

MEETING MINUTES, BOARD OF DIRECTORS
HAMMOND WATERWORKS DEPARTMENT
Thursday, November 18, 2025

Electronic Communication was available via Zoom – No Public Attended

Those members in person:

S. Daniels	President	M, McLaughlin, Chief Executive Operator
B. Grisolia	Vice President	J. Prieto, Deputy Chief Executive Operator
V. Lopez	Assistant Secretary-Treasurer	S. Levinson, Board Attorney

Also present: Tony Hauprich and Jacob Smith

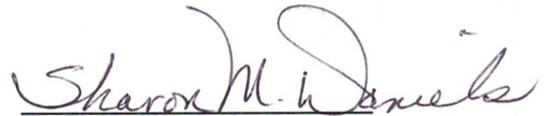
- The Board President called the meeting to order.
- The Board President asked if there were any conflicts of interest. No conflicts of interest.
- The Board Attorney spoke in regards to the disciplinary action. She stated that based upon the statement by Jacob Smith at the last meeting she offers to the Board the following findings. Despite Jacob's initial representation to the Board that he never received the reporting policy that requires all employees to notify the employer of any arrest or charges within the 72 hours of the inciting incident. He was shown evidence that he actually did sign for the policy 1/25/2024 and he acknowledged it was his signature on that form. Mr. Smith did admit that George Peterson instructed him to speak with Bruce Long, tell him about the arrest and report it. He felt he did not need to because the higher ups already knew. Mr. Smith did admit he knew how to contact Mr. Long in order to report that but he did not report it. And did not report to the CEO or Deputy CEO. Mr. Smith acknowledged that he was in fact determined by the Lake County Courts to be a dangerous person on 9/23/2025 in accordance with Indiana Code 35-47-14-1. Also that order remains in effect effectively creates a liability for the Department in light of that finding. Mr. Smith did apologize for failing to report that incident to his superiors. Although there was no discussion about any disrepute that have been brought to the department based on the three felony charges three misdemeanor charges that have been issued against him. Lastly, Mr. Smith acknowledged that he was terminated by the Sportsplex because he sold drugs to another employee there years ago while on duty, and the other employee paid him with stolen money from the Sportsplex. Those were the findings.

B. Grisolia stated that based on the findings and facts he would like to make a motion to adopt the findings and facts found and terminate Mr. Jacob Smith for cause, effective immediately today 11/18/2025. V. Lopez seconded that motion and motion carried.

- New and Unfinished Business: None

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- The Board President asked if anyone had anything further.
- A motion was made by V. Lopez seconded B. Grisolia and motion carried to adjourn the meeting.


PRESIDENT

ATTEST:


SECRETARY