

Be it Remembered that the Common Council of the City of Plymouth, Indiana, met in regular session on July 25, 2022. The meeting was held in the Council Chambers, on the second floor of the City Building, 124 N. Michigan St., Plymouth, Indiana and was called to order at 6:30 p.m.

Mayor Senter led the Pledge of Allegiance and Councilmen Ecker offered prayer.

Mayor Senter presided for Council members Shloh Carothers Milner, Duane Culp, Greg Compton, Don Ecker Jr, Robert Listenberger, Randy Longanecker, and Jeff Houin. City Attorney Surrisi and Clerk-Treasurer Gorski were present. The public was able to see and hear the meeting through Microsoft Teams.

Council Members Ecker and Longanecker moved and seconded to approve the minutes of the regular session of the Common Council on July 11, 2022 as presented. The motion carried.

City Attorney Surrisi presents Ordinance No. 2022-2198, An Ordinance Redistricting the City of Plymouth and states that he would like to leave this here for another month before final approval in the future. He explains that this will allow more time for comments from the public about the maps.

ORDINANCE NO. 2022-2198

Statement of Intent and Purpose

The 2020 Census determined the population of the City of Plymouth to be 10,214. This is an increase of 181 people since the 2010 Census. In 2012, the City adopted Ordinance No. 2012-2031, which divided the City into 4 districts for city election purposes. The 4 districts were divided based on the 2010 Census tracts and blocks, with respect to that year's population data. With the most recent Census, there are changes in population require a review of the councilmanic districts.

State law and state and federal constitutional provisions require the districts to be as equal in population as practical. To divide the City into four, exactly equal council districts, each district would have 2553.5 persons. Of course, that exact result is impossible.

IC 36-4-6-4 requires the districts the Council draws to be: 1) composed of contiguous territory; 2) reasonably compact; 3) not cross precinct boundaries unless an exception is met; and 4) contain, as nearly as possible, equal population.

This ordinance brings forth a minor change in 2 of the 4 councilmanic districts to maintain a legally acceptable level of variation between the smallest and largest districts in the City. These new districts do, however, cross existing precinct lines. IC 36-4-6-4(d) allows for the crossing of precinct lines "if the districts would not otherwise contain, as nearly as possible, equal population." To distribute the population as equal as possible, it was necessary to cross precinct lines, which is permitted by the statute, but the Clerk-Treasurer is required to send a written notice to the Marshall Circuit Court Clerk pursuant to IC 36-4-6-4(f), which was done in excess of ten (10) days before the final adoption of this ordinance.

Exhibit A attached to this ordinance shows the proposed block group change, where Block 1039 (currently belonging in District 2) is moved to District 1; within Exhibit A is also a map of the entire City with the new district lines. Exhibit B is the list of 2020 Census tracts and blocks within the First District with a total population of 2629; Exhibit C is a list of 2020 Census tracts and blocks within the Second District with a total population of 2533; Exhibit D is a list of 2020 Census tracts and blocks within the Third District with a total population of

2531; Exhibit E is a list of 2020 Census tracts and blocks within the Fourth District with a total population of 2521. This presents a variation of 4.2%.

The intent and purpose of this ordinance is to establish and implement for the next municipal elections, both primary and general, and all subsequent elections, the revised councilmanic districts from which one qualified resident shall be elected to serve on the Common Council for the City of Plymouth, while meeting the sufficient level of variation.

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

Section 1. Section 31.02 of Chapter 31 of the Code of Ordinances for the City of Plymouth is hereby repealed, and in its place the following shall be inserted and held controlling:

§ 31.02 COUNCILMANIC DISTRICTS

(A) Effective the municipal elections to be held in 2023, and all subsequent

elections, the City is hereby divided for city election purposes into four

(4) districts, each district to contain the following 2020 Census tracts and blocks:

(1) *First District.* The first councilmanic district shall contain the census tracts and blocks as listed in Exhibit B attached to Ordinance No. 2022-2198.

(2) *Second District.* The second councilmanic district shall contain the census tracts and blocks as listed in Exhibit C attached to Ordinance No. 2022-2198.

(3) *Third District.* The third councilmanic district shall contain the census tracts and blocks as listed in Exhibit D attached to Ordinance No. 2022-2198.

(4) *Fourth District.* The fourth councilmanic district shall contain the census tracts and blocks as listed in Exhibit E attached to Ordinance No. 2022-2198.

(B) The boundaries for the four (4) districts described by census tracts and blocks in Section (A) are described in ordinary terms as follows:

* (1) *First District.* The first councilmanic district shall commence at the extreme northwest corner of the corporate boundaries of the City; thence south along the corporate boundaries of the City; thence southeast along the corporate boundaries of the City; thence north along the corporate boundaries of the City; thence east along the corporate boundaries of the City to the intersection of Pioneer Drive and Jim Neu Drive; thence south along the corporate boundaries of the City, a distance of 1,300 feet, more or less; thence east along the corporate boundaries of the City.

