

**Memorandum of the Meeting
Special Study Session/Meeting
Twenty-Sixth Town Council of Highland
Wednesday, December 10, 2008**

The special study session of the Twenty-Sixth Town Council of the Town of Highland was convened at the regular place, the Highland Municipal, 3333 Ridge Road, Highland, Indiana, in the upper study chambers room on Wednesday, December 10, 2008 at the special time, 6:00 o'clock p.m.

Roll Call: Councilors Brian Novak, Mark Herak, Bernie Zemen, and Dan Vassar. The Deputy Clerk-Treasurer Kathleen A. Dowling was present to memorialize the proceedings. A quorum was attained. Councilor Konnie Kuiper was absent.

General Substance of Matters Discussed

1. The Town Council conducted an interview with Mr. Dennis Adams (D), 8421 Delaware Place, who expressed interest in being appointed to the Town Board of Metropolitan Police Commissioners. The Town Council discussed meeting dates and times with Mr. Adams and his reasons for seeking the appointment.

The Town Council discussed with Mr. Adams his work history and his current employment in the Office of the North Township Trustee.

The Town Council and Mr. Adams discussed his abilities that would be useful in areas involving police officer/employee retention and employee morale.

The Town Council and Mr. Adams discussed what his perspective is as a member of the Town Board of Metropolitan Police Commissioners and its relationship to the Town Council, the Police Chief, and to the department.

The Town Council inquired as to any potential problems or conflicts that Mr. Adams may have in relation to his current employer and serving as a Metropolitan Police Commissioner.

The Town Council and Mr. Adams discussed his involvement, in any, in the removal of former Police Chief Larry Woods.

The Town Council and Mr. Adams discussed any potential problems in his background that would appear unappealing to the public.

Mr. Adams departed at this time.

2. The Town Council conducted an interview with Mr. Steve Jurczak (D), 2547 Wicker Avenue, Highland, who expressed interest in being appointed to the Town Board of Metropolitan Police Commissioners. The Town Council discussed the meeting dates and times with Mr. Jurczak and his reasons for seeking the appointment.

The Town Council and Mr. Jurczak discussed his work history, which includes 30 years as an employee at U.S. Steel.

The Town Council and Mr. Jurczak discussed his experiences with employee evaluations and promotions. Mr. Jurczak discussed the evaluation process at his current employer.

Mr. Jurczak discussed his work experience as it relates to budgets and fiscal constraints based upon his current responsibilities. Mr. Jurczak discussed his belief in his abilities that would be useful in the promotion of police officers.

The Town Council and Mr. Jurczak discussed any potential problems in his background that would appear unappealing to the public.

Mr. Jurczak departed at this time.

3. The Town Council conducted an interview with Mr. Robert Johnson (D), 3003 100th Street, Highland, who expressed interest in serving on the Board of Sanitary Commissioners. The Town Council discussed the meeting dates and times with Mr. Johnson and his reasons for seeking the appointment.

The Town Council and Mr. Johnson discussed his current employment, which includes partial ownership of his own company, J & K Environmental.

The Town Council and Mr. Johnson discussed his perspective as it relates to aggressively addressing the current issues/problems with the flooding & sewage back-up. The Town Council and Mr. Johnson discussed bonding to correct current issues that face the jurisdiction of the Sanitary Board.

The Town Council and Mr. Johnson discussed what his views are of his role as a member of the Board of Sanitary Commissioners and its relationship to the Town Council, the public, and the Sanitary Superintendent.

The Town Council and Mr. Johnson discussed any potential problems in his background that would appear unappealing to the public.

Mr. Johnson departed at this time.

4. The Town Council conducted an interview with Mr. Thurman Ferree (D), 2912 Grand Boulevard, Highland, who expressed interest in being appointed to the Board of Sanitary Commissioners. The Town Council discussed the meeting dates and times with Mr. Ferree and his reasons for seeking the appointment.

The Town Council and Mr. Ferree discussed his views on budgetary constraints versus the sanitary needs of the community. The Town Council discussed the need to have commissioners who understand the need to correct the current sanitary issues in an expedited manner.

The Town Council and Mr. Ferree discussed the current state of the sanitary system in the Town of Highland. Mr. Ferree discussed retention capabilities, illegal users of the system, Little Calumet Flood prevention system, and proper system inspections. Mr. Ferree discussed NIPSCO's effect on the sanitary system when power is interrupted.

The Town Council and Mr. Ferree discussed his views on his role as a member of the Board of Sanitary Commissioners, and its relationship to the Town Council and to the public works department.

The Town Council and Mr. Ferree discussed the relationship between the Sanitary Superintendent, the Town Council and the Sanitary Board.

Mr. Ferree discussed better utilization of retention and generators to aid in the correction of the system, hiring a reputable engineering firm, and upgrading the system to prevent these issues from continuing.

The Town Council inquired about Mr. Ferree's background and personal history. Mr. Ferree did inform the Town Council that if he should be appointed, he would need adequate time to notify his current employer.

The Town Council and Mr. Ferree discussed any potential problems in his background that would appear unappealing to the public.

Mr. Ferree departed at this time.

5. The Town Council conducted an interview with Mr. Bill Eckiss (D), 3028 Lakeside Drive, Highland, who expressed interest in being appointed to the Town Board of Metropolitan Police Commissioners. The Town Council discussed meeting dates and times with Mr. Eckiss and his reasons for seeking the appointment.

The Town Council and Mr. Eckiss discussed his belief in his abilities to identify and correct employee morale problems. Mr. Eckiss discussed his experiences as a veteran and how this has allowed him to work and get acquainted with police officers within the community.

The Town Council and Mr. Eckiss discussed what his perspective is as a member of the Town Board of Metropolitan Police Commissioners and its relationship to the Town Council, the Police Chief, and to the department.

The Town Council and Mr. Eckiss discussed any potential problems in his background that would appear unappealing to the public.

Mr. Eckiss departed at this time.

6. The Town Council conducted an interview with Mr. Vernon Sieb (D), 3024 Lakeside Drive, Highland, who expressed interest in being appointed to the Board of Sanitary Commissioners. The Town Council discussed meeting dates and times with Mr. Sieb and his reasons for seeking the appointment.

The Town Council and Mr. Sieb discussed his views on his role as a member of the Board of Sanitary Commissioners, and its relationship to the Town Council and to the public works department.

The Town Council and Mr. Sieb discussed his views on budgetary constraints versus the sanitary needs of the community. The Town Council discussed the need to have commissioners who understand the need to correct the current sanitary issues in an expedited manner.

Mr. Sieb discussed his work experiences and how these experiences have given him above-average problem solving abilities. Mr. Sieb discussed his problem-solving abilities in relation to the need to utilize extensive problem-solving to correct the current problems with the sanitary system.

The Town Council and Mr. Sieb discussed bonding to correct current issues that face the jurisdiction of the Sanitary Board. The Town Council and Mr. Sieb also discussed user fees to provide adequate maintenance to the sanitary system.

The Town Council and Mr. Sieb discussed the relationship between the Sanitary Superintendent, the Town Council and the Sanitary Board.

The Town Council and Mr. Sieb discussed any potential problems in his background that would appear unappealing to the public.

Mr. Sieb departed at this time.

There being no further interviews or business to come before the Town Council, the special study session of the Town Council, of Wednesday, December 10, 2008, was adjourned at 8:10 o'clock p.m.

Kathleen A. Dowling
Deputy Clerk-Treasurer