TOWN COUNCIL MEETING MINUTES
THIS MEETING WAS LIVE STREAMED ON YOUTUBE CHANNEL WAYNETOWNINDIANA
OCTOBER 14, 2026

BOB COX
Call to Order
Bob called the meeting to order at 6:30 P.M.

Prayer
Bob said the prayer.

Pledge
The Pledge of Allegiance was said.

Roll Call
Barry Lewis, Aaron Benge, Doug Harris, Randy Phillips and Bob Cox were present.

APPROVE CONSENT AGENDA - COUNCIL VOTE
CONSENT AGENDA ITEMS

A. September 9, 2026 - Regular Town Council Meeting Minutes
B. Claims Paid Prior to Town Council Meeting
C. Claims to be Paid
D. Payroll Reports - September 2026
E. Clerk-Treasurer Financial Reports - July & August Closed - September Not Closed
F. Clerk-Treasurer Utility Report - September 2026
G. Utility Superintendent Report - September 2026
H. Town Marshal Reports - September 2026

Barry made a motion to approve the Consent Agenda as presented. Aaron seconded. Motion passed 5-0.

CITIZEN/PUBLIC COMMENTS
Alfred Smith - 127 E. Washington Street
Garbage Complaint
Al said there was a lot of garbage on the property next to the property he owns (129 E. Washington Street) that needs to be cleaned up. Their fence is two (2) feet into his property line, but he understands there is nothing the Town Council can do about that. Al clarified, the garbage is mostly yard waste with some trash and dog waste. Kyle said he did not see that one.

Town Electric Transformer
Al said the issue with the transformer behind his property has been resolved. Al said it supplies power to five (5) properties, and his electric bill has been quite high. Al said it is his understanding that a "spike" can affect the electric meter, but John told him it does not. John said the other four (4) homes did not have high bills and Al said that is not the case that they did indeed have high utility bills.

Al said Sandy was supposed to send him his consumption information but he did not receive it. Sandy apologized and told Al she did not send it yet. Al said hopefully replacing the transformer will lower his electric bill. Al said there were times when there was a power shortage and their lights would dim and since the new transformer was put it the lights seem to be brighter.

ORDINANCE VIOLATIONS

Craig Harboldt - 108 N. Market - Update on Moving Truck & Trash

Kyle said he has Craig listed as resolved because the property got cleaned up tremendously. Craig asked for another extension on the truck because he is waiting on a friend to help him. The Town Council gave him until the next Town Council Meeting.

Sandy told Kyle a person who works for the landlord stopped by Town Hall. Sandy asked Kyle if he would let him know it was cleared and Kyle said yes.

Craig said he does not know what is going to happen because his landlord died (Jim Deer). Sandy said right now things are running as normal and nothing has changed. Craig said he heard they were going to liquidate all the homes. Sandy said as of right now that has not happened.

Other Ordinance Violations

Kyle said Harboldt, Monroe, Hernandez, Finley, Ochs, Wilson and Summers are cleared.

Price - 202 N. Market Street - Tall weeds and vegetation - Will start the fine process which will give him an extra 30 days to get it cleaned up.

Thompson - 106 Hancock- Tall grass - Will start the fine process which will give them an extra 30 days to get it cleaned up.

Long - 102 Holman - Tall grass - Will start the fine process which will give them an extra 30 days to get it cleaned up.

Linker - 302 N. Vine - Tall grass, limbs, debris - Kyle will get Peebles involved.

Linker - 207 E. Walnut - Tall grass - Kyle will get Peebles involved.

McClements - 205 E. Walnut - Tall grass, water bottles, debris, limbs, dirt, mulch. Kyle said this is the worse he has ever seen it. We have tried to work with him through the Veterans and Aaron has tried to work with him one on one. Kyle said they can't put up the shed because he will not clear off the pad. Aaron said he has been given enough time and Kyle said it is to a point where the Health Department is going to have to look at his house. There are two (2) vehicles on the property that are not titled and he has had a year to get that done. Discussion ensued. Bob asked if this needs to go to Peebles and Sandy asked if he has ever received a fine and Kyle said no. A lot of discussion ensued, and Kyle is to fine him $100. Bob said there are plenty of people willing to help him clean up his property.

COUNCIL OLD BUSINESS

Community Crossing Matching Grant Update. Application Submitted - Reviewed by INDOT and there were No Errors * Awards will be Announced in November

Bob said the Community Crossing Grant was submitted, and Sandy received an e-mail from INDOT saying they reviewed our applications and there were no errors and awards will be announced in November.

