

STATE OF INDIANA)
) ss
COUNTY OF MONROE)

IN THE MONROE CIRCUIT COURT
CAUSE NO. 53C06-2504-CT-001224

LISA JENEE' TRIMBLE

VS.

MONROE COUNTY GOVERNMENT
MONROE COUNTY COMMISSIONERS
MONROE COUNTY ASSESSOR
MONROE COUNTY EMPLOYEE SERVICES
MONROE COUNTY LEGAL DEPARTMENT
JUDITH SHARP, DAVE SCHILLING,
ELIZABETH SENSENSTEIN & SETH ELGAR

FILED

SEP 19 2025

CLERK MONROE CIRCUIT COURT

AMENDED COMPLAINT FOR DAMAGES

Comes now the plaintiff, Lisa Jenee' Trimble, Pro Se, and for the cause of action against the defendants, Monroe County Government, Monroe County Commissioners, Monroe County Assessor, Monroe County Employee Services, Monroe County Legal Department and Judith Sharp, alleges and says:

1. That on or around August 2nd, 2024, Judy Sharp revealed to her Real Estate Team that they were unable to pass the Ratio Studies without manipulating them which is a violation of IC 6-1.1-14-12, IC 6-1.1-4-4.5, IC 6-1.1-33.5-3(4), IC 6-1.1-33.5-3(5), 50 IAC 27-4-4, 50 IAC 27-1-1, 50 IAC 27-5-3, the 2013 IAAO Standards and the Indiana Real Property Assessment Guidelines. Petitioner no longer wanted to be a part of the actions of this office due to moral convictions & fear of legal repercussions and was looking for another position of employment within the County.
2. That on or about October 11th, 2024, Plaintiff submitted application and sent an email to Brianne Gregory and the Financial Director regarding her application and asked the Auditor & Financial Director to please consider her despite all 3 of them fearing retaliation from the Assessor for them recently hiring Charlotte Moat, who was also a former employee in the Assessor's Office who transitioned to the Auditor's Office on or around March 2024.
3. That on or about October 17th, 2024, Plaintiff emailed the DLGF for verification regarding the assessing of vacant un-platted land with homesites despite there not being any development, utility hookups or dwellings on the parcels which violate IC 6-1.1-4, 50 IAC 2.4 and the Indiana Real Property Assessment Guidelines. Petitioner feared the retaliation she might receive, so

she did not mention her specific county or the name of her assessor and kept that information confidential.

4. That on or about October 18th, 2024, the Financial Director for the Auditor was keeping Petitioner's application confidential and snuck Plaintiff into the conference room to give Plaintiff an interview on her lunch break out of fear of retaliation from the Assessor.
5. That on or about October 19th, 2024, Plaintiff emailed the Lake County Assessor's Office for confirmation of the State Code violation of assessing vacant un-platted land with homesite and again kept her specific county and assessor information confidential.
6. That on or about October 21st, 2024, Plaintiff put in her two weeks notice after accepting a position with the Monroe County Auditor at which time the Defendant, Judith Sharp, called the Auditor and Financial Director into her office & proceeded to retaliate against petitioner and defamed the character of Lisa Jenee' Trimble with non-work related, unprofessional, slanderous statements. Statements suggesting that Petitioner was a "conspiracy theorist", a "Donald Trump supporter", suggestions that Petitioner was homeless, referred to her as being a "pity hire" and told them "If you are true democrats, you wouldn't hire her." Defendant violated Monroe County Ordinance 296-1 (F) defines "Officer" anyone who holds public office, elected or appointed, in Monroe County Government. 296-1 (E) defines Harassment as any unwelcome or offensive conduct, whether written, verbal or physical, which is: (1) Directed at or to a person because of the person's age, color, disability, ethnicity, gender, sexual orientation, national origin, race, religion, or veteran status, housing status, or other legally protected classification. Harassment refers to behavior which is unwelcome and which is so offensive and/or persistent as to create, or have the potential of creating an intimidating, hostile, or offensive working environment for any person. Defendant also violated Monroe County Ordinance 296-8, the Policy for Prohibiting Harassment. It is the policy of the County to provide all elected officials, employees, volunteers, and those with whom we consult and work, an environment, which is safe, comfortable, and free of harassment. It is the County's policy to prohibit all forms of harassment on County time and County property, including harassment based on age, color, disability, ethnicity, gender, sexual orientation, national origin, race, religion, veteran status, housing status, or any other legally-protected classification. All elected officials, employees, volunteers and those with whom we consult with and work are responsible for complying with the County's policy prohibiting harassment. A. Harassment means any unwelcome or offensive conduct,

whether written, verbal or physical, which is: 1. Directed at or to a person because of the person's age, color, disability, ethnicity, gender, sexual orientation, national origin, race, religion, or veteran status, housing status, or other legally-protected classification; Harassment refers to behavior which is unwelcome and which is so offensive and/or persistent as to create, or have the potential of creating, an intimidating, hostile, or offensive working environment for any person. C. **This policy applies to all full-time, part-time, and temporary employees and to elected officials, department heads, volunteers, and to those with whom we consult and work.** J.

