



# MADISON *Indiana*

## City Council Agenda

**MEETING DATE:** Tuesday, September 5, 2023, at 05:30 PM

**MEETING PLACE:** Madison City Hall- Council Chambers

- A. Lord's Prayer/Pledge of Allegiance
- B. Calling of roll & notice of absentees
- C. Reading, approving, correcting, or disposing of minutes from prior meeting
- D. Presentation of petitions, memorials, remonstrance's, introduction of motions and guests
  - Constitution Week Proclamation
  - National Senior Center Month Proclamation
- E. Resolution or bills
  - Ordinance 23-12: Amending the Personnel Policies and Procedures of the Madison City Code to Implement a Parental Leave Policy
- F. Reports, recommendations, and other business from standing/select study committees of the city council
- G. Reports of city officials
  - Katie Rampy, Clerk Treasurer
- H. Bills on third reading
- I. Bills on second reading
- J. Miscellaneous
- K. Public comments
- L. Mayor's comments
- M. Next Council Meeting: Tuesday, September 19, 2023, at 5:30 PM
- N. Motion to adjourn



# MADISON *Indiana*

## Common Council Minutes

**MEETING DATE:** August 24, 2023

**MEETING PLACE:** Madison City Hall – Council Chambers

The Common Council of the City of Madison, Indiana met in regular session at 5:30 P.M. at City Hall, 101 W. Main St.

Mayor Bob Courtney opened the meeting with the Lord's Prayer followed by the Pledge of Allegiance to the Flag.

**Present:** J. Bartlett, L. Dattilo, D. Dattilo, J. Schafer, Thevenow, Krebs, and Chatham (7-0).

**Minutes:** Bartlett moved to approve August 8, 2023, minutes, seconded by Krebs. All in favor, motion carried (7-0).

**Presentation of petitions, memorials, remonstrances, introduction of motion & guests:** None.

**Resolutions or bills:** None.

**Reports, recommendations, and other business from standing/select committees of City Council:** None.

**Report of city officials: Madison Municipal Airport:** Mayor Bob Courtney read a proclamation for Aviation Week that takes place from August 19<sup>th</sup> through August 25<sup>th</sup>. Dick Goodman, the President of the Madison Board of Aviation Commissioners, completed a lengthy and informative presentation to City Council regarding the history of the Madison Municipal Airport. Mr. Goodman also discussed future projects and the funding needs for the airport through 2026 and responded to City Council questions. A copy of the presentation is available for review or can be viewed on the city's website.

**Madison Police Department Status Update: Chief John Wallace:** On Saturday night, the police department took part in a saturation patrol where additional officers and canines combined forces with several officers from the Sheriff's Department to target areas where there may be traffic issues. There were 41 traffic stops, 37 written warnings, 4 citations, and 6 arrests. The canines were utilized 6 times with 5 positive alerts and one negative indication. The arrests were OWIs and narcotics-related arrests with one active warrant found. Thanks to the officers and detectives who responded to the recent stabbing events that took place in the area. The four new hires of the Madison Police Department graduated from the Indiana Law Enforcement Academy on Friday night. Now, they begin their six to eight weeks of field training within the department. Officer Sweet will be returning from his military leave on September 4, 2023. Bethany Legacy Foundation also recently funded a program for police officers called PASS where officers can receive free mental health resources 24/7. They will also be required to meet with a mental health professional at least once per year. The Bethany Legacy Foundation has also provided AED's for each police officer's squad car. The grant through Homeland Security has also been approved and there will be a security camera system along Vaughn Drive.

**Economic Development Department Status Update: Tony Steinhardt:** The Economic Development Department is working with County Commissioners and County Council on a couple of alternative energy opportunities that have come into the county. The department is currently looking into housing strategies as it relates to bringing housing units into the Madison – Jefferson County market. The department is also working hand in hand with the Madison Main Street Program on a number of opportunities in the downtown area, including additional restaurant opportunities. They are also working with VMI on tourism enhancements. The Madison Railroad and the City of Madison Port Authority are going to have some announcements within the next couple of weeks from an economic development perspective. The three entrances to the city have been lit with solar lighting. The Duke LED project is almost complete and should be done by the end of September. Phase two of the Super Overlook will be starting on September 11, 2023, which includes terracing on the left and right sides of the overlook. The Gateway Project has been seeded and strawed and all the landscaping is completed. The project will not be completed until the art is installed. The Public Arts Commission and a local committee have selected three artists to present ideas to the Public Arts Commission in November. The project will hopefully be installed by June 2024. There are five active EV chargers in the community. All are run by an app called Amp Up and charging is being charged at \$0.25 a kilowatt hour plus all the appropriate taxes and fees associated with using the app. Gaines Park is currently under construction, and there will be a ribbon cutting on September 16, 2023. There are 16-inch slabs being poured for Crystal Beach throughout the floor of the new pool, the new diving well is complete, and all the plumbing is about done. Decorative lighting is being installed along Michigan Road. The new traffic lights are up, paving is done with striping happening within the next week, and landscaping and architectural work are to come within the next two months. TJ Maxx will be opening on September 10, 2023. Hobby Lobby is anticipating opening by the end of September and Kohl's anticipating opening by the end of October. There is a tentative ribbon cutting scheduled for October 30, 2023, with the developers. The Dollar General Corporation approved the DG Market in the downtown area. The closing on the property will be in the next 30 days with the developer. The developer has requested that the project be opened by May 2024.

