

TOWN OF FERDINAND
REGULAR MEETING
October 17, 2023

The Ferdinand Town Council met for a Regular Meeting at 6:30 PM on Tuesday, October 17, 2023, in the Ferdinand Town Hall. Present were Council President, Ken Sicard; Vice-President, Debbie Johnson; Council Member, Ron Weyer; Attorney, Sharon Bohnenkemper and Clerk-Treasurer, Tamara Miller.

Also in attendance were Carson May and Steve May.

Ron moved to approve the Minutes of the September 21, 2023 Council Meeting. Debbie seconded. Motion carried 3-0.

Department reports (attached) were distributed to the Council prior to the meeting.

James reported the Fire Department received an anonymous donation of \$37,000 that will be used for updating their SCBA equipment. The Council and the Fire Department expressed their gratitude to the generous donor. The Fire Department's 2023 Chevrolet Silverado 1500 pick-up truck was also delivered this week.

Debbie moved to approve the Legion burn dates for 2023: October 8, November 12 and December 10. 2024 Dates: January 14, February 11, March 10 and April 8. Ron seconded. Motion carried 3-0.

Todd Fischer, Electric Superintendent, requested permission to send two employees to the 811 Conference in French Lick on November 14 and 15, 2023 using the scholarships for the conference and hotel rooms that Brinkman's department was not able to use and approval for transportation. Ron moved to approve the request. Debbie seconded. Motion carried 3-0.

Lueken reported the Townwide clean-up went smoothly. There were many TVs disposed of during this fall clean up.

Brinkman requested permission to send Steve Lechner, Kyle Lechner, Clint Meyer, Scott Hoffman, Austin Ryan, Steve Becher and Ben Brinkman to the Indiana AWWA Water Institute and IFA Southwest Regional Fourth Quarter Seminar to French Lick December 5-7, 2023 at a cost of \$1,265 plus transportation and meals. Debbie moved to approve the request. Ron seconded. Motion carried 3-0.

Matt Weyer reported the Park Board and the Soil and Water Conservation District are hosting

a Weed Wrangle at the Old Town Lake on Saturday, November 11, 2023 at 9:00 am.

James reported Federal Field Services will do the fall siren inspection and battery replacement one day next week.

Kim Fischer reported she has been attending tourism, merchant, eclipse, Dubois County Tourism, and department meetings. She is researching website designers and she maintains the Town Facebook account. She is working with Chief Blessinger on the Ferdinand Fast Track news bulletin, contacted a potential grant writer and is working on the decorative banners.

Lueken reported Jumpstart Communications started work before obtaining the proper permit for Excavating in a Public Right-of-Way from the Town and that Jumpstart did not follow the Conditions and Stipulations and Sanctions (Jumpstart Excavation/Cable boring project 2023) agreement signed by the owner of Jumpstart. Lueken and Bohnenkemper are composing a letter including pictures to send to Jumpstart documenting the conditions and stipulations that were not followed.

The close-out documentation for CCMG 2022-01 has been submitted. We are waiting for the close-out letter from INDOT.

CCMG 2022-02 Culvert Project is underway.

CCMG 2023-01 Project was awarded to Calcar and work will begin this fall in combination with the CCMG 2022-02 road paving projects.

CCMG 2023-02 Awards have not been announced.

Sicard moved to inform the owners of Valley One Apartments that we will follow the ordinance currently in place which allows a sewer credit for one-month of usage using the calculation set by ordinance and set up a payment plan for the remaining balance. Ron seconded. Motion carried 3-0.

Sicard stated there was a meeting held with all Dubois County Municipalities regarding the Local Safety Tax Initiative. Sicard has volunteered to be the point person to lead the effort to move it forward. The tax is estimated to be approximately \$36 per \$50,000 of annual income. This tax would tax all citizens where it is approved, not just property owners.

Miller distributed the accounts receivable report to the Council. Miller stated the balance is higher than normal, but usually there are no disconnections because payment is made before the cut-off date.