COUNCIL NEW BUSINESS

Ordinance 2026-003 - Vote on 2027 Budget Adoption on 10-14-2026 *All 3 Readings

Sandy said at the last Town Council Meeting we had the Public Hearing on the 2027 Budget. Sandy went into some detail about the Budget then and there were no comments. There have been no changes to the 2027 Budget since the Public Hearing.

Sandy said at the last Town Council Meeting we did a 2026 Budget Reduction Resolution and that Resolution will be submitted along with the 2027 Budget Adoption Ordinance to the DLGF.

Barry made a motion to pass Ordinance 2026-003 - 2027 Budget Adoption Ordinance on first reading. Doug seconded. Motion passed 5-0.

Barry made a motion to suspend the rules and vote to pass Ordinance 2026-003 - 2027 Budget Adoption Ordinance on the same day as it is introduced. Aaron seconded. Motion passed 5-0.

Barry made a motion to pass Ordinance 2026-003 - 2027 Budget Adoption Ordinance on second reading. Randy seconded. Motion passed 5-0.

Barry made a motion to pass Ordinance 2026-003 - 2027 Budget Adoption Ordinance on third and final reading. Doug seconded. Motion passed 5-0.

Additional Appropriations for 11-11-2026 Town Council Meeting - 14 Day Notice in Gateway * Park & Rec = $30,000 & Pool & Park Donations Restricted = $100,000 & Festival Donations Restricted = $5,000

Sandy said at the next Town Council Meeting there will be an Additional Appropriation Public Hearing. This is for three (3) Funds that were not originally Appropriated in the 2026 Budget.

New Shed at Park - Approve $3,000 to be Paid to WCI from the Pool & Park Donations Restricted Fund

Bob said the Shea shed is so full you cannot hardly walk into it and we have a lot of Halloween items that need to be stored. Bob said it has been talked about at WCI meetings for a while to purchase a new shed. Bob asked Steve Proctor to speak. Steve said they are out of room, Christmas in the Park has grown so much and now we have a lot more big Halloween items to store and the Veterans Displays are also stored in the shed. Steve said they have a price on a 16 x 36 x 8 feet tall shed on skids and said the Shea shed is 24 x 30. WCI wanted to add on to the Shea shed but they cannot afford to do that because the price would be around $18,000 without a cement floor and $23,000 with a cement floor.

Barry asked how tall the shed would be and what kind of doors would it have. The shed would be 8 feet tall, and it would have a garage door and a walk-in door. Barry asked where they want to put it. The shed will go on the northwest corner of the Shea shed and angled towards the pool. They did not want to go to the east because that would take up some of the Christmas in the Park displays. Randy asked what the life expectancy of one of these types of sheds is and Steve said they were worried about the floor rotting by the garage doors, but these sheds are built with a piece of metal and a lip so the water cannot run in. Steve said the good thing is in ten years if you want to add on to the Shea shed, we could sell this shed because it is on skids. Randy said by then we would not get anything for it. Steve said the shed is built with wood but has a metal roof and metal siding, like the Shea shed. Bob said the price was $14.300 and when Steve went back and talked to them, they took $1,000 off. Bob said WCI decided not to ask the Merchants to help financially because they might have to replace the roof on the Merchants Building and the Merchants do not store a lot of stuff in the Shea shed. Randy asks who stores stuff in the sheds and Steve said mostly WCI who puts on all the Festivals, except the Fish Fry.

Bob said if the Town puts in $3,000 then WCI has enough of their own money and some individual money to purchase the new shed. Steve said he cannot guarantee that when it comes fireworks time that the Town might have to use some of the Shea money (Freedom Festival Donation Fund) for the fireworks. Barry said we have never touched that money have we and Steve said yes, the year they purchased the Shea shed. Bob said the shed would be Town property, and the Town would insure the shed. Bob said the way he looks at it is we are getting a $13,000 shed for $3,000. Randy asked how much insurance would be on the shed yearly and Sandy said next to nothing in the big picture. Bob said WCI is asking for $3,000 and the money would come from the Pool & Park Donation Fund and we have around $95,000 in that Fund.

Doug made a motion that we put $3,000 towards the shed. Barry seconded. Motion passed 4-1. Randy voted no. Steve said they hope to have the shed in a couple of weeks. around the first of November at the latest.

AIM Ordinary & Extra Ordinary Video & Information for Roads and for Parks
Bob did not know if anybody had a chance to look at the AIM Ordinary and Extra Ordinary Videos yet. AIM debuted them at the AIM Conference he went to. The Videos are designed to let people know about what Cities and Towns do in their Communities. Bob will be putting these on Facebook soon. Bob said if we send AIM the information for Waynetown they will make handouts for us.

