

**WHITELAND TOWN COUNCIL
November 12, 2025**

Council members present

Richard Hill	
President	<u> X </u>
Debra Hendrickson	
Vice President	<u> X </u>
Tim Brown	
Member	<u> X </u>
Brad Goedeker	
Member	<u> X </u>
Joe Saylor	
Member	<u> X </u>

Other Town Officials

Jenny Roberts	
Clerk Treasurer	<u> X </u>
Carmen Young	
Town Manager	<u> X </u>
Stephen Watson	
Town Attorney	<u> X </u>
Makayla Rich	
Deputy Clerk	<u> X </u>

Call to Order

- R. Hill called the meeting to order at 7:00pm

Pledge

Roll Call – Quorum requirements reached.

Invocation – C. Young

Review and Approval of Agenda

Minutes 9-30-25

- B. Goedeker made a motion to approve the 9-30-25 minutes. J. Saylor seconded the motion.

PASSED 5-0

Minutes 10-14-25

- B. Goedeker made a motion to approve the 10-14-25 minutes. J. Saylor seconded the motion.

PASSED 3-0-2 (D. Hendrickson and R. Hill abstained)

Voucher Packet 11-12-25

- J. Saylor made a motion to approve the 11-12-25 Voucher Packet . T. Brown seconded the motion.

PASSED 5-0

Financial Report

- M. Rich discussed the financials.
 - R. Hill asked about a few negative funds shown in the report. C. Young explained that those were a part of the reconciliation of the bank accounts. R. Hill asked if we were still on track to balance the accounts. C. Young stated yes, Adam Stone and his team are still on track.

Old Business

- **Resolution 2025-12 – Approving Personal Property Tax Abatement (Sugar Foods, LLC)**
 - C. Young explained Project Yellow Jacket and the request from Sugar Foods of a personal property abatement.
 - Michael Harrison, COO of Sugar Foods, discussed his presentation to the Council. The application has been completed. They are looking at 20yr lease to start with a minimum of two 5 year renewals. They are looking to be active participants in the community. The proposed investment Sugar Foods is making is to invest over \$40 million in the facility – tenant improvements, plus production and distribution equipment. They are looking at 105 new jobs. They are asking for a 5yr property tax abatement on the \$25 million equipment they are looking to install. They are offering a \$10,000 a year donation to the fire department for the first 5 years and \$5,000 a year for the last 2 years of the abatement.

NO PART OF THIS DOCUMENT IS TO BE REPRODUCED OR TRANSMITTED IN ANY FORM OR BY ANY MEANS, ELECTRONIC OR MECHANICAL, INCLUDING PHOTOCOPYING, RECORDING, OR BY ANY INFORMATION STORAGE AND RETRIEVAL SYSTEM.

- R. Hill asked about the jobs being brought in. M. Harrison stated that it would be 105 new jobs in the first 5 years and as business continues to grow that number will grow.
- R. Hill asked if they would consider a donation to the police department as well. M. Harrison stated that what they could do is a one-time, \$10,000 donation to the police department upon moving into the facility.
- D. Hendrickson thanked them for thinking of Whiteland.
- R. Hill asked about the scoring criteria the Town uses. C. Young stated this project scored in the green and further explained the criteria used for scoring.
- R. Hill asked about any concerns with road infrastructure regarding this being a logistic hub. C. Young stated that the project agreement with Patch included improvements to the roadway and when those are complete it will handle the new traffic.
- J. Saylor asked S. Watson if there was any update on capturing the personal property taxes. S. Watson stated that under state law – it is a multi-step process. His conclusion was that it wouldn't be feasible or practical in this situation.
- J. Saylor stated he felt the project would be a benefit to the Town. B. Goedecker agreed and stated he appreciated that they came back to the table.
- B. Goedecker encouraged M. Harrison of Sugar Foods to be sure to complete the annual disclosures, as required, or the abatement can be taken away. M. Harrison agreed to do so.
- J. Saylor made a motion to approve Resolution 2025-12 with the addition of the \$10,000 commitment to the Police Department by January 31st.
- S. Watson added the request to the Resolution and read it to the Council. B. Goedecker seconded the motion

