

**PULASKI COUNTY COMMISSIONERS
PULASKI COUNTY COUNCIL**

The Pulaski County Commissioners and Pulaski County Council met in joint session Monday December 12, 2022 6:00PM at the Pulaski County Highway Department training room. Commissioners present were Charles Mellon, Maurice Loehmer, Michael McClure and Councilmembers present were Kenneth Boswell, Adam Loehmer, Ron DeSabatine, Mike Tiede, Kathleen Thompson, Tim Overmyer, Jerry Locke with County Auditor Laura Wheeler and County Attorney Kevin Tankersley.

Also present were Leeann Wright, Brice Calabrese, Chris Parish, Steve Sewell, Steven Mundy, Michelle Mitchell, Trace Risner, Jeff Richwine, Fred Rogers, Chris Schramm, Mary Welker, Nathan Origer, Chris Schramm, Jason Stavedahl, Bo Disinger, Gary Kruger, Ron Fox, Wade Wake, Ray Tijerina, Tim Shively, Chris Schramm, Tim Shively, Hailey Cooper, Abigail Unger, Megan Sauberlich, Zach Griffin, Hubert Hoover, Matthew Scott, Megan Galbreath, and Terri Hansen.

President Mellon opened the meeting with the Pledge of Allegiance.

IN RE: CDC

Bids were opened for roof replacement at County Highway Garage, as follows:

Tonn & Blank	\$211,320.
Creekside Coating & Roofing LLC	\$204,000.

Bids were opened for work release project as follows:

Brown & Brown General Contractors, Inc.	\$1,145,200.
R Yoder Construction	\$1,098,390.
Gibson-Lewis LLC	\$1,053,800.

All bids were taken under advisement and will be sent to architect for review. Bids should be back by next week’s Commissioners’ meeting. There were no bids received by local contractors.

A preliminary Wage Study presented by Nathan Origer at the request of some Council members. Information given on two of our largest departments (Pulaski County Sheriff’s office and the Pulaski County Highway) as well as Courthouse elected officials.

Pulaski County is the only County that pays our statutory elected Court House officials the same salary. Most Counties pay the auditor at the highest level, then a full-time surveyor 4% behind Auditor, assessor and clerk 6% behind and recorder and treasurer 13% behind. Most of our Courthouse officials’ salaries are fairly close to the small county’s average with Clerk & Recorder slightly above, the Assessor and Treasurer slightly below and Auditor and Surveyor being even further behind. All of our salaries are well below the regional average.

Highway Superintendent paid below both averages as is assistant/general foreman position. Pulaski County is the only county where Highway bookkeeper is on the same pay level as foreman. Our operator/laborer average pay is almost the same as for small counties but almost \$4,000.00 behind regional average.

A full assessment of deputies’ wages not complete but have found most are fairly close, with some variation, to the small-county averages but uniformly trail the regional averages. Chief Deputy below both averages, noticeably behind regional averages. Average pay for patrol officer is about 9% below regional average.

Data compiled from the Association of Indiana Counties 2021 Annual Factbook and does not include any benefit comparison.

IN RE: CIRCUIT COURT

There are over 100 unmarked boxes in storage in the Court Houses tower, which are covered in filth, bat/mice feces and is considered a health issue. Further research for a specialty clean-up company is underway.

IN RE: VETERAN’S MEMORIAL SWINGING BRIDGE PROCLAMATION

The Veterans’ Memorial Swinging Bridge project is requesting the Commissioners sign a proclamation designating July 3, 2023 as Veterans’ Memorial Swinging Bridge day for the bridge dedication celebration. No decision made.

IN RE: CDC

A Pulaski County Redevelopment Commission and a Pulaski County Economic Development committee discussed. Both require ordinances.

A Pulaski County Tourism Commission or Advisory Committee discussed. A Tourism Commission requires implementing an innkeeper’s tax, which Council is not ready to discuss at this time. Commissioners postponed for a later date.

Maurice Loehmer made a motion on behalf of the Commissioners to approve CDC restructuring, Michael McClure seconded and motion carried unanimously.

