

Madison Township Board Meeting
7047 E. Landersville Rd. Camby In 46113
February 16, 2023
7:00 pm

Agenda

- I. **Call to Order:** The meeting was called to order by Jim Johnson at 7:00 pm.

Present: Trustee Larry Ellis, Board Chairman Jim Johnson, Board Member Ronnie McClure, Board Secretary Nelson Hoggatt, Clerk Tina Turner, Fire Chief Jeff Wilson, Deputy Fire Chief Anthony (Tony) McClure.

Absent: None

- II. **Pledge of Allegiance:** Pledge was recited by board and audience.

- III. **Moment of Silence:** Observed by board and audience.

- IV. **Agenda Items:**

- V. **Adoption of Minutes:**

Ronnie made a motion to accept the meeting minutes from 1-19-23.

Trudy Ellis pointed out that the minutes stated that some changes were made to resolutions that were voted on, but the changes were not described in the minutes. Nelson noted that the changes to the resolutions were penciled in and accepted by the board and asked if we could just attach a copy of the resolutions to the minutes. Ronnie said he did not see why not.

Nelson 2nd the motion to accept the meeting minutes.

Motion passed 3-0.

- VI. **Fire Chief Report:**

Chief Wilson provided the following fire department statistics;

January Responses 84 EMS 57 Fire 27 Working Fires 2

February Responses to date 43 EMS 28 Fire 15 Working Fires 1

Hiring Process Update

- We are interviewing 24 on Saturday and Sunday (Feb. 18-19).
- Chief's Interviews will follow on Feb. 21-24.

Ladder Climb is scheduled for Feb. 25

Hiring Process(cont.)

- Offers will go out Feb. 26 or 27 for full time, part time, and civilian medics.

- There is one snag with the Lateral Officer Component. We just learned that meetings are ready to begin for a Fire Territory between Brown Township and Mooresville. We have suspended those interviews because those lateral candidates are coming from Brown Township. He cannot, in good conscious, hire them because if the Fire Territory is formed, they will get a \$22,000 raise and they will be making in the 70's. He cannot hire them at this pay and have that go through and look them in the eye and say sorry. We will wait to see if that passes and if it does not, we will pick up the process and move on.
- Anticipated start dates are mid-March if all goes well. But we are kind off at the mercy of PERF and their physicals and things like that for the full-timers.

The vehicle swap is completed with White River. We now have our new engine.

We have received the Halmatro Extrication Tools and other rescue tools.

The Lucas Chest Compression device should be here next week. All shifts have received training on it.

We are supposed to practice on the new engine tomorrow and if all goes well it will be in service tomorrow afternoon. So, we will see how it goes.

The dive gear is a work in progress. We have had a few offers, nothing great. We do not think it is a hot commodity right now. We have one person who is interested in some of it, but getting rid of the whole lot is going to be a problem. Ronnie asked if the dive gear is specific to the fire department, or is it something that could be advertised in coastal areas for dive companies. Chief Wilson said we have reached out to DNR and the Sheriff's department for their dive teams. They were supposed to get back with him, but they have not done so yet. But we can post it anywhere. He said Ronnie's idea is a good one. But there is so much of it, that it is ridiculous. Dawn asked what the value is and Chief Wilson responded about \$31,000 due to depreciation, holes being found in it, and just being stuck in a closet. We paid over \$43,000 and we had about \$10,000 worth of gear before that. Dawn asked what the depreciation is on our books and Chief Wilson replied about 30% on the newer gear. Dawn did not think 30% depreciation is reasonable.

Chief Wilson asked if we could move Resolution 2023-07 up on the agenda. The deal with Coatesville FD for Engine 32 has been agreed upon and ready to close with the resolution tonight. Initially, we were asking \$100,000, but there are issues with the condition of it. It is badly damaged by rust. The repair would cost about \$25,000, so we have agreed to a price of \$75,000. Jim asked if that is a done deal and Chief

