval of Ordinance 2025-07: Amending 2025 Annual Salary Ordinance (May 2025-July 2025 approval)

Mrs. Graves made a motion to approve Ordinance 2025-07 as presented. Mr. Ditmars seconded the motion, which unanimously carried.

4. Discussion and Adoption of a Johnson County Pay Philosophy Position

Mrs. Burton stated they have all been working on this. She stated Mr. Bates is going to read aloud the final version of their pay philosophy position.

Mr. Bates then read following aloud:

Johnson County is committed to a fair, transparent, and fiscally responsible compensation philosophy that reflects the values of public service and conservative stewardship of taxpayer dollars.

Our immediate objectives in regard to employee pay are:

- *Consistent base pay within similar job classifications,*
- *Annual cost of living adjustments, and*
- *Future goal for longevity payroll add-on for county employees.*

Our pay philosophy is based on the following principles:

- *Internal equity: ensure employees in similar roles with similar qualifications and responsibilities are compensated fairly and consistently.*
- *Market Awareness: strive for compensation levels that are competitive with comparable government entities to attract and retain a qualified workforce.*
- *Transparency: employee pay decisions are made in open meetings, consistent with Indiana's public access laws.*
- *Sustainability: make pay decisions supporting long-term budgetary financial health while maintaining staffing levels and expertise needed to effectively serve the community.*

Mrs. Graves made a motion to adopt the pay philosophy position as presented. Ms. Griesemer seconded the motion, which unanimously carried.

5. Introduction of Ordinance 2025-08: An Ordinance Adopting County of Johnson, Indiana Job Classification System and Maintenance Plan

6. Introduction of the Job Classification and Compensation Maintenance Plan

Mrs. Costley stated both items E5 & E6 will be voted on at their September meeting, this is just introductions of them at this time. This includes the actual adoption of the job classification system and maintenance plan that WIS

used in their studies. It also includes the process of how departments can request changes to job descriptions or classifications moving forward.

Brief discussion was held regarding the verbiage "committee" in the maintenance plan.

Mrs. Burton stated this is just an introduction to these and everyone should familiarize themselves with it and get their thoughts or concerns together to discuss at their next meeting.

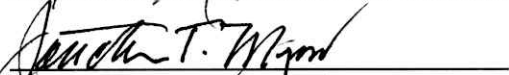
F. Adjournment – *Next regular meeting September 8, 2025*

There being no further business, Mr. Myers moved to adjourn. Mr. Mallers seconded the motion, which carried unanimously.

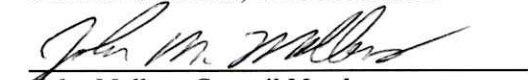
August 11, 2025 – Regular Meeting Minutes

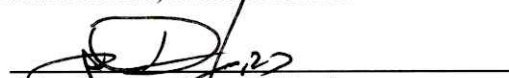

Pamela Burton, Council President


Michele Ann Graves, Council Vice-President

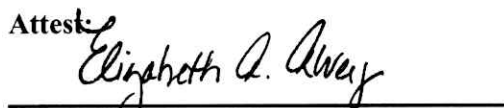

Jonathan T. Myers, Council Member


Melinda Griesemer, Council Member


John Mallers, Council Member


John Dimars, Council Member


Ron Bates, Council Member

Attest

Elizabeth A. Alvey, Johnson County Auditor