

MINUTES-REGULAR
TOWN COUNCIL MEETING
November 13, 2024

PUBLIC PRESENT: Lexi & Jared Scott, Renee Scott, John Young, Brian Davis, Mike Garrett

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

ABSENT: Danny Vanconey

Pledge of Allegiance

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

APPROVE AND SIGN: Agenda, Minutes, Financials

On page 6 of minutes, Caron blight update. A motion was made, a second was made but no vote was taken so we need to correct that tonight so that it will be in the minutes. This was about zoning, this is about Pudder Linne and Roger Fella resigned from the zoning board. Caron made a motion to appoint Saffron and Jane. Bret seconded. All those in favor, 4 ayes, 0 opposed.

MOTION: Caron for zoning appointments

SECONDED: Bret

MOTION carried: 4 ayes 0 opposed

Caron: First question on the financials, for John and Devin. Is there a reason why we are contracting outside labor for digging and stuff. Do we not have the equipment for that?

John: We have the equipment but we don't have the manpower. Small leaks yeah but if only 2 of us here with a major leak it is hard for us.

Devin: Most of them have been emergency situations.

Jane: Under new business we have the street department, one of our employees has given his resignation and he wanted me to have it on record that he is retiring. I am assuming by the paperwork that he gave me, at the end of December. So with that knowledge I put an ad in the paper. We have interviewed a candidate and he is here tonight. I called his references. Mike if you would like to introduce yourself.

Mike Garrett: My name is Mike Garrett and I am interested in your Street Superintendent job. Currently I am a maintenance guy at Hancock County schools. Before that I was a utility guy for 10 years. I worked in pot rooms for 6 or 7 years. I am pretty basic guy. Man of few words. I'm not gonna sugar coat anything. Straightforward and tell you like it is. If you have any questions feel free to ask.

Jane: This is Adam Hoffman and Saffron Ragan. He is one of our board members and she is our Clerk Treasurer. And Danny Vanconey is not here this evening. I would like to make a motion to employ Mr. Garrett. And I need a second. Mike, welcome and I will get with you with a letter of intent and a start date. Welcome to Troy.

MOTION: Jane to hire Mike Garrett.

SECONDED: Caron

MOTION carried: 4 ayes 0 opposed

Caron, second question on financials. I know Jeff is not here but I want to bring up the 2 rear tires for the backhoe. I spoke with John and he said that when he came on in August that he mentioned to Jeff those tires are really bad and need to be replaced. My issue is not with replacing the tires. My issue is that this was never brought up to the board. This is not directed at you John, I feel like it was a Jeff thing. Not that the board would have turned him down but just a simple hey we are gonna have to replace these tires. Jane: Didn't we talk about limits on expenditures at that point? Caron: the ordinance had not been signed yet but we had discussed it. Saffron: In the meeting it was discussed where it would be amending the ordinance to drop the limit from \$5,000 to \$500. Jane: Right, it is not an excuse. Caron: But knowing we were in the process of making those changes and just the common courtesy of letting us know so that Saffron could look into if the funds were available for this. And the board getting our financials and being surprised. John: I apologize for that. I was leadman and I had just started but I seen 4 completely bald tires and Jeff said the backhoe rides better on the street on bald tires. I apologize and it won't happen again. Caron: No, but again it was not directed at you. I felt that it fell under Jeff's scope of responsibilities so he should have brought it to us. Like I said he is not here to explain or fight that battle.

Caron: Another thing is I would like to make a motion to stop all cell phone reimbursement for Jeff Everly from here on out because he is not on call. Has not been on call since the summer. Maybe June or July. He doesn't even get the phone calls. The recording system if someone calls and leaves a message, it does not go to him. If someone calls dispatch, that call does not go to him. So I don't see why we are reimbursing his cell phone.

MOTION: Caron to stop reimbursing Jeff Everly's cell phone.

SECONDED: Jane

MOTION carried: 4 ayes 0 opposed

MOTION: Adam to accept agenda, financials, minutes

SECONDED: Caron

MOTION CARRIED: 4 ayes 0 opposed

Discussion:

Jane: Fire Department Update: Jason Linne couldn't be here tonight. He said there were zero runs. 2 fire department personnel that are leaving by the end of the year but we have 3 people that have signed on. Halloween event was probably the best one they have had since he was a kid so it was very popular. Contract, Caron and I and the attorney are still working on that. We are really close. That is all for fire department.

Caron: For Marshal no major updates. 12 calls for service. 2 arrests. 0 canine call outs. We have been in contact with Anjan about Nathan's computer and storage. Anjan looked at it and said it was not upgradable. He gave us quotes for a refurbished one for \$389.00. I spoke with Jane about that and since it was below \$500 we told Anjan to go ahead with that because without the laptop the marshal is unable to write tickets. Anjan said this would alleviate the problem. So he went ahead and ordered that and invoice has been sent.