Bohnenkemper stated the CISM - Critical Incident Stress Management will be given to

Police Chief Blessinger and Fire Chief Hoppenjans to review and then to the Council to review when it is completed.

Debbie stated Universal and Brosmer Surveying are working on the Main Street sidewalk project preliminary engineering reports and hope to have something to the Council by the November meeting.

Lueken is working on the road inventory paperwork to add 18th Street and Mississippi Street.

Miller stated the residential water customer surveys have been sent out and the rental and business surveys will go out next. Surveys are being returned.

Tom Lueken, Property and Street Superintendent, stated he received one bid for the Senior Citizens Center roof removal and replacement from TNT Roofing of Holland for \$20,969 plus \$60 per sheet for bad decking. Debbie moved to approve the bid. Ron seconded. Motion carried 3-0.

Ron moved to approve the proposal from Alpha Engineering, Inc. to provide Engineering Services to Ferdinand Municipal Electric regarding its Wholesale Power Purchase Agreement and exploring solar energy and other distributed generation in its distribution system on a time and material basis for an amount not to exceed \$30,000 and for Todd Fischer to sign the Contract. Debbie seconded. Motion carried 3-0.

The agenda included the Sisters of St. Benedict request for Eclipse Special Parking in 2024. There was no representation for the Sisters present.

Chief Blessinger has approved the alternative route for the 2023 Monster Dash.

Virginia Caudill, Rural Navigator for the South Central Indiana Small Business Development Center, with the Indiana Small Business Development Corporation informed the Council of the services her office offers. On October 25th she will be meeting with the Ferdinand Merchants.

The Council will meet on December 12, 2023 as advertised.

Ron moved to approve the Community Christmas on December 4, 2023 at the Ferdinand Community Center from 5:30 PM - 8 PM. Ken seconded. Motion carried 3-0.

Ken stated that Saturday October 28, 2023 is Dubois County National prescription take back day at St. Henry 10 AM -12 PM, Celestine 10 AM -12 PM, and the Jasper State Police Post 10 AM – 2 PM.

Miller summarized the proposed handbook changes (see attached). Debbie moved to approve the changes as presented effective as of October 17, 2023. Ron seconded. Motion carried 3-0.

Ron moved to pay regular claims. Debbie seconded. Motioned carried 3-0.

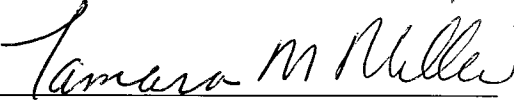
ANNOUNCEMENTS:

Town Council Meeting	Tuesday	November 21, 2023 at 6:30 PM
BZA	Wednesday	October 25, 2023 at 6:30 PM (Cancelled)
Plan Commission	Wednesday	October 25, 2023 at 7:00 PM
Park Board	Wednesday	November 8, 2023 at 4:30 PM
Economic Development Comm.	Monday	October 23, 2023 at 6:00 PM

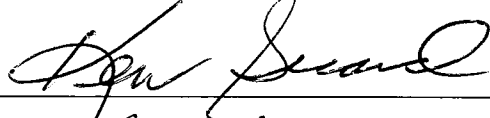
As there was no further business to discuss, Debbie moved to adjourn. Ron seconded. Motion carried 3-0. Meeting adjourned at 7:40 PM.

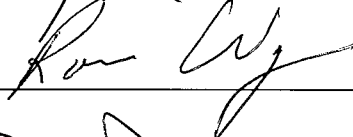
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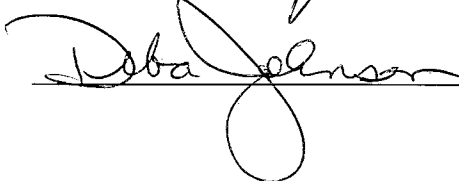
FERDINAND TOWN COUNCIL



Clerk-Treasurer







Ferdinand Est. 1905

Police Department

243 West 10th Street Ferdinand, Indiana 47532

Phone: 812-367-1806 / Fax: 812-998-2094

Chief of Police: Kerri Blessinger Assistant Chief: Christian Gogel



The month of September was National Suicide Prevention Awareness month. The Ferdinand Police Department held training for the Officers given by the Survivors of Suicide of Dubois County. This training discussed the importance of services that are offered for the families and friends touched by suicide. We also discussed Officer response to death investigation scenes and providing the public with not only police investigation but empathy and dignity.

