

Waterloo Town Council Meeting
March 11, 2025

A meeting of the Waterloo Town Council was held on March 11, 2025, at 6:00 p.m. at the Waterloo Historic Train Depot present were:

Josh Caudill	Ken Surber
Greg Iddings	James Garman
Pam Howard / Town Manager	Andrew Kruse / Town Attorney
Renee Duszynski / Clerk Treasurer	

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

Caudill did roll call and the pledge was recited.

Communication from the President: None

Communication from Town Manager:

Howard wanted to take time to give recognition to an employee. Logan Marchoni, depot attendant, had a situation with a drunk that came into the depot and passed out. He called the EMS and the police to make sure everyone else was safe. Howard commended him for fast thinking without engaging the man.

Also, there was a structure fire in town. Howard spoke with the homeowner, and she was amazed with the town's public safety services. The Marshal's department was there within 2 minutes, and the fire department was hooked on the hydrant and put out the fire within 4 minutes!

Gregg Iddings shared that Nucor had an emergency, and the fire department was there quick and handled everything well. Howard stated that she is so pleased that our FD is responsive!

The Center Street project will have trees come down this week; next week they start on the sewer at Douglas.

Communication from The Clerk Treasurer:

Duszynski reviewed the fund report. She stated that she can't close February until the Bank of New York statement comes in. She explained that is money in and money out from SRF for the wastewater project. She pointed out that Wastewater Improvements had a deposit of \$625,000.00 from being reimbursed for invoices from the wastewater project. She stated that they just needed to hold the money until the end of the project and then decide what to do with it. She advised holding it in a CD to gain more interest. She will look at rates.

She stated that the Annual Financial Report had been submitted.

Communication from Boards and Committees:

Main Street is hosting an Easter Egg Hunt on April 13 from 1-3 pm at Francis Thomson Park. Each child will get a goody bag and a chance to win an Easter basket.

Approval of Minutes and Claims and Adjustments:

Minutes from February 11th reviewed. Corrections reviewed. Motion to approve as amended made by Garman (Surber) passed.

Duszynski passed out minutes from the joint sessions between RDC and Council. She asked everyone to take them home and review them, and if there are any changes, to bring them back. She will compile everyone's changes and present them to each board at their next meeting.

Claims reviewed. Motion to approve made by Garman (Iddings) passed.

Duszynski explained there was a second APV register. After all of the water and sewer appropriation codes were corrected, they needed to be approved again with the new numbers. Motion to approve APV batch "new water and sewer appropriation numbers" made by Garman (Surber) passed.

Adjustments reviewed. Motion to approve made by Garman (Surber) passed.

Old Business:

1. **DeKalb Chamber:** Tracey Bell is present to review the town's membership with the DeKalb Chamber. She reviewed the benefits of the visionary level. The current renewal is \$1,100.00. She reviewed carer day, community engagement, marketing support, priority listing in online directory, sponsor opportunities and networking events. The chamber is looking to start bringing more events to other places outside of Auburn. It also includes 2 tickets to Prism, a golf outing and the Duesys. They have asked Howard to be on the Prism board to be a voice for Waterloo. She stated Waterloo has always been a supporter of the Chamber and the Chamber would like to support and get behind the Town of Waterloo and departments within the Town. Motion to approve renewal visionary level made by Garman (Surber) passed. They would love to know what they can do for us.
2. **Medical Maternity Leave:** Duszynski reviewed the current short term disability benefit; an employee can receive up to 100% of their pay with a max of \$400. She explained that there were no full time employees who would receive 100% of their pay with a max of \$400. The max of \$400 is only 40% of the lowest paid full time employee. She reached out to Brady Benefits and the policy can be upgraded. She presented two options. The first one would be 60% of pay with a max of \$1,300 and the second would be 66% of pay with a max of \$1,100. She explained with current employee wages everyone would benefit more from the 66% because everyone would still be well under the \$1,100 max. Motion to approve opt 2 made by Garman (Surber) passed.
Duszynski reviewed maternity medical leave changes. She took out the parental leave and the requirement for an employee to use all sick or vacation before using short term disability. Meghann Johnson reviewed the benefits of having a longer time off compared to full pay. She cited postpartum depression, breastfeeding and other obstacles that make returning after 6 weeks difficult. She stated that 27% of women quit jobs after having a child. She asked the council to please consider extending the length of time off rather than increasing pay for the 6 weeks. The Medical Maternity Leave policy was tabled.