AIM Council Members Seminar * November 6, 2026 from 10 AM to 3 PM * Cost is $100
Bob said if anyone wants to go to let Sandy know.

AIM Roundtables * Speedway City Garage * November 18, 2026 from 5 PM to 8 PM * Cost is $35
Bob said this year the AIM Roundtable is at the Speedway City Garage Restaurant. Bob said he might go. Bob said if anyone wants to go to let Sandy know.

2027 Wages for November or December Salary Ordinance
Bob said he and Doug met on the wages part and they came up with a 3% across the board raise and said that is what a lot of Communities are doing. Barry said the City of Crawfordsville is getting 2%. Kyle said the County is getting 3.8%.

Bob said during their investigation they got a lot of their information on Gateway. Bob said no two (2) Communities are the same but the closest to Waynetown is Ladoga. Sandy said Ladoga has Electric Lineman and we do not. Barry said the City does not have water. Bob said they tried to make some corrections in John's Department last year and they feel like they need to make another correction this year with the Clerk. Bob said if you compare her wages to others she is low. Bob said they would like to increase her salary by $5,000. Sandy said to keep in mind when she retires the person that replaces her has to be paid the same amount that she was making.

Bob said we have to have this done before the December Meeting so Sandy can get everything prepared. Randy said he thought it had to be done tonight. Sandy said hopefully a decision can be made tonight and it can be approved at the November Meeting, but it does not have to be approved until December. Bob said the changes that are being made will have to be in the Employee Handbook and the Salary Ordinance. Bob said in the past we have had to have a Special Town Council Meeting in December to approve the next year Budget. Bob said if we decide tonight then that gives Sandy a month to get it typed up. Sandy said it depends on what changes takes place and she has to figure out how to pay the employees

Randy suggested to pay each employee an hours pay each day they are on call that way we can enforce our drug and alcohol policy because if they are drinking or doing stuff on their time off and they are on call then we have something to fall back on. Sandy said what and Arron and Randy both said because they are getting paid for being on call. Randy said if not, then we cannot enforce our Policy if they sit at home and drink. Sandy said you do **not** have to pay an employee to be on call. Randy said it gives us something to stand on. Sandy said legally she does not think you need to. Randy said if they are not getting paid to be on call then they can do whatever they want to do and then when they come in that is when the Policy can be enforced. Bob mentioned in his AIM report that he could only find one (1) other small Town that pays on call and said the majority of them do what we do now. Bob said no other Town he talked to paid their employees for their lunch. Most were shocked that the Town pays 100% of the employee's insurance.

Doug said an old Board Member (Jack Deck) told him the paid lunch happened when the whole Town Board was leaving and the new Board did not want to set a new wage for the following year; they decided to pay employees for their lunch but it was not intended to go on forever. Sandy said but it did.

Randy said every other business work week starts on Sunday and ends on Saturday and we start on Saturday and end on Friday. Sandy said we used to get paid twice a month and Kyle asked the Town Council to be paid every two (2) weeks, now we get paid every other Friday. Discussion ensued and it does not matter when the work week starts. John agreed it does not matter when the work week starts but it might when the on call starts, if it is at midnight or you leave on Friday at 4. Sandy said this is going to get complicated because you are not going to always be paid for 7 days straight because there are going to be times when you call in sick or need to take a day off the week you are on call.

John said if he covered someone tomorrow he was okay with them getting paid as long as next week they covered him and that will make it right. Sandy said you might think it was made right but she does not think the labor laws work that way. Sandy said we will have to get it figured out.

Barry said this is all from the Executive Members of IMPA. They said they do pay on call pay and they deal with the Clerk Treasurer and it works out. Sandy said she cannot pay them for being on call if they are not, you just cannot do that. Sandy said she will figure it out as soon as she knows what the Council wants to do. Sandy will contact an HR Company. John said call it a Shift Premium and that is how it is done.

Doug asked if we were going to leave insurance and paid lunches the same. Bob said that is up for discussion. Bob said we have paid out over $8,000 in overtime and when he came on this Board, we never paid overtime, we made employees take time off. Doug said he feels like we are giving everything away here. John said the Handbook does not state that, it says they can take it as comp time with his approval. John said if he gets called in on a Holiday he is not giving his hours back, even though those hours will be paid at straight time, which he does not like. John said if he is on call and gets called in why would he want to give those hours back. John said he is going to have 12 hours in today because he came in early to read meters and he is paid to attend the Town Council Meeting; he goes home and gets called back into work, he is not going to take Friday off when he was called in.