Wilson replied that it is a done deal. Dawn asked if we got estimates from other companies and Chief Wilson replied that we got an estimate from Fire Service Inc. who put it at between \$80,000 and \$110,000. Dawn said she had previously asked that we get two quotes from different companies when selling equipment. Chief Wilson said he only got the one estimate. Trustee Ellis added that we talked to a business that does frame repair on semis and other large equipment and they would not touch it because the frame is so heavy and the damage is so extensive. He further added that if we do not sell it, we will have to pay to repair it, in excess of \$25,000, because we will not put it on the road with a rusted frame. Dawn asked if we have stated the condition of the engine in the agreement so we do not risk liability. Trustee Ellis said we have already consulted our attorney about what to put in the agreement. Trustee Ellis then introduced our new attorney, Ted Nolting with Kroger, Gardis & Regas. Trustee Ellis said we did not feel our former attorney was doing us justice so we have hired Ted as our new attorney. He is very experienced in townships and government so he will be a great asset to us.

Jim stated we would do the resolution when Chief Wilson is done with the Fire Chief Report.

Fire Chief Report (cont.)

We will be digging into our Operating guidelines, policies, and job descriptions very soon.

He will begin a regular officer development training program soon.

He will be out to the State Fire Chief's Academy in Plainfield Feb. 27- Mar. 03.

Chief Wilson said that is all he has.

Nancy said she is taking notes for the secretary and asked for a copy of his presentation, which he said he would give to her.

Jim said we will do resolution 2023-07 now.

Ronnie stated his understanding to Chief Wilson, that if we do not move forward with this resolution then the cost of repair falls on us, and Chief Wilson replied that is correct. Jim asked if it is being sold as is and Chief Wilson responded that is correct. Ronnie re-stated that the engine is not in service now and Chief Wilson responded that is correct. Nelson asked how the frame damage occurred and Chief Wilson replied this engine is prone to rust and we did not manage it, resulting in extensive rust damage. Nelson suggested Rust Check as a good option. Chief Wilson added that our other Pierce is also rusting but it is not as bad, although it is on its way. They will see how bad the damage is on it.

Nelson made a motion to accept Resolution 2023-07, 2nd by Ronnie.
Motion passed 3-0.

An audience member asked where the \$75,000 would be deposited and the attorney advised that the money would go into the General Fire Fund for now.

VII. Annual Financial Report

There was discussion about what the board can do with the report. Trustee Ellis said the board can vote to either accept it or reject it depending on what we see. We can vote in part up or down. He further stated that they finalized the report without any help from the previous administration and we will find mistakes in it. Jim stated that we did not approve last year's report. Ronnie stated this is the first he has seen this. Tina said this is a copy of what she sends to the state. Ronnie asked if we accept this, are we agreeing with what we see here. Tina said she thinks so. An audience member asked Jim if he is going to go through the report page by page like we have done in the past. He said we could have limited discussion about it but he didn't want to be here all night going through it. There is nothing we can do about changing it. Tina said apparently there is the ability to do Gateway updates monthly. Going forward she plans to do the monthly uploads so we can potentially determine if some things do not make sense, opposed to waiting until February of the following year. Trustee Ellis stated that we are trying to clean things up so that we can start fresh, beginning this year. He gave an example of Abraham Shelly getting paid early in 2022 for mowing that was performed in 2021. Then again, we paid him for the 2022 mowing in 2022, so that we can have a clean slate in 2023. Because of this, we were \$1930 over budget. This is just one example. Ronnie asked for confirmation that this was for 2022 and Trustee Ellis said that it was. Trustee Ellis said the board can acknowledge received and either accept the report or not approve it. Ronnie stated the board has nothing to weigh this report against to verify if there are errors. Trustee Ellis said there are several line items and categories where we are over budget, but we are not over budget overall. Attorney Nolting advised the Trustee has verified (it) is true and accurate. The board can say there is nothing we know of, on what has been given to us, to say this is an accurate representation of the township. Whether the board agrees or not is irrelevant.

Trustee Ellis said he has talked to a land owner, by a cemetery on Centenary, about having access to the cemetery by crossing his property, and he is agreeable. He said all we must do is knock on his door. Trustee Ellis said we will try that, but we will only try it so many times because we want that cemetery taken care of. Jim asked if we have deeds to the cemeteries. Trustee Ellis said not that he is aware of. He said Martinsville has a lot of information on the cemetery on Centenary Road, but he has not had the time to check into it yet. He said the cemetery on Centenary Road has open land so maybe there is an opportunity for some revenue for Madison

Township for the sale of plots, open and close cost, etc. Tina said she recently had dealings with a cemetery in Nashville, In. She paid for the plots and fees and some of that money went to the township, so we should be eligible for the same.

