

FEBRUARY 20, 2012

Pursuant to adjournment comes now the Starke County Board of Commissioners and meet in special sessions at 11:00AM in the Annex meeting room, Knox, Indiana, 2:00PM at the county highway department garage; 3:30PM at the Knox EMS base, with Dan Bridegroom, Kathy Norem, and Jennifer Davis present and the following proceedings were held to wit:

President Kathy Norem called the meeting to order and announced the Commissioner's intent to have these meetings, to keep the employees posted as to what is happening with employment issues, and for the Commissioners to receive feedback from the employees.

The following were issues addressed by the Commissioners at the meetings:

1. The proposed county accident and theft reporting policy and the reporting forms. They advised the policy was expected to be approved at their regular meeting, that evening. When approved, the policy and reporting forms will be posted on the county's website.
2. Announcement of the Biometric Screenings that will be held on Tuesday, March 6, at the Community Center. Contact Ruth Jensen to schedule a time for the screening. Participants will earn six wellness points.
3. Review the individual employee deduction which is \$3,000.00, and the employee pays the first \$1,000. with the HRA benefit picking up the next \$2,000. If you had out of pocket expenses last year, which exceeded \$1,000., you may be eligible for the HRA reimbursement. The employee must submit required documentation, no later than 3/31/12 for 2011 claims, to receive their reimbursement.
4. Address any questions in regard to the County's Employee Handbooks.
5. Review the county's position on comp time; that it is not allowed.
6. The Commissioners are considering a time clock for all county departments, and the Commissioners are requesting input from the employees.
7. Since this is an election year, remind employees of the policy against being asked to campaign during work hours.
8. Discuss the possibility of having budget workshops involving the department heads, this year prior to the 2013 budget process.
9. Address the situation with employees posting on social websites during work hours, including Facebook, You Tube, blogging on the WKVI website, etc.
10. Post the Commissioners' office hours and their availability through the office hours, email, and/or telephone.
11. Addressing the issue, if the employees have the tools and equipment to do their jobs.
12. Addressing the issue of the maintenance of county vehicles, for the county employees who drive county vehicles.

A discussion followed in regard to having these employee meetings on a regular basis. It is unknown at this time if it will be on a quarterly basis, or twice a year.

The number of employees that were in attendance was 27 at the 11:00AM meeting, 15 at the 2:00PM meeting, and 9 at the 3:30PM meeting. A copy of those in attendance, and a recording of the meetings are on file in the Auditor's Office.

Some of the county employees stayed after the meetings to discuss issues their departments were experiencing.

February 20, 2012

Kathy Norem, President

Dan Bridegroom, Vice President

Jennifer Davis

Katherine Chaffins, Auditor &
Secretary to the Commissioners