Kathi Thompson made a motion on behalf of the Council to approve CDC restructuring, Michael Tiede seconded and motion carried unanimously.

IN RE: OTHER BUSINESS

Maurice Loehmer made a motion on behalf of Commissioners to approve October 10, 2022 Joint Session minutes as presented, Michael McClure seconded and motion carried unanimously.

Kathi Thompson made a motion on behalf of Council to approve October 10, 2022 Joint Session minutes as presented, Adam Loehmer seconded and motion carried unanimously.

Maurice Loehmer made a motion to approve Electronic Means of Communication Resolution on behalf of the Commissioners, Michael McClure seconded and motion carried unanimously.

**PULASKI COUNTY RESOLUTION NO. 2022-11
A RESOLUTION ESTABLISHING THE POLICY BY WHICH MEMBERS OF THE
PULASKI COUNTY COMMISSIONERS MAY PARTICIPATE BY ELECTRONIC MEANS OF
COMMUNICATION**

WHEREAS, Ind. Code 5-14-1.5-3.5 sets forth requirements by which members of the governing body of a public agency of a political subdivision may participate in a meeting by any electronic means of communication;

WHEREAS, a member of the governing body may participate by any means of communication that:

- Allows all participating members of the governing body to simultaneously communicate with each other.
- Except for a meeting that is an executive session, allows the public to simultaneously attend and observe the meeting.

WHEREAS, the statute requires the governing body to adopt a written policy establishing the procedures that apply to a member's participation in a meeting by an electronic means of communication; and

WHEREAS, the Pulaski County Commissioners are the executive body of Pulaski County, Indiana and a governing board of a political subdivision as set forth in the statute;

NOW, THEREFORE, BE IT RESOLVED that:

Section 1.

(a) The provisions of the statute, including definitions, apply to this resolution.

(b) This resolution shall be known as the "Electronic Meetings Policy" of the Pulaski County Commissioners and shall apply to the County Commissioners and any committee appointed directly by the County Commissioners or its presiding officers.

Section 2.

(a) Subject to Sections 3 and 5 of this Resolution, any member may participate in a meeting by any electronic means of communication that: (i) allows all participating members of the governing body to simultaneously communicate with each other; and allows the public to simultaneously attend and observe the meeting unless said meeting is a qualifying executive session, in which case this provision would not be required.

(b) A member who participates by an electronic means of communication:

- i. Shall be considered present for purposes of establishing a quorum; and
- ii. May participate in final action only if the member can be seen and heard.

(c) All votes taken during a meeting at which at least one member participates by an electronic means of communication must be taken by roll call vote.

Section 3.

(a) At least fifty percent (50%) of the members must be physically present at a meeting at which a member will participate by means of electronic communication. Not more than fifty percent (50%) of the members may participate by an electronic means of communication at that same meeting.

(b) A member may not attend more than fifty percent (50%) of the meetings in a calendar year by an electronic means of communication, unless the member's electronic participation is due to:

- (1) military service;
- (2) illness or other medical condition;
- (3) death of a relative; or
- (4) an emergency involving actual or threatened injury to persons or property.

(c) A member may attend two (2) consecutive meetings (a set of meetings) by electronic communication. A member must attend in person at least one (1) meeting between sets of meetings that the member attends by electronic communication, unless the member's absence is due to:

- (1) military service;
- (2) illness or other medical condition;
- (3) death of a relative; or
- (4) an emergency involving actual or threatened injury to persons or property.

Section 4. The minutes or memoranda of a meeting at which any member participates by electronic means of communication must:

- (1) identify each member who:
 - a) was physically present at the meeting;
 - b) participated in the meeting by electronic means of communication; and
 - c) was absent; and
- (2) identify the electronic means of communication by which:

- d) members participated in the meeting; and
- e) members of the public attended and observed the meeting if the meeting was not an executive session.