Monroe County take this harassment policy very seriously and will make all reasonable efforts to educate its **elected officials, employees, volunteers and those with whom we consult and work about this policy. Every new elected official, employee, volunteer, and those with whom we work will be provided a copy of the policy when hired or retained. If the policy is amended, copies of the amendments will be provided. All employees are expected to annually review the Personnel Policy Handbook.** K. Monroe County also recognizes that careful consideration must be given to questions regarding whether a particular action or incident is purely personal or social without any discriminatory effect. False accusations of harassment can have devastating effects on the lives and reputations of innocent people; therefore, the County may discipline, up to and including termination of employment, those employees who are proved to have intentionally, maliciously, and wrongly accused others of harassment. Appropriate legal action may be taken against elected officials, volunteers, and those with whom we consult and work who are proved to have intentionally, maliciously, and wrongly accused others of sexual harassment. L. Prevention is the best policy for the elimination of harassment. **Elected officials, employees, volunteers, and those with whom we consult shall be aware of this harassment policy at all times and seek to avoid creating conditions that encourage such activity.** M. Sexual and **other forms of harassment by any person may result in personal legal and financial responsibility for the offender.**

296-9 Penalties for Violations **Officers, employees, and agents who violate this Subsection, may be subject to discipline in accordance with the Monroe County Personnel Policy.** Contractors and their agents may be subject to suspension or debarment from future contracting opportunities .If entities, elected officials and employees cannot be sued individually, Petitioner would request that all parties be blanketed into one entity under the Monroe County Government via Trial Procedure Rule 20 (A) Permissive Joinder (2) All persons may be joined in one [1] action as defendants if there is asserted against them jointly, severally, or in the alternative, any right to

relief in respect of, or arising out of, the same transaction, occurrence, or series of transactions or occurrences and if any question of law or fact common to all defendants will arise in the action.

7. That Judy Sharp has a legal documented history harassing her employees. That a case was filed against her by her former employee Jackie Bultman for harassment. The County offered her a settlement and made Ms. Bultman sign a non-disclosure agreement.

8. That on or about October 29th, 2023, the plaintiff, Lisa Jenee' Trimble, contacted Employee Services for relief of the harassment and retaliation she was receiving from the defendant, Judith Sharp. Elizabeth Sensenstein, is a former employee for Judith Sharp in the Assessor's Office, assured her that her employment would not be terminated, but was told "Elected officials take it personal when employees leave their offices and that's just the way she is." Employee Services made it clear that they would not intervene and that Petitioner would have to endure the rest of her 2 weeks. Sensenstein violated Monroe County Ordinance 296-8 Persons who believe they have been subjected to, witnessed, or been made aware of harassment shall promptly report the harassment to their elected or appointed department head, the Human Resources Department, or the Monroe County Legal Department and complete a Harassment Complaint Form. The best time to register a complaint is immediately after the act occurs. The completed Harassment Complaint Form shall be turned into the appropriate elected official, department head, the Human Resources Department, or the Monroe County Legal Department. If the department is the subject of the harassment complaint, the person may submit the completed form to the elected official responsible for that department head, the Human Resources Department, and the Monroe County Legal Department. 2. If the elected official is the subject of the harassment complaint, the person may submit the completed Harassment Complaint Form to the Human Resources Department, the Monroe County Commissioners, the Board of Judges, or the Monroe County Legal Department. The Monroe County Legal Department and the Human Resources Department must be provided a copy of each completed Harassment Complaint Form. F. All persons who observe or otherwise learn of or have reason to suspect any conduct which may violate this policy shall promptly report such facts to their elected official, department head, the Human Resources Department or the Monroe County Legal Department, and shall cooperate fully in any investigation or disciplinary action undertaken pursuant to this policy. Failure to comply with this section shall be grounds for

appropriate disciplinary action, up to and including termination or replacement, as allowed by law. G. The elected official, department head, or the Human Resources Department, with assistance from the Monroe County Legal Department, shall conduct a prompt and careful investigation. The investigation may include interviews with all persons having direct knowledge of the unwelcome behavior, including the person who made the complaint, the person accused of sexual or other harassment, and other potential witnesses. H. At the conclusion of the investigation, the elected official, department head, Human Resources Department, or other investigator will review the findings with the person(s) who made the complaint. If the investigation reveals that the complaint is factual, appropriate corrective action will be taken to prevent the harassment from occurring again, up to and including discharge of any person believed to be guilty of harassment, as allowed by law. In any case, particularly in situations where the facts uncovered during the investigation are inconclusive or unclear, the County will ensure that all parties are reacquainted with the policy prohibiting sexual or other harassment at work. Petitioner was not given a Harassment Complaint Form, a report was not filed and there wasn't an investigation. Petitioner followed Monroe County protocol, Defendant did not.

9. That on or about on November 8th, 2024, Neely Druin, Judy Sharp's Appeals Deputy sent Petitioner a text message apologizing for taking part in the retaliation and for the non-work-related personal insults that Judy was saying about the Petitioner to the Financial Director and Auditor in retaliation for leaving her office.
10. That on or about March 3rd, 2025, Plaintiff disclosed the State Code violations to the Financial Director and Auditor who asked what the next step was and Petitioner explained that she was going to contact the Department of Local Government Finance. All Monroe County elected officials and employees are required by Monroe County Code 295-3 to report all fraud and Financial Director and the Auditor failed to do so.
11. That on or about March 3rd, 2025, the plaintiff, Lisa Jenee' Trimble, contacted the Indiana Department of Local Government Finance regarding the numerous Indiana Code and Indiana Real Property Assessment Guideline violations that she witnessed and was instructed to perform while working as the Assistant Property Director in the Monroe County Assessor's Office from 10/2023-10/2024. IC 6-1.1-4, 50 IAC 2.4, IC 6-1.1-4-4.5, 50 IAC 27-11-2, IC 6-1.1-14-12, 50 IAC 27-4-4, 50 IAC 27-1-1, IC 9-17-6, 50 IAC 3.3-3-1, 50 IAC 3.3-2-2, IC 6-1.1-4-4.2, IC 6-1.1-4-39, HEA 1328, IC 6-1.1-35.7-4, IC 6-1.1-35.7-3 to name a few.