* (2) *Second District.* The second councilmanic district shall commence at the intersection of Center Street and Harrison Street;

* (3) *Third District.* The third councilmanic district shall commence at the intersection of Lake Avenue and Plum Street;

* (4) *Fourth District.* The fourth councilmanic district shall commence at the intersection of

EXHIBIT A

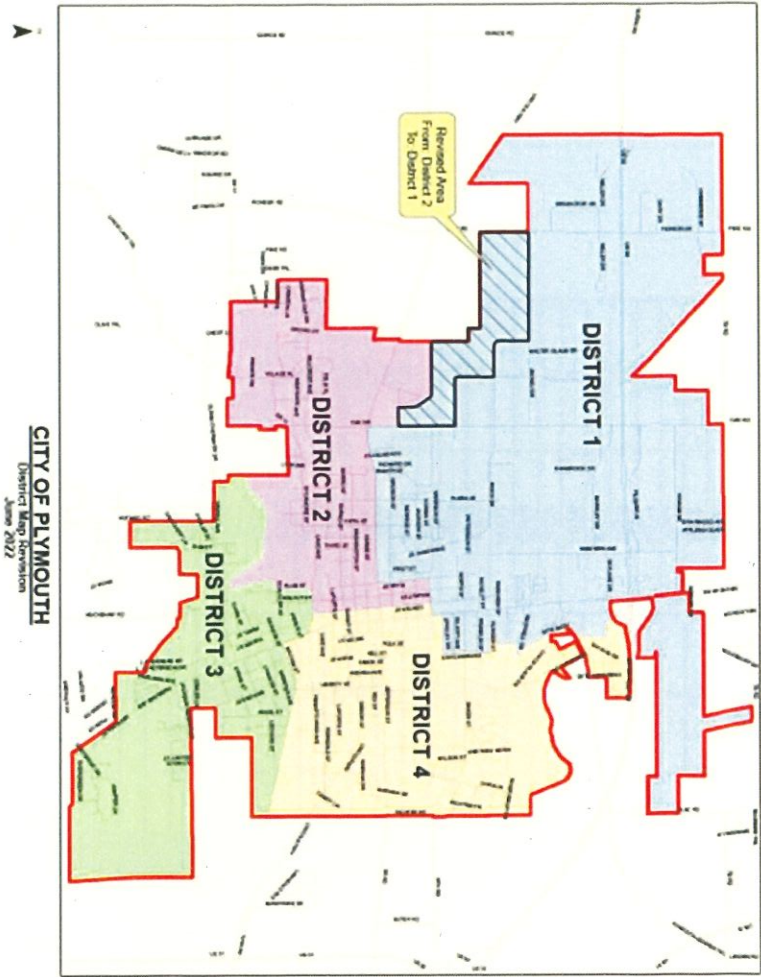


EXHIBIT B

Census Block #	District 1 Population	1032	9	2004	0
1002	50	1032	0	2005	0
1003	19	1033	45	2006	19
1006	8	1033	0	3000	0
1007	17	1034	11	3001	18
1008	95	1034	0	3002	22
1009	12	1035	9	3003	21
1009	21	1035	0	3004	39
1010	0	1036	19	3005	49
1012	0	1036	0	3006	25
1013	14	1037	0	3007	24
1014	0	1037	6	3008	33
1015	0	1038	0	3009	34
1016	0	1038	0	3010	46
1017	72	1039	44	3011	20
1018	0	1039	198	3012	5
1018	0	1040	31	Total	2629
1018	12	1041	68		
1019	10	1042	20		
1019	5	1043	27		
1020	99	1043	33		
1021	43	1044	36		
1022	0	1055	169		
1023	22	1056	47		
1024	0	1057	14		
1025	0	1058	0		
1026	257	1059	36		
1027	30	1060	64		
1027	46	1061	79		
1028	0	1062	80		
1028	24	1063	69		
1029	33	1064	0		
1030	31	1066	19		
1030	34	1087	0		
1031	68	1088	0		
1031	59	1089	0		
		1090	0		
		1093	0		
		2003	60		

EXHIBIT C

Census Block #	District 2 Population		
1047	65	3018	44
1048	27	3019	32
1049	3	3020	34
1053	144	3021	26
1054	31	3022	41
1065	3	3023	9
1067	6	3024	37
2001	28	3025	13
2002	36	3026	0
2007	28	3027	21
2008	23	4000	4
2009	35	4001	3
2012	3	4002	58
2013	0	4003	19
2015	29	4004	32
2016	24	4005	30
2017	29	4006	97
2018	74	4007	51
2019	8	4008	31
2020	0	4009	57
2021	15	4010	30
2022	25	4011	44
2023	43	4012	22
2024	20	4013	27
2025	8	4014	9
2026	45	4015	19
2027	13	4016	30
2028	9	4017	62
3003	0	4018	86
3007	54	4019	24
3013	4	4020	87
3014	65	4021	19
3015	44	4022	38
3016	51	4023	139
3017	31	4024	0
		4025	0
		4026	0
		4027	65
		4028	9
		4033	63
		4034	0
		4035	17
		4037	2
		4038	39
		4039	18
		4040	22
		4042	0
		4043	0
		Total	2533

EXHIBIT D

Census Block #	District 3 Population		
1000	10	3008	22
1001	36	3009	42
1002	0	3010	59
1003	11	3011	78
1004	106	3012	115
1005	52	3013	10
1006	26	3014	25
1007	0	3015	19
2001	120	3016	76
2002	54	3017	39
2003	25	3018	28
2004	25	3019	17
2007	29	3020	20
2008	63	3021	39
2009	74	3022	17
2010	84	3023	106
2011	29	Total	2531
2012	629		
2013	51		
2014	25		
2015	32		
2016	11		
2017	27		
2018	43		
2019	23		
2020	25		
2021	20		
2022	33		
2023	32		
3000	39		
3001	0		
3002	41		
3004	0		
3005	27		
3006	17		