John: Jane asked if he had taken care of the job posting IMPA had. John stated he did not and he was going to wait until they came here to say something to them about their sign being flimsy. I didn't take that job posting down because it was for a utility street worker. Jane: Now you can take it down. John: Gotcha. The IMPA meeting, they talked about nuclear power. Nothing that really applied to Troy. Any time you want those minutes, I can print them off for you and show you what was discussed at those meetings. Mutual Aid price schedule, I helped Tell City change a pole out. I have Tell City's charges on there. And I would like you all to adopt or approve Troy's charges on there. This mutual aid thing we are not trying to make money. Communities are just helping each other out. I called down on a holiday. I called Caron and Jane before I went down with the truck to help out. Jane: And you feel like that is fair? John: Oh yeah.

Motion: Adam to adopt labor rate schedule for mutual aid

Seconded: Caron

Motion Carried: 4 ayes 0 opposed

John: Uniforms. I don't know about that. Jane: I moved that up from Devin to you. I thought you should be in charge of that. Devin: I've got FR shirts now. You can take it off there. Caron: John do you have everything you need? John: I've got some I brought with me but if you all want to purchase me some that would be great. Jane: Real quick would you tell me what we need to order for Mike. I will order him some t-shirts. Devin: T-shirts and reflective shirts. John: I can take care of that whenever he starts. Jane: We go to Logos. We have an account there. You can take care of that? John: Yeah. Next thing on the list is town flags. We started this thing where we put up a parade of flags. We can't put any up on HWY 66 because you don't own all the poles. On HWY 545, you don't own all the poles through there. Maybe in the future after these paving projects we can go up through there with flags.

Substation project I talked with Jeff Hilgenhold who got the contract. They are working up in northern Perry County right now. When they finish with that project they are gonna start here on the neutral.

66 project I talked to a guy from E&B paving yesterday. The projected date to start on 66 is the first week of January. He said that is going to be weather pending.

66 light poles. Jane had mentioned to me about decorative light posts. I went up to Tell City and talked to them about what they had paid for theirs. I guess Jeff had gotten a quote from Casey Electric and I don't think it is the exact poles as you want here. I talked to Casey Electric and they talked to Tell City and I told them I had already did that. Lead time on these decorative lamp posts is 6 months. And that is for 1. But if you all want to start the process and have the money to start it after I get you exact quotes of what they would be. Jane: And Jeff came to us about that a long time ago. We don't have to have super fancy but they are taking ours down right? John: One thing you have to consider is when you light up your business district on a state highway you have to follow what they say your lumens have to be. It might not be up to us on what type of lamp posts they can be. Casey's sent me a message and it is not an official quote and they are not cheap. 8 lampposts for \$63,000. Devin: When we were talking to Tell City about there lights and the reason they have so many and they are so bright, they took down 16 lights on their Main Street and they had to put up 73 just to get it to the lumens they have to be. That is why they have so many. Jane: So you are suggesting we wait until they finish with 66 and 545 so we will know what we need? John: I went up there yesterday and this is a rushed process. Let me get with the state and see how many lumens they require and get a better estimate of cost. Caron: So how many hours have you guys put in so far with 66 so far? John: We are not even done yet. Devin: We got to move Barge Inn service. Take out 2 poles, put in 2 poles. John: We've got a lot of utilities to move yet.

John: Solar project with IMPA. I talked to the main guy and he said it is still in mitigation. Did not give me a date but said it was still on.

John: Town vehicle trade in. I guess Jeff was taking care of that. Jane: Well he is not going to be here now so someone else needs to take care of it. John: I can take care of it. What all are you wanting to spend. Devin: I think it would be nice to have a little half ton truck for the street dept. Adam: How about you guys get a couple options. John: I found a couple options. I didn't know if you all wanted a brand new or how much you are looking to spend. Caron: The board was not wanting to buy brand new. John: If it was me I would buy a good used one. I will look into it and get a price and try to get some prices before next meeting.

Streets Update: John: Jeff would be next but he isn't here. On the trash pick up, if there was no trash tag on the bag I was told to just leave it. Do not pick it up. But then a dog would get into it and tear it up then you'd have trash all down the street. I thought man I'd rather just pick the bag up and put it in the compactor then just send the people a bill. You all have an ordinance that covers this. I printed off this 2009-3-6.59 if you all would consider raising that just a little bit you can charge people. I'd rather not leave a bag on the street and a dog tear it up and have trash all down the street. Jane: Well how much is it now? Why don't we just raise it now and

take care of it? John: Well you have to amend that ordinance. Now it is one to eight dollars. Saffron: It is \$1 per week per household or business and a service fee of \$8 per month per household or business. Jane: So raising it from \$8? John: Well it is a minimum is \$1. I would raise it to a minimum for \$3-\$5. Bret: I'd raise it to a minimum of \$10. Jane: I'd say \$5 or \$10. John: Some people that move in don't even know they've got to buy tags. Saffron: When they come in and set up service and they pay their deposits, they are told. There is a welcome packet. Jane: I need a motion to raise the refuse and this is in reference to no tag. So you keep a record and you turn it into the office and they put it on their bill. Is that correct? Adam: yes. John: You are just amending that ordinance.

