

Commissioners Meeting

September 19, 2016, 8:00 a.m.

Present: John Richards, Jerome Buening and Rick Nobbe

President John Richards called the meeting to order.

The accounts payable claims and payroll claims were reviewed and approved to be paid.

The September 6th meeting minutes were approved as presented.

Highway Superintendent Mark Mohr reported on the September 8th rain damages: culvert pipe 'blew out of the ground', rolled over at East Base Road and County Road 850 East; culvert pipe 'blew' east of County Road 800 East and on County Road 1050 West another pipe was dislodged. All three culvert pipes were 'put back' and back-filled. Mr Mohr estimated about \$150,000 in damages, county-wide, which he reported to **Emergency Management Director Rob Duckworth** for reporting to **FEMA**. Mr Buening and Auditor Chadwell signed the **Community Crossings Grant** funding document, so **INDOT** should begin distributing those funds between October 1st and November 1st, 2016. **Dave Richter and Brian Fredericks of United Consulting** requested additional funding due to multiple owners/deeds for the same 'right of way acquisition' for Bridge #168. Mr Buening moved to sign the \$1,200 supplemental agreement; Mr Nobbe seconded and Mr Richards concurred. The \$1,200 will cover the appraisal and buying services; the two property owners are agreeable to quit claim to Kearney. The March finish date most likely will be impacted due to this unforeseen problem. Mr Mohr next presented a contract with **United Consulting** for the **2017 – 2020 Bridge Inspection**. The four-year contract states '*not to exceed \$443,000*' and it is an 80/20 match for the County. Mr Richter explained costs have increased partly due to contractors being required to use **INDOT's software/system**. Scour assessments and documentation are also now to be included in the final bridge report. Mr Buening moved, upon **County Attorney Drew Young's** approval of the contract, to enter into the four-year bridge inspection agreement not to exceed \$443,000. Mr Nobbe seconded the motion and Mr Richards concurred.

Area Plan Director Krista Duvall didn't have anything to report for today's meeting.

Mr Young has not heard anything from neither Joe nor Jerry Bell.

Teresa Morrow, former E911 Dispatcher, presented information surrounding her recent termination, September 12, 2016, by **Central Dispatch Director Tiffany Lacey**. Ms Morrow's main concern is her PTO (Paid Time Off), which per the County's Personnel Handbook, was forfeited due to termination: 88 hours in banked PTO and 200 hours in regular PTO. Prior to 2016 she has never been reprimanded for anything and has received numerous commendations over her ten years as a dispatcher. She told the Commissioners she did speak to Sheriff Greg Allen, asked him if she should just quit and he told her not to quit. She then asked what should she do and he told her to 'just do your job'. Director Lacey did not give Ms Morrow the option of quitting as was done in past instances of terminations. On September 16th Ms Morrow was informed she would not receive any PTO payout. She feels her termination is in retaliation for requesting a '**911 Advisory Board**' meeting as there have been issues since May, 2016. Once Director Lacey found out about the August 30th Advisory Board Meeting, Ms Morrow cancelled it as she did not want the six dispatchers, who were willing to attend that meeting in support of Ms Morrow, to lose their jobs since the meeting was supposed to be 'closed/confidential'. Ms Morrow said she received a 'second write up' which cited a 'first write up' which she was not informed or given notice of the 'first write up'. She did tell the Commissioners on August 28th she did fail to dispatch an EMS ambulance for a 'wellness check' on an individual as requested by his family; once she realized her error, she immediately called family to apologize. Next she called Director Lacey to tell her and Director Lacey was okay and did not write Ms Morrow up for it. Ms Morrow also cited Facebook postings which Director Lacey said were about Ms Morrow's co-worker, which Ms Morrow adamantly says is not true and no names were written in Ms Morrow's Facebook post. She stated she is not 'after Director Lacey's job, she just asked Director Lacey to stop discussing one employee's 'personal stuff' with another employee. Mr Richards asked Mr Young since the County doesn't have an HR Department, what mechanisms are in place do the Commissioners have to act upon this request.

Mr Young stated he did meet with Director Lacey in his office on this matter and advised her on what steps to take to terminate Ms Morrow. Mr Young went on to say it's the Auditor's Office whose

administrative duties include paying the PTO. Auditor Chadwell stated the County Personnel Policy provides employees a 'mechanism' to appeal to the County Commissioners on personnel issues. Mr Richards asked Ms Morrow how many veteran dispatchers are currently employed at Central Dispatch. She named the dispatchers totally eight. Mr Richards told Ms Morrow the Commissioners they can't guarantee what will happen, but they will look into this matter and get back to her. Ms Morrow stated currently she is still secretary for the **911 Board** and they will probably appoint someone else at the October 911 Board Meeting.

Commissioners decided to announce their **Area Plan Commission appointments** at their October 17th regular meeting. Ms Duvall expects to receive the **Comprehensive Plan** this November if all goes well with the Public Hearings. Commissioners agreed they should have their appointments made before November. Mr Buening believes the Commissioners should take the lead to have a 'calendar' setting expiration dates for the new appointed seven voting member APC. He does have a spreadsheet setting the members' ending terms, which are 'staggered'. Mr Richards understood the **Decatur County School Board** would like appointed their person for a 'one-year term', then after the first year the term length could be amended for a longer term. Mr Buening has candidates who he is comfortable appointing now so those people could be 'getting acquainted with responsibilities'; while Mr Nobbe would like to wait until he knows who all will be appointed to the **APC**. Mr Young will draw up an ordinance by September 22nd or 23rd, with 'blanks for the names' so the Commissioners can see how it all lays out. Mr Buening asked that no actions be taken on appointments until October 17th and Mr Nobbe and Mr Richards stated that would be fine.

Mr Nobbe moved to perform a transfer of \$5,000 from Cumulative Capital Development Vehicles to Cumulative Capital Development Courthouse. Mr Buening seconded and Mr Richards concurred. The Courthouse appropriation is used to pay for repairs to heating, cooling, plumbing, plastering, painting, etc.

Mr Nobbe asked if the Sheriff has purchased a third vehicle. After some discussion, the Commissioners agreed only two vehicles were approved to be purchased; then only if monies are available closer to the end of this year could the Sheriff purchase a third vehicle.

Mr Nobbe moved to adopt **Resolution 2016-7** to reduce the tax rate for **Decatur County Cumulative Bridge Fund from 0.0483 to 0.0283** in order to transfer two cents to the **County General Tax Rate** for taxes due and payable beginning 2017. Mr Buening seconded the motion and Mr Richards concurred.

Mr Nobbe presented an invoice from **Burke Engineering** for the County's share (\$154.12) for the testing reports on the **City Park Dam**. He also spoke to **Parks and Rec Director Bob Barker** urging him to setup a meeting on September 26th with **Greensburg Mayor Dan Manus, City Engineer Ron May, Burke Engineering rep**, to where we're at, if we want to move forward, what the next step going forward is. Mr Nobbe stated he asked Mr Barker to take the lead in this whatever he felt is most appropriate.

Mr Nobbe reminded all be aware of the farm equipment on the roads, as well as our Highway equipment working the paving jobs.

With nothing else to come before the Commissioners, Mr. Nobbe moved to recess, Mr. Buening seconded and Mr. Richards concurred. Meeting recessed.

The next Commissioner meeting will be October 3rd, 2016 at 8:00 a.m.

John Richards, President

Attest _____

Date: _____