EXHIBIT E

Census Block #	District 4 Population	2019	21	
1015	0	2020	48	
1020	0	2021	20	
1022	0	2022	40	
1024	0	2023	45	
1025	0	2024	65	
1026	41	2025	9	
1029	44	2026	10	
1040	64	2027	19	
1041	55	2028	30	
1042	24	2029	35	
2000	27	2030	37	
2001	42	2031	28	
2002	13	2032	25	
2003	18	2033	20	
2004	0	2034	64	
2005	20	2037	0	
2006	54	2038	0	
2007	39	2039	13	
2008	26	2040	16	
2009	33	2041	0	
2010	20	2042	38	
2011	6	2043	51	
2012	28	2044	0	
2013	16	3002	0	
2014	16	3004	339	
2015	4	3005	20	
2016	0	3006	13	
2017	174	3007	0	
2018	33	3008	19	
		3009	40	
		3010	0	
		3011	0	
		3012	0	
		3013	82	
		3014	13	
		3015	27	
		3016	0	
		3017	11	
		3018	43	
		3019	66	
		3020	33	
		3021	23	
		3022	68	
		3023	14	
		3024	49	
		3025	6	
		3026	112	
		3030	33	
		3031	0	
		3032	0	
		Total	2521	

Section 2. This ordinance shall take effect after passage, due attestation, and publication if required by law.

PASSED AND ADOPTED this _____ day of _____, 2022.

Mark Senter, Presiding Officer

ATTEST:

Lynn M. Gorski, Clerk-Treasurer

Presented by me to the Mayor of the City of Plymouth, Indiana on the _____ day of _____, 2022, at _____ o'clock ____ m.

Lynn M. Gorski, Clerk-Treasurer

Approved and signed by me this _____ day of _____, 2022.

Mark Senter, Mayor

City Attorney Surrisi presents Ordinance No. 2022-2199, An Ordinance Fixing Salaries of Appointed Officers and Employees, Fire and Police Personnel of the City of Plymouth, Indiana for the Year 2023 on first reading.

ORDINANCE NO. 2022-2199

AN ORDINANCE FIXING
SALARIES OF APPOINTED OFFICERS AND EMPLOYEES, FIRE AND POLICE
PERSONNEL OF THE CITY OF PLYMOUTH, INDIANA FOR THE YEAR 2023

BE IT ORDAINED by the Common Council of the City of Plymouth, Indiana that from and after the first day of January, 2023, the following appointed officers and employees of the City of Plymouth, Indiana, may receive up to the following salaries and wages. The first payroll for City Employees in January, 2023, will reflect the rate of pay as established by the Salary Ordinance. Employee benefits are addressed in the City of Plymouth Employee Handbook adopted by Ordinance No. 2013-2072, passed January 14, 2013, and as most recently amended by Ordinance No. 2022-2192, passed April 11, 2022.

OFFICE OF THE MAYOR

Promotion of the City Coordinator	\$	47,729.52	per yr
Member of the Board of Public Works & Safety who is not an elected official	\$	37.13	per
Regular, Executive, or Special Session Board of Works meeting attended			

OFFICE OF THE CLERK-TREASURER

Deputy Clerk-Treasurer	\$	23.15	per hr
Deputy Clerk-Treasurer / Probation (90-150 days)	\$	23.15 *	per hr
Payroll Coordinator	\$	22.34	per hr
Accounts Payable Coordinator	\$	20.09	per hr
Accounts Receivable Coordinator	\$	20.09	per hr
EMS Billing and Cash Balancing Coordinator	\$	20.09	per hr
Utility Billing Coordinator	\$	20.91	per hr
Clerk Part Time	\$	16.17	per hr
All Coordinators / Probation (90-150 days)	\$	20.09 *	per hr

POLICE DEPARTMENT

Chief of Police	\$	74,702.64	per yr
Assistant Chief of Police	\$	67,471.44	per yr

Position	Projected Hours		
Detective	2050 hrs	\$	31.34 per hr
Sergeant	2016 hrs	\$	31.34 per hr
Corporal	2016 hrs	\$	30.69 per hr
Patrol Officer	2016 hrs	\$	29.99 per hr
Patrol Officer / Probation (one year maximum)	2016 hrs	\$	29.99 * per hr

The School Resource Officer's rate of pay shall be determined by their position, above.

Longevity pay is additional compensation to be paid to a qualified police officer. A qualified police officer is one who has at least three (3) years of continuous service to the City.

Longevity pay is calculated to be two hundred twenty-two Dollars (\$222.00). The amount to be paid to a qualified police officer is \$22.00 multiplied by the number of years of continuous service. The maximum amount paid shall be \$4,200.00. Longevity shall be paid on the pay day following the anniversary date of employment for that individual.***

A Clothing Allowance of \$1,000.00 per year is paid to all police officers who have at least one full year of continuous service to the city. Clothing Allowance is payable in equal installments at the end of each quarter.**

Work Schedule - There is established a seven (7) day work week for members of the Plymouth Police Department. For the officers working patrol, the work schedule shall be established as five (5) days on duty, followed by two (2) days off duty, then four (4) days on duty, followed by two (2) days off duty, returning again to the five (5) days on duty, followed by two (2) days off duty, and then four (4) days on duty, followed by two (2) days off duty, with this cycle then repeating itself continuously. This work schedule yields a projected number of work hours of 2,016 per officer.

All non-exempt Police Officers will be paid one and one-half (1 1/2) times their regular rate of pay for all hours worked in excess of forty (40) hours (See IFLSA 513.210) in any scheduled work week. Only hours worked will count for overtime purposes. All overtime work must be approved by the initiating or signing of your time card/shift by your supervisor.

