

Waterloo Town Council Meeting  
Special Meeting  
February 23, 2023

A meeting of the Waterloo Town council was held February 23, 2023, at 7:01 p.m. at the Waterloo Town Hall present were:

Greg Iddings	Jess Jessup
Josh Caudill	Katherine Hobbs
Ken Surber	Pam Howard/Town Manager
Renee Duszynski/Clerk Treasurer	

The following business was discussed, and action taken: Unless specified all votes were unanimous.

**Jessup did roll call**

**New Business:**

Jessup asked Oberholtzer for exit interviews. Oberholtzer reviewed the interviews from Aaron Goldner and James Burkhart. Having a 2<sup>nd</sup> officer during the night shift was a factor. Howard reviewed some of the other factors discussed in the interviews.

Howard discussed the program at IMPACT with law enforcement. The kids in the program have to spend certain hours job shadowing. It would be beneficial to create an internship or program to keep them vested and interested in Waterloo.

Jessup asked about the paid time off policy. Howard explained the policy. Discussion was held. Jessup would like to explore longevity pay town wide.

Howard and Oberholtzer discussed longevity. Howard presented the tiered pay scale. Discussion was held.

Oberholtzer would like to see an assigned car program put in place for people. After an officer has been in place for a year it could become a take home car. Discussion was held. Motion to allow Oberholtzer to draft an SOP for a take home car program made by Caudill (Iddings) passed.

Surber brought up the potential of a bonus system for training.

Jessup asked if other opportunities such as a detective would be feasible. Oberholtzer did not feel that would be suitable for Waterloo. Jessup asked if there were any other specialties. Oberholtzer discussed other specialties that are out there. He stated there is a need for IT with all of the technology in the department.

Jessup inquired about the other standards such as facial hair and tattoos. Oberholtzer has no intention of changing those policies. Oberholtzer updated on current applicants.

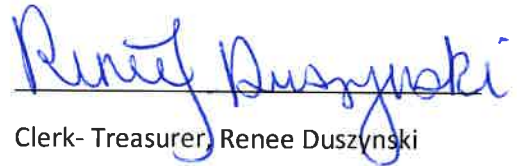
**Other:** Howard stated there is an opportunity for Emergency Hazard Training on March 30.

I, Renee Duszynski, the duly qualified Clerk/Treasurer, do hereby certify that the above and foregoing is a true and exact excerpt of minutes of the meeting of the Waterloo Town Council, Waterloo, Indiana, at which a quorum was in attendance and acting throughout, and held February 23, 2023, as such appears in the official minutes of said Waterloo Town Council, in my custody.

Meeting was adjourned at 9:05 pm.



President, Jess Jessup



Clerk- Treasurer, Renee Duszynski