Trudy sighted the following discrepancies:

- Diamedical should not be part of personal services. Trustee Ellis said this was for the power cots and it was almost \$13,000.
- About 5 people's payroll is inaccurate on the 100 R report.
- We took in about \$125,000 dollars on miscellaneous income for the township and we paid out \$127,476.20, which is 2381.62 over. She asked why we are spending more when there was no budget for it.
- Firefighters' supplies were over budget almost \$40,000 in 4 areas.
- Insurance for firefighters' budget was \$120,000. 139,893.10 was spent.
- Regarding additional appropriations, several of the items approved were not purchased in 2022. She thinks that should be noted in the minutes so that it would be clear in the event of an audit. She thinks we should note what was purchased and what was not purchased.

Dawn said Madison Township paid all PERF and that is an overstated amount. We should never have paid 100%. Trustee Ellis stated that PERF is a complicated issue we are still digging into. We cannot adjust it now. We must go through a process to change PERF. The past administration snookered us. Dawn said there was no resolution to pay 100% of PERF for 2022 so why do we have to pay it now. Trustee Ellis said once you pay someone something you must go through a process to change it. Dawn asked if we would be discussing that issue now and Trustee Ellis replied no, that we need more time to devote to that issue. Nelson said based on information from Tina, 6 fulltime firefighters were in PERF for 26 pay periods, 1 for 17, 1 for 13, 1 for 4, and 2 for 10 pay periods. If the pension base was \$48,180, PERF should have been \$91,449.35 for those full-time firefighters, but the annual report only shows that \$82,481.70 was paid out. Some full-time people did not work a full year. The rate was 17.5% + 6%. Tina said we started with 8 certified salaries this year. The rate is 18% + 6%. PERF tells her how much per pay period based on a pension base amount and is the same for all employees in the fund. It is not based on salary. (The chief left on a call). It is totally optional how that 6% is funded. It can be funded from the employees' withholdings from their paychecks or the township can fund it.

Trudy questioned why Jakes Body Shop is in the Township Fund, Other Services and Charges, for \$4,077.90 and it should be part of Capital Outlay. Trustee Ellis said this was for white ambulance for repairs, our backup ambulance.

Trudy said for Page 23, BB community leasing Services, the amount should be double the stated amount. Trustee Ellis said we made two payments for \$16,544.60 (\$33,089.20), so the amount should be double what is showing.

Trustee Ellis said on page 27 there is nothing for grants because we did not have that information at the time we submitted this report to Gateway, although we do have it now.

On page 24 and 25 the \$195,000 should be listed twice on each page for transfer in and transfer out.

Ronnie made a motion to accept the 2022 Annual Financial Report with the following two exceptions:

Page 23 involving BB Community Leasing Services.

Page 27 where grant information was not available.

2nd by Jim.

Motion passed 3-0.

Nelson asked to speak. He said at the 1/3/2023 meeting the audience had several questions about information that was missing from Chief Wilson's Salary Resolution Worksheet and what the actual pay increases were for the full-time firemen. Nelson provided a handout that showed the missing information that was obtained from Chief Wilson. Using that information, Nelson prepared a worksheet that showed the actual pay increases were FT FF 1st Class = 27%, FT FF 2nd Class = 22%, FT FF 3rd Probationary = 17%, FT Paramedic = 59.8%, not the 8, 8.4, 8ish stated by Chief Wilson and Trustee Ellis. Nancy said what they gave was the overall increase from the 2022 budget for salaries. Nelson said that is not the question that was asked, the question asked was what were the individual increases. Nancy went on to say that Ronnie calculated the hourly rate going from \$15 to \$18 and that he said we would not have any overtime, because in business we do not have overtime. Nancy said firefighters are entitled to FLSA overtime of 156 hours a year, and no one corrected his statement. Tina explained that firefighters get overtime pay for anything over 212 hours in a 28-day cycle, so there is overtime. She said what Chief Wilson said is that we will work to minimize overtime by using part time employees and schedule them so that we do not pay overtime. Someone in the audience said they had a lot of overtime last year and Tina said we did. And if we can get to where we have our full-time employees staffed, we will not have to use as many part-timers to fill in shifts. She said they are working very hard to ensure that the part-timers do not have overtime. Nancy said she was not talking about the part timers. What we were told is that full time firefighters work 2912 hours a year and Nelson later learned that of that, 156 hours are overtime. Nancy said she did not want to pick on Ronnie but she did go back and watch the video of the 1/3/2023 meeting again where there was a question about the increase in pay, and she said Ronnie stated; Mr. Wilson stated that the average firefighter works 56 hours a week. That hourly rate which