**Except for those instances noted in Ordinance No. 1479.

***Except for those instances noted in Ordinance No. 1450.

POLICE DEPARTMENT

Position	Projected Hours		
Police Aide	2050 hrs	\$	19.69 per hr
Police Aide / Probation (90-150 days)	2050 hrs	\$	19.69 * per hr

Projected Hours Not Calculated on the Following Part-time Positions

School Crossing Guard	up to \$	36.96	per day
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POLICE DEPARTMENT INCENTIVE DAYS

Full-time hourly police personnel who work special details or who work a shift other than the 7:00 a.m. - 3:00 p.m. shift shall be entitled to extra paid days off duty referred to as "incentive days" as follows:

- A. Full-time hourly police personnel assigned to the 11:00 p.m. - 7:00 a.m. shift shall receive one (1) incentive day per calendar month.
- B. Full-time hourly police personnel assigned to the 3:00 p.m. - 11:00 p.m. or the 7:00 p.m. - 3:00 a.m. shift shall receive one (1) incentive day per calendar month.
- C. Full-time hourly police personnel assigned to the 11:00 a.m. to 7:00 p.m. shift shall receive one (1) incentive day every six months.
- D. Full-time hourly police personnel shall begin being compensated for incentive days after working an eligible shift for 30 calendar days.
- E.

If a full-time hourly police personnel does not timely use his or her earned incentive days as required above, he or she shall be paid for said day (s) at his or her standard rate. In no event shall any officer be paid overtime (or more than standard rate) for unused incentive days. Said personnel are **required** to make a day off on their time card as an incentive day if they wish to be paid for the day without taking it off.

REGULAR SESSION, COMMON COUNCIL, July 25, 2022

FIRE DEPARTMENT

Fire Chief - EMS Director	\$	73,664.64	per yr
Assistant Chief - Firefighter	\$	64,700.64	per yr
Assistant Chief - Firefighter Paramedic	\$	64,700.64	per yr
Firefighter - Chief Mechanic	\$	62,025.60	per yr
Firefighter - Chief Paramedic	\$	62,025.60	per yr
Firefighter - Training Instructor	\$	62,025.60	per yr
Firefighter - Paramedic - Training Instructor	\$	62,025.60	per yr
Firefighter 1st Class	\$	59,557.20	per yr
Firefighter - Paramedic	\$	59,557.20	per yr
Firefighter - Inspector	\$	62,025.60	per yr
Firefighter - Paramedic (one year maximum)	\$	59,557.20	per yr
Firefighter - Paramedic - Probation (one year maximum)	\$	59,557.20	per yr
Firefighter - ENT - Probation (one year maximum)	\$	59,557.20	per yr

Longevity pay is additional compensation to be paid to a qualified firefighter. A qualified firefighter is one who has at least three (3) continuous years of service to the City.

Longevity pay is calculated to be Two Hundred Twenty-five Dollars (\$225.00). The amount to be paid to a qualified firefighter is \$225.00 multiplied by the number of years of continuous service. The maximum amount paid shall be \$4,000.00. Longevity shall be paid on the pay day following the anniversary date for that individual.***

Civilian Fire Department Employees:

Paramedic, Civilian - Training Instructor	\$	62,025.60	per yr
Paramedic, Civilian	\$	59,557.20	per yr
Paramedic, Civilian - Probation (one year maximum)	\$	59,557.20	per yr
Paramedic Part-time	\$	17.17	per hr
Advance EMT Part-time	\$	16.05	per hr
Basic EMT Part-time	\$	15.00	per hr
Administrative Assistant	\$	19.69	per hr.
Administrative Assistant / Probation (90-150 days)	\$	19.69	per hr.

Paramedic's salary shall be increased by \$1,000.16 annually; however the certified salary shall be the same as a First Class Firefighter.

A Clothing Allowance of \$750.00 per year is paid to all firefighters and paramedics who have at least one full year of continuous service to the city. Clothing Allowance is payable in equal installments at the end of each quarter.**

Work Schedule - The Fire Department works 24 hours on, 24 hours off, 24 hours on, 24 hours off, 24 hours on and 96 hours off in a 36 day period. If such 36 day period includes benefit days, extra hours worked up to 212 are to be paid at a regular hourly rate. Hours worked over the 212 hours are to be paid at time and one-half. Salaries for the fire department are based on 2928 hours per year.

**Except for those instances noted in Ordinance No. 1479.

***Except for those instances noted in Ordinance No. 1480.

CITY ENGINEER/STORM WATER DEPARTMENT

City Engineer/Storm Water Compliance Superintendent	\$	97,354.45	per yr
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DEPARTMENT OF BUILDING COMMISSION

Building Commissioner	\$	65,154.96	per yr
Part-time Building Commissioner	\$	16.55	per hr.
Administrative Assistant	\$	19.69	per hr.
Administrative Assistant / Probation (90-150 days)	\$	19.69	per hr.

DEPARTMENT OF LAW

City Attorney	\$	101,003.76	per yr.
Human Resources Manager	\$	43,808.96	per yr.

CEMETERY DEPARTMENT

Cemetery Superintendent	\$	62,763.65	per yr
Assistant Superintendent	\$	24.25	per hr
Laborers - Full Time	\$	20.55	per hr
Laborers / Probation (90-150 days)	\$	20.55	per hr
Laborers - Summer / Semi-skilled	\$	15.12	per hr

PARK & RECREATION DEPARTMENT

Park Superintendent	\$	67,073.04	per yr
Pool and Recreation Director	\$	45,994.05	per yr
Maintenance Supervisor	\$	24.25	per hr
Laborer - Maintenance - City Forester	\$	23.05	per hr
Laborers - Maintenance - Full Time	\$	20.55	per hr
Laborers/Maintenance / Probation (90-150 days)	\$	20.55	per hr
Office Manager	\$	19.69	per hr
Office Manager / Probation (90-150 days)	\$	19.69	per hr
Laborers - Part-time	\$	15.12	per hr
Laborers-Summer Semi-skilled	\$	15.12	per hr
Head Life Guards (Instructors WSD)	\$	14.04	per hr
Life Guards (Instructors WSD)	\$	12.81	per hr
Life Guards	\$	10.96	per hr

