

**HIGHLAND REDEVELOPMENT COMMISSION
SPECIAL PUBLIC MEETING MINUTES -
TUESDAY, JUNE 14, 2022**

The Highland Redevelopment Commission ("Commission", "RC") met in a Special Public Meeting on Tuesday, June 14, 2022 in the Council Chambers of the Municipal Building located at 3333 Ridge Road, Highland, Indiana. President Sean Conley called the meeting to order at 6:07 p.m. Taking minutes for the meeting was Director Kathy DeGuilio-Fox.

Roll Call: Present in person on roll call were Redevelopment Commissioners George Georgeff, Cy Huerter, Bill Leep, Alex Robertson and Sean Conley. A quorum was attained.

Additional Officials Present: Pat Krull, School Town of Highland Representative and Non-Voting Member; David Beanblossom, Highland Economic Development Commissioner; and Kathy DeGuilio-Fox, Redevelopment Director were also present in person.

Also Present: None

Minutes of the Previous Meetings: None

Special Orders: None

Public Comment: There were no comments written or spoken.

Communications: None

Unfinished Business and General Orders: None

New Business:

- 1. Discussion of Director Candidates:** It was determined that there were three candidates under consideration after conducting interviews. Commissioner Sean Conley asked if anyone had heard from the three candidates of their continuing interest. He stated that Ms. DeGuilio-Fox had forwarded a recent email from Candidate Chambers expressing his continued interest in the position. Commissioner Conley stated he knew that Candidate Ryskamp remains interested. He asked if Candidate Vann has expressed his continued interest and if anyone had reached out to him. Ms. DeGuilio-Fox stated that the Commissioners had informed Mr. Vann that they would be in touch however that she had not been given a directive to contact him so has not done so. Commissioner Bill Leep began the discussion by stating that he does not believe there is a perfect candidate for any job however he believes Lance Ryskamp to be the best choice of this position and he would be his choice. Commissioner Georgeff stated he would support Commissioner Leep's choice. Commissioner Huerter stated that he's known Mr. Ryskamp for quite a while and feels if they can Mr. Vann he would be a better director than Mr. Ryskamp would be. Commissioner Robertson expressed his feeling that going from assistant to director is the logical next step for Mr. Ryskamp and feels he is "pretty familiar" with what is going on in town. Commissioner Huerter suggested nominations be made and nominated Mr. Glenn Vann for the director position. Commissioner Leep nominated Mr. Ryskamp for the redevelopment director position. Commissioner Georgeff seconded Mr. Leep's nomination of Mr. Ryskamp pending successful negotiation with the attorney. After questions as to whether a vote should be taken on the nomination Commission President Conley asked for a roll call vote. Upon a voice vote there were

four in favor and one opposed to the nomination of Mr. Ryskamp becoming the next redevelopment director. Commissioner Georgeff recommended that the attorney negotiate the same contract as was used with the current director. Director DeGuilio-Fox advised that there will need to be some changes in the employment agreement and as an example mentioned the longevity clause stating, as she had previously, that longevity is based on service years and so is different for each employee. She also advised that at their plenary business meeting the commissioners will also have to vote on a new salary resolution containing updated and appropriate compensation amounts. There are some other points that would also be considered and changed if necessary. Commissioner Georgeff mentioned that in the employment agreement there was also an insurance and mileage clause that would need to be considered. Discussion ensued. Ms. DeGuilio-Fox asked for clarification in regard to the nomination made by Commissioner Huerter stating she wanted to be certain there was no support for the nomination and therefore the nomination would not advance.

2. **Selection and Conditional Offer of Employment for Director:** Ms. DeGuilio-Fox advised that the commission would want to indicate to the attorney the salary amount being offered. She went on to advise that it should be considered that her salary includes pay for acting as the recording secretary and preparing the minutes. She advised there are two separate amounts recorded as part of her pay: the director salary and the recording secretary pay. Mr. Ryskamp should be asked if it is his intention to do both jobs. All of this information would be included in the new salary resolution that must be adopted at the June 28th meeting. Commissioner Conley stated that with Mr. Ryskamp being offered the director position a new assistant would be needed and asked if anyone had any thoughts in this regard. He asked if this position should be offered to Mr. Chambers. Commissioner Leep agreed that he would be a good fit for that position and supported offering the assistant position to Mr. Chambers. Commissioner Georgeff agreed he would “do well for us”. Commissioner Conley suggested this be the response back to Mr. Chambers and once Mr. Ryskamp has accepted the director position Mr. Chambers be offered the assistant position. Ms. DeGuilio-Fox suggested first things first and stated she could not recall any other paperwork that would be needed.

Ms. DeGuilio-Fox reminded the Commissioners that Mr. Ryskamp would be back in the office on Thursday. She asked if they'd received his email explaining his absence. Commissioner Conley stated contact with John Reed would be made so discussion and negotiation with Mr. Ryskamp could begin. Ms. DeGuilio-Fox offered to call Mr. Reed first thing in the morning. *Side note: At 7:57 PM Ms. DeGuilio-Fox received a text from Mr. Reed apologizing for his absence and advised that He and Sean had texted and agreed to speak tomorrow (Wednesday, June 15, 2022) so that Commissioner Conley could give him the parameters for the employment agreement.*

Action to Pay Accounts Payable Vouchers: None

Business from the Commissioners: None

Next Meeting: The next full Study Session is scheduled to be held on June 28, 2022 at 6:30 p.m. The next Public Meeting will be held on June 28, 2022 and convene immediately following the adjournment of the scheduled study session that evening. The Study Session precedes the public meeting and will reconvene following the public meeting, if deemed necessary. The next meeting of the Highland Main Street will be Thursday, July 12, 2022 at 6:30 p.m.

Adjournment: There being no further business to consider the Special Meeting of the Highland Redevelopment Commission was adjourned at 6:19 p.m.

Respectfully submitted by Kathy DeGuilio-Fox, Recording Secretary