

Madison Township Board Meeting

August 27, 2015

Meeting Held at: Station 32 - 7047 Landersdale Road, Camby, IN 46113

Attending:

Scott McDonough – Trustee

Jim Miles – Board Chairman

James Johnson – Board Secretary

Kenny Johnson – Board Member

Call to Order:

Jim Miles calls meeting to order at 6:56pm

Pledge of Allegiance:

Lead by Scott McDonough

1st Order of Business – Reading of Previous Meeting Minutes

- Miles reads previous meeting minutes out loud.
- James Johnson, makes a motion to approved minutes. Kenny Johnson 2nds motion. Motion passes 3 to 0.

2nd Order of Business – 2016 Budget

- Chief Lang – Explains that for the budget year of 2016, we are planning on just keeping the approved 2015 budget and adding the 2.6% growth factor that our financial consultants have told us we can expect for 2016.
- Chief Lang – Explains that we are struggling with accurate full time start dates for employees. We have tried to research but due to lack of records, this has proven difficult. We have had situations where employees have gone back and forth between full time and part time in the department. Chief Lang's opinion is that full time status should be recognized when the department started offering health insurance.

Part Time Medics

- Chief Lang – Explains another struggle is our full time paramedics. When our full time paramedics are off, we try to fill with part time paramedics. Part Time paramedics are few and far between. If we only work them minimal hours we have a hard time keeping them.
- Jim Miles – how many do you have?
- Chief Lang – 3 full time paramedics, 3 part time paramedics. If our part time paramedics cannot work when we need a shift covered, our only option is to pay our full time paramedics overtime to work.
- Chief Lang – our part time paramedics make \$14.30 an hour, but only when they are the primary medic. If they are not the primary medic they only make \$10 an hour.
- Jim Miles – My priority has always been paramedics and ambulance service.
- Chief Lang – this issue all revolves around money and what we can afford. We do still have a few things in the works, but we are still not counting on in until it comes in. We have hopes of

getting Medicare money still by the end of the year, that should be around \$30,000, then it should continue to come in annually.

- Tony Slusher – Thinks that a stipend for the part time medics would be better than an hour rate increase. They would have to work so many hours a month or a year to get the stipend.
- Jim Miles – We could reduce PTO time, then we could use that money to pay for these part time medics.
- Chief Lang – In January we did our best to fill every open position. That is not a sustainable situation. Since May we have only been backfilling our medic positions. Other position are just left open and we run short.
- Jim Miles – How much will it cost?
- Chief Lang – I would guess around \$10,000, for 2 days a week.
- Tony Slusher – For 365 days it would be \$35,000
- Chief Lang – We are not asking for more money. We are trying to bounce ideas around to figure out what to do.
- Chief Lang – We have 11 full time employees. Most employees work other part time jobs. If we don't have part medics that can work, it is a problem.

2016 Expenses

- Chief Lang – We are not planning any major purchases for next year. No hiring of extra people, no buying of anything. We will just be maintaining. If you do the math on expenses so far this year, our maintenance is high. The true maintenance is around \$18,000 so far this year.
- Kenny Johnson – What was the cost in past years?
- Chief Lang – We don't really have a good number for that because it was not being tracked like we are doing now.
- Chief Lang – We are looking for grants that we can apply for, some are coming open in September. There are a few local grants coming up and we are going to keep exploring.
- Trustee McDonough – Asked if we are still going to need to get some new equipment to be compatible with the new Morgan County dispatch center?
- Chief Lang – Stated we don't know exactly yet. We will have to do some upgrades. We are hearing it might late September or October, or really it could be next year with the way it has been going with them. We still have \$4,500 in the Cumulative Fund, which we have not touched for that purpose. We are not looking at Rugged Laptops. We will upgrade the three we have that are able to be upgraded. Beyond that we are looking at some kind of Tablet that can be put into a Rugged Case or Otterbox case. Other departments have been having good success with them.
- Jim Miles – What about ipads?
- Chief Lang – ipads are not compatible with the software. They have to be on a Microsoft platform.

Two Stations

- Chief Lang – Another item to discuss is the running of the two fire stations. If the Board wants to go down to one station, we need to plan this out. A single station in our current location will not work well.
- Jim Miles – Since we have budget constraints right now it would make more sense to be to go down to one station and close station 31, and sell what equipment that we can. Move everyone into station 32, then start looking for land in order to build a more centralized fire station.
- Chief Lang – There would be some cost savings in closing station 31 with our utilities, but selling equipment would be minimal. We would only sell a reserve engine. It would reduce our operating cost minimally. I am not opposed to that concept if we have a long range plan for what

we are going to do. We need to have a long term plan. This goes along with the whole operation of the fire department. We need to have a plan for how we are going to replace equipment as well.

- Lori Head – How will it affect response times to the southern part of the township?
- Jim Miles – I have been told it will be between 5 to 7 minutes.
- Chief Lang – we can reduce stations but we are not reducing staff. I would rather have all 8 firefighters show up on the scene at the same time. Everyone needs to know it will affect our response times. Majority of our runs are EMS runs.
- Larry Hayes – Everyone needs to know as well that the ISO rating will go up for those homeowners in that area. Their insurance rates will go up. We just had an ISO audit, so it might take a year or two before the next one, but the rates will go up.
- Chief Lang – That gives an idea of what direction the board would like to go. I don't want to put a lot of time into this if this is not what the Board wants to do.
- James Johnson – I want one fire station in our township that is centrally located.
- Jim Miles – The Board is in agreement with shutting down Station 31.

Pay & Benefits

- Chief Lang – we need some direction with what to do with Benefits, pay and PTO time.
- Jim Miles – I can say that I want you to look at the cost at getting part time paramedics with the pay that your discussed. Look at if it will take 1, 2 or 3 paramedics to do this. Put a budget together and see what the numbers are on that.
- Tony Slusher – Passes out comparisons on other department with what they get for benefits. Also a handout with what the Union would like to see for 2016.
- Chief Lang – States that we don't have the money to pay PTO and backfill. So for every hour given in PTO/Sick Time, we will be running short, with the exception of the Paramedics.
- Tony Slusher – The Union would also like to increase their pension base to \$40,000
- Chief Lang – A couple other items we have talked about with the Union would be using a flex bank. Especially with the paramedics working for comp time. This is an option if the board would like to look at it.
- James Johnson – There should be a max you can do that and you have to use it.
- Chief Lang – Another idea would be for the township to pay 22% on PERF instead of the 19% we pay now.
- Jim Miles – I just don't see how we can do pay raises right now.
- Chief Lang - We always have the option to take raises in July, once we see what is coming in for the year.
- Chief Lang – We have started a new scheduling software that will give us electronic time cards as opposed to the paper timecards we have been using. This will be a great tool for the department to manage things better.
- Chief Lang – What about full time hire dates?
- Jim Miles – I think that the best option is to go with the 2006 dates. When the department started offering health insurance.

Township Assistance

- James Johnson – asked about the Township Assistance case that came before the County Commissioners on August 17th.
- Trustee McDonough – stated that the citizen has not come in yet and turned in an application. The situation with the Township Investigator will be addressed.

Next Meeting

- Next Board Meeting is scheduled for September 29th at 7pm.

Motion to Adjourn

James Johnson makes a motion to adjourn meeting. Jim Miles 2nds the motion. Motion passes 3 to 0.
Meeting is adjourned at 8:46pm

Scott McDonough – Township Trustee: _____

Jim Miles – Board Chairman: _____

James Johnson – Board Secretary: _____

Kenny Johnson – Board Member: _____

Respectfully Submitted by:
Kelly Alcalá
Madison Township Clerk