12. That on or about 3/10/2023 Petitioner forwarded this information to the governing body of Monroe County, the Monroe County Commissioners, the Legal Department and Judith Sharp as Monroe County Ordinance 295-3 required her to do and the Commissioners did not respond. The Director of Assessments, Barry Wood, confirmed some of the violations and wanted to know who the Assessor was that was manipulating the Ratio Studies. As soon as Petitioner stated that it was Judy Sharp of Monroe County, he stopped responding. Finally, responding days later & after several more emails from Petitioner he stated that the Department would not be looking into the matter and suggested that taxpayers fill out a Code of Conduct Complaint Form if they had any complaints and send them to him. Petitioner notified Barry Wood that she was going to report the violations to her local Commissioners. Legal Department, necessary State agencies and to the IAAO. IC 5-11-1 requires any fraud to be reported to the Indiana State Board of Accounts.
13. That on or about March 11th, 2025, Petitioner forwarded her complaint sent to Barry Wood to Judy Sharp, the Monroe County Commissioners and the Legal Department as required by Monroe Ordinance 295-3 and did not receive a response.
14. That on or about March 12th, 2025, Petitioner notified the Assessor and Legal Department that she wasn't getting a response and that she intended to inform the taxpayers of the violations she witnessed and performed during her time in the Assessor's office via social media which is her Federally protected right of the Freedom of Speech and her right to exercise the Freedom of Information Act.
15. That on or about March 12th, 2025, Petitioner made a social media post on Facebook timestamped at 11PM from home informing the public that she was going to go live to share the resistance she was experiencing trying to report the violations that she witnessed being committed. The post included a photo of her personal laptop screen timestamped at 11PM showing the various public emails she had attempted to report to.
16. That on or about March 13th, 2025, Barry Wood informs Petitioner that there will be no investigation from his agency and suggested that taxpayers fill a Code of Conduct Form if they have a complaint and send it to him.
17. That on or about March 13th, 2025, Judith Sharp, Dave Schilling (Legal) and Seth Elgar (Employee Services) met with the Financial Director and the Auditor regarding the fraud the Petition reported and Sharp demanded

Petitioner's termination. Sharp presented Petitioner's social media Facebook post from the night to the group and insisted that the photo of Petitioner's laptop was a photo of Petitioner's work computer screen, thereby it was an abuse of government property and grounds for my termination. Seth Elgar and Dave Schilling agreed without performing an investigation, interviewing Petitioner or verifying the computer screen shown in the photo. The Petitioner's supervisor the Financial Director pointed out the timestamp of 11PM and the physical discrepancies in the photo and took a picture of the petitioner's work computer screens to show the Defendants the comparison and indeed verified that the photo was not Petitioner's work computer screen, but rather her personal home laptop screen, thereby not an abuse of government property and grounds for termination. She also pointed out the timestamp that was close to midnight & suggested that if Petitioner scanned into the building after hours that TSD would have a record of that. There were no grounds for another official from another office to demand the termination of Petitioner or to demand a search to be conducted on Petitioner's computer. Petitioner was being retaliated against and singled out for reporting the fraud. Petitioner and every Monroe County employee and official is required by Monroe County Ordinance 295-3 to report any fraud being reported or witnessed to the Monroe County Commissioners which the Petitioner complied with. The retaliation and demand for investigation & termination was a violation of IC 22-5-3-3 (a) an employee of a private employer that is under public contract may report in writing the existence of: (2) a violation of a state law or rule; (3) a violation of an ordinance of a political subdivision (4) the misuse of public resources. If a good faith effort is not made to correct the problem within a reasonable time, the employee may submit a written report of the incident to any person, agency, or organization. (b) for having made a report under subsection (a) an employee may not: (1) be dismissed from employment. (d) an employer who violates this section commits a Class A infraction.

18. On or about March 13th, 2025, Judith Sharp made another false accusation against the Petitioner and blamed Petitioner for another Facebook user's comment and Petitioner had to verify her Facebook post with the Financial Director again. Another Facebook user made an incorrect comment regarding the amount of Judith Sharp's tax payment due and Judith accused the Petitioner of being at fault for spreading disinformation. The Financial Director warned Petitioner that although all the information she was sharing was public information found on public County websites and there weren't any threats of harm or violence, the Legal Department was also threatening to terminate Petitioner for "doxxing."
19. On or about March 13th, 2025, Judith Sharp, Seth Elgar and Dave Schilling singled out Petitioner and requested an investigation be conducted on Petitioner's work computer. Defendants accused Petitioner of making social media posts from her work computer on no grounds whatsoever. Previous

false accusations coming from all three were already proven to be false which is a violation of Monroe County Code 296-8 K. for making false accusations.

