

**TOWN OF MONON**  
**COUNCIL MEETING (SPECIAL – END OF YEAR)**  
**DECEMBER 18, 2025**

The Council of the Town of Monon met for a special meeting on, December 18, 2025, at the Monon Town Hall. Members present were President Ken Hickman, Vice President Ron Benakovich, Toni Onken, Jamie Myers and Chris Franklin. Also present were Town Marshall Roger Young and Clerk Treasurer Annette Sipkema.

Attorney Rebecca Trent was absent.

President Hickman started our regular meeting at 5:00 p.m. and led everyone in the Pledge of Allegiance followed by a moment-of silence.

**READING OF MINUTES....** Council President Ken Hickman asked if all members had reviewed the meeting minutes from December 3, 2025. There were no questions or comments.

Ron Benakovich made a motion to accept the minutes, Chris Franklin seconded. The motion carried unanimously.

**BILLS/CLAIMS:....** Clerk Sipkema reported two claim forms totaling **\$176,435.27**. The council reviewed the claims without questions or corrections.

Jamie Myers made a motion to approve bills/claims as presented. Seconded by Toni Onken. Motion carried unanimously.

**OLD BUSINESS:**

**WHITE COUNTY INDIANA ZONING ORDINANCE AMENDMENT #A86....** Council President Hickman discussed Ord #A86 which had been tabled at the previous meeting. He explained that he had spoken with Director Kyburz, White County Area Plan, about the ordinance amendment. President Hickman verified that this ordinance only affects the city limits of Monon and would protect the town's wellheads as they are located within the municipality limits. Council members discussed the setback requirements in the ordinance, with Chris Franklin expressing concern that facilities could potentially be built as close as a quarter mile from residential areas. Franklin suggested the town should push for more distance between potential developments and town boundaries, particularly regarding data centers. The council also discussed the noise requirements in the ordinance, which limit noise to 50 decibels at residential dwellings. Ken Hickman noted that 50 decibels is approximately the volume of a normal conversation.

Ron Benakovich made a motion to approve ordinance amendment #A86. Chris Franklin seconded. Motion passed unanimously. **Ord #2025-9**

**FIREFIGHTER RUN PAY.....** The council discussed increasing the pay for firefighters on runs. Currently, firefighters receive \$10 per run while EMS personnel receive \$30 per run. After discussing the differences in personnel numbers between departments and considering budget implications, the council settled on an increase to \$15 per run for firefighters.

Ron Benakovich made a motion to increase firefighter pay to \$15 per run, seconded by Council Member Toni Onken. Motion passed by majority with a vote of three (3) in favor and two (2) abstained due to conflict of interest.

**COMMONWEALTH ENGR...WW PROJECT.....** Clerk Sipkema provided an update on the working group meeting, noting that electrical, process plans and specs have been completed. Gabrielle Taber expected to receive certified structural plans soon. The certified plans are scheduled to be submitted to USDA this Friday, December 19<sup>th</sup>. Once completed, we are just waiting on USDA's approval letter to proceed with soliciting bids.

## NEW BUSINESS:

**AIM DENTAL/VISION INSURANCE OPTION**.... Clerk Sipkema presented information on dental and vision insurance options through AIM. She explained that by switching providers, the town would save money on dental coverage while potentially improving vision benefits. For dental, staying with the same coverage would save \$814.32 annually, or \$276.84 if upgrading to a \$1,500 maximum instead of \$1,000. For vision coverage, Sipkema noted that the current plan only allows for contacts and lenses every 24 months. If they switched to AIM's 12-month plan for contacts and lenses (while keeping frames at 24 months), it would cost an additional \$343.68 annually for all employees. Council members agreed that improving the vision plan was worthwhile for employee retention and satisfaction, particularly since the town would still save money overall due to the medical insurance changes.

Chris Franklin made a motion to approve Option 1 for Dental and Vision Insurance. Ken Hickman seconded. Motion passed unanimously.

**EMPLOYEE HANDBOOK REVISIONS**..... The council discussed revising the employee handbook to adjust vacation, sick, and birthday benefits for the police department to align with their 12-hour shift schedule. Clerk Sipkema explained that the change would ensure officers working 12-hour shifts would receive 12 hours of benefit time rather than 8 hours. Member Myers, questioned the scheduling flexibility of police officers compared to other town employees. Town Marshal Roger Young explained that officers work on a regular rotation of 12-hour shifts, providing coverage 12 hours per day, 7 days per week. He clarified that this is the maximum coverage possible without hiring additional full-time officers.

The council agreed to move forward with the handbook revision to align vacation and sick time with the 12-hour shifts worked by police officers.

Marshal Young shared with the council that it was recently discovered that Officer Miller had not been receiving a cell phone stipend despite it being mentioned in the handbook. After discussion, they decided to provide Officer Miller with a town cell phone instead, for both practical and liability reasons. The question was asked if Officer Hickman would also need a town provided cell phone. Marshal Young stated that the school has software for the resource officers to use in lieu of their cell phone.

Toni Onken made a motion to provide a cell phone for Officer Miller. Jamie Myers seconded. Motion passed unanimously.

## STAFF REPORTS:

1. **ROGER YOUNG, STREET COMMISSIONER**..... 1) The clarifier, which had been down for a couple of months, is now up and running after necessary parts were received and installed. 2) There is a boiler down at the civic center, the part needed is not readily available. Young is waiting on a response from Kyburz Heating & Cooling on its availability. 3) Young noted that the snow plow attachment was saved from the red truck, but it was found that the equipment was not compatible with the new truck. The attachment was sold for \$1,500 to the purchaser of the red truck and a new plow was ordered for the F-250. 4) Totes are scheduled for delivery on the 22nd, with placement on the 23rd and 24th; Waste Management totes will be collected on the 27th. The first day of pickup for On Point will be January 3rd, due to the holiday. 5) Additional snow route signs have been ordered. 6) Young shared with the council that the alleyway south of 407 N Market St belongs to Norman Young and Young and Sons. Young suggested considering acquiring this alleyway if Young & Sons ever decides to let it go to clear it out.
2. **CLERK-TREASURER ANNETTE SIPKEMA**.....nothing at this time.
3. **COUNCIL MEMBERS**..... Member Franklin asked about the drop-off box installation. Commissioner Young mentioned weather-related delays, but assured a temporary solution would be found.

Member Myers raised concerns over the building located on 4th St that was damaged during the fire earlier this year. This will need to be discussed further with Attorney Trent at our next meeting.

There being no other business to discuss,

Jamie Myers made a motion to adjourn the meeting. Chris Franklin seconded. Meeting adjourned @ 6:03 p.m.

The next regularly scheduled meeting will be held on January 7, 2026 @ 6:30 p.m.

COUNCIL PRESIDENT: Ken Johnson

COUNCIL VICE PRESIDENT: Randi Bahr

COUNCIL MEMBER: Toni Oker

COUNCIL MEMBER: Jessie

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ATTEST: Annette Sipkema

These minutes are a summary of actions taken at the Monon Town Council meeting. The full video archive of the meeting is available for viewing at <https://www.youtube.com/@townofmonon> for as long as this media is supported. Official signed minutes may be requested at the Clerk's Office or viewed at <https://townofmonon.com/2025-minutes>