MOTION: Adam to amend to the refuse ordinance for a \$10 fee for untagged bags

SECOND: Caron

MOTION CARRIED: 4 ayes 0 opposed

Jane: I had one thing from Jeff. He wanted me to let you know that mulch was purchased in the fall and in the spring we would get more to place in park. Caron: We talked about getting mulch for the park. We did not say just get mulch for the lower levels. I was under the impression we were getting mulch for the entire park. Come to find out he just got a little mulch to fill in on the low spots. And then didn't spread it all. Jane: Is now the time to be putting mulch down? Or does it matter? Adam: It doesn't matter and honestly you are supposed to have a set amount of mulch. Devin: We weren't meeting that. Jane: Since it has already been approved and discussed, you all go ahead and get the rest of the mulch that is needed and get it spread. Devin: The last time we had this done we had a trucking company come in with I think 3 loads of mulch. I think it was JJs. We paid for the mulch but he donated his trucking for it. See if we can find someone to do that again because that is gonna be a lot of trips in that ton truck. I think we did 4 truck loads the first time and 5 trips in the ton truck. Jane: So you guys go ahead and put that on your list of things to do. Get the rest of the mulch and get it spread. John: Maybe some of these people we have contracted for some of these water leaks, we can ask them.

Jane: The only other thing I had from Jeff was the 3 alley ways. I am not so much worried about the names but I guess we have to name them by the end of December. He has identified them. Saffron: These are the ones that would fall under the community crossings grant. Jane: We'll worry about the names. At least we have them identified. Bret: Taylor Street has been named that for 30 years. Jane: Taylor Alley? Yeah. The other 2 need names. Bret: How much we gonna get. I mean we need to concentrate on our streets. Jane: It is just for an ask. We can always ask and they have to be named in order to get anything. Saffron: She is just saying that if the alleys have names on them and we apply for a grant then we have enough that it covers that street and we have some left over then it can apply to that alley. It has to be named prior to applying for the grant.

Caron: I would like to state for the record that Jeff is resigning. He can call it retiring all he wants but retiring implies he is getting some sort of retirement package from the town and that is not

the case. He has put in his resignation and I am pretty sure he has been here less than 5 years so that is not even long enough to retire. So I feel like this is a resignation. Giving up his position.

Jane: I want that in the record. Both statements. Real quick what are your plans for taking the picnic tables from the park.

John: I would have to ask Jeff or Devin. We usually take them up before flood season. Jane: It is mid November so they need to come up. And we are talking about getting some nice permanent picnic tables there so you won't have to worry about taking those in and out.

Devin: Cameras up at the water plant. Still trying to get with Anjan and Jonathon for a day that works for everybody. I am hoping to get those up in the next couple of weeks. The last 4 placed up there.

Devin: The water tower. I've contacted the company we had come in the first time. I have not heard a response from them so I am gonna look elsewhere to get the water tower done. To get it inspected. Bret: How's it going for the paint? How you figuring on paying for that? Devin: We have to get it inspected before we can paint it. First of the year I'm gonna start looking into grants. Brian Davis: First thing y'all need to do is get the data report on that tank. Nobody is gonna come give you an inspection without knowing what the tank was built to and minimum allowance on what it can be. They are just gonna take your money and it ain't no good.

Somebody's gotta have a report on that tank. Jane: Devin. PCDC told me there are all kind of grants out there so we need to talk to them. Devin: Right. We are gonna be looking for grants to pay for it. We need to figure out what needs to be fixed. Jane: When I was clerk treasurer I put back money every month for water tower maintenance. Do we still have that? Devin: We can look into that. Bret: Who is our grant writer? Caron: Tara Damin. Bret: We used to use Lochmueller Engineer and that bridge got burnt but they did a good job. Saffron: Who burnt that bridge? Bret: The one you took the position of. Saffron: So no one who is currently employed with the town? Devin: The bridge isn't burnt because they did get back with me on this 545 project. My thing on the water tower. I think it is something we just need to let an engineer take control of. It's something we tried on our own and failed. We weren't up to spec on anything. I would like to get ahold of some engineering firms. Jane: Call them both.

Lochmueller and Midwestern. Devin: and see if they would be willing to take on that project.

Caron: Would grants help cover the costs of the engineers? Devin: I can't say for sure. Each grant is different. John: Are we talking about getting the tank painted and inspected? Devin: Inspected yes. John: We could look into an engineer but that's really something we don't need to engineer out. Bret: We need a grant writer. Devin: We have already done this go around one time and we were not up to spec on the tower. So it is one of those things just let someone else have it. They can get all to the OSHA codes and I don't know. Them people that were here just might not have wanted to go up and do it. I don't know. Jane: Pudder made me put money up every month because he knew it was going to be expensive. Devin: Right and we need to decide when we go to paint it if we are just going to just go with a straight white paint or if we are gonna do anything with it. Saffron: We can ask Tell City how they got theirs done and put in a calendar. Jane: It needs to be inspected and safe first. Then we will worry about aesthetics. It needs inspected!