I also scheduled a training session regarding scene response for the Ferdinand Fire Department. Our emergency response services are diligently working to continue our positive working relationship between agencies and the community.

Several Officers also attended the Legal Update held by the Dubois County Prosecutor's Office on September 13th. This was a day training to discuss the new and upcoming changes within our profession.

The Heartland Marathon and Ferdinand Fold Festival were held on September 16th. Both events were successful and no criminal activity was reported.

The Ferdinand Police Department also provided training regarding Narcan for the Board Members of the Ferdinand Community Center. This informational session was held to advise and answer questions for the members.

An additional training session for the use of Narcan was held for the employees of the Town of Ferdinand. We will be obtaining doses to be available for the employees to keep with them in case of accidental exposure or to assist an overdose victim.

Respectfully Submitted,

Kerri Blessinger, Chief of Police

Ferdinand Police Department

243 W 10th Street, Ferdinand Indiana 47532

Phone: 812-482-9150 / Fax: 812-998-2094

Chief of Police: Kerri Blessinger

Assistant Chief: Christian Gogel

Total Calls For Service		Calls For Service Report September 2023	
			
Complaint Type	Total	Complaint Type	Total
Alarm	5	Missing Person Adult/Child	
Animal Complaint	2	Parking Violation	2
Assist Other Agency	24	Property Lost/Found/Recovered	1
Battery/ Assault	1	Protective/Restraining Order	
Burglary (attempted)		Prowler (report of)	
Burning Complaint		Report to Station	6
Child Abuse/Neglect		Return Messages	37
Civil Matter /Dispute		State Dispatch	6
Citizen Assist	5	Scam	1
Debris in Roadway	4	Security Check	31
Disabled/Stranded Vehicle		Suicide/or a Suicidal Person	
Disturbance/Disorderly Person	2	Suspicious Person/Vehicle	5
Drug Complaint	1	Theft	1
Domestic Problem		Traffic Control	3
Escort	1	Traffic Warnings	24
Eviction		Traffic Tickets	10
Extra Patrol	38	Trespassing	1
Fight		Threats/ Intimidation	
Finger Printing		Vandalism	
Fire	3	Vehicle Accident	5
General Information	15	Vehicle Accident Leaving the Scene	
Gun Permit		Vehicle Check	3
Harassment			
Hazardous/ Not Chemical		Warrant	
Investigation		Weather Related Problems	
Identity Theft		Welfare Check	9
Illegal Dumping		911 false calls	7
Intoxicated Person	2	Pursuit	1
Juvenile Incurrigible/Runaway			
Lines/ Poles Down			
Lost/ Stolen License Plate	1		
Mental Subject			



FERDINAND FIRE DEPT.

221 E. Fourth St. P.O. Box 31

Ferdinand, IN 47532

2023 Summary of Incidents

	FIRE	EMR		TOTAL
JANUARY	2	12		14
FEBRUARY	2	13		15
MARCH	4	14		17
APRIL	2	4		6
MAY	5	18		23
JUNE	3	15		18
JULY	3	8		11
AUGUST	8	10		18
SEPTEMBER	6	14		20
OCTOBER				
NOVEMBER				
DECEMBER				

As of today, we are still waiting on our truck.

We will be accepting applications to become a fire fighter till October 31, 2023. Applications can be picked up at Town Hall, the Fire Station, or ask any fire fighter.

LEPC was awarded a grant for 800 radios, we will be getting 2 hand held radios and 2 radios for our trucks. Tammy is thinking somewhere in middle of 2024.

Legion BBQ Burn permit request dates: October 8 (retroactive), November 12, December 10, January 14, February 11, March 10 & April 8.

