

**Topics Tentatively Scheduled for Study Session Discussion
and
Topics Requested for Action at Future Business Meetings of the Twenty-Ninth
Town Council of Highland**

**This meeting will be convened as an in person meeting. No electronic access via zoom or lives
streaming on Facebook will be provided for this meeting.**

**Monday September 20, 2021
Study Session 6:30 p.m.**

This meeting contributes to Agenda building for the plenary meeting. Please, also be aware of the running enrolled list of matters that are likely for the plenary meeting, subject to review by the municipal executive. By practice and local ordinance, study sessions are distinguished from plenary (regular business) meetings of the Town Council "as they shall be conducted with less formality and with no votes or final actions of a dispositive nature unless provided otherwise by proper notice, pursuant to IC [5-14-1.5](#) et seq." (Confer HMC Section 2.05.130(3))

- X. **Briefing:** Thomas Brown, CIC, CRM, CWCA, of the Brown Insurance Group to brief the officials on status of workers compensation, dental and related plans. (Mr. Brown's designations are highly regarded in his industry, holding the Certified Insurance Counselor, Certified Risk Manager and the Certified Workers Compensation Advisor.)
- X. **Discussion:** Position of Information Technology Director and the desirable compensation.
- X. **Discussion:** Amending the compensation and benefits ordinance to have a standing provision that any worker who is the PPO plan that converts to the high deductible plan, will not pay group premiums in that first year. Reports showing benefits exceed costs are included.
- X. **Discussion:** Further Review the current levels of employer contributions to the Health Savings Accounts of workers in the high deductible plan.
- X. **Discussion:** Enactment to approve the use of the water surplus to support the Hammond wholesale rate differential from January through to August.
- X. **Discussion:** Amending our Animal Control Code to include a restriction on the sale or disposal of cats, rabbits or dogs (to eliminate so-called puppy mills) but allowing collaboration by pet stores with animal care facilities or animal rescue organizations to offer space for such entities to showcase adoptable dogs, rabbits, and cats
- X. **Discussion:** Desirable Amendment to the Highland Municipal Public Depository and Investment Code to align our language with the change in state law.

- X. **Discussion:** The Fire Department seeks to replace a fire asset, relying on the purchase method set forth in IC 36-1-7-12(c), allowing for purchase under another governmental entity's referenced written contract if there is compliance with state purchasing law by the original purchasing unit.
- X. **Discussion:** Altering compensation of boards and commissions from the current method to some per meeting pay. (See summary sheet for existing pay provisions and any associated state law guiding the compensation for a particular board or commission.
- X. **Discussion:** Legislative Finding and determination regarding the Ordinance No. 1743.
 - (a) Request from a worker to delay the payment of the stipend to that worker alone until the new year.
 - (b) modification for an exhibit of part-timers
 - (c) modification or legislative finding and determination to include a fully employed worker at passage of the ordinance whose prior time in service was in part tolled as a leased services worker.

II.

• Plenary Business Meeting of Monday September 27, 2021 Likely matters

- X. Accounts payable vouchers Docket for the period of September 14, 2021 to September 27, 2021 in the amount \$945,097.36
- X. Ratify Payroll Vouchers Dockets for payday of _____ in the amount of \$ _____
- X. Minutes of the Meeting of Monday, September 13, 2021.
- X. Enactment to extend waiver of premiums for Officer Swisher, as retiree for another year.
- X. Authorize proper officer to publish legal notice of a public hearing to consider proposed additional appropriations in Gaming Revenue Sharing Fund in the amount of \$299,664.00.
- X. Reconciling transfers to the CCMG for local contribution.

Executive Summary and Analysis

Proposal: Change existing policy in with our group health plan to say that anyone who changes from the PPO to the High Deductible Health Plan (HDHP) in the first year, employee premiums will be waived.

Review the accompanying spread sheet, showing all of the current PPO participants and the effect on costs if they all switched to HDHP, were paid the employer contribution BUT no premium for the first year.

61 workers use the PPO plan

46 workers use the HDHP

Annual PPO Health Insurance costs for all current workers: \$1,603,994.16 annually

Those same workers pay employee premiums: \$ 76,604.58 annually

The net annual cost for the town as employer: \$ 1,527,389.58 annually
(This is the annual cost offset by the employees contributions)

If all those same workers would switch under the proposed change to the existing ordinance for health insurance, that would allow for no premium to be paid for not switching, rendering the following:

Annual HDHP costs for all current PPO workers would be: \$1,308,618.24

The employer contributions to the H.S.A. annualized would be: \$ 127,535.00

The net annual cost for the town as employer for HDHP
of all switched current ppo workers: \$ 1,436,153.24
(This is the sum of HDHP premiums and employer contributions to H.S.A.)