Devin: Moving on to the safety specialist. That was something Linda set up and we can buy safety equipment through them but we don't have to. We can take it off. It is not something we need to mess with anymore.

Devin: Water salesmen upkeep. We went up and looked at the roof last week. I am not a roofer. John is not a roofer. So we could not really make a determination on it. It is missing a few shingles. We have called Rick Knable and he is going to come take a look at it and give us his opinion on it. One thing I did notice were the gutters were in bad shape. They were coming away from the building. I was going to mention that to Rick. Jane: Include that in the quote.

Devin: I know several people that do gutters. I'm going to talk to Rick about it. Jane: And we talked about if it needs painted and you said the pest control guys were going to spray it? Devin: They are going to be doing a yard spray and a building spray. They said they were going to do a fall spray but with it being this late in the year they may just wait and do it in the spring. Saffron: Can you find out? Because I would like to know what I paid for. Is that covering this fall or next year fall? Devin: I will check.

Devin: The 545 project, we did get the quote in for the entire project. \$478,000 I think is what it was. I put the contract with Lochmueller in Jane's mailbox. That is for the total project. The engineering, parts, labor, equipment, everything. For the water line. And that is not going to cover the entire stretch of the pipe. We are only doing what the state is ripping out. Jane: So we have to do the rest on our own. Devin: Yes. So we can do this in phases because we did find more of that old pipe going up towards Troy Ridge. My thoughts on this are doing a 5 or 10 year plan. This be phase 1, phase 2 finishing it out, phase 3 going up the hill. Timewise I do not know what we are looking at. Just so we are not putting a whole bunch of cost at once. Jane: Was I supposed to sign that? It said review. Devin: I put one in your box that said review. Look it over and make sure everything looks good. And if you want I have another one down in my office you can sign and I can email back. Saffron: It's a contract. Devin: I don't think there was a vote to use Lochmueller it was just kind of a – Caron: Did you call Midwestern on that? Devin: Midwestern called me back way after I mean we already had the quote from Lochmueller's so I just called them back and told them I got quotes from other places. I hated to turn them away but we were already midway through with Lochmueller and I didn't want to drag the process out any longer. Like I said we have a short time frame to get this done. Jane: So do we need to take a vote? Devin: I would rather- Saffron: I would review the contract before taking a vote. Devin: And I can make more copies and hand them out. Jane: Is there a deadline? Devin: No deadline. Jane: So do we need to vote on this in December then? Devin: yeah that is fine. Jane: Can you get a copy for everyone then? Devin: yeah

Devin: Sewer project on Washington. That is one of those that we have had a couple complaints from people about smell and back up. We were talking to Greg Linne about it. Right now he says to wait until after the rain. Jane: I put that on there because you guys are down there at my house. Devin: Oh. You are talking about the storm sewer going past your house. That is a state project. I have no clue about that.

Devin: I have one more thing real quick. We have an issue at the lift station behind the cemetery today. The pump kicked out and we do not know why. It made me a little nervous. We do not

have back up pumps for behind the cemetery or behind ORG Chem. I would like to get spare pumps. Caron: How much is a pump? Devin: \$15,000 for the one behind the cemetery. For behind ORG Chem is \$7,000 - \$8,000. I don't want to be in the middle of the night trying to get ahold of someone at Xylem and driving to Evansville to get one. I would rather have one here on hand. Xylem is who has done all the work on our lift station for years. Jane: Do we need to take a vote on buying new pumps? Caron: I would like to see quotes first. Saffron: I would like to point out that there are not funds for that. Jane: Well we are gonna have to cash a CD or borrow funds for that. Saffron: Sewer just had to borrow money from electric just to cover the \$22,280 for the 66 project that the State is making us pay to cover the project where they are repaving. Jane: Right but we are going to pay that back with a CD when it matures. Saffron: Next year so that is already one CD that is spoken for. Jane: But we have like nine. Saffron: They are not all for sewer. Bret: Can ARPA money pay for something like that/ Saffron: Probably. I can look into it. Devin: I can drive to Evansville to get a new pump but if it goes out in the middle of the night... Jane: Well if we need it we need it but how are we gonna pay for it? Bret: We can figure that out next month. John: A pump is a pump. There is a place in Owensboro that might be able to rebuild a pump.

Jane: Real quick before we move on. You all told me there were some banners that you found? Devin: I haven't seen them in awhile. Jane: I heard they were thrown away. Devin: I don't know. I haven't had time to look for them but I can look for them.

Jane: Are you going to bring up tonight heat for the garage? John: I would like to bring to your attention if we could get it printed on the bills for the people of Troy whoever is on oxygen to let the utilities know so whenever there is a power outage we know the priority to get to those people to get their oxygen back on. Typically if you see an orange sticker on a transformer you know. Saffron: Casie would be responsible for that. She would just need to know before billing so she can add that message to it.

