

Town of Hamilton

900 S Wayne St – PO Box 249

Hamilton, In 46742

DRAFT – NOT YET ADOPTED

July 17th, 2019- Town Council Meeting

6:00pm

1. Council President Mary Vail called the meeting to order at 6:00 pm.

Roll call: Councilors Mary Vail, Gerry Martin, Steve Blum, Danny Lingo and Nancy Renner were present.

The Clerk Treasurer, Hester Stouder was present to record the meeting. Town Manager Brent Shull was also present. Attached is a list of audience members.

2. Employee Insurance and dependent coverage –

After the last budget meeting where the Council was able to go over options and information, the Clerk provided responses from the employee survey. They were as follows; every employee wanted to keep their HSA, few employees use their plan regularly, most use it occasionally. Most employees would add dependents, only if it was affordable.

When going over these results, the information from the last meeting and knowing the deductible was increasing to \$4,000 in 2020, the Council agreed that keeping the HSA was most beneficial to the employees. After discussing the option of lowering the deductible or increasing the contribution to the employee's HSA, Danny Lingo motioned to keep the \$4,000 deductible HSA plan for 2020 and increase the Town's contribution from \$550 to \$1,000 for each employee. Steve Blum seconded the motion, motion carried with unanimous approval.

The Council decided not to fund any coverage for dependents at this time but will consider it for the 2021 budget.

3. Employee Pay Increases – merit and otherwise

Clerk Treasurer Hester Stouder presented a history of raises, both merit and across the board. She said it would benefit the Council if they discussed these pay increases at separate times so the perception of "we just gave them a raise" wasn't confusing the Council's decisions. She also asked that the Council make the decision for across the board raises during the budget time and finalize them prior to the end of the year, so they can be effective in January. As of now, the decision for this year (2019) has yet to be made.

The Council discussed the two types of raises and how they aligned with the salary ordinance and the history presented by the Clerk. In conclusion, they decided to put

up to a 5% increase in the budget for employee pay increases. They will decide what to do for 2019 and 2020 in November when they would like the topic to be back on the agenda.

Steve Blum also motioned to move the employee reviews to the last quarter of the year. Danny Lingo seconded the motion, motion carried.

4. Finalize Town and Park portion of the budget –

Downtown Beach Project - \$100,000 will be set aside, Brent will get fundraising and grants to help with expenses.

Carpet at Town Hall – Based on a rough estimate from a company, Brent said the cost will be upwards of \$31,900. This cost would be for carpet squares at the Town Hall only. The Council discussed the pros and cons and would like Brent to get pricing on different options. The budget will show \$35,000 for the project.

Sidewalks – The information Brent previously sent to the Council regarding sidewalks was too expansive and expensive for 1 budget year. The Council agreed to budget \$50,000 per year and will approve the area for construction during the given year.

Police Department Improvements – due to the extent of the work being done Brent would suggest budgeting \$75,000 to be on the safe side.

Cracks on the Tennis Courts - \$30,000 will be put in the budget, details of the work will be discussed with the Recreation board. The cost will include 4" of new cement and a new base.

Improve/Upgrade the pavilion at FCT – \$10,000 - This will include shade areas and improving the existing pavilion.

The old stage and bleachers at Fish Creek Trail will be advertised for someone to tear out and take the material. They will not be replaced, instead the Recreation board and Council will consider adding a Dog Park to the area.

The School will not pursue adding anything to the Town Water Tower.

Prior to closing the meeting, Councilman Danny Lingo motioned, per the direction of the Town lawyer, to eliminate all Town of Hamilton employment contracts on or

before August 16, 2019. All employees will be hourly and full time with the exception of the Town Manager and any part time or temporary hires. Steve Blum seconded the motion. Motion carried with unanimous approval.

Clerk Treasurer Hester Stouder asked what happens now? Council President Mary Vail said the Council would meet with any employees who fall under contracts.

Public Comments/Questions concerning ADA or other items of Business –
There were no public comments or questions.

With no other comments or items of business, the motion to adjourn was made by Steve Blum and seconded by Gerry Martin adjourned at 7:40 pm.

Hester Stouder, IAMC - Clerk Treasurer

Mary Vail -Council President