If all current PPO switched (how likely), the savings would be \$ 91,236.34

These savings in this scenario, accounts for the loss of the worker premium, as the full premiums are collected for all PPO workers but when they switch, the premium is not collected. It also accounts for the town still providing the employer contribution for the Health Savings Account. That variable has been accounted for.

You can still see that this policy scenario offsets the premiums losses directly as the total savings \$91,236.34.

Office of the Clerk-Treasurer

TIER	EMPLOYEES IN THE PPO PLAN	EMPLOYEE BI-WKLY CONTRIBUTION	EMPLOYEE ANNUAL CONTRIBUTION	PPO MONTHLY PREMIUM	PPO ANNUAL COST	HDHP MONTHLY PREMIUM	HDHP ANNUAL COST	YR 1 SAVINGS TO THE TOWN w/ ALL 61 EEs SWITCH FROM PPO TO H.S.A	YR 1 SAVING TO TOWN w/ 1 YR EE WAIVER ON PREMIUM	EMPLOYER ANNUAL H S A CONTRIBUTION	Yr 1 NET Savings to Town less to H.S.A contribution
EMPLOYEE ONLY	15	272.60	7,087.60	15,652.20	187,826.40	13,187.70	158,252.40	29,574.00	22,486.40	14,715.00	7,771.40
EMPLOYEE + SPOUSE	17	761.82	19,807.32	35,477.13	425,725.56	27,100.21	325,202.52	100,523.04	80,715.72	33,932.00	46,783.72
EMPLOYEE + CHILD	5	206.65	5,372.90	9,912.85	118,954.20	7,572.25	90,867.00	28,087.20	22,714.30	9,480.00	13,234.30
EMPLOYEE + FAMILY	24	1,705.26	44,336.76	72,624.00	871,488.00	61,191.36	734,296.32	137,191.68	92,854.92	69,408.00	23,446.92

Total 61 2,946.33 76,604.58 133,666.18 **1,603,994.16** 295,375.92 218,771.34 127,535.00 \$ 91,236.34

TIER	EMPLOYEES IN THE PPO PLAN	EMPLOYEE BI-WKLY CONTRIBUTION	EMPLOYEE ANNUAL CONTRIBUTION	PPO MONTHLY PREMIUM	PPO ANNUAL COST	HDHP MONTHLY PREMIUM	HDHP ANNUAL COST	YR 2 SAVINGS TO THE TOWN IF ALL 61 EEs SWITCH FROM PPO TO H.S.A	YR 2 SAVING TO TOWN w/ 1 YR EE WAIVER ON PREMIUM	EMPLOYER ANNUAL H S A CONTRIBUTION	Yr 2 NET Savings to Town less to H.S.A contribution includes EE Contribution
EMPLOYEE ONLY	15	272.60	7,087.60	15,652.20	187,826.40	13,187.70	158,252.40	29,574.00	22,486.40	14,715.00	21,946.60
EMPLOYEE + SPOUSE	17	761.82	19,807.32	35,477.13	425,725.56	27,100.21	325,202.52	100,523.04	80,715.72	33,932.00	86,398.36
EMPLOYEE + CHILD	5	206.65	5,372.90	9,912.85	118,954.20	7,572.25	90,867.00	28,087.20	22,714.30	9,480.00	23,980.10
EMPLOYEE + FAMILY	24	1,705.26	44,336.76	72,624.00	871,488.00	61,191.36	734,296.32	137,191.68	92,854.92	69,408.00	112,120.44

Total 61 2,946.33 76,604.58 133,666.18 **1,603,994.16** 295,375.92 218,771.34 127,535.00 \$ 244,445.50

46 workers in the High Deductible Plan
61 in the PPO Plan

\$ 170,651.16

EMPLOYEE ONLY	5	90.87	2362.53	5,217.40	62,608.80
EMPLOYEE + CHILD	5	206.65	5372.90	9,912.85	118,954.20
EMPLOYEE + FAMILY	5	355.26	9236.83	15,130.00	181,560.00
EMPLOYEE + SPOUSE	5	224.06	5825.68	10,434.45	125,213.40