John: The other thing I forgot to bring up is a couple time I have gone out to these trucks, when it is cooler these trucks don't want to work. The hydraulics on the bucket don't want to work when it is cooler. Someone told me that when there is a power outage someone would turn on a salamander heater and point it at the truck to warm it up and then go fix the power outage. I was wanting to ask about getting quotes to get some heat where the trucks sit at to save time to keep the hydraulics from gelling up. Jane: yeah. Adam: yeah.

Jane: Sign in sheet, Lexi and Jared.

Lexi and Jared Scott: We are talking about Brad and Renee Scott wanting to give us the lot at 320 Prottzman to put a manufactured home. I talked to Caron a little bit. There are some requirements and I emailed them to Family Dream Homes in Owensboro. They do a block foundation that will meet the requirement. The roof is not flat. It would be a 3 12 roof pitch. The hitch would be removed and put under the house or they can take it back with them. We also have floor plans if you need to look at them. We are still looking at the square footage to make sure it would fit. The house we looked at was 1,800 square foot. We wanted to make sure that was ok. Me and Caron talked about having to get it zoned. Caron: You would have to contact the courthouse to do that. This is right next to the duplexes. They just wanted to double

check the zoning. I think it is single family. Lexi: yeah and we saw the duplexes were built up higher so we wanted to make sure on flooding. Renee Scott: It went into my basement when we had a house there. Lexi: So we would probably bring in dirt. Caron: I see no issues. As long as all the requirements are met. You shouldn't have to go to the courthouse. Looking at our zoning map it is single family residential.

Jane: Nan Cassidy is not here. Mr. Davis.

Brian Davis: Up there on Walnut Street where we had that water leak, right up past there, there are some white pipes that come down onto that property. And they come out and they are probably 8 or 10 feet up in the air. What is the purpose of them? Devin: I will have to come look at them. Brian: I am talking about on Walnut. I'm thinking they may be stormwater. They're about 10" lines. So it's gonna be an issue. Devin: We take a look at them and see what we can figure out.

Jane: So where are you on your building? Brian: I have postponed that. I need someone to tell me what zoning I have on what I have up there now. I do have commercial zoning up there. I need someone to tell me what is commercial and what is not commercial. Jane: So your still planning on hopefully? Brian: I don't know what I'm doing. Cannelton is trying to strike a deal with me. They've got some property out on the river that might put some cabins up out there. I don't know what I am going to do yet. I just need to know I mean. I don't know what is commercial and what is not commercial. Caron: Did the courthouse ever get back with you? I know you were waiting on them. Brian: No. You can't tell. Nothing has been done since 2007. Jane: Did you go out to the courthouse and have them pull up their GIS maps? Brian: yeah. I brought them in here. I brought them to you all what they gave me. I know there is a couple lots up there that are still commercial from where the pool was and the satellite was. I just don't know what is commercial and what's not. Jane: So you are saying that we are saying it is commercial now and – Caron: we have a small spot that says it is commercial and the rest is single family. Caron: Ok. What about this? This has been an entire mess from the very beginning. I think misinformation had been given. You apparently bought the land under the assumption it was commercial. So what if we rezone your property to the limited commercial which would match where the pool was and waive the fee. Brian: I'm not worried about the fee. A lot of this stuff is being delayed because we are going into the winter and I thought about taking that commercial spot there and just doing what this guy over here did and putting in apartments or whatever. I've got to do something. Jane: We would love to have you here. Saffron: How many of the lots need to be changed. Brian: Well I thought it was all commercial when I bought it but evidently it wasn't. Jane: Well can we rezone that. We have a zoning board. Saffron: The zoning board would meet and he would pitch his idea on what he wants to do and the make a recommendation to this board. Adam: We would make the final decision. Caron: You're still on hold but what if we went ahead and rezoned. Saffron: You can't. Not until you notify the neighbors. I think at this point, if you go through the proper steps of notifying all the neighbors that are touching any of your property that you are wanting to rezone, that this board is on board with rezoning it. Brian: Right but it is still not yet clear, who is touching my property? Jane: You will have to get that from the courthouse. Brian: Well that is what I am saying. Does

the road divide your property? Saffron: NO. Brian: So the people across the road count? Saffron: Yes. So include them. I would over notify. There is no reason you can't over notify. That is just giving them the options to attend that zoning meeting to give their opinion on what you are pitching. Brain: So who owns and who rents? That is the other thing I'd have to find out. Saffron: That is what you are getting from the courthouse. Who the land owner is. Jane: That way you have done your due diligence. Brian: Like I said I just went a different route on some things. Adam: I don't want this to leave a sour taste in your mouth. I really don't because you had big plans. Brian: And my neighbor up there called me about you all. Caron: Smallwood? Brian: yeah. Caron: That is fantastic because we can't get ahold of him. Brian: I've got his number. Do you want it? Jane: yes we do. Caron: I really do or an email address. Jane: He got a cease and desist. That's why he's mad. Saffron: He did not receive his cease and desist. Jane: Well he was sent one. Brian: He got one because he called me about it. Saffron: He didn't sign for it and it went back. He called the town and was informed he has to obtain permits whether it was commercial or personal and he has not come down to do that. His words were "it is unamerican that I have to get a permit to build on my own property". Caron: Saffron spent the better part of her 8 hour day doing research and getting him information just for him to give her an undeliverable email address. Saffron: Let's move on.