**Bills on third reading: Ordinance 2023-11 – Est. Dave Kidwell Memorial Lighting Non-Reverting Fund (L. Dattilo):**

**Roll Call Vote:** Thevenow – Y, Krebs – Y, L. Dattilo – Y, Schafer – Y, Chatham – Y, Bartlett – Y, D. Dattilo – Y (7-0). Motion carried.

**Bills on second reading:**

**Ordinance 2023-11 – Est. Dave Kidwell Memorial Lighting Non-Reverting Fund (L. Dattilo):**

Krebs made a motion to move Ordinance 2023-11 to a third reading, seconded by Schafer. All in favor, motion carried (7-0).

**Public comment:** None.

**Mayor's comments:** The Madison Fire Department will have a pop-up splash pad on Saturday afternoon at Bicentennial Park. The budget workshop will be next week. Earlier this week, the city issued a Stormwater RFP for services to update their ordinances, which is required, since the city is an MS4 community.

The next regular meeting will be Tuesday, September 5, 2023, @ 5:30 pm.

**Adjourn:** Thevenow moved to adjourn, seconded by Krebs. All in favor (7-0).

Attested:

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President Pro Tempore

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Kathleen M. Rampy, Clerk-Treasurer



# CONSTITUTION WEEK PROCLAMATION

**WHEREAS**, September 17, 2023, marks the two hundred, thirty sixth anniversary of the signing of the Constitution of the United States of America by the Constitutional Convention; and

**WHEREAS**, the Celebration of the Constitution was started by the Daughters of the American Revolution in 1955 to commemorate America's most important document; and

**WHEREAS**, the Constitution of the United of America, the source of our freedoms, established our national government and fundamental laws, and has protected and guaranteed certain basic rights to the citizens of the United States; and

**WHEREAS**, in the more than two centuries since its ratification, the Constitution has served as an unparalleled engine for human progress and stands as a testament to the tenacity of Americans throughout history to maintain their liberties, freedoms, and inalienable rights; and

**WHEREAS**, it is fitting and proper to officially recognize the patriotic celebrations which will commemorate the occasion; and

**WHEREAS**, on this day and during this week, we celebrate our great founding charter as an enduring beacon of freedom; and

**WHEREAS**, public law 915 guarantees the issuing of a proclamation each year by the President of the United States of America designating September 17 through 23, as constitution week.

**NOW, THEREFORE**, I, Bob G. Courtney, Mayor of the City of Madison, do hereby proclaim, September 17 through 23, 2023 as **CONSTITUTION WEEK** in the City of Madison, and ask our citizens to reaffirm the ideals the Framers of the Constitution had in 1787 and for all freedom loving Americans to defend our Constitution against those who threaten our sacred constitutional freedoms.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused to be affixed the Great Seal of the City of Madison on this 5th day of September in the year of our Lord, two thousand twenty-three.

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Bob G. Courtney, Mayor, City of Madison

## NATIONAL SENIOR CENTER MONTH PROCLAMATION

**WHEREAS**, National Senior Center Month is celebrated every year in September and provides an opportunity to recognize senior centers and the incredible work they do enriching and extending the lives of older adults; and

**WHEREAS**, seniors are significant members of our society, investing their wisdom and experience to help enrich and better the lives of younger generations; and

**WHEREAS**, Mary Lou Brinson and Stella Cisco “and her group of hardy ladies” lobbied to establish the Madison-Jefferson County Senior Citizens Center through a “remarkable display of cooperation and teamwork;” and

**WHEREAS**, the Madison-Jefferson County Senior Citizens Center has acted as a catalyst for mobilizing the creativity, energy, vitality, and commitment of seniors on the move in Jefferson County Indiana; and

**WHEREAS**, the Madison-Jefferson County Senior Center acts as a central location for organizations that serve seniors such as Lifetime Resources and RSVP (Retired Senior Volunteer Program); and

**WHEREAS**, the Madison-Jefferson County Senior Center affirms the dignity, self-worth, and independence of older persons and enables their continued contributions from one generation to the next;

**WHEREAS**, the Madison-Jefferson County Senior Center was gifted to the City of Madison and we desire to be good stewards of that gift; renovating the center, extending hours of operation, and enhancing programming to better serve the next generation of active adults.

**NOW, THEREFORE**, I, Bob G. Courtney, Mayor of the City of Madison, do hereby proclaim, September 2023 as **National Senior Center Month** in the City of Madison, and call upon all citizens to recognize and honor the special contributions of the senior center participants, staff, and volunteers.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused to be affixed the Great Seal of the City of Madison on this 5th day of September in the year of our Lord, two thousand twenty-three.