Electric Department Report

October 17, 2023

- 1 unplanned outage
 - 4 customers for one hour
- Pole change outs east side of main street area
 - Reconductor and removal of old copper on 6th
 - 4kv upgrade transformers along Maryland
- Start generator install at town hall this week
- IMEA conference was Oct. 4-5



Town of Ferdinand
2065 Main Street
FERDINAND, IN 47532-0007
Phone 812-367-2280
Fax 812-367-1303
E-mail: twnofferdinand@psci.net
www.ferdinandindiana.org

Town Council Meeting

October 17, 2023

Completed our fall Town wide clean up.

We will start our curbside leaf pick up Tuesday which is **today** running our normal trash making routine on one complete trash route pick up if not through on **Tuesday** continue next day until ONE complete route is done. This service will continue until further notice.

Worked on some ditch areas where some more rip-rap needed to be added to stabilize the flow line and areas that needed to be redirected towards the flow line.

Completed our annual storm water inspections.

Work on and or almost finished with our 2023 ADA commitment projects.

New Business

Jump Start

We have listed and have pictures ready to send out of conditions, stipulations and sanctions not followed.

CCMG 2022-01 did our part just waiting close out letter.

CCMG 2022-02 and CCMG 2023-01 in the works Knies Construction is hoping Calcar can and will start and finish all paving the last week here in October

#11 nothing to report at this time.

#12 will be adding milling bring road way close to grade when Calcar starts hopefully last week in October.

We sent out invitations to bid and at the time of me doing this report we received one back.

Visit us for a day. Join us for a lifetime.

KENNETH SICARD, President
TAMARA M. MILLER, Clerk-Treasurer

DEBBIE JOHNSON, Member
SHARON BOHNENKEMPER, Attorney

RONALD WEYER, Member
CHRIS JAMES, Town Manager



Water:

MRO's Filled with IDEM

Table with 2 columns: Metric and Value. Rows include Monthly total use in gallons (7,336,000), Max used a Day (303,000), Min. used a Day (177,000), and Avg. Daily use (245533.33).

Moved 2 water meters out side of homes while CCMG programs provided ability to do so
100 ft of main left to run on Vienna Drive, waiting for old culvert to come out to finish this part.

Flushing is planned to start on October 30th and run till finished.

Wastewater:

Monthly IDEM reports are submitted

- Monthly plant flow 8.493 Millon gallons
40% capacity
Solids discharged 1.8 mg/l per day average
Phosphorus levels of .8 mg/l out of a limit of 1 mg/l average

4 sewer inspections this month all in good condition.

Starting the week of October 23rd, we will be shifting from running the East Clarifier at the plant to the West Clarifier, this will be a 2-week long process. No flow disruption is the plant is expected.

Sprinkler system will be shut down on Friday, October 20th for the season.

- September, park sprinkler number of days used 15 days
Average per day 17,980
Total gallons 269,700

Education:

Permission to send Kyle Lechner, Scott Hoffman, Steve Lechner, Austin Ryan, Clint Meyer, Steve Becher and Ben Brinkman to the Indiana AWWA Water Institute and IFA Southwest regional 4th Quarter seminar in French Lick December 5th-7th,
Totaling \$1,265 plus transportation and meal, this is one of the main CEU Institutes for the guys and networking options we have for the year.

Other:

Starting Wednesday the 25th of October we will be down 1 crew member for a minimum of 2 weeks, due to surgery.

And the week of the October 30th we will be down another crew member temporarily while they welcome their new child into the world.

Benjamin J Brinkman

Ben Brinkman
Water/Wastewater Superintendent



PARKS DEPARTMENT TOWN COUNCIL REPORT

October 2023

General Park Report

- The park board meeting was held on October 11, 2023.
- The board discussed some planning of the Fifth Street sports fields and complex master planning for future improvements.
- The board discussed 2024 softball tournament scheduling and staffing of those tournaments.
- Field modifications are currently being performed at Fifth Street park.
- The Park Board and the Dubois County Soil & Water Conservation District will be hosting the Old Town Lake Weed Wrangle on Saturday, November 11th at 9:00 am. The board welcomes the community of all ages to assist in removing invasive plant species throughout the Old Town Lake property. Specialists from the SWCD will be on site to assist. More information to follow. All are welcome!

