

October 3, 2024

MINUTES OF October 3rd MEETING

Commissioner Striker was absent. Staff, Commissioners, Commissioner Candidate Joe Sherman, Commissioner Candidate Michelle Laubis, and Kenton Times Alec Keller recited the pledge at 9:00. Purchase orders and bills were reviewed and signed. Pending issues were discussed with the following resolutions approved and signed:

V112-218	Minutes of October 1, 2024:
1 st -Rush	2 nd -Crowe Roll Call: Crowe-yes, Striker-absent, Rush-yes
V112-219	Resignation N. Sprague JFS
1 st -Crowe	2 nd -Rush Roll Call: Rush-yes, Crowe-yes
V112-220	Resignation A. Hartshorn JFS
1 st -Rush	2 nd -Crowe Roll Call: Rush-yes, Crowe-yes
V112-221	Bills
1 st -Crowe	2 nd -Rush Roll Call: Crowe-yes, Rush-yes
V112-222	Payment of Bills to Ditch Maintenance
1 st -Rush	2 nd -Crowe Roll Call: Rush-yes, Crowe-yes

Commissioner Crowe read an opinion from the Prosecutors office, and they made the determination that the sheriff would not be getting the poundage from a recent sheriff sale.

Commissioner Crowe moved to continue the \$10 price per employee for the health fair. Commissioner Rush seconded the motion. Rush-yes Crowe-yes

Commissioner Crowe moved to add an additional \$907.11 to the PO for T-Construction for the replacement of the steps and mason repairs at the fairgrounds grandstand. \$407.11 for extra stone that was needed to fill under the slab, and an additional \$500.00 for the mason to repair east wall and replace block. America Rescue Funds are being used. Commissioner Rush seconded the motion. Roll Call: Crowe-yes, Rush-yes

Holli Underwood- President and CEO Hardin County Chamber and Business Alliance with updates for October- BR&E with Sekisui and JobsOhio RGP set up the meeting, it went well, and Sekisui is doing well in Kenton. Submitted site for a JobsOhio opportunity but the opportunity was canceled by the company not because of our site. Jones Road Site-Rezoning application was denied. Were working with other property owners to collect information about available sites. Former Rockwell site has been approved for a Phase II Environmental Assessment through the brownfield program. These assessments benefit us and help to market the property. Local RLF governing board meeting set for October 8th at 1pm. Holli attended the RGP/JobsOhio Regional Network meeting in North Baltimore. They discussed work force and know they need to be addressing those issues.

Amber Conley came in for a discussion. Commissioner Crowe moved to go into executive session per orc 121.22 (G)(1) at 9:31 am. Commissioner Rush seconded. Roll call: Rush-yes, Crowe-yes. Commissioner Crowe announced the end of executive session at 9:57.

Commissioner Crowe moved to rescind the acceptance of Jodi Tudor's resignation as director of JFS. Commissioner Rush seconded the motion. Crowe-yes, Rush-yes **V112-223**

Commissioner Crowe moved to transfer Jodi Tudor from director of JFS to be the full time Business Administrator effective October 7th with a 180-day probationary period and an annual salary of \$78,000.00 and to appoint Amber Conley interim director of JFS effective October 7th with a 90-day probationary period and an annual salary of \$106,000.00. Commissioner Rush seconded the motion. Roll Call: Crowe-yes, Rush-yes. **V112-224**

Hardin County Prosecutor Bradford W. Bailey, Katey Henson Civil Paralegal, Sheriff Keith Everhart to meet with Michelle Laubis and Anne Temple. Anne Temple was unable to attend. Brad-I think the question was about understanding civility. Michelle you've been in my office quite a few times asking why this why that why do these departments do that, why do commissioners do this. We're not your legal advisor. Second of all, we don't reprimand or control other departments. My advice to you, if you have a good question is to go to the department head and get the answer. I'm not going to sit there; my office isn't going to sit there 24/7 to answer your inquiries about why third parties do something. How people treat each person, that's a personal issue. Some people may think your personality is abrasive, some may not. It depends on how you approach people. Most offices are public servants, but they don't have to answer your questions. If you have a legitimate inquiry, ask it, and they will do their best to answer it. We are working through your public records request. I think more often than not you want more than that, you want the analysis behind it or the reasoning, go to the source. Don't ask third parties to interrupt other parties' actions. Second of all, are they required to tell you that answer? Not necessarily, there is nothing in the law that says they do. However, form a rapport with them and that leads to openness. But if there is direct accusations that doesn't help rapport. You like to post stuff on Facebook which is entirely your legitimate right to do so. But again, some of the things you say are not in proper context and third parties following your post think it's the gospel. We all know if it's on Facebook we need to take it at face value. That's your spin, those opinions get other people riled up and they think it's the real deal. Therefore, you want to come back in and have a discussion and want rapport, but you've created resentment. It's like people talking bad about you then expect you to be nice to them. I don't have answers to your questions, sometimes your questions are legit, your purpose is correct. If you want answers go to the source. Schedule an appointment. You jumped in my office with another person on a Friday afternoon, she (Katey) had three other budget things we needed to get done. You expected her to stop whatever she was doing and answer your question about BS. You wanted reasoning, she can't supply reasoning for what a third party does. My advice is schedule an appointment have a sit down. Take it a different way, a different approach. Yes, it's slow it takes time, it's not on your time. Everyone else has schedules too. That's really the purpose of this meeting. Let's everyone back down and quit the accusations. People don't like you there is nothing in the law that says they do have to like you. If they like you that's fine. There is no reason for anyone to get hostile over this. Everything we do in my office has a reasoning behind it. Everything is by the law. I may not like what I have to tell people, but I don't make the law. Sometimes I must interrupt the law, everything in my office is based on opinion and law. I'm busy, call and make an appointment. Sometimes I can discuss your questions sometimes I cannot. Why? Because every one of my office holders is my client by statute. What I discuss with them is attorney client privilege. That would be like you going to your lawyer and then me going and asking them what did Michelle say to you. By statute when I am talking to clients and give advice it's legal advice. Sometimes I say I cannot answer that question it is not because I don't have the answer but because I have ethical duties. That is for my department. Other departments have their own ethical responsibilities. Attorney client privilege is one of the most sacred things that isn't going to get violated. A lot of the time you have legal questions. Well, I may know your answers, but I am not your legal advisor. Second, I can't advise you then represent him. You want legal advice, go get some legal advice. They don't work for free. You want answers you will have to pay for them. The Commissioners are three men. Not one is going to tell you the answers. The only thing they can say is their opinion, they are one of three votes. A lot of things that they may tell you privately isn't what happens in the open meeting. Why? Because they are one of three. They may come in with one idea and be persuaded in the meeting to change their vote. This is the byproduct of the commissioner's office. There was some concern about why the meeting minutes aren't on the website. They are not even required to have a website. It is a courtesy they provide the public. How much transparency is their choice. There is no law requiring them to be transparent. Transparency is what you can dig up in the individual office, it's not what is on facebook or public format. I'm hoping this clears things up for you. there is friction here. If you ever get involved, I've seen too many people get into office and realize hey I'm just one vote. Your opinions may change based on new information. Don't be so quick to grab

