

TOWN OF LONG BEACH  
SPECIAL COUNCIL MEETING  
Via ZOOM  
TUESDAY, MARCH 23, 2021  
3:00 PM

Participating and / or viewing this Zoom meeting were all five council members, Lemay, Johnstone, McFadden, J. Wall, and Kocher; town attorney Willoughby, C-T de Funiak, Marilyn Jones & Assoc. with court reporter Lempa, Chief Swistek, Mike Konicek and Georgetta Cox of the HR committee, and Kristen Deutsch, President and Patrick McKenna, both of New Focus HR.

After the pledge of allegiance Konicek gave an introduction of today's presentation by New Focus HR of the salary survey and the purpose of it with results the council would expect from it including job descriptions with up-to-date responsibilities of each department along with the pros and cons and current compensations' practices.

Kristen Deutsch, President of New Focus HR, discussed the Town of Long Beach and its comparison to 5 other Towns: Burns Harbor, Town of Porter, Town of Kouts, Town of Ogden Dunes and Town of Westville.

Patrick McKenna reviewed the company's findings with the spreadsheet of the 5 Towns' comparisons. Highlighted pay scales that were discussed were for the BZA Assistant, Police Dispatcher, P-T Dispatcher, Building Inspector, Water Dept. Supt, Water Dept. Office Manager, Camp Activity Directors, Camp Director, and all camp counselors.

With regard to longevity pay, John Wall wanted to know if part-time employees should be getting longevity pay. Kristen says it has to state that it in the salary ordinance or they would not be receiving it. Bill said it states that there is no longevity for part-time employees.

Health Insurance-Long Beach pays 82% and the employee pays 18%. There was discussion about what other Towns are doing. Long Beach doesn't have a dental insurance plan but has vision, AD & D, disability paid at 100% by the Town.

We have a uniform allowance which is probably a little better for the Street and Water Depts. At \$1,000 per person per year.

Retired Officer Medical Care- There was discussion that in the survey showed no other Town surveyed paid towards this coverage.

Kristen has a copy of the salary ranges of Long Beach. It was determined by years of service. She encourages us to go to pay for performance. She also suggested that we have a section in the ordinance that projects the fluctuation. The salary ordinance is a statement of what is paid out: benefits ranges, overtime and compensation rules. This is just to be compliant.

Mike Konicek said that one issue we are working on is the Town Manager along with the Deputy Marshal. He thinks people are hesitant to apply if they don't know what the range is. He showed the chart of what other Town Managers were paid in 2020: Winamac - \$65,436.00; Geneva - \$63,355.00, Topeka - \$66,950.00.

We need a heavy hitter who has experience in infrastructure. Kocher thinks the range should be \$60 - \$75,000. There was discussion about this person serving at the pleasure of the Town Council and how long their term would be. Lemay made a motion of \$55-\$70,000 and it was seconded by Johnstone. Kocher made a motion to amend it to \$75,000. Lemay seconded it. The vote was unanimous.

Lemay asked the HR committee to review today's information and give the Town Council their thoughts. The HR committee will be meeting at 1:00 PM on March 30<sup>th</sup>.

Motion to adjourn by McFadden; second by Johnstone. Adjourned at 5:16 PM

Respectively submitted,

Bill de Funiak  
Clerk-Treasurer  
Town of Long Beach