

Terry Turner, nationally accredited NACVSO CVSO

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Starke County Commissioners • 53 East Mound St. • Knox, IN. 46534

I have already requested and been denied a chance to be on the agenda of the Commissioners' meeting previously. That refusal was both a violation of the Starke County Employee Handbook, due process and my constitutional right to free speech.

In addition, the handbook is a legal contract between the county and the employees. Not fulfilling the guidelines stated in the handbook has violated a legal contract between the county and myself.

I am now officially requesting that the commissioners complete the grievance procedure as dictated in the employee handbook, paragraph 5.06 at the next commissioners meeting.

Paragraph 5.06 states, "Commissioners will hear and render a decision upon the grievance at their next regularly scheduled meeting. In compliance with the due process requirements @ written notice of the issues to be addressed, and (b) an opportunity to be heard, will be provided to all concerned parties."

In fact, a commissioner told me personally, "We will not allow you to present your grievance in the commissioners meeting." That is an direct violation of the handbook as stated in the paragraph above, and a violation of free speech.

During the July 2 commissioners meeting Kent Danford read a portion of employees handbook paragraph 5.07 subsection (e) "Generally, County employees may be terminated at will without cause in accordance with the laws of the State of Indiana."

Danford used this phrase to answer the grievance meeting the commissioners had held with me in executive session. By doing so, the commissioners violated the state's Open Door Law. They apparently voted on a decision of the grievance procedure within the executive session, as they did not vote on it during the July 2 meeting.

Danford also immediately after requested a motion to close the meeting, which Mr. Binkley made, and Danford seconded. If he had completed reading 5.07 (e) it states "Any at will employee found to have violated any policies set forth in 5.06 @ (b), or © above, may be summarily terminated for and shall be terminated for cause." Also, Danford, in doing this, refused any public comment on any part of the commissioners meeting,

First of all, 5.06 (e) (the reference here is actually to 5.05 (e) deals with the steps of the disciplinary procedure. The commissioners did not follow the verbal warning step, as I have never received even a verbal warning on my personnel record, let alone the three other steps that need to be taken before a dismissal. Secondly, 5.07 deals with "Theft or Misuse of County Property, Destruction or Falsification of Records, Misuse of County Account (or) Intellectual Property." I was never accused of any of these, nor have I ever committed any of these actions!

I request I immediately be reinstated, and be paid my lost wages.

Again, I request that Mr. Danford resign as a commissioner or apologize for his accusations and lies that have slander my reputation and forced my replacement as county veterans service officer.

Terry Turner

A handwritten signature in black ink, appearing to read "Terry Turner", with a stylized, flowing script.