20. On or about March 14th, 2025, the petitioner stayed up until 3 AM to file a harassment complaint to Seth Elgar against Judith Sharp, Seth Elgar and Dave Schilling to protect herself from the harassment, retaliation and the conspired effort to terminate Petitioner's employment for no Personnel Policy Violations, but solely for reporting the State Code violations that she witnessed being committed which are violations of Monroe County Ordinance 295-3 & 296-8, IC 22-5-3-3, IC 5-11-1-27, Petitioners Federally protected Freedom of Speech, Indiana's Freedom of Information Act, USC 18 241, USC 18 242, USC 42 1983, USC 42 1985 & USC 42 1986.
21. On or about March 17th, 2025, the Petitioner emailed Seth Elgar multiple times inquiring about when Employee Services would schedule an interview to speak to her regarding the harassment claim she made. Mr. Elgar did not respond but forwarded her email to Justin Roddye who responded that Petitioner's email had been forwarded to Elizabeth Sensenstein at 1:32 PM, who was on a medical leave. Monroe County Ordinance 296-8 was still being violated by Human Resources/Employee Services.
22. Employee Services and Legal did not interview or speak to Lisa Jenee' Trimble regarding her allegations or the situation until March 20th, 2025. 7 days after they met with Assessor to terminate Petitioner's employment for reporting the fraud & 6 days after submitting her harassment claim. Elizabeth Sensenstein and Justin Roddye interviewed petitioner regarding her harassment complaint and stated that they would not address the accusations petitioner made regarding the Indiana Code and Real Assessment Guideline violations, that it was "over their heads" and that they would only listen to my harassment complaints. This is another direct violation to Monroe County Ordinance that required them to report the fraud to the Commissioners and other required agencies.
23. On or about March 25th, 2025, Seth Elgar sent out a county wide email to watch a training video on workplace harassment titled "The Respectful Workplace for Employees" followed by another email stating that it was an annual routine video that every employee is required to watch annually. The petitioner watched this video once as part of her new hire training on October 23rd, 2023. It had not been assigned to her or any other county employee to her knowledge in 2024 excluding new hires. The treatment that the Petitioner was receiving is the exact behavior the training instructed employees NOT to do.

24. That on or about March 27th, 2025, Petitioner hand delivered a dossier that was submitted to this Court detailing the State Code violations, harassment & retaliation to the Financial Director, the Commissioners, Employee Services, Legal and the Monroe County Prosecutor. Copies were also emailed to the Department of Local Government Finance, so including the multiple emails Petitioner had already sent, every agency received multiple written notices.

25. That on or about April 1st, 2025, Judy Sharp sent out a letter to multiple local & state agencies stating that Petitioner personally attacked the field representative supervisor's (Joni Fishman) mother who also previously worked for her. This is another false accusation. Petitioner was not aware of Ms. Fishman's mother's name, was not aware that she was a former employee of Ms. Sharp and never once personally attacked her or mentioned her name publicly which is a violation of Monroe County Ordinance 296-8 K. Monroe County also recognizes that careful consideration must be given to questions regarding whether a particular action or incident is purely personal or social without any discriminatory effect. False accusations of harassment can have devastating effects on the lives and reputations of innocent people; therefore, the County may discipline, up to and including termination of employment, those employees who are proved to have intentionally, maliciously, and wrongfully accused others of harassment. **Appropriate legal action may be taken against elected officials.**

26. That on or about April 1st, 2025, Judy Sharp confirms that she, Employee Services and Legal were demanding and pressuring the Auditor to terminate Petitioner and refers to that in her letter in which she blames Brienne Gregory, the Auditor for not "dealing with this issue in her office." She also writes, "I have had at least 3-4 meetings with Bri to address our concerns. At least twice just she and I in her office with the door closed and 2 or more with HR and Legal to talk about our concerns in my office. Every time we had a conversation it seems she went right to Jenee and told her what we discussed." "At the last meeting we had, I was telling her that if someone in my office was attacking another office, the County or an Elected Official I fire them ASAP. I know we are an "At Will" state but sometimes we just must think of our staff as well as the County." "As an Elected Official, the buck stops with me, not my staff! In this case if anything happens to anyone that works in my office including me or our families, Bri will be held accountable! She needs to understand the seriousness of this issue."

27. That on or about April 7th, 2025, Elizabeth Sensenstein, notified the petitioner via email that her harassment complaint had been reviewed in accordance with Monroe County's Policy Prohibiting Harassment and after an investigation, they did not find sufficient evidence to support a violation of the County's harassment policy. Sensenstein did not meet with Petitioner to discuss the results as Monroe County Ordinance 296-8 protocol requires.

28. That on or about April 17th, 2025, Petitioner testified publicly about the State Code violations she witnessed & was instructed to perform and about the retaliation she had been experiencing to the Commissioners at their weekly meeting and pled her Federally protected right of Freedom of Speech & the Indiana whistleblower laws in her defense. IC 5-11-1-9.5.
29. That on or about April 30th, 2025, Petitioner filed this case against the County Offices, agencies, officials and employees that participated in, encouraged and supported the harassment and retaliation she was receiving. That Monroe County Ordinance 296-9 states that "Officers" means anyone who holds public office, elected or appointed, in Monroe County Government, employees and agents who violate this Subsection, may be subject to discipline in accordance with the Monroe County Personnel Policy. That Monroe County Ordinance 296-8 K. states that appropriate legal action may be taken against elected officials. IC 34-13-3-8 (b) a claim against a political subdivision is barred unless notice is filed with: (1) the governing body of that political subdivision. Petitioner sent multiple emails to the Monroe County Commissioners, gave them a 120+ page dossier and testified to the Commissioners at their weekly meeting on 4/17/2025.
30. That on or about May 13th, 2025, Petitioner followed the Auditor's time off policy and requested to leave work early and received permission from her supervisor and the Financial Director to leave work early.
31. That on or about May 14th, 2025, the Auditor called Petitioner into the conference room and notified her that she was being terminated for leaving work the day before without receiving permission.
32. That said actions occurred in multiple offices; conference rooms and the Nat Hill Courtroom located in the Monroe County Courthouse within the boundaries of Monroe County Indiana.
33. That some of the Assessor's employees, the Auditor, the Financial Director, Elizabeth Sensenstein, Seth Elgar, Dave Schilling and the Assessor by her own admittance all participated in the months of retaliation, harassment, ganging up on and bullying. Not one agency of authority stepped in to stop it. Not one agency, office, official, supervisor or person of authority investigated or interview Petitioner about the fraud she reported as they are required by State Code to do.
34. That the plaintiff received anguish, suffering, emotional and psychological damages, loss of dental care, loss of health insurance, loss of medications, financial duress, is losing her home, experiencing stress induced physical

damages from alopecia, psoriasis, and psoriatic arthritis as a direct and proximate result of the defendant's negligence, harassment, bullying, retaliation and wrongful termination.