Matthew Weyer
October 15, 2023



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E-mail: twnofferdinand@psci.net
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TOWN MANAGER TALKING POINTS FOR OCTOBER 17, 2023 COUNCIL MEETING

1 – I participated in a Zoom session on Friday October 6, hosted by Dubois Strong, to discuss the status of the newest housing study being conducted by RDG Consultants. Unlike the 2019 version, which took a broader overview of Dubois County’s housing picture and didn’t provide much specificity, this study is taking a deeper dive into needs/goals of Ferdinand, Huntingburg, Jasper and the County in general. The final study should be available in a few weeks after some final tweaks are made, but the preliminary findings show that to maintain a ½% annual growth rate, Ferdinand will need to create 80 housing units in the next 12 years- which I believe to be an extremely reachable goal.

2 – Thanks to the Street Department for installing the latest AED unit- this one is being housed at the Ferdinand Senior Citizen’s Center. This device will not only benefit the groups that normally gather at the Senior Center, but would also be available by any family or group who may rent the facility for a private gathering. We have one additional unit to install- the plan is for this AED to be placed in the SPF football building at the far northern end of the 5th Street soccer/football field property owned by MasterBrand Cabinets. By placing the AED here, we will no longer have to transition the existing unit at the baseball concession building to the football location.

3 – The Town played host to another I-PEP training session at the end of September. This training covered Blood Borne Pathogens and how best

Visit us for a day. Join us for a lifetime.

KENNETH SICARD, President
TAMARA M. MILLER, Clerk-Treasurer

DEBBIE JOHNSON, Member
SHARON BOHNENKEMPER, Attorney

RONALD WEYER, Member
CHRIS JAMES, Town Manager

to plan/prepare for potential contacts. It was followed by an in-house Narcan training offered by Police Chief Blessinger. Both programs proved to be very timely, with special attention being given to the Narcan training. This serves a dual purpose for our workers: there are more and more instances of opioid overdoses and should we come upon such an incident, it is best to be trained. Also, particularly for the Street Department as they run their trash route or during the Spring or Fall clean-ups, the possibility of coming into contact with some of these chemicals prompted the need for training.

4 – I will be attending the latest AIM Roundtable in Poseyville on Wednesday evening. Along with sharing news and notes with other communities, the specific dinner conversation will be an update on cyber security and related state offered programs presented by IOT (Indiana Office of Technology). With more and more instances of ransomware and hacking efforts, this should prove to be an interesting discussion.

Visit us for a day. Join us for a lifetime.

KENNETH SICARD, President
TAMARA M. MILLER, Clerk-Treasurer

DEBBIE JOHNSON, Member
SHARON BOHNENKEMPER, Attorney

RONALD WEYER, Member
CHRIS JAMES, Town Manager

Several department heads have come to me expressing that their employees have suggestions to improve our employee benefits to allow more flexibility.

1. The first proposed update to the employee handbook is regarding Substitution of Paid Leave. Currently the handbook page 42 reads:

Substitution of Paid Leave

Employees must substitute all accrued vacation benefits, sick leave benefits, paid personal leave, and compensatory time for unpaid FMLA leave. FMLA and any paid time off, run concurrently. The entire 12-week FMLA is not in addition to the paid leave, however, is any remaining portion after the paid leave time is subtracted. If an employee requires leave in excess of the weeks for which they are eligible, they will not be assured a position with the Town of Ferdinand upon their return.

This means when an employee returns to work after leave, they have no “vacation, sick, paid personal leave or comp time” available to use until their next anniversary date, which could potentially be a year in the future.

The handbook would be improved by giving the employee the option to use some, but not all, of their accrued balances.

