



MEETING MINUTES

PRINCE'S LAKES TOWN COUNCIL

PRINCE'S LAKES TOWN HALL, 14 E LAKEVIEW DR, NINEVEH, IN 46164

December 28, 2023

COUNCILORS PRESENT:

COUNCIL PRESIDENT GREG NELSON
VICE PRESIDENT BRYAN TEARMAN
COUNCILOR MIKE GALLAMORE
COUNCILOR KAREN HARRISON
COUNCILOR LINDSEY HENSON

CLERK-TREASURER PRESENT:

ERICA LYDEN-GIGER

PUBLIC PRESENT:

TROY BRYANT
SHELBY BRYANT
KEVIN HARRISON
PHIL MONTARSI

Council President Nelson called the meeting to order at 4:30 pm followed by the Pledge of Allegiance

PUBLIC FORUM:

Troy Bryant addressed the Council and asked if they can make an exception to the heavy truck frost law so he can have a few loads of concrete delivered.

After discussion,

- Council President Greg Nelson motioned to allow Troy Bryant until January 5, 2024 to have concrete delivered.

NEW BUSINESS:

Councilor Mike Gallamore opened discussion about how salary ranges need to be established going forward and how they came up with salary ranges for 2024. Objectives for salary ranges are to establish salary ranges for town positions that make and keep wages competitive. Allows movement within the range and performance warrants. Has a wage cap for each position to ensure Town is not over paying for a specific job. Ranges can be adjusted as needed to keep wages

competitive. A review of ranges will be completed every two years to keep wages competitive with towns our size and with surrounding communities. Once a team member is over the top of the range, they will be ineligible for merit increases until the range is adjusted and they fall below the top of the range. Council may award longevity in the amount of \$50.00 per year of service completed, capped at \$1000.00

- Salary ranges will be established by using wage surveys of similar sized town, reviewing wages of our surrounding communities and other factors determined to be relevant by the Council
- Top of the Range for each position will be 15% above the market value and the bottom of the range will be 10% below market value
- Factors to move up in a specific range may include annual performance review, completing special projects, expanded job knowledge gained through education programs and length of service

Council discussed each employee's evaluation and determined 2024 salary.

Discussion was made about changing part time employees who are not regularly scheduled a certain amount of hours to work and who do not work in any Town owned building, to be switched to a vendor and to start receiving a 1099.

Discussion was made on how many hours a part-time employee must be regularly scheduled to work in order to qualify for paid holiday hours, but no decision was made.

After discussion,

- Councilor Karen Harrison motioned to adopt Ordinance 2023-11 An Ordinance Establishing 2024 Salaries. Councilor Gallamore seconded the motion and passed unanimously.

Councilor Karen Harrison had to leave the meeting early.

Clerk-Treasurer Erica Lyden-Giger presented Council with claims that she received after the last council meeting and ask for approval. Striegel Design and Construction - \$387,125.00, York Chrysler Dodge Jeep Inc - \$61,574.25, MTE - \$3,817.01, cyber insurance for Cowbell - \$7,248.00, Walker Hughes - \$88,146.00.

Mrs. Lyden-Giger presented Council with Transfer Resolution **2023-04** A Resolution to Transfer Funds within a Fund, Resolution **2023-05** A Resolution to Transfer from Fund to Fund, and Resolution **2023-06** A Resolution for Year End Appropriations Transfer. Mrs. Lyden-Giger informed Council that she has to encumber funds of \$15,000.00 to pay for the new computers for the police department. She will use \$5,000.00 from Operations, \$7,000.00 from PD Capital Outlay, and \$3,000.00 from PD Equipment. Council approved by consensus

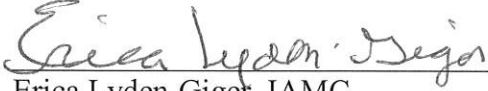
- Councilor Gallamore motioned to adopt Resolution 2023-04, Resolution 2023-05, and Resolution 2023-06. Council President Nelson seconded and the motion passed unanimously.
- Councilor Lindsey Henson motioned to approve claims as presented. Councilor Mike Gallamore seconded the motion and passed unanimously.

Discussion was made about creating a town consultant position.
Discussion was made about filling the vacant front desk position.

- Councilor Lindsey Henson motion to hire Mike Gallamore as a town consultant starting January 1, 2024 at \$40.00 per hour as needed. Council President Nelson seconded the motion. Councilor Hensen voted yes, Councilor President Nelson voted yes, Council Vice President Tearman voted yes, Councilor Gallamore abstained.

With no further business before the Prince's Lakes Town Council, Council President Nelson motioned to adjourn at 7:00 pm Council Vice President Tearman seconded the motion and carried unanimously.

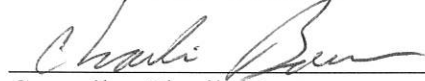
Respectfully submitted,


Erica Lyden-Giger, IAMC
Clerk-Treasurer

Council:


Councilor Greg Nelson


Councilor Bryan Tearman


Councilor Charlie Bourne


Councilor Kevin Harrison


Councilor Lindsey Henson