PASSED 5-0

- **Revised PSA with Crossroad Engineers to include a mandated ADA Transition Plan**

- C. Young explained the project service agreement that was approved at last month's meeting with a not to exceed amount of \$141,500. There was concern regarding the \$70,000 construction administration costs. As she was going through the asset management plan, it was determined that the Town does not have an adequate ADA transition plan. C. Young asked for help from Crossroads to develop this plan. Crossroads said they could add in the ADA transition plan, using part of the construction admin costs, and still keep the price not to exceed the \$141,500.
- Trent Newport, Crossroads Engineers, further explained the addition of the ADA transition plan.
- T. Brown made a motion to allow Carmen to sign the revised PSA. D. Hendrickson seconded the motion.

PASSED 5-0

- **Stone Municipal Group Supplemental Agreement Update**

- C. Young explained that the supplemental agreement and desire to bring to the Council monthly. She feels we need Stone Municipal for at least another month.

- **HR Duties**

- R. Hill explained his recommendation to transfer HR admin duties under Carmen Young. This could be long term or short term. He opened it up to the Council to discuss.
- J. Saylor mentioned that we've talked about this a couple of times and he'd be fine with transferring the general administrative HR duties. His concern is that there needs to be an alternate route for bringing a concern or complaint about the Town Manager.
- D. Hendrickson asked if this is something Invigorate would take over. C. Young stated they would for a fee. C. Young further discussed that in the employee handbook, if you have a concern, you are to go to your supervisor, then the Town Manager. Beyond that, potentially they could go to the Town Council or ask Invigorate to handle those situations.
- R. Hill agreed there needs to be an outlet for situations that may involve the Town Manager. He feels they could come to the acting Town Council President then he/she could discuss next steps. T. Brown agreed that there needs to be another person employees can go to.
- J. Saylor stated that for the Council to review an employee complaint it would need to be in an executive

Page left blank intentionally

session. D. Hendrickson stated she felt it shouldn't be the Town Council president. J. Saylor stated that the Clerk is independently elected and he was fine with the complaint going there then he/she disseminates to each council member.

- S. Watson stated that the change could be made by making a motion transferring the HR duties to the Town Manager and then providing an amendment to the employee handbook.
- R. Hill stated that the Council is at a consensus on transferring HR duties and asked S. Watson to review and bring to next month's meeting.

New Business

- **Resolution 2025-11 – Approving Interlocal Co-Op Agreement with the City of Greenwood for South Emerson Road Improvements**

- C. Young explained the resolution regarding road improvements on S. Emerson Ave. Greenwood's city council has already agreed.
- B. Goedeker made a motion to approve Resolution 2025-11. T. Brown seconded the motion.

PASSED 4-0-1 (J. Saylor abstained)

- **2026 Sewer & Water Utility Budget Introduction Only**

- C. Young introduced the Sewer & Water Utility budgets. She mentioned the Town may need to look at the utility rates for water. Adam Stone will be reviewing the rate increases in 2026 and 2027 to ensure its still where it needs to be. C. Young also discussed a VAC truck that is in the budget. T. Brown voiced concerns regarding water and storm using the sewer vac truck.

- **ORD 2025-13-2026 Salary Ordinance Introduction Only**

- C. Young introduced the Salary Ordinance. The proposed raise for everyone is \$2500. She discussed the memo regarding a higher pay increase for the MS4 Coordinator and the Town Manager and Town Council President. She also discussed when the 1st payroll for the new salary ordinance will take effect. Council is fine leaving it the way it is.
- R. Hill asked about any expectations the Town has on the minimum/maximum hours per month the fire fighters work. C. Young stated there is a stipend. R. Hill stated he wants to be fair and balanced and maybe he needs to get more information.

- **Request for disposal of public works vehicles**

- C. Young discussed the memo given to the Council regarding the vehicles to dispose of.
- J. Saylor made a motion to dispose of the 3 public works vehicles. B. Goedeker seconded the motion.