This is the proposed revision of that section:

Substitution of Paid Leave

Employees may substitute all accrued vacation benefits, sick leave benefits, paid personal leave, and compensatory time for unpaid FMLA leave. FMLA and any paid time off, run concurrently. The entire 12-week FMLA is not in addition to the paid leave, however, is any remaining portion after the paid leave time is subtracted. If an employee requires leave in excess of the weeks for which they are eligible, they will not be assured a position with the Town of Ferdinand upon their return.

2. The second proposed update to the employee handbook is regarding rolling over of some vacation time.

Currently the handbook page 16 reads there is no rollover of vacation:

Vacation benefits may not be carried over into the following anniversary year and any unused vacation benefits will be forfeited at the end of the anniversary year. However, employees may seek written approval to allow unused vacation benefits to be taken and used beyond such twelve-month period upon the recommendation of their Supervisor, or the Town Manager, and approved by the Town Council President.

The handbook would be improved by giving the employee the option to roll over 40 hours of vacation.

This is the proposed revision of that section:

Prior to the employees anniversary date, the employee may elect to have up to 40 hours of vacation benefits carried over into the next twelve months and any unused vacation benefits will be forfeited at the end of the anniversary year. However, employees may seek written approval to allow unused vacation benefits to be taken and used beyond such twelve-month period upon the recommendation of their Supervisor, or the Town Manager, and approved by the Town Council President.

3. The third proposed update to the employee handbook is regarding rolling over comp time eliminating the mandatory payout (page 28 of employee handbook).

Compensatory Time

The Town of Ferdinand encourages the use of compensatory time in lieu of overtime for nonexempt employees. Compensatory time is earned at the rate of one and one-half times the actual number of hours worked in any workweek, or work period. For example, a nonexempt employee who works one-hour of overtime will receive one and one-half hours of compensatory time. Nonexempt employees may choose to obtain "compensatory time" if the employee is otherwise entitled to overtime.

The equitable distribution of overtime is also an important consideration with respect to an employee's ability to utilize compensatory time. Employees may accumulate up to 36-hours of compensatory time. Unless a natural disaster, bona fide emergency, or unexpected employee shortage occurs, all employees must use all compensatory time before the beginning of the first pay period during the month of December of the calendar year in which it was earned will be paid with the first pay period during the month of December at the employees' rate of pay on the date that the compensatory time was earned. This must be provided to the Clerk-Treasurer as dollar amount owed, not hours worked or earned to avoid misinterpretation of hours.

This is the proposed revision of that section:

Compensatory Time

The Town of Ferdinand encourages the use of compensatory time in lieu of overtime for nonexempt employees. Compensatory time is earned at the rate of one and one-half times the actual number of hours worked in any workweek, or work period. For example, a nonexempt employee who works one-hour of overtime will receive one and one-half hours of compensatory time. Nonexempt employees may choose to obtain "compensatory time" if the employee is otherwise entitled to overtime.

The equitable distribution of overtime is also an important consideration with respect to an employee's ability to utilize compensatory time. Employees may accumulate up to 36-hours of compensatory time, unless a natural disaster, bona fide emergency, or unexpected employee shortage occurs. ~~all employees must use all compensatory time before the beginning of the first pay period during the month of December of the calendar year in which it was earned~~ Only if requested by the employee, compensatory time will be paid out with the first pay period during the month of December. Any compensatory time not requested to be paid out will remain in that employees comp time bank subject to the 36-hour limit. ~~at the employees rate of pay on the date that the compensatory time was earned. This must be provided to the Clerk-Treasurer as dollar amount owed, not hours worked or earned to avoid misinterpretation of hours.~~

4. Any discrepancies that employees notice on their pay stubs should be reported to the Clerk-Treasurer. If any changes are deemed necessary, those changes will be made on the next pay period.

If these items are approved, they will be communicated to New Focus to incorporate into the employee handbook.

These changes are effective as of October 17, 2023.

ATTEST:

FERDINAND TOWN COUNCIL



Clerk-Treasurer