35. That the plaintiff has exhausted personal worktime hours and comp time hours and many personal home hours over the course of the last 11 months and finances into researching, gathering, photocopying and mailing physical evidence and documentation to file harassment claims and dossiers with a plethora of local county and state entities to protect herself, reputation and employment.

36. That Plaintiff had been working to build her credit score to be able to apply for a USDA rural housing loan and was advised to apply after her 2 year anniversary of employment and now she is knocked out of that program as she has no earned income, no work history and has been black-balled from any future employment with any County office or department. That Petitioner has a Federally protected right to own property that was violated for retaliation.

WHEREFORE, according to the Indiana Whistleblower Law IC 5-11-1- 9.5. (a) An individual may report suspected malfeasance, misfeasance, or nonfeasance by:

(1) a public office;

(2) a public officer; or

(3) an individual who handles, administers, or has responsibility for administering public funds on behalf of an audited entity;

to the state board of accounts. The individual's identity is confidential unless a civil proceeding is pending under IC 5-11-5-1(a) and the court orders disclosure.

(b) A public office, officer, entity, or institution may not retaliate against an employee of the state or a political subdivision for making a report under subsection (a).

(c) An individual who has been discharged, demoted, suspended, threatened, harassed, or otherwise discriminated against by the individual's employer in the terms and conditions of employment as a result of the individual's good faith reporting actions under this section is entitled to all relief necessary to make the individual whole.

(d) Relief under subsection (c) for an individual bringing an action against a person who is not a state officer or state agency includes the following:

(1) Reinstatement with the same seniority status the individual would have but for the act described in subsection (c).

(2) Two (2) times the amount of back pay that is owed to the individual.

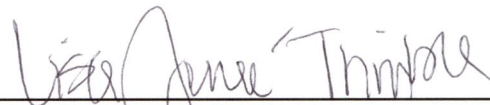
(3) Interest on the back pay that is owed to the individual.

(4) Compensation for any special damages sustained by the individual as a result of the act described in subsection (c), including costs and expenses of litigation and reasonable attorney's fees.

(e) An individual may bring an action against a person who is not a state officer or state agency for the relief provided in this section in a court with jurisdiction.

the Plaintiff demands judgement against the defendants for sufferings and injuries in a reasonable amount for the a countless hours of personal time lost, worktime lost, wrongful termination resulting in total loss of income, loss of medical insurance, loss of medications, loss of needed dental work, expenses associated with researching, gathering and copying evidence and reports, filing fees future medical expenses associated with stress induced autoimmune flare ups, court costs, legal expenses, moving and storage fees, and all other proper relief in the premises. Plaintiff is requesting 2 years' worth of salary in the amount of \$117, 770 (\$58,884.80/year), 2 years of biologic injectable medication for auto-immune diseases in the amount of \$116,839 (\$14,604.89/injection), 2 years of hormone replacement therapy \$2,920 (\$365/dose), 1 year of rent plus security deposit equivalent to the rental she is losing from financial duress in the amount of \$19,500 (\$1,500/month), \$15,000 in dental work (3 extractions, 2 implants, 1 bone graft), plus an amount to be determined for hours invested in this case equivalent to what the defendant's attorney is receiving for their time to be determined at final court date.

BY:



Lisa Jenee Trimble

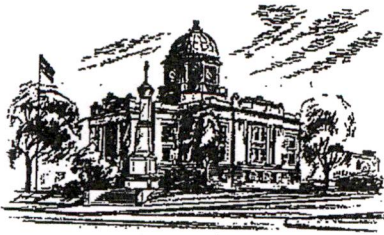
Pro Se

512 W. Graham Drive

Bloomington, IN 47403

Phone: (843) 816-3073

Email: ljtrim03@gmail.com



JUDITH A. SHARP

Monroe County Assessor

LEVEL III CERTIFIED INDIANA ASSESSOR-APPRAISER

FILED

SEP 19 2025

CLERK MONROE CIRCUIT COURT

April 1, 2025

In the past few weeks my office and I have been under an attack on social media from a former {obviously} disgruntled employee. It has gotten to the point that my whole office and I have become physically and mentally drained. Every day another unwarranted attack comes out of her and frankly it has now put us in danger.

For almost 20 years we have contracted with Nexus Group to do all the field work in the County, they pick up residential, commercial, industrial and any other property that we deem necessary in the course of our business. They have 4 people out in the community almost daily. They usually go out by themselves unless it is a large property that is going to take a couple people to help gather the data.

Our contract runs for 4 years during the reassessment period. We average about 1000 new permits yearly for new construction and in the reassessment period we do 25% of the county yearly until the end of 4 years and then start over. The contract sets out the number of employees we get during the 4 years, the duties they perform etc. Under this contract I also have 2 attorneys that are at my disposal whenever necessary. This has been a huge benefit for the County because 99% of legal work is done through Nexus. This includes going to the Indiana Supreme Court a least 3-4 times. If I would have to use a County Attorney, the cost to the county would be prohibitive.

