

City of Tipton Common Council Special Meeting held on November 13, 2020, at Tipton City Hall, Council Chambers, Tipton.

Members: Mayor Dolezal, Councilwoman Hufford, Councilmen Ehman and Kring and Clerk-Treasurer Clark. Councilman Chandler and Chief Jeff Stout were a call in. Councilman Rippey was not present.

Others: David Lacy, Joe Bitner and Sherry Landseadel.

Mayor Dolezal opened the November 13, 2020, Special Council meeting.

Mayor Dolezal presented to the Council a recommended solution for a 6-month Emergency Employment Measures based on the current health pandemic.

Asst. Chief Lacy stated he was going to get Chief Stout on the line. Chief Stout joined the meeting by phone and reported he appreciated all the Council had done so far even during budget time allowing him the opportunity to discuss his budget with you. He also reported this is a new norm, come to you and we come up with a solution.

Mayor Dolezal reported his recommendations. Lateral transfer of \$5,000 requiring 36-month declining balance reimbursement agreement, and payable within 30 days of employment. Years of service for longevity pay transfers with Officer however years of service do not transfer as seniority within department. Residency allowed to adjoining counties not to exceed 30 miles from city limits. This would include Frankfort, edge of Marion, most of Hamilton and north of Indianapolis. Down payment assistance program of \$5,000 for home purchased within the City of Tipton. Training reimbursement agreement for cost of training and equipping a new Officer in an amount not less than \$13,000. It will require a 36-month declining balance reimbursement if the Officer leaves prior to serving three years with TPD. A hardship exception from paying this reimbursement will be considered by the Board of Works if the Officer elects to leave and is not going to another law enforcement unit. This is not ideal; the community is best served by Officers living within Tipton County. It is important we invest in efforts that develop interest in public service careers by young people raised in our community. Chief Stout reported we currently just have one spot.

Councilman Kring reported the lateral transfer he has no issues with because of the cost savings. The radius he questions because of take home cars, it is wear and tear and fuel on the cars. It was reported the lateral transfer would be if it were outside the community. Councilman Kring reported he would approve the lateral transfer agreement. Asst. Chief Lacy reported he spoke with the Mayor about this and we are not looking at a temporary fix we want a permanent fix

Chief Stout reported Councilman Ehman mentioned situation should have been addressed a long time ago. He also reported we need to fix it right so we can move forward. Councilman Ehman reported he didn't disagree, the lateral transfer he doesn't see it as a permanent fix, just a Band-Aid. He also reported he doesn't feel this is a permanent fix done now

but he doesn't want knee jerk reactions. We need more time; he would agree to do this now for a 6-month trial.

There was a brief discussion regarding the lateral transfer. Asst. Chief Lacy reported we are not reinventing the wheel; we are just getting more modern. Councilman Kring made a motion to approve the lateral transfer agreement, seconded by Councilman Hufford. Mayor Dolezal asked if you are comfortable with the six-month measure and we will reevaluate the whole picture. Councilman Kring reported this will allow the process to see if we get any lateral transfers. Councilman Kring amended the motion to allow the lateral transfer to six months, seconded by Councilman Ehman, the amendment passed. The motion is for a lateral transfer of six-month of \$5,000 with a declining balance, payable within 30 days of employment, with longevity transferring but not seniority. This would be all the points with the lateral transfer. The motion passed with all in favor. It was reported the lateral transfer with the Fire Department is different, there is no money involved.

A brief discussion regarding the Fire Dept. It was reported we need to get the salary up and longevity is pension based and that is what firemen/officers get in retirement. Salary levels are what will keep people here. A bonus for the lateral is just a bonus. Mayor Dolezal asked if this would help with recruitment. Chief Bitner reported it's not holding them here with what we currently receive. Asst. Chief Lacy reported he has good points, recruitment and retention are two different issues. The bonus would be recruitment but there are other things that are retention.

Councilwoman Hufford reported the six-month residency not to exceed 30 miles from city limits and the assistance program to move here, she likes. Councilman Chandler reported the reimbursement with a three-year declining balance not sure about with the hardship exception. Councilman Kring reported the down payment. Councilwoman Hufford reported it is not up to us moving or not moving. Councilman Kring reported he thinks it will create animosity between officers, creating tension and morale problems. Chief Stout reported absolutely yes, the seniority could make it where a three-year sergeant could make less money than a lateral transfer, this could be a morale killer. Councilwoman Hufford made a motion to approve the Residency requirement to adjoining counties not to exceed 30 miles from City limits and the down payment assistance program. There was discussion regarding the take home program. Councilwoman Hufford made a motion to strike the down payment assistance program and approve the residency requirement of 30 miles from city limits, seconded by Councilman Chandler, with all in favor. Chief Stout reported he understands the six-month emergency and depending on the number of applicants we will need to come back to get this a permanent fix but will be well ahead of the six-months. There was a brief discussion on advertising on different social medias. Chief Stout thanked the Council for the meeting, this is tremendous for the Department.

Chief Bitner reported the morale and retention is important. We really need to look at the different hourly wages. There is only \$1.70 per hour difference from a Captain with max

longevity compared to a firefighter brand new with no experience. Councilman Kring reported there are several ways to bump up pay. He also reported Kokomo Police Dept. offers 30 different certification pays an officer may qualify for. Clerk-Treasurer Clark reported we need to decide on the recommendation for the pay period for the Fire Dept. Chief Bitner reported the option of staying at the 14-day work period or move to a 28-day work period. There would be less overtime paid with a 28-day work period. It would still be a 14-day pay period, but the total hours worked in a 28-day would be used to calculate overtime. So, it would be two 14-day pay periods to figure the 28-day work period. There was a brief discussion on the original way that we were paying and what we had to correct. It was reported we are leaning to a 28-day work period, that is what the Police goes by. The first pay would be the base pay and the second pay is when the overtime would be calculated.

Adjournment: With no further business, Councilman Kring made a motion to adjourn, seconded by Councilman Ehman, with all in favor.

Submitted by Tamera Clark, Clerk-Treasurer.



Tamera Clark, Clerk-Treasurer



Council President