

Ogden Dunes General Code Review Committee Meeting Minutes

Tuesday, July 20, 2020 - 7:00 PM at the Firehouse

Member	Present	Member	Present
Richard Meister, Chair	X	Jim Slawinski	X
Ken Thompson, Sec	X	Lynn Toomey	
Connie Collins	X	Nate Ball, TC Member	
David Hollar		Doug Cannon, TC Member	X
Mike Shafer	X	Jean Manna	

Meeting called to order at 7:08 p.m.

Approval of Minutes from the Monday, June 15, 2020 regular meeting. Approved as written by unanimous consent.

Fine Structure – Jim Slawinski

Jim shared Sec 10.16 and 10.99 regarding penalties and a list of which ordinances lead to which set of penalties. Jim needs to talk some more with Marshall Reeder and then will complete his report and proposed ordinance changes.

We discussed where the fine revenue goes, most seems to go to the state.

Personnel Manual – Carolyn Saxton raised some concerns about our revised Personnel Policy Manual, specifically the following:

I finally had a chance to look over the revisions. Thank you for sending them to me. They look very similar to what was initially presented. I have a couple of questions/recommendations on various lines (thank you Ken for adding those):
 #600 HSA - change "will" to may; we get locked in if we say "will", while the word "may" gives the Council latitude if finances mean the program is halted temporarily or permanently
 #770-781 - Grievance process; it was confusing between liaison and Council in that section - probably needs some clarification since the council is mentioned in the next paragraph
 #927-928 - Confidentiality; will an employee know what the Indiana Open Door policy is and realize what they can discuss openly or not - doubtful? I would probably remove that sentence for clarity
 #651 Benefits while on disability. I would BOLD that section; also, because I have just recently had to deal with the possibility of LTD for an employee, I would indicate that all benefits cease once the employee is on LTD. Usually according to my lawyer, the employee would qualify for SSI or SS and would then be covered by Medicare. Otherwise the Town could be on the hook for payments for years and years. This is what we approved at Legacy:

Employees on short-term disability leave will not accrue leave benefits but may continue to have health insurance and dental/vision insurance coverage if the employee's responsible co-payments for him/herself and dependents are submitted to Legacy Foundation 4 weeks in advance of the due date. (the Town says by the 5th)

Employees on long-term disability leave will not accrue leave benefits and will no longer qualify for employer provided health insurance, vision/dental insurance coverage for him/herself or his/her dependents.

I believe we definitely need ordinances on the following:

1. HSA - we are paying into this and don't have ordinance to do that
2. Social Media - attorney recommended this as an ordinance for any Town he works with
3. Short and Long Term Disability coverage - we are paying for this, it has defined benefits that continue and don't continue, and don't have an ordinance reflecting that

The changes were made as requested on the 4 wording changes. We discussed the need for an ordinance on the other three (1-3) immediately above), and Doug was going to check with an attorney.

There were some additional wording changes on when overtime pay applies (according to Federal Law). Doug and Ken with review and make the changes.

Parking Restrictions – This item came up with recent heavy beach traffic and density at the beaches. We agreed this was a short time issue and did not warrant an ordinance change but, stronger policing of those parking without stickers in a sticker only parking area.

Meeting **adjourned** at 751p

Next meeting – August 17, 2020 location and format (online or not) to be determined