Health Savings Accounts		<i>Our original ratio was 70/30 meaning we shared 70 % of savings with employee It had eroded over time with increases in premiums</i>																
Employer Contributions		FY 2019					FY 2020					FY 2021						
		Employee Quarterly Contribution	Annualized amount	PPO Plan regular deductible Monthly Premium	Annualized amount	DEDUCTIBLE PLAN Monthly premium	Annualized amount	PPO Plan regular deductible Monthly Premium	Annualized amount	DEDUCTIBLE PLAN Monthly premium	Annualized amount	PPO Plan regular deductible Monthly Premium	Annualized amount	DEDUCTIBLE PLAN Monthly premium	Annualized amount	Savings Between the Plans	Percentage returned to the workers	Annual Employer Contribution Proposal:
GROUP MEDICAL/HEALTH INSURANCE	Employee only	\$ 225.00	\$ 900.00	\$ 694.74	\$ 8,336.88	\$ 585.35	\$ 7,024.20	\$ 1,312.68	68.6%									\$ 1,104.10
	Employee with Child(ren)	\$ 429.50	\$ 1,718.00	\$ 1,319.98	\$ 15,839.76	\$ 1,112.16	\$ 13,345.92	\$ 2,493.84	68.9%									\$ 2,097.51
	Employee with Spouse	\$ 452.25	\$ 1,809.00	\$ 1,389.43	\$ 16,673.16	\$ 1,170.68	\$ 14,048.16	\$ 2,625.00	68.9%									\$ 2,207.92
	Family Coverage	\$ 655.75	\$ 2,623.00	\$ 2,014.69	\$ 24,176.28	\$ 1,697.52	\$ 20,370.24	\$ 3,806.04	68.9%									\$ 3,201.14
GROUP MEDICAL/HEALTH INSURANCE	Employee only	\$ 490.50	\$ 981.00	\$ 946.04	\$ 11,352.48	\$ 797.08	\$ 9,564.96	\$ 1,787.52	54.9%									
	Employee with Child(ren)	\$ 948.00	\$ 1,896.00	\$ 1,797.43	\$ 21,569.16	\$ 1,514.45	\$ 18,173.40	\$ 3,395.76	55.8%									
	Employee with Spouse	\$ 998.00	\$ 1,996.00	\$ 1,892.01	\$ 22,704.12	\$ 1,594.13	\$ 19,129.56	\$ 3,574.56	55.8%									
	Family Coverage	\$ 1,446.00	\$ 2,892.00	\$ 2,743.43	\$ 32,921.16	\$ 2,311.55	\$ 27,738.60	\$ 5,182.56	55.8%									
GROUP MEDICAL/HEALTH INSURANCE	Employee only	\$ 490.50	\$ 981.00	\$ 1,043.48	\$ 12,521.76	\$ 879.18	\$ 10,550.16	\$ 1,971.60	49.8%									
	Employee with Child(ren)	\$ 948.00	\$ 1,896.00	\$ 1,982.57	\$ 23,790.84	\$ 1,670.44	\$ 20,045.28	\$ 3,745.56	50.6%									
	Employee with Spouse	\$ 998.00	\$ 1,996.00	\$ 2,086.89	\$ 25,042.68	\$ 1,758.33	\$ 21,099.96	\$ 3,942.72	50.6%									
	Family Coverage	\$ 1,446.00	\$ 2,892.00	\$ 3,026.00	\$ 36,312.00	\$ 2,549.64	\$ 30,595.68	\$ 5,716.32	50.6%									

Note: IRS increased the minimum out of pocket to qualify for High Deductible from \$2,700 for individual to \$2,800

	Net						
NET OUT OF POCKET HIGH DEDUCTIBLE PLAN							
Employee only	\$ 981.00	\$ 2,800.00	\$ 1,819.00	245.92	\$ 983.66	\$ 245.25	\$ 981.00
Employee with Child(ren)	\$ 1,896.00	\$ 5,600.00	\$ 3,704.00	473.95	\$ 1,895.80	\$ 474.00	\$ 1,896.00
Employee with Spouse	\$ 1,996.00	\$ 5,600.00	\$ 3,604.00	498.88	\$ 1,995.50	\$ 499.00	\$ 1,996.00
Family Coverage	\$ 2,892.00	\$ 5,600.00	\$ 2,708.00	723.32	\$ 2,893.30	\$ 723.00	\$ 2,892.00

