

Special Council Meeting
Thursday November 1, 2012
5:00 PM Town Hall

Edinburgh Town Council, met in a special meeting Thursday November 1, 2012 at 5:00pm at the Town Hall, 107 South Holland Street, Edinburgh, Indiana.

Town Council Members present: Ron Hoffman, President, Curtis Rooks, Vice President, John Drybread, Jeffrey A. Simpson and Kami Ervin. Also present were Jackie Smith, Clerk Treasurer and Dustin Huddleston, Town Attorney.

President Hoffman called the meeting to order and said the Town Council, as the Merit Board by state law has to set the salary for the new Town Marshall. It is unusual that we get involved in hiring people and setting salaries because by state code the Town Council is not involved in hiring except in this instance as a Merit Board and turned it over to John Drybread because he is familiar with what Pat is making and for his recommendations.

Councilman Drybread said Chief Mann won't be here tonight because he has a meeting at 5:00 with the officers and at 6:00 with all the officers and reserves. John said the Chief had put a message on the web page. John said the salary range on this position was \$ 40,000 to \$ 60,000 and the discussion we had with Chief Mann was starting at Chief Pankey's salary, which is \$ 56,000, and he would have the same insurance, sick days, personal days and vacation days. He will get 5 week's vacation the same as Pat and that is based on 30 years of qualifications and formal education.

Councilman Rooks asked how much vacation?

Councilman Drybread said 5 weeks.

President Hoffman asked if he had a handbook?

Councilman Drybread said yes.

President Hoffman said he has by state code 6 months to complete any requirement that will be required of him by the law enforcement academy. He will have to take a refresher course conducted at Bartholomew County. Sherriff Gorbett has agreed to do any training he would need to comply with the Law Enforcement Academy and they will be able to take care of it with qualified people.

Councilman Drybread said they have a Chief's school in about 2 weeks and that will meet the requirements.

Councilwoman Ervin said if he completes the requirements in six months then he will be qualified for the chief.

President Hoffman said we have 6 months from that point to review if we want to keep him or to go into the process that we did with Chris McAllister.

Councilwoman Ervin said then we would review him after six months as a follow up.

President Hoffman said as you know when we interviewed him he suggested that he would like a quarterly review. That way we are kept up on what is going on and they would be in an executive meeting so we know if anything has come up that might need to be addressed.

Councilman Simpson said that I think that is a good idea, but not from the standpoint that it looks like micro management, so we don't get ourselves in a situation like we have before where we didn't get the information we need.

President Hoffman said he volunteered this and he wants to work and make it easier for us plus we never knew what Pat was doing, he never volunteered any information. I don't know if he ever met with John on an update basis at any time and in hindsight we probably should have enforced that.

Councilman Rooks said after 6 months I take it that a contract wouldn't do any good because it would be immaterial.

President Hoffman said John brought up a good point that he is an employee of the town and there are no other employees that have a contract. We are bound by state code and it wouldn't matter if we had a contract we would still have to go through the same procedures to comply with the state law.

Councilman Rooks said even with a contract we would have the same procedure.

President Hoffman said yes so I see no need for it.

Councilman Simpson said with the \$ 56,000 would he get a 3% raise at the beginning of the year.

President Hoffman said that would be up to us to decide as a Merit Board.

Councilman Simpson said I have no problem with that and with the 6-month review and his qualifications we are headed in the direction we want to head.

President Hoffman said if you haven't read the town web page under the police chief you should read it. It is well written and he closes with he will meet with 100 people in 100 days.

Councilman Drybread said 100 meetings in 100 days.

President Hoffman said that will include all the superintendents, all the principals, businesses and individuals.

Councilman Drybread said the way he is approaching things is different. Communications will be a lot different; they will be pretty clear and well documented.

Councilman Rooks asked if this would be done in an executive meeting? I prefer that this be done in a normal meeting.

President Hoffman said we will meet quarterly in an executive because it could concern personnel.

Councilwoman Ervin said for the first 6 months we have it in a closed door in case we need to discuss personnel.

Councilman Drybread said will have a discussion once a month in a public meeting.

Councilman Rooks said he thinks he should talk in public so that people will get more comfortable with him and to keep the communications going. Does he also get a take home car?

President Hoffman said yes the same as Pat, but he has several other cars, so I don't know if he will drive a police car all the time.

Councilman Drybread said he will have a take home car with the same policies as Pat had.

Councilwoman Ervin asked what is the normal review period for new hires?

Councilman Drybread said 90 days.

Councilwoman Ervin said as you said we are hiring a 30-year veteran and will have an annual review.

President Hoffman said he has volunteered to meet with us and that is good.

Councilman Simpson said I think for a while we should do it quarterly.

Councilman Rooks said I think we need to know what is going on and get feedback.

Councilwoman Ervin said I think his review should be annually.

President Hoffman said if you want a review it will be annually.

Councilman Simpson made a motion to approve the \$ 56,000 salary, the benefits and 5 week's vacation. Councilman Rooks seconded. Unanimous.

Town Attorney Huddleston said he has 6 months to complete the minimum training or he loses all his police powers. If that worse case happens then he would have to start the process over to find someone else.

Councilman Simpson asked if he has all those powers now? I have been asked that question and I didn't know the answer.

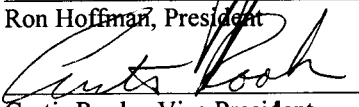
Town Attorney Huddleston said yes as of today he has all those powers for 6 months.

Being no further business or comments, Councilman Simpson made a motion to adjourn. Councilman Drybread seconded. Unanimous.

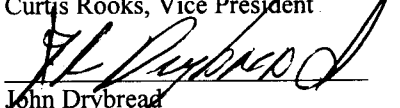
EDINBURGH TOWN COUNCIL



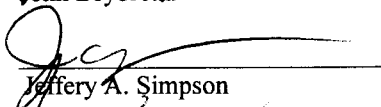
Ron Hoffman, President



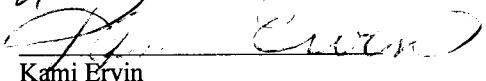
Curtis Rooks, Vice President



John Drybread

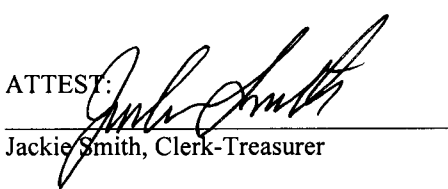


Jeffery A. Simpson



Kami Ervin

ATTEST:



Jackie Smith, Clerk-Treasurer