PASSED 5-0

- **Request for approval to purchase public works vehicles**

- C. Young discussed handout requesting the approval of purchasing public works vehicles.
- R. Hill stated that considering the cost, it might be reasonable to consider all 1500s so that they all can plow. T. Brown agreed. D. Hendrickson asked about using some of the depreciation money.
- Jesse Jones, Sewer Superintendent, discussed the 3 pricing options he received.
- J. Saylor made a motion to approve the purchase of the 4 vehicles and to spend an additional \$16,800 from the sewer fund. T. Brown seconded the motion.

PASSED 5-0

- **Request for approval to submit grant funding application for Indiana Dept. of Health Bicycle and Pedestrian Improvement Planning Grant.**

- C. Young explained the request to submit the grant application for a Bicycle and Pedestrian Improvement Plan.

- J. Saylor made a motion to approve the submittal of the Bicycle and Pedestrian Planning Grant. D. Hendrickson seconded the motion.

PASSED 5-0

- **2026 Holiday Calendar Approval**

- C. Young discussed the 2026 Holiday calendar.
- J. Saylor made a motion to approve the 2026 calendar.

PASSED by Consensus

- **2026 Meeting Calendar Discussion**

- C. Young discussed the 2026 meeting calendar and proposed a new start time of 6pm for all meetings.
- All agreed 6pm would work. C. Young will come back with a formal calendar next month.

- **Conflict of Interest Disclosures Forms**

- S. Watson discussed the conflict of interest disclosures for Troy McLean and Todd Stogsdill.
- J. Saylor made a motion to approve the disclosures. D. Hendrickson seconded the motion.

PASSED 5-0

Town Manager Report

- C. Young discussed the shed bid opening on 11/20/25. She also requested the demo of the bathroom barns as they are encased in concrete and not in good shape. All agreed.

Department Head Reports

- Chief Derek Cox let the Council know of Brian Smith's promotion to Sergeant and introduced Isaac Brown – new police officer hired.
- Jesse Jones, Sewer Superintendent, discussed the report given to the Council in their packet.
- Steven Richards, Water Superintendent, stated hydrant flushing has been completed. The Town has 10 hydrants that are completely unusable and 30 that need work. He has reached out to the Fire Dept and hydrant manufacturers.

Counsel Comment

Council Comment

- B. Goedeker wanted to recognize Officer McKinney on handling a situation at his place of business. He was so gracious and helpful. It was a great representation of our Town and the Police Department.
- T. Brown appreciates the new building in Chadlo and thought the Fall Fest was fantastic.
- B. Goedeker asked about the parking lot. C. Young stated that it was recently closed so that they could re-stripe the parking lot. Then in the spring the paving company will be back to completely redo the parking lot.

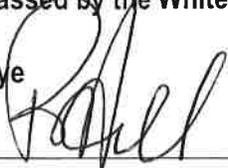
Public Comment

R. Hill made a motion to adjourn the meeting at 9:26pm

Page left blank intentionally

Passed by the Whiteland Town Council on this day 16 of December, 2025.

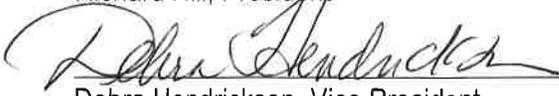
Aye



Richard Hill, President

Nay

Richard Hill, President



Debra Hendrickson, Vice President

Debra Hendrickson, Vice President



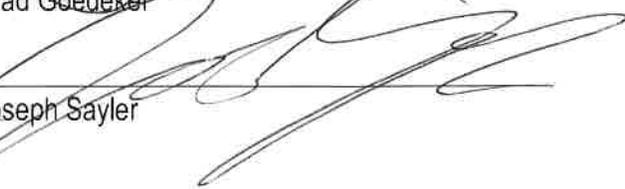
Tim Brown

Tim Brown



Brad Goedecker

Brad Goedecker



Joseph Sayler

Joseph Sayler

Attest:



Makayla Rich, Deputy Clerk