We are due to revise the contribution to

		FY 2022					
PPO Plan regular deductible Monthly Premium	Annualized amount	HIGH DEDUCTIBLE PLAN Monthly premium	Annualized amount	Savings Between the Plans	Percentage returned to the workers	Annual Employer Contribution Proposal:	
\$ 978.78	\$ 11,745.41	\$ 824.67	\$ 9,896.05	\$ 1,849.36	53.0%	\$ 1,109.62	60%
\$ 1,859.65	\$ 22,315.81	\$ 1,566.87	\$ 18,802.47	\$ 3,513.34	54.0%	\$ 2,108.00	60%
\$ 1,957.50	\$ 23,490.03	\$ 1,649.31	\$ 19,791.76	\$ 3,698.27	54.0%	\$ 2,218.96	60%
\$ 2,838.39	\$ 34,060.66	\$ 2,391.56	\$ 28,698.75	\$ 5,361.91	53.9%	\$ 3,217.14	60%

IMPACT OF WHOLESALE CHANGE

5/8 " meter

CONSUMPTION	1	x 1,000
WATER BASIC	\$ 11.50	
WATER COMSUMPTION	\$ 1.61	

If there was to be no other retail rate changes, the whole sale rates schedule for the next 10 years would be imposed through the tracker in the following fashion:

	Consumption rate per 1,000 gallons in January of a given year	CITY of HAMMOND Wholesale Rate	NET INCREASE	NEW EFRECTIVE RATE per 1,000 gallons
01.01.2021 to 12.31.2021	\$ 1.61	\$ 0.95	\$ 0.45	\$ 2.06
01.01.2022 to 12.31.2022	\$ 2.06	\$ 1.05	\$ 0.55	\$ 2.16
01.01.2023 to 12.31.2023	\$ 2.16	\$ 1.10	\$ 0.60	\$ 2.21
01.01.2024 to 12.31.2024	\$ 2.21	\$ 1.15	\$ 0.65	\$ 2.26
01.01.2025 to 12.31.2025	\$ 2.26	\$ 1.25	\$ 0.75	\$ 2.36
01.01.2026 to 12.31.2026	\$ 2.36	\$ 1.35	\$ 0.85	\$ 2.46
01.01.2027 to 12.31.2027	\$ 2.46	\$ 1.45	\$ 0.95	\$ 2.56
01.01.2028 to 12.31.2028	\$ 2.56	\$ 1.55	\$ 1.05	\$ 2.66
01.01.2029 to 12.31.2029	\$ 2.66	\$ 1.60	\$ 1.10	\$ 2.71
01.01.2030 to 12.31.2030	\$ 2.71	\$ 1.60	\$ 1.10	\$ 2.71

This rate illustration is subject to change if rates and charges study currently conducted renders a difference

MONTHS in 2021	Added Amount Due to Hammond Water upon agreement approval
JANUARY	\$ 37,769.40
FEBRUARY	\$ 36,991.35
MARCH	\$ 41,892.75
APRIL	\$ 39,199.50
MAY	\$ 42,459.75
JUNE	\$ 66,006.45
JULY	\$ 57,413.25
AUGUST	\$ 62,347.95
SEPTEMBER	
OCTOBER	
NOVEMBER	
DECEMBER	
TOTAL	\$ 384,080.40

I am hoping that the Town Council will authorize use of the Water Cash Reserve Fund to support this adjusted for the need for the Town to balance.

CASH RESERVE FUND 31-Aug-21 \$ 503,948.03

HUMANE INDIANA MODEL ORDINANCE LANGUAGE

WHEREAS, a significant number of puppies and kittens sold at pet shops come from large-scale, commercial breeding facilities where the health and welfare of the animals are not adequately provided for (“puppy mills” and “kitten mills,” respectively). According to The Humane Society of the United States, it is estimated that 10,000 puppy mills produce more than 2,400,000 puppies a year in the United States and that most pet shop dogs and cats come from puppy mills and kitten mills.

WHEREAS, the documented abuses endemic to puppy and kitten mills include over-breeding; inbreeding; minimal to non-existent veterinary care; lack of adequate and nutritious food, water and shelter; lack of socialization; lack of adequate space; and lack of adequate exercise.

WHEREAS, the inhumane conditions in puppy and kitten mill facilities lead to health and behavioral issues in the animals bred in those facilities, which many consumers are unaware of when purchasing animals from pet shops due to both a lack of education on the issue and misleading tactics of pet shops in some cases. These health and behavioral issues, which may not present themselves until sometime after the purchase of the animals, can impose exorbitant financial and emotional costs on consumers.

