

**Topics Tentatively Scheduled for Study Session Discussion
and
Topics Requested for Action at Future Business Meetings of the
Thirtieth Town Council of Highland**

This meeting will be convened as an in person meeting.

Topic: Town of Highland, IN - Town Council Study Session

Time: Immediately following the adjournment of the February 23, 2026 plenary meeting

This meeting contributes to Agenda building for the plenary meeting. Please, also be aware of the running enrolled list of matters that are likely for the plenary meeting, subject to review by the municipal executive. By practice and local ordinance, study sessions are distinguished from plenary (regular business) meetings of the Town Council "as they shall be conducted with less formality and with no votes or final actions of a dispositive nature unless provided otherwise by proper notice, pursuant to IC [5-14-1.5](#) et seq." (Confer HMC Section 2.05.130(3))

**Pursuant to Enrolled House Bill 1167, this meeting is convened as an in person meeting and live streamed to the Town of Highland Facebook. Facebook permits the public to observe and record the proceedings but allows no interaction between and among the Town Council and members of the public. The public is able to participate in person. If you are in the audience and unwilling to be recorded and live streamed, we ask you to depart the meeting now, otherwise your continued presence in the meeting is your consent to be recorded and live streamed.

x. Discussion: 2026 Appointments:

Executive Appointments

- *Statutory Boards and Commissions*
Home Rule Boards and Commissions

- *Legislative Appointments*
- *Regional Statutory Appointments*

Home Rule Commissions or Boards

The Town of Highland acknowledges its responsibility to comply with the American with Disabilities Act of 1990. In order to assist individuals with disabilities who require special services (i.e. sign interpretative services, alternative audio/visual devices, etc.) for participation in or access to Municipal sponsored public programs, services and or meetings, the Town of Highland requests that individuals make requests for these services forty-eight (48) hours ahead of the scheduled program, service and or meeting. To make arrangements, contact the ADA Coordinator for the Town of Highland at (219) 972-7595.

1. **Main Street Bureau Board:** (17) appointments to be made by the Town Council. *(Note: Current Appointees are: Diane Barr-Roumbus, James Roumbus, Sandy McKnight, Al Simmons, Sandy Ray, Ben Tomera, and Desiree Biro, term ending 1st Monday January 2027). Term is for two (2) years.*

Regional Statutory Commissions or Boards

- x. **Discussion: Proposed Ordinance No. 1845:** An Ordinance to Amend the Compensation, Benefits and Personnel Program of the Municipality, to be known as the Compensation and Benefits Ordinance commonly known as the Employee Handbook, particularly creating a Residency Stipend Provision in the Public Works Department (Agency) and the Parks and Recreation Department. *(this is a placeholder should the Council decide to take it up)*
- x. **Discussion: Proposed Ordinance No. 1842-A:** An Ordinance to Amend Ordinance No. 1842 to establish the Wage and Salary Rates of the Elected Officers, the Non-Elected Officers and the Employees of the Town of Highland, Indiana particularly creating a Residency Provision in the Parks and Recreation Department and the Public Works Department (Agency). *(this is a placeholder should the Council decide to take it up)*
- x. Discussion: Consent Agendas (used in Merrillville & Fishers): still requires a motion to adopt and seconded. Any Councilor can ask that any item on the Consent Agenda be removed from the Consent Agenda and placed on the regular agenda. A consent agenda groups routine, non-controversial items (like meeting minutes, standard reports, or routine appointments) into a single package, allowing them to be approved with one collective motion and vote. *(this is a placeholder should the Council decide to take it up)*
- x. Discussion: Purchase of Zero Emission (Electric) Vehicles
- x. Discussion: Resolution clarifying the Town's commitment to lawful cooperation with law enforcement agencies and responsible use of Town property
- x. Discussion: Temporarily increasing the authorized manpower of police department from 42 to 43, with the 2027 retirement of Commander Banasiak.

New officer -

Base pay - \$3,051.34	x 26 = \$79,334.84
Medicare - 1.45%	= \$ 1,150.36

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Employer Contribution_-	= \$20,815.05
Worker Comp (2.06/\$100)	= \$ 1,632.00
Town Resident	= \$24,000.00
Family Medical	= \$37,544.76
Family Dental	= \$ 1,571.04
Family Vision	= \$ 168.00
Family Life	= \$ 90.00
Total	= \$166,305.05

As a side note, there are currently 2 unfilled positions. If those positions remain unfilled, a \$332,610.09 savings could be realized.

Plenary Business Meeting of Monday March 9, 2026

- Minutes of the Meeting of Monday, February 23, 2026.
- Accounts Payable Voucher
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