This contract runs about \$1 million dollars for the whole 4 years on the average. The next contract could double if Nexus feels that their employees are no longer safe going out by themselves. This would mean either more employees or taking longer to get the job done yearly. Taking longer is not an option because we are on deadlines set by the State that we cannot ignore. The job must be done and completed on time.

Joni Fishman has been personally attacked by Ms. Trimble and Joni's mother has been included in the attacks. Joni and her mother have worked a total of over 40 years in the County, both in the Auditors Office and mine. Sandy Mundy retired from my office then Joni came to work for me and eventually transferring to being employed by Nexus. She is the supervisor in the field for Nexus. Joni, Nick and Brad (commercial and industrial properties) are all Level III Assessors/Appraisers, the same as Lisa, Shelly, Neely, Danial and me. This is the highest certification we have in the State. All my supervisors by law must obtain this certification. I would lose my office if I failed to keep the certification. This means unless you have studied and worked in this office for years you really have no clue about the assessing system and the complexity of the big picture. This is what is so disgusting about Jenee's attacks, they are not only wrong they are outright lies! She is making things up and putting this crap out there and these crazy people are believing all this and are threatening this office and staff.

We are second guessing everything we are doing and saying and even I frankly have gotten paranoid. Just this afternoon I was told that a gentleman had some papers he wanted to give me. I didn't recognize the name and instead of telling him to come back I told my staff person I would come out. I asked Neely to listen and if needed to get one of the sheriffs' deputies.

In 39 years, I have never second guessed going out to meet with anyone coming into this office. I know my staff is doing the same thing. This is totally unacceptable, and I frankly lay the blame on Bri Gregory's doorstep for not dealing with this issue in her office.

I have had at least 3-4 meetings with Bri to address of our concerns. At least twice just she and I in her office with the door closed and 2 or more with HR and Legal to talk about our concerns in my office. Every time we had a conversation it seems she went right to Jenee and told her what we discussed and then that evening on social media Jenee would come back with even more attacks.

I know Bri is a newly elected official and she has a lot of work to do to get to know her staff and frankly her job. Being Auditor is probably one of the hardest jobs in the State and unfortunately the SBOA do not train them or their staffs like we must be trained.

At the last meeting we had, I was telling her that if someone in my office was attacking another office, the County or an Elected Official I would fire them ASAP. I know we are an "At Will" state but sometimes we just must think of our staff as well as the County. I always follow protocol and have only fired one employee in 39 years for doing something so horrible it reflected badly on my office and the county.

As an Elected Official, the buck stops with me, not my staff! In this case if anything happens to anyone that works in my office including me or our families, Bri will be held accountable! She needs to understand the seriousness of this issue.

Just A Sharp
Morroe County Assessor



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SEP 19 2025

CLERK MONROE CIRCUIT COURT

**MONROE COUNTY GOVERNMENT
Employee Termination Form**

(Reminder: Complete and forward all required forms to TSD.)

COMPLETED BY ELECTED OFFICIAL/DEPARTMENT HEAD:

Employee Name: JENEE TRIMBLE Department: AUDITOR

Position Title: ACCOUNTS PAYABLE/FINANCIAL Fund-Account-Location: 1000-11017-0002

Position Status: Full-Time Hire Date: 10/23/2023 Termination Date: 5/14/2025

Eligible for Rehire: No *If no, supporting documentation is required to be on file (attach/forward to ESD).*

Reason for Leaving: Voluntary: Involuntary:
N/A Attendance/Tardiness

Explain reason(s) in detail: *(if voluntary attach email or letter of resignation)*

Employee left work without permission.

Forwarding address: *(required for COBRA and W-2 information purposes)*

Address: 7240 W RATLIFF RD

City: BLOOMINGTON State: INDIANA ZIP: 47404

Items collected from Employee: Keys ID Card Equipment *(item)* _____

Elected Official/Department Head/Employee Services reviewed the benefits termination process: *(check all that apply)*

- Health, Dental, Vision coverage terms at midnight on the last day of employment.
- All voluntary coverages cease at midnight on the last day of employment; are portable
- COBRA paperwork will be sent directly to the employee at the address listed above.
- W-2 forms will be sent directly to employee's address listed above.
- Employee will be responsible for making withdrawals from PERF and OneAmerica directly.
- Termination Letter sent in lieu of in-person discussion. Date Sent: _____

Vacation and/or Compensatory Time Total Hours to be Paid Out: Vacation Hours 40.00 Comp Hours 0.00

(To review the Compensatory Time (Res 2024-15) regarding funding procedures for covering the final payroll pay-out, click here.)

I affirm that the information above is true.

EO/DH Signature: Date: 5/14/25

COMPLETED BY EMPLOYEE, when applicable:

Home Email Address: _____ Yes, Please Forward Exit Interview Survey

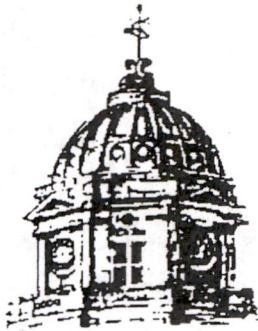
Can Employee Services share your Exit Interview Survey? Yes, share my survey information.

I affirm that I have been advised of the termination process of my benefits.

Employee Signature: _____ Date: _____

***** Office Use Only *****

___ Benefits Termed ___ PERF Termed ___ Inactive in Payroll



Brianne Gregory
Monroe County Auditor

Monroe County Courthouse
100 W Kirkwood Ave Room 209
Bloomington, IN 47404
Office (812) 349-2510
Fax (812) 349-2280

May 14, 2025

Jenee Trimble
7240 W. Ratliff Rd.
Bloomington, Indiana 47404

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SEP 19 2025
CLERK MONROE CIRCUIT COURT

Ms. Trimble –

This letter is to inform you that effective immediately your employment with the Monroe County Auditor's Office is terminated. This employment action is based on, but not limited to, failure to obtain authorization for leave on May 13, 2025.