Jane: We have been in discussion on the handbook. Saffron: I have a few things. I sent those edits from the last meeting so did everyone get their second draft and review it? Did anyone have any issues with anything? Jane: I think the only thing we forgot to bring up was the work hours were going to be 7:00 to 3:00 and that was not in there. Saffron: Ok. There were a few grammatical errors and a few things to make sure you are aware. We did not say it in a meeting to go ahead and say it, to remove the green coaster images from intro page. On page 12 when it talked about part-time is 30 hours or 32? Jane: It is 32. Saffron: So regular full-time is 32 and up and regular part-time is defined as less than 32. Jane: Did you find out what flex meant? Saffron: It was copied from the handbook we have now and since it was unclear we are just going to remove the paragraph. On vacation we defined part-time as 32 hours and full-time as 40 for the vacation days earned but not on the sick pay. Do the part-time employees get sick pay? Jane: No. Our part-time employees don't get benefits. Saffron: Ok. On the holidays, our current handbook says you have to be employed for 90 days, then the new handbook says 90 days so I'm asking does everyone want it to stay at 90 days or drop it down to 60 days or make it immediately upon hiring. There is not a law that says one or the other so it is what ever you want it to be. Jane: I think in all fairness it should stay at 90 days. Saffron: I like that it be a small town perk that it not. Jane: So what I am saying does the new guy not do his 90 days? Saffron: This would be taking effect January 1st. I'm not talking about the new guy. I am talking about the handbook. Jane: We can take it out then if you want. Saffron: I am throwing it out to the board and it is for the board to decide. I am just suggesting that and we are a smaller town and we can't always pay everyone as much on the hour as bigger places. I am just wondering the purpose of it. There is no other probationary anything. Bret: I make a motion you go 60 days. Jane: I make a motion you get rid of it. Breit: Get rid of what? Jane: The probationary period. Cuz we are a small town and we don't have that many perks. Saffron: If you look at how many

paid holidays we are going to have in a year, if someone got hired at the January meeting, they might get paid for 3 holidays versus waiting the 90 days. Bret: I think our company policy was 60 days but if they showed up 3 weeks and didn't miss then they got paid. Saffron: State Board of Accounts is going to make me back it up. Brett: Just get rid of it. Saffron: So you second her motion. Bret: yeah. I change my motion. I second her motion. John: Can I ask something about your motion? You all have the authority to vote and make that into effect right now. Jane: Yeah but we are not going to. This is for the new handbook. Caron: So why can't we just do it now? Saffron: I am definitely asking for the handbook but we can talk about it again. So Jane you are making a motion there is no waiting period? Jane: as of January first for the handbook. Saffron: For the handbook and Bret you second her motion? Bret: yeah. Saffron: Was it voted? Adam: No not yet. Jane: not yet. Caron: I make a motion that we get rid of it and put into effect now. Bret: I second. Jane: I don't because that isn't fair to these guys that had to wait 90 days. John: I have brought this up several times. I am with you 100% for this kinda stuff for small towns. Jane: So you are ok with that? John: I am ok with that. Jane: ok.

MOTION: Jane to remove holiday pay waiting period from handbook and make it effective immediately.

Seconded: Caron

Motion Carried: 4 ayes, 0 opposed

Saffron: My next question has more to do with clarity from the handbook and addendums and the new handbook. The current handbook is after 90 days of continuous employment, the employer will match contributions. In the new handbook, it states January first and July first employees are eligible to enroll upon having W2 wages of \$5,000 or more one year employment. Does that mean part-time employees qualify? Jane: No. Saffron: If they have more than \$5,000 in wages and been employed more than one year, it sounds like what falls in there. Jane: We are not going to offer that. Saffron: So we need to add regular full-time employees are the only ones eligible. That is what I need to know. Jane: Bret are you on board with that. Saffron: This does not say 90 days. Ok. So it is full time only. Saffron: I just wanted to make sure that I brought it up because your handbook says that your time sheet turn in date says noon on Wednesday prior to the scheduled payday. That is not going to be accurate. It does need to be changed and I need to figure it out but I wanted to make sure you knew it would change prior to the final draft of the handbook. Jane: Yes because you are changing payroll periods. And just so you know there will be a gap. Saffron: Not a gap. Jane: You are gonna get paid for either 10 days or 4 days because she is changing the days you get paid. Saffron: What I am going to do is change the pay period. Instead of it running from Thursday to Wednesday, I am going to change it to Monday to Sunday. So it gives more time to turn in and review time sheets. Devin: So is payday going to stay the same? Fridays? Saffron: Yes. When I go to adjust that pay period from Thursday to Wednesday and switch, there will be one pay period that will only be 10 or 11 days. Still get paid for that on Friday. That is the only other edit I have for the handbook.