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Bob G. Courtney, Mayor, City of Madison

**AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF  
MADISON, INDIANA AMENDING THE  
PERSONNEL POLICIES AND PROCEDURES OF THE MADISON CITY  
CODE TO IMPLEMENT A PARENTAL LEAVE POLICY**

WHEREAS, The Personnel Policies and Procedures Handbook for employees of the City of Madison does not currently include a Parental Leave Policy; and

WHEREAS, the City of Madison wishes to amend the current Personnel Policies and Procedures Handbook to establish a Parental Leave policy for all employees,

NOW, THEREFORE, BE IT ORDAINED by the Common Council of the City of Madison, Indiana as follows:

Title III, Chapter 34, Ordinance 1992-20 of the Madison City Code, is hereby amended by the addition of the following;

**City of Madison Parental Leave Policy**

The City of Madison will provide Paid Parental Leave to eligible full-time employees upon the birth or adoption of a minor child (under 18). Paid Parental Leave is intended to give new parents additional flexibility and time to bond with their new child, adjust to their new family situation, and balance their professional obligations. Paid Parental Leave runs concurrently and in accordance with eligibility for Family Medical Leave Act (FMLA).

*Paid Parental Leave for primary caregiver:* The City of Madison will provide up to 160 hours of paid parental leave at 100% of the employee's regular, straight-time weekly pay to eligible employees.

*Paid Parental Leave for non-primary caregivers:* The City of Madison will provide up to 80 hours of paid parental leave at 100% of the employee's regular straight-time weekly pay to eligible employees.

After the Paid Parental Leave is exhausted, the balance of FMLA leave (if applicable) may be compensated through the employees accrued paid time off (sick, vacation, and earned compensatory time) and short-term disability (if applicable).

## **Eligibility**

Paid Parental leave is available to all full-time and benefit-eligible employees who have been employed with the city for at least twelve months and have worked full-time during the twelve months preceding the birth or adoption of a child.

- Paid Parental Leave may only be taken following the birth of an employee's child or the adoption of a minor child (under 18) for adoption. An individual who adopts a spouse's child is not eligible for parental leave.
- Human Resources is responsible for administering this policy and determining eligibility for parental leave.

## **Benefit Provisions**

Paid Parental Leave is compensated at 100% of the employee's regular, straight-time weekly pay and is paid on a bi-weekly basis on regularly scheduled pay dates. Paid Parental Leave does not reduce an eligible employee's balance of any other paid leave such as sick, vacation, or holiday.

Paid Parental Leave is a benefit of employment and will not be considered a negative factor in employment actions, such as hiring, promotions, and disciplinary actions.

Paid Parental leave may be taken continuously or in one-week increments within the first six months following the birth or adoption of a child. Parents who choose to take Paid Parental Leave incrementally must consult with their supervisor and make a reasonable effort to schedule the incremental parental leave so as not to unduly disrupt the department's operations.

As with other forms of paid leave, benefits will remain the same while an employee is on Paid Parental Leave. For example, vacation and sick leave benefits will continue to accrue, the city will continue to pay its share of the cost of an employee's group health insurance, and the employee's share of the premium will continue to be deducted from the employee's pay. Similarly, all deductions from income will continue during Paid Parental Leave.

The holiday will be paid if a city-recognized holiday occurs during Paid Parental Leave. The use of holiday pay, however, does not extend the length of leave.

Paid Parental Leave runs concurrently and in accordance with eligibility for FMLA. Any leave taken under this policy that qualifies as FMLA leave will count toward the twelve weeks of available FMLA in twelve months.

Employees on Paid Parental Leave and FMLA are ineligible to work alternative employment.

If both parents are employed by the City of Madison, they may take Paid Parental Leave concurrently or at separate times, according to their preference.

Paid Parental Leave is only available to an employee once in 12 months.

Any unused Paid Parental Leave will be forfeited at the end of the six-month time frame.



Upon termination, or upon a change in employment status to a position that is not eligible for benefits (ex: transition from full-time to part-time), unused Paid Parental Leave will not be paid.

**Requesting Paid Parental Leave**

Employees interested in taking Paid Parental Leave must provide their supervisor and Human Resources with notice of the anticipated leave at least 30 days before the proposed date of the leave (or if the leave is not foreseeable, as soon as possible).

Eligible employees may request additional time to extend their leave, subject to the employee’s direct supervisor’s approval. Additional time may be compensated through the employees accrued paid time off (sick, vacation, and earned compensatory time) or may be unpaid.

Section 2. All existing employment policies, employee handbooks, and all ordinances or parts of ordinances in conflict with the provisions of this ordinance are hereby repealed/replaced.

The foregoing Ordinance was passed and adopted by the Common Council, City of Madison, Indiana at a regular meeting held on the \_\_\_ day of \_\_\_\_\_ 2023.

PRESENTED BY:

\_\_\_\_\_  
Council President Pro-tempore

(SEAL)  
ATTEST:

\_\_\_\_\_  
Bob G. Courtney, Mayor

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Kathleen “Katie” Rampy, Clerk-Treasurer