AVIATION DEPARTMENT

Airport Manager	\$	58,601.04	per yr
Assistant Manager	\$	22.15	per hr
Laborers	\$	20.55	per hr
Laborers / Probation (90-150 Days)	\$	20.55	per hr
Laborer - Part-time	\$	15.12	per hr

NOTOR VEHICLE HIGHWAY/AVIATION DEPARTMENT/CITY GARAGE & WAREHOUSE

Street & Sanitation Superintendent	\$	67,073.04	per yr
Supervisor	\$	24.25	per hr
Mechanics	\$	23.05	per hr
Mechanics / Probation (90-150 days)	\$	23.05	per hr
Truck Drivers - Laborers - Full Time	\$	20.55	per hr
Truck Drivers - Laborers / Probation (90-150 days)	\$	20.55	per hr
Administrative Assistant	\$	19.69	per hr
Administrative Assistant / Probation (90-150 days)	\$	19.69	per hr.

UTILITY DEPARTMENT

Superintendent	\$	99,361.44	per yr
Engineering Technician	\$	27.12	per hr

WASTE WATER DEPARTMENT

Assistant Superintendent, (Treatment Plant/Collection System)	\$	27.46	per hr
Maintenance Supervisor	\$	26.34	per hr
Maintenance/Repair Technician - A	\$	24.10	per hr
Maintenance/Repair Technician - B	\$	23.05	per hr
Maintenance/Repair Technician - C	\$	22.03	per hr
Maintenance/Repair Technician / Probation (90-150 Days)	\$	24.10 *	per hr
Collection System Supervisor	\$	26.34	per hr
Laborers Treatment/Collection System - A	\$	22.61	per hr
Laborers Treatment/Collection System - B	\$	21.92	per hr
Laborers Treatment/Collection System - C	\$	21.23	per hr
Laborers Treatment/Collection System Probation (90-150 Days)	\$	22.61 *	per hr
Laborers/Sanitized - Part Time	\$	15.12	per hr
Laboratory Technician Supervisor	\$	26.34	per hr
Laboratory Technician	\$	16.00	per hr
Laboratory Technician Probation (90-150 Days)	\$	16.00 *	per hr
Laboratory Technician Part-time	\$	17.12	per hr
Janitor	\$	15.00	per hr
Administrative Assistant/Operator	\$	21.92	per hr
Administrative Assistant	\$	19.69	per hr
Administrative Assistant Probation (90-150 Days)	\$	19.69 *	per hr
Administrative Assistant Part-time	\$	15.69	per hr
Safety Officer	\$	0.43	per hr

The above listed pay for all full time hourly employees shall increase upon each certification of said employees as follows:

Class I Plant Operator	\$	0.70	per hr
Class II Plant Operator	\$	1.00	per hr
Class III Plant Operator	\$	1.70	per hr
Class IV Plant Operator	\$	2.00	per hr
Cross-Connection Device Inspector and Test	\$	1.00	per hr

WATER WORKS DEPARTMENT

Assistant Superintendent	\$	27.46	per hr
Distribution System Supervisor	\$	26.34	per hr
Maintenance Supervisor	\$	26.34	per hr
Maintenance/Repair Technician - A	\$	24.10	per hr
Maintenance/Repair Technician - B	\$	23.05	per hr
Maintenance/Repair Technician - C	\$	22.03	per hr
Maintenance/Repair Technician / Probation (90-150 Days)	\$	24.10 *	per hr
Service Technician/Laborer - A	\$	22.61	per hr
Service Technician/Laborer - B	\$	21.92	per hr
Service Technician/Laborer - C	\$	21.23	per hr
Service Technician/Laborer / Probation (90 - 150 Days)	\$	22.61 *	per hr
Service Technician/Laborer - Semi-Skilled	\$	15.53	per hr
Administrative Assistant	\$	19.69	per hr
Administrative Assistant Probation (90-150 Days)	\$	19.69 *	per hr
Administrative Assistant Part-time	\$	15.69	per hr

The above listed pay for all full time hourly employees shall increase upon each certification of said employees as follows:

Class DSS (Distribution System Small)	\$	0.33	per hr
Class DSM (Distribution System Medium)	\$	0.67	per hr
Class DSL (Distribution System Large)	\$	1.00	per hr
Class WTI (Water Treatment 1)	\$	0.33	per hr
Class WTI2 (Water Treatment 2)	\$	0.67	per hr
Class WTI3 (Water Treatment 3)	\$	1.00	per hr
Cross-Connection Device Inspector and Tester	\$	1.00	per hr

COMMERCIAL DRIVER'S LICENSE HOLDERS

All departments that require Commercial Driver's Licenses for the function of their duties as described in their job description. Employees will upon submission of their Commercial Driver's License certificate be compensated as below:

Class A CDL	\$	2.00	per hr
Class B CDL	\$	1.70	per hr

LONGEVITY PAY FOR FULL-TIME EMPLOYEES (Except Police Officers and Firefighters)

Longevity pay is additional compensation to be paid to qualified full-time non-emergency personnel. Qualified employees are those who are eligible for other benefits paid to full time employees i.e., PERA and health insurance, and who have at least three (3) uninterrupted years of service to the City. Non-emergency personnel includes those employees not employed as Firefighters and Police Officers. Said uninterrupted years of service shall be full calendar year.