Bob said we do not have an employee that was hired in that did not know they would be on call when they accepted the position. Bob said honestly, he is not even sure how he is going to vote. Bob said is it fair **or** is it not fair, he does not know. Randy said John and these guys do more than the other Town's people do, they cover water, sewer and electric. Bob said and streets and the park. Randy said we need to keep our guys or what are we going to do. Aaron said outsourcing it and that is the argument that he had three (3) years ago. Randy said the guys keep the Town running. Bob said he knows that and he is trying to figure out what is fair to the taxpayer and what is fair to the employee. Randy said he ran for accountability and that is what he is trying to do and we need to keep these guys and keep the taxpayers happy.

Bob asked for thoughts on paid lunches. Aaron said keep them and Randy agreed with Aaron. Barry said none of the IMPA Executive Members said they pay for lunch and thought that was obscured. Bob said no one he talked to at the AIM Conference paid for lunches either. Randy said doesn't State Law say employees are allowed a lunch break and two (2) breaks during an 8-hour shift. Barry said State Law does not say you have to pay them. Barry said he is not paid for his lunch. Sandy said she is not sure you have to give them a lunch or a break.

Arron asked if we were going to keep on hacking on this pay or what are we doing here? Bob said we are talking about the whole thing. Barry said no on paid lunches. Doug said he is on the fence and said he is not against the paid lunch, but he is not going to vote for both the paid lunch and on the hour on call pay. Randy said if they do not get paid for their lunch and they get called in on their lunch and Barry said whoever is on call would answer that call. Barry said it does not matter if they are on call at noon or 2 AM, if you are on call you are on call. John said if they are at lunch and get called they all come back and Bob said yes, he has seen that. Randy asked Doug if he was Union and he said yes, he was a Teamster and he was not paid for his lunch.

Randy asked Kyle when he and his Deputies are working do they go to lunch and Kyle said sometimes but it is the same thing if they get called they get up and leave. Kyle said the City is untouchable when they are at lunch but the County is not. Sandy said she guesses whatever you are going to do is going to affect the Police Department as well. Kyle said they are not full time. Sandy said if you are talking a lunch and not marking it down and Kyle said they are really not taking a lunch. Kyle said he does not take a lunch and Grant does not but sometimes Heisel will run home and grab a bite to each and he lives 3 miles away. Bob said it looks like he is going to be the tie breaker on this.

Bob asked about on call pay and said we know how Doug is going to vote. Bob said Aaron and Randy recommended it and asked Barry his thoughts. Barry said he agrees with the one hour on call pay for each day you are on call.

Bob asked if we needed to talk about benefits or anything else. Bob said we just renewed our Health Insurance. Bob said if we do end up paying for their hour lunch is it right that they all three (3) take lunch at the same time or should one of them be here. John said if he is not paid for an hour lunch then he will not take a lunch. Bob asked John if he always take the Town truck to lunch. John said not always but a lot. John said he goes to Crawfordsville every Monday and he always goes and gets stuff at Home Depot while he is there. Bob said when he goes to Hillsboro sometimes he goes to the hardware store. John said if he knows he needs something in the morning he will wait and get it when he goes to lunch. Randy said if you do not get paid for lunch then you need to wait until you are on the clock to do Town business. Discussion ensued and Sandy said she does not think the law requires you to give an employee a break or a lunch. Sandy said our Employee Handbook give them 2 fifteen-minute breaks.

Bob asked for a motion and Barry wanted the motion to be separate for on call pay and for paying for the hour lunch because he is going to vote yes for one and no for the other one and if the motions are put together then he is going to vote no.

Sandy said you are going to have 2 people on call on the same day and Barry said no because the on-call shift will start at 12:01 AM and end at midnight then there will never be two people on call at the same time and said that is how the other Towns do it. Barry started to mention changing the on call at a different time and Sandy said it is going to get complicated and Barry said let's just vote for the on call pay and we can work out the details later. Bob said Sandy needs to know to pay them and Sandy said she will ask the HR person if the on call day can be slit or not. Kyle said what if he has to go somewhere for a day and someone else takes over just tell Sandy John has 6 days and TJ has 1 day. John said who is going to change the phone on call dialer at midnight. Barry said okay, do it at 4 PM and John said that is what Sandy is saying, there will be 2 people on call on Fridays. Sandy said if she knows what you want then she will figure out how to do it.