Please be advised that any insurance coverage provided to you by the County will become inactive as of the date of your termination. You will be receiving additional information from the Employee Services department regarding the availability of COBRA benefits. If you have additional questions regarding the ending of your insurance coverage and/or other benefits, please contact the Employee Services department.

Please contact Elizabeth Sensenstein, Employee Services Director, to arrange a time to obtain any personal effects still located at the Auditor's office. Contact with Ms. Sensenstein can be made by email at esensenstein@co.monroe.in.us or by phone at (812) 349-7314. Please also make any arrangements to return any county property within your possession today prior to leaving the building or at the same time you retrieve your personal belongings.

Sincerely,

Brianne Gregory,
Monroe County Auditor

11/4/2024

Auditor Financial Work Time

- **Calendar Sharing:** I would like us all to share our work calendars with others in the financial side of the Auditor's Office. This will prevent us from needing to add each other to events that others do not need to attend. It will also help keep everyone informed and streamline communication.
- **Time Off Requests:**
 - **Step 1:** Check everyone's calendars to ensure that we have in-office coverage for your requested time. Adequate coverage is as follows:
 - Leadership - At least 1 of the following: Bri, Carley, Meghan, Stephanie
 - Claims - At least 1 of the following: Jeneé, Marissa
 - Financial - At least 2 of the following: Ashley, Carley, Charlotte, Jeneé, Marissa, Meghan
 - **Step 2:** Request time off in AOD.
 - **Step 3:** Add requested time to your office calendar.
 - **Step 4:** If you flex your schedule within the week (non-exempt employees) or pay period (exempt employees), ask Chris to reduce your benefit time used at the end of the week/pay period.
- **Work Hours:**
 - Employees are to work 40/week. If you cannot work your hours, benefit time should be utilized.
 - Office hours are 8:00am-4:00pm. At least one financial staff member should be available during these hours either via phone or in office.
 - **Flexing:**
 - **Exempt Employees:**
 - The only exempt employee in the Auditor's Office is the Financial Director. The other two exempt positions had to be moved to non-exempt due to federal labor laws.
 - Flexing within the pay period is permitted for Auditor financial employees. Please mark your calendar for times that you intend to be out of office. Please do not flex to the extent that you take more than 2 days off work/month due to flexing.
 - **Non-exempt Employees:**
 - Flexing within the week is permitted for Auditor financial employees. Please mark your calendar for times that you intend to be out of office. Please do not flex to the extent that you take more than 2 days off work/month due to flexing.
- **Tardiness:** Unless you are flexing your schedule to accommodate a late meeting or personal event, we ask that employees to arrive around 8:00am. No need to text/call if you are running late and will be in office by 9:00am.
- **Unplanned Absences:** If your time off is unplanned (sick, running later than 9:00am, need a mental health day, etc.), please text the group chat to keep everyone in the loop.
- **Alternative Schedules:** May be approved in advance. The employee should maintain their calendar so that others will know when they are in office.
- **Unpaid Lunches:** Lunches are unpaid. Employees are encouraged to take lunches. However, it is not required. You do not need to request off for your lunch break or add it to your calendar. Just let whoever is in the office know that you are stepping out.
- **Paid Breaks:** Employees are permitted up to two 10-minute paid breaks/day. Use this time to do what keeps you physically/mentally healthy. 😊

These guidelines may change at any time. Please ensure that you manage your benefit time to prevent shortages.

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SEP 19 2025

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3/8/2025

2025 MONROE COUNTY AUDITOR'S OFFICE PERSONNEL GUIDELINES FOR DEPARTMENT

For All Monroe County Auditor's Office Employees

OVERVIEW / OBJECTIVE

Aim of this document is so that all employees of the Monroe County Auditor's Office can perform their daily work in an office environment that will allow each employee to:

- Ensure we have a positive work environment that promotes functionality and the office Vision/Mission
- Focus on Work
- Be more Productive
- Be more Accurate
- Make every movement count
- Complete tasks faster
- Create a quiet workplace conducive to operating a highly effective team

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→ Workflow

Enhancing and providing the ideal environment conducive to office work

- Need #1: Limiting interruptions of your tasks
- Need #2: Limiting disruptions of others
- Need #3: Limit back and forth traffic through the department
- Need #4: Limiting chitchat with other Department members, taking their attention off their work and reducing their efficiency.

The Opportunity

To create a set of rules that each person will feel is fair and objective regarding workday activities and breaks

- Goal #1: Treat everyone the same
- Goal #2: Everyone follows the same set of rules
- Goal #3: Rules are fair, understandable and easy to follow
- Goal #4: Ensure rules are conducive to work and enhance the overall perception that each member of our team is valued

The Solution

Provide to each team member what is expected of them in a clear, concise document

- Recommendation #1: **Written copy, no ambiguity**
- Recommendation #2: Everyone is responsible to read and understand the document
- Recommendation #3: Everyone signs to verify they personally are responsible to know the Auditor's Office Personnel Guidelines they are expected to honor, uphold and be measured against.