WHEREAS, current Federal, State and County regulations do not properly address the sale of puppy and kitten mill dogs and cats in pet shops.

WHEREAS, prohibiting the retail sale of puppies and kittens is likely to decrease the demand for puppies and kittens bred in puppy and kitten mills, and is likely to increase demand for animals from animal shelters and rescue organizations.

WHEREAS, due in large part to pet overpopulation, more than [insert local data] dogs and cats are euthanized in [insert state] animal shelters annually, including nearly [insert local data] in the [insert city/town/county]. Prohibiting the retail sale of puppies and kittens will likely reduce pet overpopulation and thus the burden on such agencies and financial costs on local taxpayers.

WHEREAS, across the country, thousands of independent pet shops as well as large chains operate profitably with a business model focused on the sale of pet services and supplies and not on the sale of dogs and cats. Many of these shops collaborate with local animal shelters and rescue organizations to offer space and support for showcasing adoptable homeless pets on their premises.

WHEREAS, this Ordinance will not affect a consumer’s ability to obtain a dog or cat of his or her choice directly from a breed-specific rescue organization or a shelter, or from a hobby breeder where the consumer can see directly the conditions in which the dogs or cats are bred, or can confer directly with the hobby breeder concerning those conditions.

WHEREAS, the City Council believes it is in the best interests of this City to adopt reasonable regulations to reduce costs to the City and its residents, protect the citizens of the City who may

purchase cats or dogs from a pet shop or other business establishment, help prevent inhumane breeding conditions, promote community awareness of animal welfare, and foster a more humane environment in the City.

Section 1. Definitions

Animal care facility means an animal control center or animal shelter, maintained by or under contract with any state, county, or municipality, whose mission and practice is, in whole, or significant part, the rescue and placement of animals in permanent homes or rescue organizations.

Animal rescue organization means any not-for-profit organization which has tax-exempt status under Section 501(c)(3) of the United States Internal Revenue Code, whose mission and practice is, in whole or in significant part, the rescue and placement of animals in permanent homes. This term does not include any entity, which is, or is housed on the premises of, a breeder or broker, obtains dogs from a breeder or broker in exchange for payment or compensation, or resells dogs obtained from a breeder or broker and provides payment or compensation to such breeder or broker.

Cat means a member of the species of domestic cat, *Felis catus*.

Dog means a member of the species of domestic dog, *Canis familiaris*.

Offer for sale means to sell, offer for sale or adoption, advertise for the sale of, barter, auction, give away or otherwise dispose of a dog or cat.

Pet shop means a retail establishment where dogs, rabbits, and cats are sold, exchanged, bartered or offered for sale as pet animals to the general public at retail. Such definition shall not include an animal care facility or animal rescue organization, as defined.

Section 2. Restrictions on the Sale of Animals

No pet store shall sell, deliver, offer for sale, barter, auction, give away, or otherwise transfer or dispose of cats, rabbits, or dogs. Nothing in this section shall prohibit pet stores from collaborating with animal care facilities or animal rescue organizations to offer space for such entities to showcase adoptable dogs, rabbits, and cats.

Section 3. Severability.

If any section, subsection, paragraph, sentence, clause or phrase of this Ordinance shall be declared invalid for any reason whatsoever, such decision shall not affect the remaining portions of this Ordinance which shall continue in full force and effect, and to this end the provisions of this Ordinance are hereby declared to be severable.

Section 4. Effective Date. This ordinance shall become effective 90 days after passage.

Select Excerpts from Existing Code Provisions:

3.40.040 Deposit and investment powers.

(B) The funds that may be invested under IC 5-13-9 and this chapter include money raised by bonds issued for a future specific purpose, sinking funds, depreciation reserve funds, gift, bequest or endowment, funds described in HMC 3.40.020 and any other funds available for investment.

3.40.050 Authorized investments.

(A) The clerk-treasurer as fiscal officer of the municipality may invest or reinvest any funds that are held by the officer and available for investment in any of the following:

(1) Securities backed by the full faith and credit of the United States Treasury or fully guaranteed by the United States and issued by any of the following:

- (a) The United States Treasury.
- (b) A federal agency.
- (c) A federal instrumentality.
- (d) A federal government sponsored enterprise.

