MINUTES OF MEETING OF TOWN COUNCIL
TOWN OF BREMEN, INDIANA
January 26, 2026

The Town Council of the Town of Bremen, Indiana, met in regular session at 4:30 p.m. on Monday, January 26, 2026, at the Bremen Town Hall pursuant to notice previously published. Council Members Mike Leman, William Bailey, Bryan Miller, Alex Mikel and David Bailey were present. Also present were Keith Fraine, Director of Operations; Meghan Atkins, Clerk-Treasurer; Ben Wright, Superintendent of the Electric Department; Henry Aguayo, Superintendent of the Water Department; Asst. Chief Trent Stouder, Police Department; Matt Cunningham, Superintendent of the Wastewater Department; Austin Langdon, Superintendent of the Street Department; Chief Matt Neher, Fire Department; Brian Main, Superintendent of the Park Department; Nate Lockwood, Cemetery Sexton; Dan Byam, Town Engineer and Anthony Wagner, Town Attorney.

PLEDGE OF ALLEGIANCE: The Council recited the Pledge of Allegiance.

MINUTES: Mr. Miller made a motion to approve the minutes of the January 12, 2026 meeting, which was seconded by Mr. Mikel and carried by a vote of 5 ayes, 0 nays.

CLERK-TREASURER: Ms. Atkins presented the docket of claims. Mr. Mikel noted that the IDEM fee may have been incorrectly divided between the departments and made a motion to approve the docket subject to the review of that item. Mr. Miller seconded the motion, which was approved by a vote of 5 ayes, 0 nays.

TOWN ATTORNEY: Mr. Wagner presented Ordinance 2-2026, amending the 2026 wage ordinance. Mr. Leman suggested that the Council consider this ordinance during Mr. Fraine's report. Mr. Wagner then presented Ordinance 3-2026, regarding amendments to the cemetery rules and regulations, for first reading. Mr. Wagner gave a brief explanation of the amendments, and Mr. Lockwood described them in more detail. Mr. Leman asked whether the rules were currently posted, and Mr. Lockwood explained that he would print new signs with a QR code to refer to the more detailed rules. Mr. Mikel made a motion to approve Ordinance 3-2026 on first reading which was seconded by Mr. Miller and carried by a vote of 5 ayes, 0 nays.

NEW BUSINESS: No new business was brought before the Council.

OLD BUSINESS: No old business was brought before the Council.

PUBLIC COMMENTS: No public comments wee brought before the Council.

DIRECTOR OF OPERATIONS: Mr. Fraine submitted his report and described Ordinance 2-2026, amending the 2026 wage ordinance. Mr. Fraine explained that the ordinance would now include up to 24 hours of comp-time per quarter for employees, which must be used, or it would be paid as overtime. The Council discussed how the comp-time policy would be applied, as well as the new flex-time policy. Mr. Fraine explained that the Police Department would not be following the comp-time policy but noted that the school resource officer would be granted comp-time. The Council agreed that the Police Commission should be in charge managing comp-time for that employee. Mr. Fraine explained that the Park Board would manage the comp-time policy for the Park Department as well.

Mr. Fraine noted that the on-call pay had not been changed since 2015 and explained that the ordinance would make all days compensated at the rate of $35.00 per day. Mr. Daily asked whether all employees would have the chance to earn on-call pay, and Mr. Fraine explained that all departments currently rotated which employees were on-call

when necessary. Mr. Fraine explained that the ordinance called for Greg Welborn, the Fire Department station manager to receive Fire Chief pay when Chief Neher would be on vacation and Mr. Welborn would be on call in his place. The Council discussed the request. Mr. Wagner read on to the record the amendment to the proposed ordinance.

Mr. Fraine explained the current call-out pay policy and noted that the ordinance would increase the minimum amount of time the employees were compensated for call-out pay. The Council discussed the minimum amount of time that employees should be compensated for per call. Mr. Wagner pointed out that the proposed ordinance only covered the Police Department and suggested that amendments for other employees be added through a separate ordinance.