Longevity pay is calculated to be Fifty Dollars (\$50.00). The amount to be paid to the qualified full-time non-emergency employee is \$50.00 multiplied by the number of full, uninterrupted years of service to the City of Plymouth in a qualified position. The maximum amount paid shall be \$1,000.00. Longevity shall be paid on the last paycheck of the year for that year's service. Said qualified employee must be employed as a full time employee at the time of payment. Said longevity pay shall not be granted under any circumstances. If an employee is inactive at the time of said payment, he/she shall not be paid longevity. Inactive shall include earned vacation time, sick time or personal days (not to exceed two (2) personal days).

OVERTIME PAY FOR NON-EMERGENCY EMPLOYEES (Except Police Officers and Firefighters)

Non-emergency employees will be paid one and one-half (1-1/2) times their regular rate of pay for all hours worked in excess of forty (40) hours in any scheduled work week. Only hours worked will count for overtime purposes. All overtime work must be approved by the initiating or signing of your time card/heet by your superintendent.

* Probationary rate is determined by the department head and based on relevant experience.

PRINCIPLES OF PUBLIC ACCOUNTABILITY (Exempt salaried employees)

The City of Plymouth's pay system is based on a policy based on principles of public accountability (See §FLSA 541.716(f)) which recognizes the City's accountability to its citizens for the use of public funds. Because of this accountability and in the interest of efficient use of these funds, the city will not pay employees for hours that they do not work, unless they have accrued leave available to cover that time. Full-day (8 hour) or part-day (4 hour) increments will be used if accrued leave is not available.

DULY ORDAINED, PASSED AND ADOPTED by the Common Council of the City of Plymouth, Indiana, this _____ day of August, 2022.

Mark Senter, Presiding Officer

Attest:

Lynn M. Gertis
Clerk-Treasurer

PRESENTED by me to the Presiding Officer of the City of Plymouth, Indiana on the _____ day of August, 2022.

Lynn M. Gertis
Clerk-Treasurer

THIS ORDINANCE approved and signed by me on the _____ day of August, 2022.

Mark Senter, Mayor
City of Plymouth, Indiana

City Attorney Surrisi presented Ordinance No. 2022-2200, An Ordinance to Amend Ordinance No. 2021-2182, The 2022 Salary Ordinance on first reading.

ORDINANCE NO. 2022-2200
AN ORDINANCE TO AMEND
ORDINANCE NO. 2021-2182, THE 2022 SALARY ORDINANCE

Statement of Purpose and Intent

The purpose and intent of this ordinance is to effectuate the proposed amendments to Ordinance No. 2021-2182, An Ordinance Fixing Salaries of Appointed Officers and Employees, Fire and Police Personnel of the City of Plymouth, Indiana for the Year 2022, and to implement other policy changes regarding operation of the Fire Department.

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

Section 1. Within the provisions of Ordinance No. 2021-2182 addressing the FIRE DEPARTMENT, a new line creating the Firefighter, Civilian – Inspector position is now added as follows:

Firefighter, Civilian – Inspector _____ \$ 60,218.88 per yr

Section 2. Within the provisions of Ordinance No. 2021-2182 addressing the FIRE DEPARTMENT, a new line creating the Firefighter 1st Class, Civilian position is now added as follows:

Firefighter 1st Class, Civilian _____ \$ 58,142.88 per yr

Section 3. Within the provisions of Ordinance No. 2021-2182 addressing the FIRE DEPARTMENT, a new line creating the Firefighter 1st Class, Civilian – Probation position is now added as follows:

Firefighter 1st Class, Civilian – Probation (one year maximum) _ \$ 58,142.88 per yr

Section 4. The Firefighter, Civilian – Inspector, Firefighter 1st Class, Civilian, and Firefighter 1st Class, Civilian – Probation positions are eligible for longevity pay at the same rate afforded to qualified firefighters. The Firefighter 1st Class, Civilian, and Firefighter 1st Class, Civilian – Probation positions are eligible for compensatory time off.

PASSED AND ADOPTED this _____ day of _____, 2022.

Mark Senter, Presiding Officer

REGULAR SESSION, COMMON COUNCIL, July 25, 2022

ATTEST:

Lynn M. Gorski, Clerk-Treasurer

Presented by me to the Mayor of the City of Plymouth, Indiana on the ____ day
of ____, 2022, at ____ o'clock __m.

Lynn M. Gorski, Clerk-Treasurer

Approved and signed by me this ____ day of ____, 2022.

Mark Senter, Mayor

Surrisi adds that this amendment is in reference to the job descriptions previously just discussed at the Board of Public Works and Safety meeting.

Mayor Senter wished to thank Daniel Paladino for helping the City Attorney this Summer as Friday, the 29th is his last day.

Surrisi states that Paladino has done a great job and he is going to be a senior at the O'Neal School of Public Policy at IU. He states that he has done 120 hours drafting the Redistricting ordinance and several other projects. Those include projects such as a grant through MACOG, and working alongside the Poor Handmaids of Jesus Christ to get an electric vehicle charging station that is going to be installed in the parking lot over on Laporte and Center Street later this year. He explains that he also drafted an ordinance that will be introduced later this summer that sets parking regulations relative to that electric vehicle parking station.

City Attorney Surrisi presents Resolution No. 2022-1008, Resolution of the City of Plymouth Confirming the Adoption of a Declaratory Resolution Designating Certain Real Estate to be Within an "Economic Revitalization Area" for Purposes of Real and Personal Property Tax Abatement Pursuant to I.C. 6-1.1-12.1 et. seq. (Composite Technology Assemblies, LLC). He states that Greg Hildebrand is here to answer any questions the Council may have.