(2) Securities fully guaranteed and issued by any of the following:

- (a) A federal agency.
- (b) A federal instrumentality.
- (c) A federal government sponsored enterprise.

(d) Municipal securities issued by an Indiana local governmental entity, a quasi-governmental entity related to the state, or a unit of government, municipal corporation, or special taxing district in Indiana, if the issuer has not defaulted on any of the issuer's obligations within the twenty (20) years preceding the date of the purchase.

Just add the language amended into the state law shown in yellow highlight.

Fire Truck Purchase

IC 36-1-7-12 Purchase, sale, or exchange of services, supplies, or equipment

Sec. 12. (a) Whenever a contract provides for the purchase, sale, or exchange of services, supplies, or equipment between or among Indiana governmental entities only, no notice by publication or posting is required.

(b) Whenever a contract provides for one (1) Indiana governmental entity to make a purchase for another, compliance by the one with the applicable statutes governing public bids constitutes compliance by the other.

(c) A governmental entity may make a purchase from any other governmental entity or under another governmental entity's referenced written contract if there is compliance with state purchasing law by the original purchasing unit.

(d) Two (2) or more governmental entities may procure together or with a nonprofit entity if the requirements of the public purchasing statutes are met.

[Pre-Local Government Recodification Citations: 18-5-2-2; 18-5-2-2.5.]

As added by Acts 1980, P.L.211, SEC.1. Amended by P.L.195-2007, SEC.6.

COMPENSATION of BOARDS and COMMISSION DISCUSSION

Except from the current effective wage and salary Ordinance No. 1726 as amended:

Section 6. *Town Legislative Body, Boards and Commissions.* That subject to the provisions of this ordinance, the salary and wages for the elected officers, non-elected officers and employees of the Town of Highland are hereby fixed for its departments and offices as follows:

(A) Office of the Town Council

Town Council President(1)	\$ 1,226.00 per month
Town Council Member (4)	\$ 1,164.00 per month

That the foregoing salaries of the legislative body members remain at the level first fixed by Ordinance 1054, passed and adopted December 30, 1996 to be effective beginning in 1997, unchanged owing to the provisions of IC 36-5-3-2(c);

Town Council Attorney paid at an hourly rate according to terms set forth in attorney's letter of acceptance on file.

(B) Advisory Board of Zoning Appeals

Chairman (1)	\$ 150 per quarter
Members (4) each	\$ 120 per quarter

Attorney paid at an hourly rate according to terms set forth in attorney's letter of acceptance on file.

Recording Secretary	\$ 50 per month
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IC 36-7-4-907 Board of zoning appeals; members; vacancies

(b) A member of the board of zoning appeals who misses three (3) consecutive regular meetings of the board may be treated as if the member had resigned, at the discretion of the appointing authority.

(C) Municipal (Advisory) Plan Commission

Chairman (Citizen member) (1)	\$ 150 per quarter
Citizen Member Secretary (1)	\$ 120 per quarter
Citizen Members (2)	\$ 120 per quarter
Legislative Body appointees (3)	see below

If legislative body appointees are elected or appointed officials of the municipality, they are not entitled to pay for service on municipal plan commission in order to be consistent with the purposes of Article 2, Section 5 of the Indiana Constitution.

Attorney paid at an hourly rate according to terms set forth in attorney's letter of acceptance on file.

Recording Secretary	\$ 50 per month
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IC 36-7-4-220 Membership of commission; vacancies; appointment of alternate members

(c) An appointed member who misses three (3) consecutive regular meetings of the plan commission may be treated as if the member had resigned, at the discretion of the appointing authority.

(D) Town Board of Metropolitan Police Commissioners

Chairman (1)	\$ 50 per month
Members (4)	\$ 40 per month
Attorney	\$ 200 per month
Recording Secretary	\$ 50 per month

(Commissioners salaries are payable monthly. Pursuant to State law; Confer IC 36-8-9-3.1(g))

IC 36-8-9-3.1 Membership

(g) The town legislative body shall fix the salary of board members who are not members of the town legislative body. A board member's salary is payable monthly out of the town treasury.

(E) Board of Sanitary Commissioners

The Town Council hereby incorporates by reference and approves the compensation for each individual commissioner of the Board of Sanitary Commissioners pursuant to the provisions of I.C. 36-9-25-3(e) which reads: *"The appointed commissioners are entitled to a salary of not less than three thousand six hundred dollars (\$3,600) a year during actual construction and not less than six hundred dollars (\$600) a year in other years:*

(1) During Actual Construction:

President	(1)	\$ 4,500.00 per year (\$375.00 mo.)
Commissioners	(4) each	\$ 3,600.00 per year (\$300.00 mo.)