New Business:

1. **Midwestern:** Sullivan presented the invoices for February. James S. Jackson pay app no. 7 was for \$202,825.00. API pay app no. 3 was for \$239,401.42. Midwestern invoice no. 8 was for \$25,377.00. This will be turned in for payment. Jackson and API will be paid from SRF. Midwestern will be paid from USDA. Motion to approve made by Garman (Iddings) passed.
Sullivan gave an update on the construction meeting. He stated API would like HUD to locate service laterals in several homes. They will need to get a right of entry to be on the property of those homeowners. He will work with Andrew to draw up the document. Howard stated there was an issue on Center Street. There were seven pipe sticks laid incorrectly. API had to remove the pipe and redo it. This is not a cost to the town since it was their fault. Howard stated the inspector has done a great job documenting.
2. **Police Officer Retirement:** Oberholtzer stated that Jan Brady is retiring May 2025. She has been with the department for 25 years. With her retirement Oberholtzer would like permission to post her job. Caudill would like to discuss options at their meeting Wednesday.
3. **Gibson Tax Abatement Renewal:** Duszynski reviewed the abatement renewal. She stated that this was an abatement since they had to renovate an empty building. She reviewed the SB-1 and stated that they are in compliance. This abatement will expire July 10, 2028. Motion to approve made by Garman (Iddings) passed.
4. **Surf Internet:** Jordan, from Surf Internet, government affairs/customer relations, is present to introduce himself. He stated they have been in town 18 months and are expanding down US 6 to Butler. They have connected to 900 homes/businesses (39%) in the area. That does include rural areas. Howard stated she is grateful for Surf, and they are a good company to work with. They are expanding into rural DeKalb County and will find out who the backhaul is.
5. **Cemetery New Hire:** Howard stated they interviewed Jeremy. He is 16 years old and is homeschooled. Jeremy is well versed with equipment. He can start immediately. Cemetery cleaning will start in April. He can work longer during the season because he is homeschooled. Howard checked his references and got great reviews. His goal is to be an aircraft repairman for the Air Force. Oberholtzer checked his background, and it was good. Iddings stated that he spoke with Wolfe, and he stated he thought he would be great. He does have a driver's license. Motion to extend the offer of employment made by Iddings (Garman) passed.
6. **IT Security:** Garman stated that with the recent email hack, he recommended employees begin using YubiKeys. He explained how they work. Duszynski asked how the nano works with cell phones. Garman stated it would need to be one that is NFC capable. He explained the security features. Howard asked if they would become obsolete. Duszynski stated the price of the nano vs the benefit wouldn't necessarily impact users. Caudill stated to order and make them mandatory.
7. **Baker Tilley:** Howard presented a quote from Baker Tilley. This is for the financial portion of the asset management plan. Wessler has completed the physical inventory, and now the next step is the financial piece. SRF requires the town to have it. The quote is \$7,500 for water and \$10,000 for wastewater. Howard believes that these should be reversed because they already have a base for the wastewater. Kruse asked if the financial piece was in the contract with Wessler. Howard stated it was not. Caudill asked

if the current project would be included. Howard recommended having Rowe come. Duszynski reviewed the budget.

Floor:

Other:

Garman stated a check from Country Village in the amount of \$849.61 was written to the Town of Waterloo and was deposited into MVH.

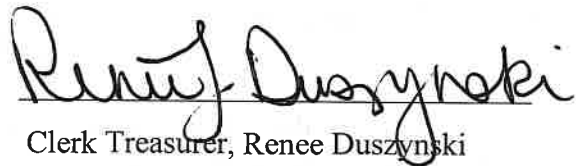
Dana Platner, INDOT, would like the speed limit on 427 North of US 6 to be uniform. Howard passed out information.

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 March 11, 2025, and, as such appears in the official minutes of said Waterloo Town Council, in my custody.

Meeting was adjourned at 8:20 p.m.



President, Josh Caudill



Clerk Treasurer, Renee Duszynski