RESOLUTION NO. 2022-1008

RESOLUTION OF THE CITY OF PLYMOUTH
CONFIRMING THE ADOPTION OF A DECLARATORY RESOLUTION
DESIGNATING CERTAIN REAL ESTATE
WITHIN THE CITY OF PLYMOUTH TO BE WITHIN AN
"ECONOMIC REVITALIZATION AREA" FOR PURPOSES OF
REAL AND PERSONAL PROPERTY TAX ABATEMENT
PURSUANT TO I.C. 6-1.1-12.1 *et seq.*
(COMPOSITE TECHNOLOGY ASSEMBLIES, LLC)

WHEREAS, on July 11, 2022, the Common Council of the City of Plymouth, adopted Resolution No. 2022-1006, entitled a "Resolution of the City of Plymouth Declaring Certain Real Estate to be within an 'Economic Revitalization Area' Pursuant to I.C. § 6-1.1-12.1 *et seq.*;" and,

WHEREAS, the Declaratory Resolution found that a certain area in the City of Plymouth was an economic revitalization area within the meaning of I.C. § 6-1.1-12.1, (the Act) as amended, for the purpose of allowing deductions from the assessed value of real property improvements and the personal property acquisitions; and,

WHEREAS, pursuant to Sections 2.5(b) and 2.5(c)(2) of the Act, the Clerk-Treasurer has filed the Declaratory Resolution, and related documents with other appropriate taxing units and the Marshall County Assessor; and,

WHEREAS, pursuant to Section 2.5(c)(1) of the Act, notice of the adoption and substance of the Declaratory Resolution has been published in accordance with I.C. § 5-3-1; and,

WHEREAS, at a public hearing held by the Common Council on the 25th day of July, 2022 at 6:30 p.m., in the Council Chambers, City Hall, 124 N. Michigan St. (Garro St. Entrance, Second Floor), Plymouth, Indiana, the Council heard all persons interested in the proceedings and received any written remonstrance and objections, and considered the same, if any, and all other evidence presented; and,

WHEREAS, the Common Council now desires to take final action and make the necessary findings in accordance with Section 3 and Section 4.5 of the Act.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Plymouth, Indiana, as follows:

Section 1. After consideration of the evidence presented at the public hearing on the 25th day of July, 2022, the Common Council finds the qualifications for an economic revitalization area have been met, and waives any noncompliance for failing to designate the area as an economic revitalization area before the initiation of the eligible improvements.

Section 2. Accordingly, the Common Council hereby confirms the Declaratory Resolution designating the area described as an economic revitalization area for the purposes of tax abatement. This designation is for real and personal property tax abatement and is limited to two (2) calendar years from July 11, 2022, the date of the adoption of the Declaratory Resolution.

Section 3. Based upon the totality of benefits of this project, as evidenced in the currently submitted Statement of Benefits, and pursuant to Section 17 of the Act, the Common Council hereby

determines the property owner is qualified for and is granted personal property tax abatement for a period of seven (7) years, according to the following schedule:

YEAR OF DEDUCTION	PERCENTAGE
1 st	100%
2 nd	85%
3 rd	71%
4 th	57%
5 th	43%
6 th	29%
7 th	14%

Section 4. Based upon the totality of benefits of this project, as evidenced in the currently submitted Statement of Benefits, and pursuant to Section 17 of the Act, the Common Council hereby determines the property owner is qualified for and is granted real property tax abatement for a period of seven (7) years, according to the following schedule:

YEAR OF DEDUCTION	PERCENTAGE
1 st	100%
2 nd	85%
3 rd	71%
4 th	57%
5 th	43%
6 th	29%
7 th	14%

REGULAR SESSION, COMMON COUNCIL, July 25, 2022

Section 5. By the Common Council determining the public utility and benefit of the proposed real and personal property improvements in the revitalization area, this resolution constitutes final action pursuant to Section 2.5(c) of the Act. Further, this resolution shall be in full force and effect from and after its adoption by the Common Council, approval by the Mayor, and due attestation.

PASSED AND ADOPTED by the Common Council this 25th day of July, 2022.

ATTEST:


Lynn M. Gorski, Clerk-Treasurer


Mark Senter, Presiding Officer

Hildebrand states that Oasis has set up a new location where they are producing their number one selling shower tub enclosure and to meet the demand for building materials, they have installed a couple robots. He adds that they have actually in the process of installing a third robot to supplement a gel coating robot. He explains that they are asking for a \$2,000,000 personal property tax abatement and a \$2,000,000 real property tax abatement. He explains that this will result in 76 additional jobs on top of the 200 that they have already hired. He adds that the resolution does state that it is a 7-year phase in for both personal and real property.

Compton explains that he thought they were going to do two separate votes on personal property versus real property as he requested that last time.

Mayor Senter states that they can change it as they go but it is what it is right now. He asks if he is asking for an affidavit.

Compton responds by stating that he agrees with 7-year decline for real property but he does not agree with a 7-year decline for personal property.

Houin states that procedurally if Compton wanted to propose an amendment or something along those lines that he could but his motion is to adopt the Resolution as it is presented. He states that he can understand his concerns and if it was not a phased in abatement on the personal property that he would share them. He explains that because it is phased in and it is not a 100% abatement over the seven years that he is comfortable with the way that it is presented.

Compton states that the real property is phase in as well.

Houin states that they are both phased in and he understands are respects his position but his position is to accept it in the way that it is presented with both real and personal property phased in.

Compton explains that the only reason he brought it up was because he requested it at the last meeting that they have a separate vote from the real property versus the personal property.

Ecker states that he will follow up on Councilman Houin's statement in that one of the reasons he will support this is because of the job creation opportunity of 76 jobs. He explains that if it was to take out jobs then he would challenge that but this is going to be a job creation opportunity

for the City of Plymouth as well as Composite Technologies so in this situation he is comfortable with how it is presented.

