

**AUGUST 1, 2022**

**REGULAR SESSION**

The LaGrange County Commissioners met in Regular Session on Monday, August 1, 2022, in their meeting room, County Office Building, 114 W. Michigan Street, LaGrange, Indiana, 46761, at 8:30 a.m., with the following present: Commissioners, Mr. Terry A. Martin, Mr. Kevin R. Myers, and Mr. Peter A. Cook; and LaGrange County Auditor, Kathryn Hopper. Mr. Terry Martin, President, called the meeting to order and led in saying the Pledge of Allegiance to the Flag. Mr. Kevin Myers made a motion to adopt the proposed agenda with flexibility. Mr. Peter Cook seconded the motion and it carried unanimously.

**TRANSFER OF DIVE VAN TO HOWE VOLUNTEER FIRE DEPARTMENT**

Mr. Kurt Bachman, County Attorney, explained that in March a 1976 Ford van was transferred from the Sheriff's Department to the Howe Volunteer Fire Department. Mr. Kevin Myers made a motion to declare the van as surplus property and to authorize the transfer of the vehicle. Mr. Peter Cook seconded the motion and it carried unanimously.

**ORDINANCE ADOPTING A NEW VERSION OF THE COUNTY'S PERSONNEL POLICIES HANDBOOK**

Mrs. Jenny Landez explained there were a few revisions to the County Personnel Policies Handbook. She presented the following Ordinance for consideration:

COUNTY OF LAGRANGE  
JOINT ORDINANCE NO. 2022-08-08 A

AN ORDINANCE ADOPTING A NEW VERSION OF THE COUNTY'S PERSONNEL POLICIES HANDBOOK.

WHEREAS, pursuant to Indiana Code § 36-1-4-14, a unit may establish a system of employment for any class of employees based on merit and qualification;

WHEREAS, the Board of Commissioners of the County of LaGrange ("Commissioners") and the LaGrange County Council ("Council"), on behalf of LaGrange County, Indiana ("County"), have adopted, and at times amended, various personnel policies and procedures; *and*

WHEREAS, the Commissioners and Council have determined that there is a need for an update to the County's *Personnel Policies Handbook* dated July 18, 2022, as adopted by Joint Ordinance 2022-07-18-A.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF COMMISSIONERS OF THE COUNTY OF LAGRANGE AND BY THE COUNTY COUNCIL OF LAGRANGE COUNTY, INDIANA, JOINTLY, THAT:

**SECTION I – NAME**

The name of this ordinance is the "Personnel Policies Handbook Adoption Ordinance."

**SECTION II – RECITALS**

The foregoing recitals, including all defined terms, are hereby incorporated into this ordinance and found to be true, accurate, and correct.

**SECTION III – HANDBOOK ADOPTION**

- A. Definition. As used in this ordinance, "Handbook" means the *Personnel Policies Handbook* dated August 8, 2022 and attached to this ordinance as Exhibit A.
- B. Approval; Adoption; Incorporation. The Handbook is hereby approved and adopted. The Handbook is incorporated into this ordinance by reference as if fully set out herein.
- C. Purpose. The Handbook is issued to provide information about working conditions, employee benefits, general employee responsibilities, and some of the policies affecting employment with the County. The Handbook shall be used to provide a work environment that is conducive to both personal and professional growth.

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- D. Construction. Nothing in the Handbook is intended, nor shall be construed, to constitute an employment contract nor to change the "at-will" status of any County employee.

**SECTION IV – CODIFICATION**

Should this ordinance be codified, the codifier shall not codify the Handbook in full, but rather shall simply codify Section III of this ordinance.

**SECTION V – REPEAL OF PRIOR LAW**

- A. Repeal. Joint Ordinance 2022-07-18-A is hereby repealed in its entirety.
- B. Continuance.
1. The express or implied repeal or amendment by this ordinance of any other ordinance or part thereof does not affect any rights or liabilities accrued, penalties incurred, or proceedings begun prior to the effective date of this ordinance. Those rights, liabilities, and proceedings are continued, and penalties shall be imposed and enforced under the repealed or amended ordinance as if this ordinance had not been adopted.
  2. To the extent the provisions contained in this ordinance substantially restate the provisions of a prior ordinance or resolution, such provisions shall not be deemed to be a new enactment of the original provisions, but rather shall be deemed to be the continuation of the original provisions.
- C. Revival Prohibited. The express or implied repeal or amendment by this ordinance of any other ordinance or resolution or part thereof shall not be construed to revive any former ordinance, resolution, section, clause, or provision.