Jane: Did you get your Verizon renewal? Saffron: No, Verizon notified me that the contract to renew is expiring soon and it is for the Marshal's internet for his truck but they have not given me the details on the amount so I don't know what needs to be renewed. They have not got back with me.

Jane: Real quick, an injured buzzard. I called DNR and they called Rapid Rescue but they couldn't find it. They decided it was well enough to be on it's own so if you see an injured raptor just leave it alone.

Jane: Legacy returned all our money back from our shelter. We will get working on that in the spring.

Jane: Trick or treat went well. Witches Walk went well.

Jane: Mervis, we have had some complaints about the noise, the dirt, the blower. I heard some neighbors are going to litigate. I was at a PCDC meeting yesterday and they already knew all about it. They are going to reach out to the owner. Talk to them about putting up a fence. Talk to them about why they are not holding up to their abatement promises so we may have to get our attorney involved. I think PCDC is going to take care of it.

Jane: We want to talk about who wants to be on call? Caron: Currently Devin gets all the calls. If someone calls after hours number or dispatch, Devin gets that call. Devin: What I would like to do is get a different phone system. Jane: Well how much is that gonna cost and why do we need that? Devin: I don't know. Caron: so here is the question though. Do we leave Devin on there or switch it to John since he is the leadman and he makes the assessment and decides who comes in? John: I'll do it but you don't want to be selfish. You want to share the overtime with the other employees. Caron: I say we get rid of it and just use dispatch. John: To keep it honest, if dispatch calls me and I just got back from a call, I'm gonna call Devin and tell him I just had a call out and now it is his turn. We would take turns. Jane: So that is internal. John: You already pay dispatch. Jane: So what do we want to do? Caron: I feel like we get rid of it and go with dispatch. Jane: I noticed Brandon got the dock out and he is waiting on some bearings before we get to storage. And before next year we have got to figure out as a town a place to store it safely. He is doing as a favor because we are not ready. Devin: I think the plan is we are still going to put it over here in this lot. Once they get the bearings on it, it's still gonna go in this empty lot. Do we have any plans for that lot? I know there was at one time. I would like to put a fence around it and use it for a storage area. I would like a panel fence so it looks nice.

Jane: The only other thing I have got is that the auditors are gone and they will be contacting us. Saffron: Yes so the audit team has finished at the office and it takes them a couple weeks to come up with their final report. They have asked for contact info for everyone but they have not reached out with a date for exit interview yet.

Caron: Hand delivered second notice to Dollar store. They attempted to fix one side of the fence on the Harpenau side but that has already fallen over. And there is still the back side. Last I heard a ticket has been put in for the entire fence to be fixed but I do not know how long that takes. We may have to look into a third notice or have our attorney send something threatening a fine. Bret: Cardboard is still all over the place.

Caron: Outdoor camera installation. This is on the Walnut Street side of building. I met with Anjan. He sent an invoice for some mounting brackets.

Caron: Zoning. Smallwood. It was brought up earlier that he had contacted the office. Had Saffron doing all kinds of research. Jane: John found minutes from October of 2023 that no further progress was to be done until he provided plans. That right there states he never should have proceeded with any of that. Caron: I went up there since the last meeting and he has done all kinds of new work. He has platforms. There's buildings up there and had Casey Electric up there. Wants our guys to go up there. It turns out it is gonna cost a lot more than was expected. The email he provided did not work. I did email Chris Goffinet about it and that more work has been done and the minutes that John has found. Chris Goffinet said he sent him a letter of cease and desist but that he did not claim it and it was returned. He said he would send it again first class mail and that we should not provide him electric service until he complies with the zoning code and if he complains send him to Chris. John: Can I add to that? We can't build a several thousand dollar line up there just because it's zoned and he has permits. It won't pull enough electricity to justify paying for that line. He should have to pay for part of that line. Caron: I agree. 100%.

Caron: Building Inspector info. I haven't looked into that any further. I spoke with Rick and he is now not sure if he wants to do it because someone told him not to do it. I will reach out to him again.

Caron: I want to do a Christmas party for everybody. We have a couple different options. Have something here or go to the Pour Haus for instance and having them cater the food. Jane: Just employees or employee and spouse. Caron: I think employee and spouse. Jane: Or we can do what we have done in the past and everyone gets a ham or a turkey. Jane; First of all you have to find a day and a place. Caron: I can do all that. Saffron: So are you just announcing it or asking permission? Caron: I think the town should pay for it. Jane: The utilities used to pay for it. This is not a permission thing. It is a discussion.

Bret: Did you ever check on what we owed on the police truck? Saffron: \$25,430.97. Why don't we pay that of with ARPA money. Saffron: Because I don't want to pay it with ARPA money. ARPA money is \$59,484.38. Jane: Where did that go? We paid for the body cam where did the rest of that go? Saffron: That would have been spent before I was here. Caron: What about the Legacy money? Bret: We're getting that back so it should go back in ARPA. Jane: That is going back into parks because that is where it belongs. Saffron: That can be earmarked for parks because you still want to build a shelter. So it still leaves the \$59,484.38. Jane: We had 90 like 2 months ago. Where did the rest go? Saffron \$22,225.20 was spent, part of that was the shelter. I will have to dig around and find out on the rest. Jane: I am not a fan of spending \$25,000 to pay off that truck. Bret: Originally that was what we were going to spend that ARPA money on. Saffron: But the truck is financed. Bret: Do we need another truck right now? Devin: No.

