

COMMON COUNCIL  
August 9, 2021, 6:00 P.M.  
COMMUNITY CENTER, 311 N. Washington Street

Mayor Werling called the special meeting to order at 6:00 p.m. Those present rose for the pledge of allegiance.

Clerk-Treasurer Aldrich took the roll call:

Present were Sandra Flora, Mike Isley, Spencer Kingery, and Cody Nelson. Gayle Conner was absent.

Mayor Werling suspended the meeting and opened the public hearing for the CDBG OCRA Drinking Water Improvement grant WW-20-102 at 6:03 p.m. Shawn Cain from K-IRPC was in attendance by Zoom. There being no one wishing to speak on the topic, the public hearing was closed at 6:03 p.m. and the Council meeting resumed.

Department heads were in attendance at the meeting to discuss the option of making their positions salaried rather than hourly. Attorney Robeson provided a brief explanation of each from the Fair Labor Standards Act. Following discussion, the consensus from department heads was that they would not object to becoming salaried if vacation, sick days, longevity pay, and other benefits were not impacted.

Chief McCain presented the concept of paying stipends to officers who obtain certifications beyond their regular training. These include Field Officer Training, Fire Arms Instructor, and others. The officers would receive \$500 per year for each certification up to a maximum of two per officer. The 2022 budget also includes adding a car which will keep the fleet up to date. The retired car can become a pool car.

Superintendent Lyons addressed his proposed budget for Street & Parks. The part-time position will be eliminated and a full-time position added. Lyons reported that he had not been able to hire a part-time employee and is hoping that making the position full time will attract better candidates. The Engineering line item was increased in recognition that the City will continue to contract with an engineering firm to prepare specifications for CCMG projects along with bid documents and project inspection. The budget also includes replacement of a 1999 Parks truck which "cannot be driven out of town." In 2023 Lyons is looking to add a ToolCat which could be used for trail maintenance as the City takes on more miles of paved trails.

Superintendents VanSickle and Myers asked to have On Call pay addressed. Presently an employee receives \$25 for a weekend with the requirement that they can reach Delphi in 30 minutes should an emergency arise. This stipend has not changed since it was instituted a few decades ago.

Departments heads were allowed to leave following discussions of their areas and the Council continued deliberations and reached consensus on the following items:

- All department heads would become salaried at \$71,000 per year;
- Hourly wages would increase by 4% with the understanding that these might be reduced during the rest of the budget cycle;
- Add a Deputy Clerk to the Wage Ordinance;
- Add \$100,000 to the Streets budget for Sidewalks (could be used to build a fund for future projects or used a match for CCMG where sidewalk elements are included);

The Council discussed the issue of residents who paid 50% match on sidewalk projects from prior years. The consensus was that reimbursement should not be considered. Policies change from time to time and that change is not retroactive.

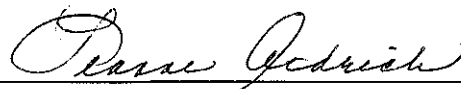
Mayor Werling indicated that the budget numbers would be updated and sent out to Council ahead of the September 7<sup>th</sup> meeting.

There being no additional board comments or public comments, Spencer Kingery moved to adjourn. Second by Sandy Flora. Without objection the meeting adjourned at 7:55 p.m.



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Mayor Anita Werling



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Clerk-Treasurer, Leanne Aldrich, Attest