

MINUTES-REGULAR
TOWN COUCIL MEETING

October 16, 2024

PUBLIC PRESENT: Mike Harmon, Bill Cotton, Jim Carter

STAFF PRESENT: John Young, Casie Heflin, Devin Meunier, Jeff Everly, Jason Linne, Nathan Freeman

COUNCIL PRESENT: Jane Efinger-Hayden, Caron Crossley, Adam Hoffman, Bret Kleeman

ABSENT: Danny Vanconey

Meeting called to order at 6:00 P.M.

APPROVE AND SIGN: Agenda, Minutes, Financials for last 3 months

MOTION: Caron

SECONDED: Adam

MOTION carried: 4 ayes, 0 naves

Discussion:

NEW BUSINESS:

Jason Linne, Fire Chief: Halloween Party is still on. Soup fundraiser has been canceled for this year due to unforeseen issues. No fire runs. Jane stated we are still working on the fire contract but is tabled at this time.

Nathan, Marshal: Had 25 calls for service, 3 arrests, 2 canine deployments, and the body cam is figured out. Waiting on vest. Saffron informed board the marshal supply fund does not have enough to pay for body cam and asked board where they want to pay for it from. Caron stated the board was told by previous clerk that the town had the funds but were not told where it was coming from. Caron suggested paying with ARPA funds. Adam agreed. Jane also agreed.

MOTION: Caron

SECONDED: Adam

MOTION carried: 4 ayes, 0 naves

Bret asked how much was left in ARPA fund. Jane stated ninety something. Bret stated at one point it was discussed the ARPA funds would be used to pay off the marshal truck. Saffron stated she would get the balance of ARPA funds and truck balance. Jane stated the ARPA funds have to be earmarked by December 2025.

John, Utility Lead Man: Substation project bids for parts and labor. Requested board to vote for both so project could continue. He recommended Electricom and Anixter. IMPA also recommended Electricom and Anixter. Saffron informed a bond was not needed since these prices came in way below what was originally thought.

MOTION: Caron for Electricom

SECONDED: Adam

MOTION carried: 4 ayes, 0 nays

MOTION: Adam for Anixter

SECONDED: Caron

MOTION carried: 4 ayes, 0 nays

John stated he would get with IMPA next day to inform of board's decision.

John informed board there was going to be a 5% decrease in electric cost next year. There was an upcoming vote at IMPA for this. This is savings for the town in purchasing power. Tell City is still working on the Tie Line for back up power option. The solar park project was still on but on hold while waiting for some tests. The bucket truck and digger truck was tested for 40,000 volts. Everything passed. There is a water leak up in front of Kemps. It is a small leak and wish it was more so it would reveal itself. We need to pop up some of the pavement. Want to make board aware of the expenditure to refill the hole. Safety meetings we share with Tell City. Some of these meetings would be relevant to all the employees. Board requested they inform office when they all go to that safety meeting.

Jeff, Street Superintendent: The mulch for the playground will be next week due to this being a short work week. Jane informed him that Tara Damin informed us that alleys cannot be included in a Community Crossings Grant if they do not have a name. Caron stated she had the idea of possibly naming the alleys after a founding family. Jeff stated there are 2 he knows of. One is behind the Risse property that runs along the highway and one behind the George's with the trailers on the other side. Caron asked if Jason had any concerns about a firetruck needing to get down alleys. Jason stated trucks won't fit down most of them. Bret stated the one is already named Taylor Street. The town vehicle – Jeff requested more time to look into it with John being hired. Fall clean up is tomorrow.

Devin, Water: Water plant cameras- still trying to coordinate schedule to get them in. Water tower, we may need to have an engineer to come in and look at it. Previous company was telling us it was unsafe but I don't know how. And I don't want to spend a bunch of money for stuff we don't need just because some company is saying it. I would like to have someone else look at it. Safety specialist, I haven't heard from him since he was here. I have reached out to him 2-3 times. Jane asked if we NEED him. Devin said Linda said he was an OSHA God. But he couldn't answer a basic question so I don't think we need him. The water salesman, John and I are going to look at the roof this week or next week. I did call B&B. Wayne has been out of the office this

week. Wayne is going to get with me next week to set up the initial spraying. The HWY 545 project, I have reached out to Lochmueller group and Midwest about replacing the water line on Main Street. We are hoping to do that before the state does their paving. The state has said they will not help with funding for that. We are on our own. Lockmueller group is the only one that has gotten back with me and looked at the project. I called Midwest 2 weeks ago and they said they would have someone would get back with me but I have not heard back from them yet. I have learned that it stretches farther than originally thought. It goes all the way to Meggit. It starts at the train tracks. There is a lot more to this than what we originally thought. It is almost doubled in length. I have talked with Andy at Lochmueller group and he is going to talk with Emily on the state side and try to get some of their surveying to lesson the cost to us. The way E&B told me that they plan on repaving that section in July so we want to start in March so we can be done by the time they come in.