Mr. Fraine concluded by explaining the process of submitting comp and flex time reports through his office.

Mr. Mikel asked whether the ordinance accounted for the 27 pay periods for the year, which Ms. Atkins confirmed. Mr. Mikel made a motion to suspend the rules and approve Ordinance 2-2026 on three readings, as amended, which was seconded by Mr. Miller and carried by a vote of 5 ayes, 0 nays.

Mr. Fraine asked whether the Council was prepared to set an executive session to discuss the apartment building. The Council set the executive session to take place on February 9, 2026, immediately after the regularly scheduled Council meeting.

DEPARTMENT HEAD REPORTS:

Assistant Chief Stouder told the Council that Luke Laidig started work for the department that day.

Mr. Wright submitted his annual report on behalf of Electric Department.

Mr. Langdon had no new information to report on behalf of the Street Department.

Mr. Cunningham had no new information to report on behalf of the Wastewater Department.

Mr. Main had no new information to report on behalf of Park Department.

Mr. Aguayo submitted his report on behalf of the Water Department.

Mr. Lockwood had no new information to report on behalf of the Cemetery Department.

Chief Neher had no new information to report on behalf of the Fire Department.

Mr. Mikel made a motion to approve the Department Head Reports, which was seconded by Mr. Daily and carried by a vote of 5 ayes, 0 nays.

TOWN ENGINEER: Mr. Byam told the Council that the wastewater treatment plant project pre-construction meeting had taken place and that he would be getting the Notice to Proceed executed by Mr. Leman in the near future. Mr. Byam asked Mr. Wagner whether the legislature had approved a statute reducing the amount of retainage allowed in municipal contracts and Mr. Wagner replied that he would follow up with him after the meeting. Mr. Byam noted that Thieneman would mobilize at the end of March to begin the project.

Mr. Byam presented the Lake of the Woods Memorandum of Understanding that had been revised since the previous meeting. The Council discussed the revisions.

Mr. Leman asked Mr. Byam about the status of the CCMG program and Mr. Byam explained that the plans that had been submitted and not approved could be resubmitted for a future round of funding; Mr. Wagner added additional information regarding the changes to the program from recent legislation. As the Council resumed discussion of the Lake of the Woods memorandum, Mr. Wagner asked if the calculations included new development when determining the wastewater treatment plant's excess capacity. Mr. Byam described the current excess capacity relative to the addition of the Lake of the Woods to the system. After discussion, Mr. Miller made a motion to approve the memorandum, which was seconded by Mr. Mikel and carried by a vote of 5 ayes, 0 nays.

COUNCIL COMMENTS: Mr. Mikel asked Mr. Langdon and Mr. Byam about an item in the report where CCMG funds were to be repaid to the State from the East Street project. Mr. Langdon replied that the repairs had been cut from a previous CCMG application, but it could be included in future plans to still use the funds and avoid returning the funding.

Mr. Miller thanked the Fire Department for its quick response.

Mr. Daily thanked Mr. Langdon and the other departments that loaned workers to assist with snow removal. He expressed concern that the Town should adopt a snow emergency policy to clear overnight parking for the snowplows. The Council discussed the idea and Mr. Wagner stated he would work on a proposal. Mr. Daily also expressed support for the Town clearing the sidewalks in the immediate downtown area.

Mr. Mikel asked Mr. Langdon if the Street Department was able to move its trucks and equipment through the section of Bike Street west of Marshall Street, and Mr. Langdon acknowledged that it was a difficult location. Mr. Mikel suggested that the street committee look at the area to change the local parking.

ADJOURNMENT: Mr. Mikel made a motion to adjourn the meeting, which was seconded by Mr. Daily and carried by a vote of 5 ayes, 0 nays.

ATTEST:

Meghan Atkins,
Clerk-Treasurer, Town of Bremen

Michael Leman, President