appears as a salary of \$52,500 so there would be no overtime pay where you are paying time and a half which is standard business practice. The hourly rate is \$52,500 divided by 56 hours a work week is \$18 an hour. Ronnie said he was just repeating what Chief Wilson had stated. Nancy said she knows that, she was just disappointed that when he said that, no one corrected him. Ronnie said that if the Chief said that, and he reiterated it, and it was wrong, and no one corrected him, that was very misleading. Tina said if the FT firefighters have vacation or sick time in a work period, they lose their overtime. She said Civilian Paramedics do get overtime because they work an 80-hour week and they do get overtime. I made a decision, I wasn't at all involved in the budget this year. Tina said there was an 8% increase from the 2022 budget to the 2023 budget. Did it work out that was the firefighters increase, no, they got more than that. Nelson said salary resolution provides for a lot of overtime. That does not mean they will work the overtime, but it is written so that they are entitled to it if they work it. Nelson said he did not know if you can just tell the ones on the long shift to not work one day and that would reduce their overtime to 4 hours in a work period. Tina said she thinks the salary for the projected cost includes overtime for the full-timers that is built into how they work. So, to keep within budget for overtime for the year involves managing the part-timer's overtime. Nelson said he understands they have a big pool of part-timers and can do that. Tony said he just implemented a program that sets parameters for the part timers. If they reach 212 hours, they will not be permitted to work any more hours in that work period. Trustee Ellis asked how much we have saved so far this year in wages. Year to date, we have not spent \$21,000 that we could have spent. Trustee Ellis said here is my question for the board. We have the current salary resolution that passed. Maybe you would like to go home and think about it and determine what you would like to pay the firefighters. Tina said if the board members are concerned, she could send us a memo on how much overtime we paid for part-timers each pay period. Ronnie said he would like to respond to Trustee Ellis' recommendation to the board. Ronnie said his thought process is that there needs to be some form of trust. He trusts that Trustee Ellis and fire chief Wilson made a proposition for the salary resolution that was passed, that is within budget, that it is budgeted for salaries, and if that is what you guys are proposing and that it is within the budget, I have no problem with what was passed. That is my statement. Nancy said to let her say something. In the budget for PERF, it is \$100,000. If you look at what the pension base is for 2023, if we pay 18% + 6%, we are going to pay \$13,651.20. We are going to pay that each for 9 firefighters. That is going to be \$122,859. Trustee Ellis said we do not have 9. Nelson said that is what is stated in salary resolution. Trustee Ellis said we currently only have 8. Nelson said you can have 9 can't you. Trustee Ellis replied yes, we can have 9. Trustee Ellis said while the pension fund is low, we have fluff in other funds we can transfer money up into the pension fund. Nancy said that is not all of it. For the 3 FT Paramedics, their rate is 11.2% and 3%, their salary base is \$56,000 x .142. That is \$7952 x 3 = \$23,856. Then if you add together the FT firefighters and FT Paramedics, that is \$46,759 over the \$100,000 budget. Trustee Ellis said we still do not have FT Paramedics either. Tina