(2) During other years:

President	(1)	\$ 750.00 per year (\$62.50 mo.)
Commissioners	(4) each	\$ 600.00 per year (\$50.00 mo.)

(F) Water Works Board of Directors

President	(1)	\$ 50 per month
Citizen Members	(4) each	\$ 40 per month

(G) Park and Recreation Board

President	(1)	\$150 per quarter
Citizen Members	(3) each	\$ 120 per quarter
Member appointed by School Board	(1)	See below
Member appointed by Library Board	(1)	See below

Authority to Fix this compensation: IC 36-10-3-9(a). The salary of any board members whose appointing authority is other than the **Town Legislative Body** will not be paid from the Municipal Treasury but may be paid from the treasury of the appointing authority, subject to law. However, any Board member whose appointing authority is other than the **Town Legislative Body** has all other rights of members appointed by the **Town Legislative Body** including the payment of actual expenses as provided in IC 36-10-3-9(b).

IC 36-10-3-9 Board of park and recreation; compensation

(a) The members of the board may receive a salary in an amount fixed by the fiscal body.

(H) Redevelopment Commission

Redevelopment Commissioners who do not otherwise hold a lucrative office for the purpose of Article 2, Section 5 of the Indiana Constitution shall receive the salary, which is hereby fixed as follows:

President	(1)	\$ 50 per month
Vice President	(1)	\$ 40 per month
Secretary	(1)	\$ 40 per month
Members	(2)	\$ 40 per month

All Redevelopment Commissioners are entitled to reimbursement for expenses necessarily incurred in the performance of their duties. (Pursuant to State law; Confer IC 36-7-14-7(f)(g));

IC 36-7-14-7 Commissioners; terms of office; vacancies; oaths; bonds; qualifications; reimbursement for expenses; compensation

(g) A redevelopment commissioner who does not otherwise hold a lucrative office for the purpose of Article 2, Section 9 of the Indiana Constitution **may receive:**

- (1) a salary; or
- (2) a per diem;

and is entitled to reimbursement for expenses necessarily incurred in the performance of the redevelopment commissioner's duties.

General Law governing town council's fixing compensation:

IC 36-5-3-2 Compensation for officers and employees; fixing of annual compensation; determining increases or decreases in compensation

Sec. 2. (a) As used in this section, "compensation" means the total of all money paid to an elected town officer for performing duties as a town officer, regardless of the source of funds from which the money is paid. The term includes all employee benefits paid to an elected town officer, including life insurance, health insurance, disability insurance, retirement benefits, and pension benefits. For purposes of determining an increase or decrease in compensation of an elected town officer, the term does not include any of the following:

- (1) Payment of an insurance premium.
- (2) Payments in recognition of:
 - (A) longevity;
 - (B) professional certifications; or
 - (C) educational advancements;that are separately identified on a salary ordinance or resolution.
- (3) Payment of a stipend or per diem allowed by statute.
- (4) A payment authorized under subsection (d).

(b) The town legislative body shall, by ordinance, fix the compensation of its own members, the town clerk-treasurer, and the town marshal. An ordinance adopted under this subsection that fixes the annual compensation of an elected town officer shall provide for an **annual, monthly, or biweekly salary schedule**. An elected town officer is not required to report hours worked and may not be compensated based on the number of hours worked. The legislative body shall provide reasonable compensation for other town officers and employees.

(c) The compensation of an elected town officer may not be changed in the year for which it is fixed, nor may it be reduced below the amount fixed for the previous year.

(d) The legislative body may provide that town officers (including elected town officers) and employees receive additional compensation for services that:

- (1) are performed for the town;
- (2) are not governmental in nature; and
- (3) are connected with the operation of a municipally owned utility or function.

Subject to the approval of the legislative body, the administrative agency operating the utility or function shall fix the amount of the additional compensation, which shall be paid from the revenues of the utility or function.

[Pre-Local Government Recodification Citations: Part new; 18-3-1-34.]

As added by Acts 1980, P.L.212, SEC.4. Amended by Acts 1981, P.L.17, SEC.26; P.L.351-1983, SEC.1; P.L.15-1993, SEC.4; P.L.209-2019, SEC.15.