on what someone may say privately. It is not illegal for them to speak outside this meeting. They can't make any legal binding actions until they are in the open meeting. If you have questions, make an appointment. Is there anything here we can help clarify for you? Michelle- for myself? No, I think your office is doing great. I think we have had um; I appreciate Katey and all her hard work. I think we are all learning through that record request process. And it's getting easier. Brad-I've asked all the public offices to run them through me. They are nervous giving out information that they shouldn't. We just gave you one, we gave you the information but couldn't give out the name because it violated HIPPA laws. So, we redacted it. It is a slowdown process because they have to run it by me. I like to put things in writing so there is no mistake in what the issue was and the response. Michelle- well I didn't know we had the meeting today until after hours yesterday. I wasn't necessarily prepared. I appreciate all the information and the sharing. The other party Anne couldn't come since she didn't know there was a meeting. I personally have no issues with your office and the record request how things are going. Were all working through a learning process and that takes patience and time. I don't know if the reasoning the meeting was originally called was the Anne Temple email. So, I don't know if that was something you all wanted to address? I personally think it's been handled and won't happen again. I'm completely satisfied with the continuation of that. I'm not sure when the meeting was decided what the reason was. Brad- an agenda by law would be good. There is no law saying you have to have an agenda. I apologize that you didn't get notice. If Anne has something to discuss with me, she can come see me. Michelle- is there anything you wanted to discuss with me.? Commissioner Crowe- I just want to make sure you are aware that over the months there has been a lack of respect for our office personnel at times. There have been times our staff has been stressed because of how they have been treated. We are not going to tolerate that. Commissioners, we are elected officials we are elected to do that. Our office staff was not elected to take abuse from the public, no matter who it is. In the future we are not going to tolerate if someone is abusive or offensive to our staff we will take whatever appropriate measures there are to make sure it doesn't happen again. Also, there was an incident I wasn't here. I know third party isn't always the best information, but you had come in and taken a paper off of the counter in our office. Is that correct? Michelle- I inquired about a paper that was on the counter that I assumed was to be picked up for record retention purposes. Crowe- did you pick that paper up? Michelle- yeah, I physically picked the paper up. Crowe- unless you are physically handed a paper and told this is for you public records are not just for people to come in and pick up. Michelle- I handed the paper back when requested. Crowe- I understand that. Michelle- oh ok. Crowe- In the future don't come in and assume the papers are just there for you. Michelle- I will say you know, there is a little bit of, I asked if I could pick that paper up. I didn't just come in and take a paper like you're making it sound. Like I stole a paper away. There was conversation. The person to whom the paper belonged was present and she also came in. so, you know, coloring of the situation... Crowe- regardless of how that happened, going forward we ask that you could let the papers lay, we have papers that are out that are not for public view. We try to make sure that doesn't happen. Unless we know what the paper is don't assume and pick it up. The biggest thing is our office staff has been stressed greatly over the last few months. And that has got to stop. It goes back to the civility that the prosecutor was referring to. If you don't get what you want to put it in writing, submit it, but don't argue with the people in the office. Michelle- I think I generally handle myself with patience and graciousness. I mean I have some questions sometimes, and I may inquire. Crowe-this is going out on YouTube or internet or whatever so anyone else that is watching will know our position. It isn't just you. it's anyone that comes into our office. Fred you have any other? Commissioner Rush- there has been an awful lot going on and it has caused a lot of stress here and with everyone. A lot of this can go back to the point that if we just look at it and handle any issues with respect and patience that will go a long way in getting the answers that you want. So just have respect and patience with what were trying to accomplish and move forward. Michelle- always. Crowe- anything else Brad? Katey? Brad- I think everyone has made their point. The point is go to the source. A clerk doesn't know the reasoning behind their bosses' decisions.

Roll call resulted as follows:

_____, YES/NO
President of the Board-Roger E. Crowe

_____, YES/NO
Fred M. Rush

_____ABSENT_____, YES/NO
Timothy L. Striker

Attest _____
Clerk of the Board

V112
228