WORKDAYS

We are paid not for “Our Time to Be Here” but rather we are paid for our time to “Deliver a Service” which is to perform tasks associated with the Monroe County Auditor’s Office. This is an active endeavor. No one should be waiting for the day to end, or the ringing of the 4:00 or 5:00 pm bell, waiting for lunch to begin or waiting to take a break. Instead, everyone should be actively working until the bell rings at 4:00, Lunch time begins, or their break time starts. Everyone should immediately begin working with the 8:00 am bell sounds or when their assigned workday begins and when they return from lunch or break. **Please note that scheduled work times may vary and are at the discretion of your supervisor.**

Each employee should ask yourself periodically, “Am I truly working diligently regarding my time and attention? Am I attentively focusing on my task at hand? Am I being a good steward of the seven or eight hours I am paid to perform my assigned tasks?” At the end of each day, every employee should be able to look back and be able to account for seven or eight full hours of work and be able to see and produce accomplished tasks equal to the time measure.

Rationale

First off, what is work and what is not? Working includes hands-on activity which an employee is assigned. Work can be many different activities depending on one’s position, however, here is a list of activities it does not include the following break time activities:

- Personal phone calls on work phones that last more than a few minutes
- Personal phone calls on your cell phone that last more than a few minutes
- Excessive conversations about topics other than work
- Smoking
- Leaving your area for personal reasons for more than a few minutes
- Moving your car
- Going to outside venues for personal reasons (like the bank, across the street to get a coffee, Fountain Square Mall, etc.)

Taking a break

Everyone needs a break, and this is understood and honored. Though not actually granted by employment law, every Monroe County Auditor’s Employee will be granted one 10-minute break in the morning and in the afternoon, to be used anyway they would like. Including, but not limited to: Eating or preparing food or drinks, visiting the restroom, smoking, making non-work-related phone calls, leaving your work area for personal reasons, washing your dirty dishes, purchasing snacks/drinks from vending machines, relaxing in the break room, reading the newspaper, etc. However, all these activities are breaks from the employee’s work tasks and should be considered their daily work breaks.

Please self-manage your work break so they do not exceed 10 minutes in the morning and 10 minutes in the afternoon.

What are the exact rules and expectations for the Employees of the Monroe County Auditor’s Office?

1. Each employee should know and have read and agree to follow the standards in the Employee Handbook, titled, “County of Monroe, Indiana Personnel Policy Handbook”.
2. Each employee should know and have read and agree to follow the TSD computer rules outlined in the document titled, “Monroe County Government Computer-User Agreement”.

3. Each employee should know and have read and agree to follow out interdepartmental rules, stated in this document.
4. Each employee should understand and know our Time and Attendance Policy and follow it explicitly.
 - Work generally starts at 8 am sharp, so be at your workstation ready to begin your tasks before the 8:00 am bell or at your assigned time. When the bell rings, each employee should be beginning your hands-on tasks. Please note that scheduled work times may vary and are at the discretion of your supervisor.
 - Work diligently until you leave. This includes when you leave for lunch, break or at the end of your workday. So, effectively everyone stays on task until the 4 pm leaving time each day.
 - Be accurate and be honest.
5. Bringing children to work should be a rare and infrequent circumstance and only done as a last resort when no babysitter is available, and deadlines need to be met. If/when necessary, being in the office with your child should be brief and the child should not distract employees from work duties. Timeframe and location of this circumstance is at the discretion of your supervisor.

Responsibility, Accountability and Self-Awareness

Regarding employee conduct:

Everyone has faults, but let our faults be....

- Being kind to a fault
- Being generous to a fault
- Being helpful to a fault
- Being accurate to a fault
- Being honest to a fault

Our collective goal- to create a department that focuses on and attains the following:

1. Maximum Productivity
2. Maximum Accuracy
3. Maximum Efficiency
4. Minimum Chaos, panic and unpleasantness
5. Minimum Rework
6. Positive Attitudes
7. Zero Gossip, Troublemaking, anything other than being kind and considerate
8. Providing an environment that is conducive to work, limiting interruptions and counterproductively.
9. Providing excellent internal and external customer service
10. Provision of proper planning and preparations
11. Taking ownership for one's own work
12. Providing and participating in Team Spirit
13. Working with a proactive purpose, expertise and commitment to excellence
14. Providing results-oriented functionality
15. Mutual respect of coworkers, customers, and other department's personnel
16. Elimination of complacency and lackadaisical work attitudes.
17. Employee happiness
18. Treating everyone with respect and dignity

What will not be tolerated:

1. Nasty attitudes, gossiping and fear mongering
2. Propagation of bad work habits
3. Disrespectfulness
4. Dishonesty. Obviously lying, but also: misrepresenting the truth, over or understating the important issues or the impact of a situation, and not timely reporting important information once it is discovered.
5. Covering up information and/or discoveries needing attention
6. Shabby, disjointed or untimely work delivery
7. Unclean, unorganized work areas
8. Leaving your workstation/area without clear representation of where you are going or what you are doing
9. Timecard inaccuracies
10. Poor attendance
11. Not learning from one's mistakes
12. Inattention to customers' needs

EXPECTED RESULTS

Everyone should be able to identify their internal and external customers. If you cannot, please ask. These people rely on you and your work performance so understand their needs and be reactive and sensitive to those needs.

This document was compiled to allow employees of the Monroe County Auditor's Office to know and understand what is to be expected of them. The intention is that by understanding department standards, what will and will not be acceptable conduct and what level of customer service is expected, all department employees can perform well. This department will not seek to get by, but to rather provide a level of service equal to or to be constantly improving to reach a level of best practices in the provision of local government services.

Each employee should read and/or reread this document to clearly understand it and remember it.

Please Note: These are standards which each employee will be measured against in the daily fulfillment of their employee duties. One should know these standards well and seek to meet or exceed each one.