Citizens:

Jim Cater: I have been with the Humane Society for over 25 years. I am also on the animal control board. We are working on changing things. We have a county option dog tax introduced in 2009. This is about paragraph 9. I want to remove that. This paragraph does not give you option to license dogs. I ran into 2 problems. Purdue University gets 20% from the state. When I started calling different counties and towns, I found out that some of these towns are collecting money illegally because they had not adopted this ordinance. I have been working with Steve Bartell. Please call Steve to push him to sponsor these changes.

Jane, Council President: trick or treat hours, they have always been from 5-7pm.

MOTION: Adam for hours 5-7

SECONDED: Caron

MOTION carried: 4 ayes, 0 naves

Witches walk is October 24. We are signed up for that. We will be in front of Hauensteins. Saffron has gotten candy for that.

Handbook discussion: Jane: Comp time. Compensatory time. It is up to the board to decide if we allow it or not and if we do there has to be a cap on it. And if do there is going to be a form for employees to fill out for verification. Caron: and by what you mean for verification is proof you worked the time? Jane: other than their time sheet there will be a form to fill out. Caron: another thing I saw ideally is the employee has to ask the supervisor to work overtime. Jane: We need to discuss it and decide tonight or wait. Caron: I don't think we should wait. Saffron: What is decided tonight I will submit to the handbook company so they can provide us with a second draft so there is time to review it then adopt it by December. Caron: Our goal is to have it in place by January 1, 2025. Bret: I do not see an issue with comp time as long as it is not abused. And it needs to be capped and it can't roll over. Adam: I feel the same way about it. Caron: I think if we go for it then it needs to be capped. Bret: And it is a use it or lose it. Caron:

Well we have to pay you out because it is time worked. Jane: And what is going to happen is whatever comp time you have is going to be paid out and we are going to start fresh January 1. Caron: So do we need to do a vote and a vote on a cap as well? Jane: I need a motion to allow compensatory time.

MOTION: Adam

SECONDED: Bret

MOTION carried: 4 ayes, 0 nays

Jane: now I need a cap. Caron: I think 20-30. Adam: Just say 25.

MOTION: Caron

SECONDED: Adam

MOTION carried: 4 ayes, 0 nays

Jane: Holidays-Caron: At the handbook presentation the hand book ladies said if we are going to give you time off then it has to be paid. We cannot give you unpaid holidays. Jane: So we have 12 holidays and there is no more switching holidays. Saffron: Switching holidays is not allowed. Like you don't get to have a holiday in January that you take in May. That is illegal. Jane: So it is New Year's Day, MLK Day, Presidents Day, Memorial Day, Juneteenth, July 4th, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. Jeff: But you can't give a holiday and not pay it. Caron: That is correct. Jane: So it is 12 days and they are paid and you can't switch days. So we need to take a vote on this.

MOTION: Caron

SECONDED: Adam

MOTION carried: 4 ayes, 0 nays

Jane: Vacation days- One year is 5 days. Three to six years is 10 Days. Seven years and above is 15 days. 15 is maximum that you can carry. Caron: We currently do not rollover vacation days. Some people want them to rollover because they are earned days. I am not against it but I think there should be a cap on it. Bret: I am not in favor of rolling over vacation days. Caron: So are you in favor of rolling over sick days. Bret: Yes. Saffron: NO I am not. Jane: I am not either. Bret: Use it or lose it. Caron: They have worked a full year to earn it. Devin: Previous places I have worked if vacation days were not used by the end of the year then you would get paid out for it. Caron: I am looking at it from a parent stand point. Jeff: So the vacation I am on the fence but the sick I think should roll over. Bret: yeah the sick I think should roll over because you can't control that. Caron: But your vacation can be used for anything. Saffron: When you get hired in somewhere the longevity of time worked is how you earn vacation days. I understand putting a cap on it because if you have 6 months worth to use and take them all at one time then who is doing your job for those six months or weeks or however many you have. Sick days are a nicety. You are not planning on getting sick. You shouldn't get sick. It is a nicety on the employers behalf. We are being nice and paying you even though you didn't come to work today. You didn't earn that. You don't earn being sick. That is my opinion sick days. Jane: Vacation Days,

rollover or not roll over. And if so how many. Bret: I don't think they should rollover. Adam: I think they should rollover and put a cap on it. Jane: Need a motion to adopt this vacation schedule with it rolling over with a cap of 10 days.

MOTION: Adam

SECONDED: Caron

MOTION carried: 3 ayes, 1 nays

Jane: Sick Day. Maximum of 5 and will they or not rollover. John: Where I worked before, they would rollover but there had to have a doctor excuse so people would not take advantage of it. Caron: What do you think Adam? Adam: I like what John said. Saffron: I would like someone else to keep track of them then. It is hard to do. Bret: Simplify it then. No rollover. Jane: It is 5 days. No rollover. I need a motion.

MOTION: Bret

SECONDED: Adam

MOTION carried: 3 ayes, 1 nays

Jane: Timesheets. On time sheets real hours must be logged. We need times and dates. Caron: State Board of Accounts wants the time you came in and time you left. Saffron: An accurate timesheet should have the date, the time you showed up, the time you left, and in the description box what you were doing so that your time can be paid from the appropriate fund.

Jane: No employee, part time or full time or nonemployee can use town equipment for personal or town use if not within confines of 8-4. It is a liability issue. Equipment cannot be borrowed.