Section 5. No member of the County Commissioners may participate by means of electronic communication in a meeting at which the County Commissioners may take final action to:

- (1) initiate a referendum;
- (2) impose or increase a fee;
- (3) impose or increase a penalty;
- (4) exercise the Commissioners' power of eminent domain; or

Section 6.

(a) If an emergency is declared by:

- (1) the governor under IC 10-14-3-12; or
 - (2) the Board of County Commissioners under Ind. Code 10-14-3-29;
- members are not required to be physically present for a meeting until the emergency is terminated.

(b) Members may participate in a meeting by any means of communication provided

- (1) At least a quorum of the members participate in the meeting by means of electronic communication or in person.
- (2) The public may simultaneously attend and observe the meeting unless the meeting is an executive session.
- (3) The minutes or memoranda of the meeting must comply with Section 4 of this resolution.
- (c) All votes taken during a meeting at which at least one member participates by an electronic means of communication must be taken by roll call vote.

Section 7. This resolution does not require publication before its adoption and shall be effective from and after adoption by this Board of Commissioners as set forth in Ind. Code 36-5-2-10.

The following Pulaski County Personnel Handbook presented for approval:

AMENDMENT #12 TO PULASKI COUNTY PERSONNEL POLICIES HANDBOOK
DATED SEPTEMBER 11, 2017

WHEREAS, the Board of Commissioners and County Council desire to make an amendment to the Pulaski County Personnel Policies Handbook, and;
WHEREAS, under Chapter 2 Employment Policies Section 2.1 Hiring Process an additional paragraph #6 shall be inserted to read as follows:
APPOINTED DEPARTMENT HEAD POSITIONS are positions that have been, up until the time of this amendment, traditionally appointed by the Board of Commissioners at the beginning of each year, or as needed due to vacancies. It is the purpose of this amendment to eliminate the traditional appointment process and alternately manage the positions under the same process set forth in the Pulaski County Personnel Policies Handbook for all non-elected department head positions. These positions include the *County Highway Superintendent; Building Inspector; County Veterans Officer; Maintenance Director; Recycling/Transfer Station manager; Emergency Management Director and Emergency Medical Services Director*. Once a department head is appointed, they shall maintain their employment continually from year to year unless their employment is ended due to the processes for the end of employment with the County as set forth in Policy Handbook. All current department heads in these positions having been appointed last for the year 2022 shall remain in their role as department head and will only be terminated by the processes for termination of employment, resignation, or elimination of the position as set forth in in Policy Handbook. All subordinate positions in these departments will be subject to the hiring and firing policies set forth in Policy Handbook.
NOW, THEREFORE, BE IT AMENDED by the Board of Pulaski County Commissioners and 2.the Pulaski County Council that the above language shall be included and made a part of the Pulaski County Personnel Policy Handbook. This amendment shall be posted for at least ninety days throughout the offices of the County.
Passed and adopted by the Board of Pulaski County Commissioners and Pulaski County Council this 12th day of December, 2022.

Maurice Loehmer made a motion on behalf of Commissioners to approve Amendment #12 to Pulaski County Personnel Policies Handbook, Michael McClure seconded and motion carried unanimously.

Kathi Thompson made a motion on behalf of Council to approve Amendment #12 to Pulaski County Personnel Policies Handbook, Mike Tiede seconded and motion carried unanimously.

With no other business to discuss, Maurice Loehmer made a motion to adjourn at 7:05PM, Michael McClure seconded and motion carried unanimously with Council adjourning at the same time.

APPROVED AND SIGNED THIS 13TH DAY OF FEBRUARY 2023 BY THE PULASKI COUNTY COMMISSIONERS AND PULASKI COUNTY COUNCIL.

CHARLES MELLON

KENNETH BOSWELL

MAURICE LOEHMER

ADAM LOEHMER

MICHAEL MCCLURE

JEFFERY RICHWINE

BRADLEY BONNELL

JERRY LOCKE

TIM OVERMYER

MIKE TIEDE

ATTEST: _____
LAURA WHEELER, AUDITOR, PULASKI COUNTY, IN