Saffron: I think the thought on the truck is that we have a car we aren't using and we would get more use out of a truck.

Bret: How about the weeds down there by the barber shop. First thing you see when you come into town. The parking lot next to the alley. Caron: That is Amy Kleeman. Jane: Well send her a letter. Caron: I can send her a letter.

Adam: We need to upgrade our zoom package because we have to start live streaming in January. We need to vote on upgrading.

MOTION: Adam upgrade the zoom so we can be capable to stream

Seconded: Caron

Motion Carried: 4 ayes 0 opposed

Adam: And that OSHA stuff, we are gonna work on it this winter.

Saffron: I don't have anything.

Jane: I do. We have to talk about one thing tonight. Salary ordinance. It has to be done by the end of the year so we will be voting on it at next meeting.

Jane: ARPA earmarks. It has been brought to my attention. I have an employee who wants to be reimbursed- Caron: Back paid. Call it back paid. Jane: for his time during the COVID era. I was with the understanding that this money it was a suggestion and not mandatory. Caron: Let's just call it what it is. He asked for 2-3 years worth of pay out of the ARPA money and then came back and said No that is not what I said. I want \$2 more on the hour back paid for the last 2-3 years.

Jane: Because there were 4 people who stayed and worked and there is only one of those people left. When I asked why he did not bring that up with the last board and the last clerk treasurer he said I forgot. Basically so that is not on us. That is on him. I need a motion.

MOTION: Caron to not back paying any employee for 2-3 years worth of pay or back paying for \$2 more on the hour

Seconded: Adam

Motion Carried: 4 ayes 0 opposed

Jane: anyway on that we were looking at earmarking ARPA money. Banner and brackets.

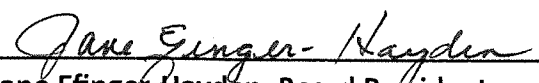
Fireworks. Parks equipment, picnic tables. Caron: I would like to earmark some money for the fireworks celebration. That is not just for one year. Jane: \$10,000 for the fireworks, \$8,000 for the banners and brackets. Saffron: are you talking about banners for the light poles? The light poles that we don't even know the cost on yet? Jane: yes. We have to have them eventually right? Bret: No Jane: No? We don't HAVE to have them? Devin: No, we can put poles in. These are decorative poles. Jane: I thought we HAD to have them. Saffron: Since everything had to come down, the idea was that we would put decorative poles back up. Devin: This is not

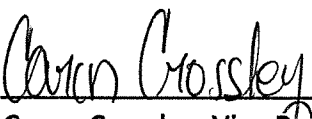
something we HAVE to put back up. Jane: We can hang banners up on wooden poles. Adam: Can we put some money in the parks? Jane: yes. Caron: I would like to earmark money in case we want to add to the parks. Saffron: I have a question. That money from Legacy was to go for a bigger shelter? Adam: It will be for the same size shelter. Same big shelter. Saffron: Is there additional money for the shelter like for cameras to be installed? Cameras have been purchased but the labor for install has not been paid? Jane: That is why we want to add money to the parks to supplement all that stuff. Jane: Another 12 for the park? How much does that leave us? Saffron: \$29,000 Jane: Ok do you think \$10 for picnic tables with slabs would be enough. Adam: yeah. John: Heat in the garage. Jane: Go with \$10 towards heat in the garage? John: I don't know how much it will cost. Jane: Wait a minute. Can we buy some pumps? We can pay part of it. John: I can call Owensboro tomorrow to see if I can get a cost. Jane: We also want to put some towards Christmas decorations. Caron: What kind of Christmas decorations do you have in mind? Because personally speaking my kids love the santa claus and the snowman and the Christmas tree. Jane: yeah but how old are they? Bret: You can get either for \$1,000. Devin: They're rough. They need to be restrung, need new bulbs. The garland is not in bad shape on most of them. We can get at least 5 years out of them. They're not up for very long. We looked at getting some and just a basic snowflake was \$2,200. They're expensive. Jane: We'll put \$5,000 towards Christmas and \$14,000 towards your pumps. So that fact that it is in the minutes is that legal enough or do we need motion? Saffron: I don't know. I think we need more exact numbers.

Jane: Saffron, you're done? Old business anybody?

NO CORRESPONDENCE

ADJOURNMENT: There will be no further business, a **MOTION** was made by Caron and **SECONDED** by Adam to adjourn meeting at 8:23 P.M., CST. **The next meeting will be December 11, 2024 at 6:00 P.M., CST.**


Jane Efinger-Hayden, Board President


Caron Crossley, Vice President

Adam Hoffman, Board Member


Brett Kleeman, Board Member

Danny VanConey, Board Member

ATTEST: Clerk/Treasurer