Jane: On call hours will be paid for a minimum of 2 hours not 4 hours. John: I have never seen it less than 4 hours. Working for a small community like this, we don't get paid like bigger cities. It is the little perks that make it worth working here.

Utility call out be 4 hours and non utility call outs is 2 hours.

MOTION: Bret

SECONDED: Adam

MOTION carried: 4 ayes, 0 nays

Jane: Discussion how meeting times are handled. How do you want to handle that? Well you have comp time so you can comp time it. Saffron: The real time has to be written on the timesheet. What time you arrived and what time you left. Jane: And if you don't want to stay you don't have to stay. That's why we put you first on the agenda. Bret: Yes it has to be in real time.

Jane: Evaluations will start in January of 25. All employees will be expected to follow the handbooks rule and regulations including the boards instructions. There will be verbal, written and possible further disciplinary actions. Caron: are we going to do yearly or six months.

Saffron: The way is it worded in the draft is that it can be as needed but at a minimum one a year. Jane: Employees need to start checking their boxes.

Jane: I talked to Homeland Security about getting permits. They are going to work us with getting permits for the shelter. I talked to Legacy and they are going to send back all the money we have sent to them. We are going to work on that shelter but we have to figure out how to proceed with that. COPS grant we did not get it. It was not filled out correctly or turned in on time. Update on the Cronin/Smith property has been bulldozed. Been in contact with Health Dept about people living in the Troy Market and issue with the Lindauer and the Mullins. You all should have received a copy of cease and desist letter from our attorney for the Smallwood property. Adam and I went to a redevelopment meeting a couple of weeks ago and they want to know what they can do for Troy. They are asking for ideas from us.

Caron: Blight update- I took a letter to Dollar General. I will give it a month or so. If I don't see any progress then

Outdoor camera installation installed on Walnut St. This is going to shoot down the direction of the garages. I have not heard back from Anjan yet.

Zoning- Pudder Linne and Roger Fella have resigned from the zoning board. I would like to make a few appointments. I would like to appoint Saffron and Jane.

MOTION: Caron

SECOND: Bret

MOTION: No vote taken

Davis project. A meeting was never called to order. Brian Davis has decided not to pursue a zoning change at this time. Adam: He is not going to pursue a zoning change. Jane: At all? Ever? I heard he is going elsewhere. Caron: I think he is mad he was sold the property as commercial but it is not. Jane: That is not on us though. Bill Cotton: A representative should go talk to him.

Parks board- I have put that on hold because we have had a lot going on. The handbook and we are being audited for last four years.

I would like to get more information about a building inspector. I do have someone who is interested. Devin: I have had several people ask. Adam: It would be really helpful to have a building inspector to keep up with our codes. Caron: I was going to suggest Rick Knable. He is interested in it. I don't see how it would be a bad thing. I don't know if it is a paid position. Adam: I think that would be up to the board. Jane: they would get like a stipend. In the past it has been a stipend. Adam: It could be something that would be included in the permit. Caron: I will get ahold of him.

Adam: Osha. I am hoping to get with the guys on it when they are not so busy.

John: A question please. Comp time we do not have right now so what you voted on will be at the first of the year? Saffron: What they were discussing would be in the handbook that they need to adopt so comp time does not exist right now because it is not in the current handbook. Jane: Everything right now is as is until January 1 if the new handbook is adopted. Saffron: Any hours you work right now has to be on your time sheet. It is paid out now as hours worked. John: So if I get called out now on like Christmas Eve then I won't get overtime because the holiday pay. Saffron: Correct. That is what the current handbook says. You get paid overtime for anything worked over 40 hours. Vacation pay, holiday pay do not count towards hours worked. Devin: Can you make changes to that right now? Saffron: No because we want to get the new handbook to get adopted. Caron: Let's see if I understand correctly. You get called in on Christmas eve you want time and half pay whether you worked 40 hours or not. Saffron: I do not know the legality of all of that. Caron: We can look into that. Jane: I think that the board should be able to make that decision unless it is a law. Saffron: I do not know. Adam: We are going to look into that.

Saffron: Please sign my budget. Jane I need a budget for the 2025 budget to be adopted.

MOTION: Caron

SECOND: Adam

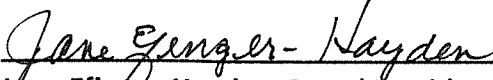
MOTION: 4 ayes. 0 nays.

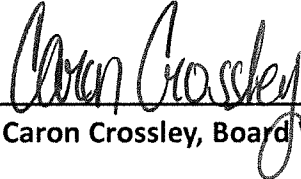
Jane: Next meeting in November 13. I need a motion to adjourn the meeting.

MOTION: Bret

SECOND: Caron

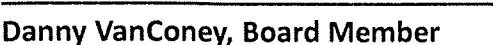
MOTION: 4 ayes. 0 nays.


Jane Efinger-Hayden, Board President


Caron Crossley, Board Vice President


Adam Hoffman, Board Member


Bret Kleeman, Board Member


Danny VanConey, Board Member


ATTEST: Clerk/Treasurer