**SECTION VI – MISCELLANEOUS**

- A. References.
1. Except where a specific version or edition is given, reference to another section of this ordinance or to another law, document, fund, department, board, program, public servant, or public office, shall extend and apply to the same, as may be subsequently amended, revised, recodified, renamed, reappointed, or renumbered from time to time.
  2. Reference in this ordinance to a law, document, fund, department, board, program, public servant, or public office, either generally or by title, without reference to another jurisdiction, shall be construed as though it were preceded or followed, as appropriate, by the words "(of) LaGrange County (Indiana)."
  3. Should a provision of this ordinance require an act to be done which, by law, an agent or deputy as well may do as the principal, the requirement is satisfied by the performance of the act by an authorized agent or deputy.
- B. Judicial Review. This ordinance is intended only to improve the internal management of the County. Notwithstanding anything in this ordinance to the contrary, nothing in this ordinance shall be construed to create any new legal duty, right, or benefit, whether substantive or procedural, enforceable against the County; nor to waive or diminish any protection that may be applicable to the County or any of its elected or appointed officials, employees, agents, or representatives under any applicable law providing governmental immunity, or any other rights, protections, immunities, defenses, or limitations on liability that the County or such related parties are provided by law.
- C. Conflicts. No part of this ordinance shall be interpreted to conflict with any local, state, or federal laws, and all reasonable efforts should be made to harmonize same. To the extent this ordinance conflicts with the Wage and Salary Ordinance, that ordinance controls.
- D. Severability. Should any section or part thereof of this ordinance be declared by a court of competent jurisdiction to be invalid, such decision shall not affect the validity of the ordinance as a whole, and for this purpose the provisions

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of this ordinance are hereby declared to be severable.

- E. Incorporated Materials. Two (2) copies of all materials incorporated by reference herein shall be on file in the office of the Auditor for public inspection.
- F. Promulgation. The Auditor is hereby authorized and directed to take all action necessary or proper to authenticate, record, publish, promulgate, and/or otherwise make this ordinance effective.
- G. Effective Date. This ordinance shall take effect immediately upon adoption.

Mr. Peter Cook made a motion to approve the Ordinance. Mr. Kevin Myers seconded the motion and it carried unanimously. Mr. Peter Cook made a motion to waive the requirement for second reading. Mr. Kevin Myers seconded the motion and it carried unanimously.

**ECONOMIC DEVELOPMENT CORPORATION – HOUSING STRATEGY PROJECT**

Mrs. Sherri Johnston, President of the LaGrange County Economic Development Corporation (EDC), was present. She is requesting \$60,000 of ARPA funding to proceed with the Housing Strategy project to bring housing to LaGrange County. Mr. Peter Cook made a motion to approve the funding. Mr. Kevin Myers seconded the motion and it carried unanimously.

**2023 STATEMENT OF SALARIES AND WAGES**

Mrs. Kathryn Hopper, County Auditor, presented the 2023 Statement of Salaries and Wages. Mr. Kevin Myers made a motion to recommend a 10% wage increase employees for 2023. Mr. Peter Cook seconded the motion and it carried unanimously.

**AWARD OF SALT QUOTES**

Mr. Ben Parish, Highway Supervisor, explained that on July 18, 2022, the salt quotes were opened. The lowest quote was from Compass Minerals. Mr. Peter Cook made a motion to award the salt quote to Compass Minerals in the amount of \$79.27 per ton delivered. Mr. Kevin Myers seconded the motion and it carried unanimously.

**ENGINEER – CULVERT QUOTES**

Mrs. Tharon Morgan, County Engineer, presented two quotes for culverts along County Road 150 East, on the east side of Oliver Lake. The lowest quote is from St. Regis Culvert Inc., in the amount of \$5,930. Mr. Peter Cook made a motion to approve the quote. Mr. Kevin Myers seconded the motion and it carried unanimously.

**ENGINEER – REQUEST TO PURCHASE SIGNS**

Mrs. Tharon Morgan, County Engineer, requested permission to purchase two deaf child signs to warn drivers. Mr. Kevin Myers made a motion to approve the purchase. Mr. Peter Cook seconded the motion and it carried unanimously.

**ACCOUNTS PAYABLE VOUCHERS**

Mrs. Kathryn Hopper, County Auditor, presented the Accounts Payable Vouchers. Mr. Kevin Myers made a motion to approve the vouchers. Mr. Peter Cook seconded the motion and it carried unanimously.

**MINUTES**

Mr. Peter Cook made a motion to approve the minutes of the July 18, 2022 Regular Session meeting. Mr. Kevin Myers seconded the motion and it carried unanimously.

**MEMORANDUM**

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Mr. Kevin Myers made a motion to approve the memorandum for the July 27, 2022 staff meeting. Mr. Peter Cook seconded the motion and it carried unanimously.

**CORRESPONDENCE**

Children First Center – Request for funding

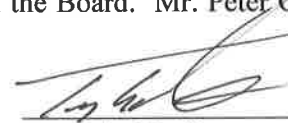
Mediacom – Programming changes and rate adjustments

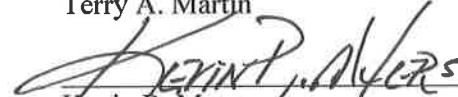
Indiana Department of Environmental Management – Notice of Public Approval, S.A.W. LLC Finishing,  
MSOP Renewal No. 087-45461-00085


Indiana Department of Environmental Management – Notice of Approval, Keystone RV Company, various  
locations in Topeka, Indiana, MSOP Permit Number 087-45233-00086

**ADJOURNMENT**

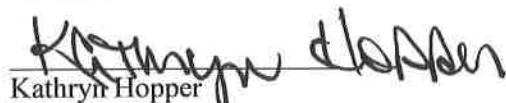
There being nothing further to come before the Board at this time, Mr. Kevin Myers made a motion to adjourn and meet on any subsequent day necessary to carry on the business of the Board. Mr. Peter Cook seconded the motion and it carried unanimously.

  
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Terry A. Martin

  
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Kevin R. Myers

  
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Peter A. Cook

ATTEST:

  
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Kathryn Hopper  
LaGrange County Auditor