said we have not started PERF for those positions yet. Trustee Ellis said those positions are not going in PERF anyway, are they? Tina replied there are two options for that. Trustee Ellis said any new FT firefighters will have the option of going into what is called PERF Hybrid Plan which is less expensive. Nancy asked what is it. Trustee Ellis responded that he could not tell you off the top of his head. Nancy said she saw something about PERF Hybrid Plan and it did not have the 3% attached to it. It was just 11.2%. Trustee Ellis said yes, something like that. Trustee Ellis said he just learned about PERF Hybrid Plan this week so he cannot speak to that at all. Nancy said in INPRS 77 Fund the 18% rate for this year is going to 19.1% for 2024, just so you know. Tina added that is what is required by the state. Nancy said she knows that, but can we afford to pay an extra 6%, that is what we need to understand. Trustee Ellis said the firefighters have agreed to take 3% off and pay it themselves. Also, there is a much bigger picture here than this. We must have firefighters to respond to my house and your house. We must have EMS to respond to your house and my house. In the past our EMS has been on probation because we have done such a poor job at EMS service. We are working to get our EMS up to where we can provide the best service possible. Our goal is to have an ambulance at both stations. Running ALS instead of BLS. BLS is just transporting. ALS is treating and then transporting. So, we are working towards that. One of the ways we're doing that is trying to cut cost everywhere we can. For example, we got an insurance reduction of just over \$30,000 in one policy. Someone in the room and myself are working on these building projects. Let me give you a good example. In the living quarters where they view TV there were two switches that were bad. It would arc when you moved the switch to turn it on. Instead of hiring an electrician to come in and fix it, I put a \$2 switch in myself. That is the kind of thing we're doing to save money. On station #31, once you get past the outside door, there is a hollow core door. How hard is it to get past a hollow core door? We did not pay someone to install that door. We installed it ourselves. Our women's dorm is atrocious, so we are doing a facelift on that. We are trying to save money, so that (1) we can pay firefighters and (2) we can save taxpayers money by not outsourcing this work. Trudy said that when you look at \$44,000 in pension money for relatively few people, townships our size, slightly less or slightly more, cannot afford that kind of rate. She thinks we should consider a 401k for retirements. When you are paying these kinds of rates plus social security, it is outlandish. It is something to think about. Trustee Ellis said we are currently trying to move out of social security.

VIII. Resolution 2023-07: Sale of Engine 32

Motion was discussed and passed during the Fire Chief Report.

IX. Good to the Order

Trudy asked if we have anything on the asset ledger yet. Tony said no, we are adding things, taking things off. She asked if that is something we can get. Tony said it is a work in progress. He said if you are asking for a true asset ledger it would take

months to provide that. Trustee Ellis said we are also in the process of selling and trading equipment. Trustee Ellis said an asset ledger has more in it than just an inventory of what you have on hand. It has, when you purchased it, what you paid for it, what the value is, etc. Tony said he could give her what was given to us, basically an inventory of what we have.

Trudy asked if we have applied for any of the roundup grants. Tony said he did not know anything about that one.

In the minutes, under the fire chief report, he said we collected \$212,933.73 for EMS revenue. According to our annual report we took in only \$150,000 and we had refunds of \$32,000. That is a \$118,000 difference. She wonders what the difference was. Tina said what is in the financial report is what got deposited in any account. She does not see any detail, only sees the deposits.

Rick Harrison said he has been asking for a sound system for years and says we need one for these meetings so the hard-of-hearing can hear what is going on. Trustee Ellis said we are planning on having one. That is in our plan. Tony said he will guarantee that it is here for the next meeting.

Gregg said he is looking at page 31 on the financial report talking about township assistance. The total amount was \$801.95 for the full year of 2022 in assistance. He asked if that is what we paid out in assistance. Trustee Ellis replied yes. He said we spent \$21,000 in administrative fees to issue \$801.95. Jim said he had asked what was going on with this in many meetings and was told he could not get that information. Trustee Ellis said he thinks we will have an influx of applicants this year. To date we already have 3 applicants. Last year we only had 5 applicants and we already have 3 this year. He said we went through the file and physically counted the applications. This year we have a different setup. Tina said TOMS has a whole section on poor relief. Information will be entered online and the process will be automated. We will not have to rely on doing things manually. As soon as we have it on the website, we will have that capability.

Trudy asked when we will have the website up so that we can view reports and all that. Trustee Ellis said we do not know yet. Tina said the reports will be available on Gateway by the 15th of next month.

X. Adjournment


Nelson made a motion to adjourn the meeting at 8:27, 2nd by Ronnie.
Motion passed 3-0.

Minutes prepared by Nelson Hoggatt, Board Member Secretary


Dated this 19th day of April, 2023.

AYE

NAY







ATTEST:



Larry Ellis, Madison Township Trustee