

SPECIAL MEETING MINUTES
PRINCE'S LAKES TOWN COUNCIL
PRINCE'S LAKES TOWN HALL, 14 E LAKEVIEW DR, NINEVEH, IN 46164
December 1, 2022

COUNCILORS PRESENT: COUNCIL PRESIDENT GREG NELSON
 VICE PRESIDENT MIKE GALLAMORE
 COUNCILOR KAREN HARRISON
 COUNCILOR PHILIP MONTARSI
 COUNCILOR BRYAN TEARMAN

CLERK-TREASURER PRESENT: ERICA LYDEN-GIGER

STAFF PRESENT: UTILITES SUPT SCOTT BLACKWELL

PUBLIC PRESENT: ANTHONY GIGER

Council President Nelson called the meeting to order at 4:00 pm followed by the Pledge of Allegiance

PUBLIC FORUM:

Clerk-Treasurer Erica Lyden-Giger spoke to the Council about salaries for the year of 2023. Mrs. Lyden-Giger stated a 10% increase was budgeted and she received notification from the DLGF and the budget was approved for 2023. Council Vice President Mike Gallamore stated the need to increase wages to keep up with inflation and help retain current employees and remain competitive. Councilor Bryan Tearman stated he looked at salaries from comparable Towns and our salaries are lower than others. Utilities Superintendent Scott Blackwell stated he and Mr. Tearman will be creating pay ranges for utility workers, but will take a couple of months to get the scale where he feels it needs to be. Certifications and operators will receive a certain pay increase as well. Discussion was made about increasing salaries, when raises will take effect, the benefits package and increasing utility employee's salary based on ranges. Once the salary rangers are in place, the additional increase will be retroactive to the first of the year. Mr. Blackwell told the Council that every year utility workers get a certain amount of money to purchase clothing and every other year, they receive an amount for overalls. He asked the Council for approval for clothing and overalls. Mr. Nelson asked if we can add this benefit to the salary ordinance so it does not have to get approved every year. Mrs. Lyden-Giger stated that it can be added. Even years will be clothing and boots, odd years will include overalls.

Mrs. Lyden-Giger stated she received the quote from Little Tykes to resurface the playground to fibar to make our playgrounds ADA compliant. She stated at the November meeting \$11,005.00 was approved, but that amount was for Town Hall Park and expanding a portion of that park. It did not include the park at the ball park as previously thought. The amount to add fibar to both existing parks would be \$12,037.00. Mrs. Lyden-Giger also stated that when it was talk about and approved to add receptacles to light poles at the walking trail and add new light poles only the amount for the new light heads and new light poles were included. Mrs. Lyden-Giger has a spending limit of \$2000, and to install the receptacles it was \$1,350.00, but asked the Council to approve the invoice in the amount of \$1,350.00.

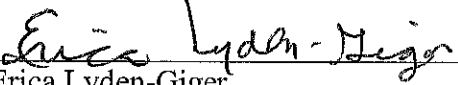
Mrs. Lyden-Giger also asked if wording can be added to the salary ordinance stating when new employees get their HSA contribution from the Town. Discussion was made to contribute to new employees HSA at 90 days of employment and will be added to the salary ordinance. Mr. Gallamore stated in the past the Council lowered the HSA because insurance rates increased drastically. In 2023 rates will only go up less than one percent. Mr. Gallamore would like to go back to the previous amounts of \$2000 for families and \$1000 for individuals.

After discussion,

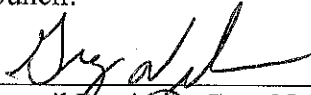
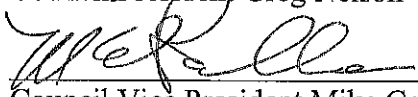
- Councilor Tearman motioned to approve the uniform allowance in the amount of \$725.00 to utility employees. Council President Nelson seconded the motion and passed unanimously.
- Council Vice President Gallamore motioned to approve the Little Tykes invoice for \$12,037.00. Councilor Montarsi seconded the motion and passed unanimously.
- Councilor Karen Harrison motioned to approve the increase in the family HSA to \$2000.00 and individual accounts to \$1000.00. Councilor Montarsi seconded the motion and passed unanimously
- Council President Nelson motioned to approve the CMR invoice for \$1350.00. Councilor Tearman seconded the motion and passed unanimously

With no further business before the Prince's Lakes Town Council, Council President Nelson motioned to adjourn at 5:19 P.M. Councilor Montarsi seconded the motion and carried unanimously.

Respectfully submitted,

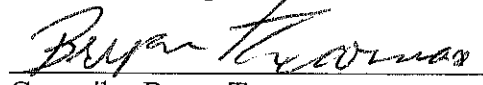

Erica Lyden-Giger
Clerk-Treasurer

Council:


Council President Greg Nelson

Council Vice President Mike Gallamore


Councilor Karen Harrison


Councilor Philip Montarsi


Councilor Bryan Tearman