

Spencer Town Council Special Meeting
December 21, 2015 at 6:00 P.M.
Municipal Building
90 N. West Street
Spencer, IN 47460

Board Members present: Dean Bruce and Jon Stantz, Cynthia Hyde

Also present: Street Superintendent John Hodge, Chief Richard Foutch, and Clerk-Treasurer Cheryl Moke. Also present: Ryan Bonebrake, Austin Combs, Tony Stevens, Marty Workman

The meeting was called to order by President Dean Bruce. Discussion about the 2016 Salary Ordinance took place. First, Cheryl Moke explained changes she made to it, by building in two starting rates, one for a base rate, and a second one for a new hire that has, or will complete Police Academy.

Further discussion about benefits such as PTO followed. It was the consensus of the group that there were options that should be considered over the next year, and changes of the policy should take place in 2017.

Another discussion, about whether or not an employee can be paid for a vacation day when they have worked a combination of 40 hours with work and a holiday. The question was, can they work 30 hours, have 10 hours holiday, and still get paid for an additional 10. The answer is no. You can take the vacation day off, but it will not affect your accumulated vacation hours, because that would result in "cashing in vacation hours". This is still available, but employees need to be aware of that.

The other question is in regards to whether an employee gets 8 or 10 hours for a holiday they do not work. Currently, they are being guaranteed 40 hours pay for a week with a holiday. In addition to this, if an employee works 40 hours in a week that includes a holiday, what do they get as holiday pay, 8 or 10 hours? This was not resolved, and requires additional research.

Additional discussion followed regarding pay for Austin Combs, who was hired in 2014, and completed Academy. It was determined that the new ordinance that breaks out new hires, and new employees that complete Police Academy will correct that. Dean Bruce suggested a higher base rate of 17.35 instead of 16.83. Final decisions will be made at the regular meeting when the 2016 Salary Ordinance comes up for discussion.

The special meeting adjourned at 7:00 p.m.

Dean Bruce, President

Jon Stantz, Vice-President

Cynthia Hyde, Board Member

Attest _____
Cheryl Moke, Clerk-Treasurer