Barry made a motion to pay one hour on call pay each day the employee is on call. Randy seconded. Motion passed 5-0.

Barry made a motion that we do a 3% raise across the board, except for the Clerk-Treasurer will get a one-time raise of $5,000. Aaron seconded. Motion passed 50-0.

Barry made a motion that we do **not** pay for lunch. Doug seconded. Discussion: Aaron said what if we met in the middle and paid for a half hour lunch. Kyle said these guys are invaluable and are you going to start nickel and diming us. Aaron said in a world that does not pay for lunches lets pay for lunch. Motion failed 2-3. Aaron, Randy and Bob voted no.

Bob said there is no reason to vote to pay for lunches because the above vote made it stay the way it is now, we pay for an hour lunch.

COMMENTS FROM DEPARTMENT HEADS
John Warren - Utility Superintendent
Transformer - 127 E Washington Street
John said CEL&P changed the transformer for the sake of an argument, and it went back into our inventory because there is nothing wrong with it. John said everybody's Utility Bills were higher those two (2) months. John said the next month it will probably go down half because he is not running the three (3) window air conditioners and the transformer was only changed for 12 hours of that billing cycle.

Update on New Truck
John said the truck may be here next week. John said it is supposed to be at Clarks getting the electric put in the bed.

Kyle Proctor - Town Marshal
Trunk or Treat
Kyle said the Police Department is going to do Trunk or Treat at the Park this year and they left all of the Halloweentown Decorations up.

Bob thanked Kyle and Bri and said Halloweentown was amazing.

Sandy said she thinks it was Bri's idea to do Halloweentown during the Oktoberfest and it was an awesome idea. Sandy was the cashier starting at 11 AM and the line did not stop until 7 PM. Before they would be busy for lunch and then have a long pause before the supper crowd. Sandy mentioned Bri came up with the idea of a Kids Meal two years ago. Sandy said all the kids are dressed up and coming through the line to get a Kids Meal, which comes with a free drink. Kyle said the Vendors giving out candy in their booths is fun for the kids. Bob mentioned the hayride was great and the petting zoo will be different next year. Bob said the kids diving in hay for money and the adults diving in hay for bottle caps was fun.

Donations for Halloweentown came from the following:
American Legion Post 72 - $2,100 for the big Halloween displays
Fraternal Order of Eagles - $750 for the petting zoo
Loyal Order of Moose - $400 for the money that was hid in the hay
York Chrysler Dodge Jeep Ram FIAT - $250 for other expenses
The Fountain Trust Bank in Waynetown - $250 for other expenses

COMMENTS FROM CLERK-TREASURER (Elected to a 4-Year Term * 01/01/24 - 12/31/27)
Sandy Proctor - Clerk-Treasurer
Halloween Candy
Sandy asked Kyle about money for the Halloween candy the Police Department gives out that comes out of the Promotional Fund. Sandy told Kyle he normally spends $300 but she is not sure that is going to be enough since they will be doing it at the Park this year.

Barry made a motion allowing Kyle to spend $500 for candy. Bob seconded. Motion passed 4-0-1. Aaron abstained from voting.

COMMENTS FROM COUNCIL MEMBERS (Elected to a 4-Year Term * 1/1/24 - 12/31/27)
Barry Lewis - No Comments

Aron Benge - No Comments

Doug Harris - No Comments

Randy Phillips
Complaint on Sandy's Desk
Randy said he had a complaint on Sandy's desk and said it looks like and Sandy stopped Randy and said trust me I know. Randy said it looks so messy. Bob said to tell the person complaining to spend a day with Sandy and they will see why. Sandy said she can tell you where everything is and agreed that her desk is messy.

Bob Cox - No Comments

ADJOURN
Barry made a motion to adjourn. Randy seconded.

Phi Pirtle - Fire Chief
No Burn Ordinance
Phil asked Sandy on the next Utility Bill if she would remind people about the No Burning Ordinance and they **cannot** burn leaves in Town. Sandy said he would do that.

The following page is a copy of the sign in sheet.

Bob Cox - Town Council President Bob Cox 11-11-26

Sandy Proctor - Clerk-Treasurer Sandy Proctor 11-11-2026

TOWN OF WAYNETOWN
TOWN COUNCIL MEETING
OCTOBER 14, 2026

THIS MEETING IS BEING RECORDED & IS BEING LIVESTREAMED
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SIGN IN SHEET

Town Council & Clerk-Treasurer

1. Bob Lee
2. Sandy Thomas
3.
4. Doug Bess
5. Bing Ivy
6. Sandra Proctor

Please Sign Your Name

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