Houin asks if there is an estimate on the cost of the abatements for the personal property. Hildebrand responds by stating that he does not off the top of his head. He states that typically because it is a phase in it is roughly half. He states that the split is between the entities.

Councilmen Houin and Milner moved and seconded to approve Resolution No. 2022-1008, Resolution of the City of Plymouth Confirming the Adoption of a Declaratory Resolution Designating Certain Real Estate to be Within an "Economic Revitalization Area" for Purposes of Real and Personal Property Tax Abatement Pursuant to I.C. 6-1.1-12.1 et. seq. (Composite Technology Assemblies, LLC) as presented. The motion passed by roll call.

Councilman in Favor: Culp, Ecker, Houin, Listenberger, Longanecker, Milner
Councilman Opposed: Compton

City Attorney Surrisi presented Resolution No. 2022-1009, Resolution of the City of Plymouth Confirming the Adoption of a Declaratory Resolution Designating Certain Real Estate to be Within an "Economic Revitalization Area" Pursuant to I.C. 6-1.1-12.1 et. seq. (Plymouth Molding Group). He states that Greg Hildebrand is here to answer any questions the Council may have.

RESOLUTION NO. 2022-1009

RESOLUTION OF THE CITY OF PLYMOUTH CONFIRMING THE ADOPTION OF A DECLARATORY RESOLUTION DESIGNATING CERTAIN REAL ESTATE WITHIN THE CITY OF PLYMOUTH TO BE WITHIN AN "ECONOMIC REVITALIZATION AREA" FOR PURPOSES OF PERSONAL PROPERTY TAX ABATEMENT PURSUANT TO I.C. 6-1.1-12.1 *et. seq.* (PLYMOUTH MOLDING GROUP)

WHEREAS, on July 11, 2022, the Common Council of the City of Plymouth, adopted Resolution No. 2022-1007, entitled a "Resolution of the City of Plymouth Declaring Certain Real Estate to be within an 'Economic Revitalization Area' Pursuant to I.C. § 6-1.1-12.1 *et seq.*;" and,

WHEREAS, the Declaratory Resolution found that a certain area in the City of Plymouth was an economic revitalization area within the meaning of I.C. § 6-1.1-12.1, (the Act) as amended, for the purpose of allowing deductions from the assessed value of the personal property acquisitions; and,

WHEREAS, pursuant to Sections 2.5(b) and 2.5(c)(2) of the Act, the Clerk-Treasurer has filed the Declaratory Resolution, and related documents with other appropriate taxing units and the Marshall County Assessor; and,

WHEREAS, pursuant to Section 2.5(c)(1) of the Act, notice of the adoption and substance of the Declaratory Resolution has been published in accordance with I.C. § 5-3-1; and,

WHEREAS, at a public hearing held by the Common Council on the 25th day of July, 2022 at 6:30 p.m., in the Council Chambers, City Hall, 124 N. Michigan St. (Garro St. Entrance, Second Floor), Plymouth, Indiana, the Council heard all persons interested in the proceedings and received any written remonstrance and objections, and considered the same, if any, and all other evidence presented; and,

WHEREAS, the Common Council now desires to take final action and make the necessary findings in accordance with Section 3 and Section 4.5 of the Act.

REGULAR SESSION, COMMON COUNCIL, July 25, 2022

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Plymouth, Indiana, as follows:

Section 1. After consideration of the evidence presented at the public hearing on the 25th day of July, 2022, the Common Council finds the qualifications for an economic revitalization area have been met.

Section 2. Accordingly, the Common Council hereby confirms the Declaratory Resolution designating the area described as an economic revitalization area for the purposes of

tax abatement. This designation is for personal property tax abatement and is limited to two (2) calendar years from July 11, 2022, the date of the adoption of the Declaratory Resolution.

Section 3. Based upon the totality of benefits of this project, as evidenced in the currently submitted Statement of Benefits, and pursuant to Section 17 of the Act, the Common Council hereby determines the property owner is qualified for and is granted personal property tax abatement for a period of seven (7) years, according to the following schedule:

YEAR OF DEDUCTION	PERCENTAGE
1 st	100%
2 nd	85%
3 rd	71%
4 th	57%
5 th	43%
6 th	29%
7 th	14%

Section 4. By the Common Council determining the public utility and benefit of the proposed personal property improvements in the revitalization area, this resolution constitutes final action pursuant to Section 2.5(c) of the Act. Further, this resolution shall be in full force and effect from and after its adoption by the Common Council, approval by the Mayor, and due attestation.

PASSED AND ADOPTED by the Common Council this 25th day of July, 2022.

ATTEST:


Lynn M. Gorski, Clerk-Treasurer


Mark Senter, Presiding Officer

Hildebrand states that this personal property tax abatement is for six new injection molding machines for Plymouth Molding Group. He explains that they are currently housed on Jim Neu Drive near Ben Tire and they are full to the point where they are having to turn work away. He states that PIDCO had agreed to build them a new facility out by Pretzels and this is for the new machines that will be going in there. He states they will be relocating all of the current machines that they have and this will be for six additional lines. He states that because of the current workforce that is presently hired that are being relocated they are only going to be hiring eight additional operators for those six new machines. He states that this is a \$600,000 personal property tax abatement phased in over 7 years.

Councilmen Houin and Culp moved and seconded to approve Resolution No. 2022-1009, Resolution of the City of Plymouth Confirming the Adoption of a Declaratory Resolution Designating Certain Real Estate to be Within an "Economic Revitalization Area" Pursuant to I.C. 6-1.1-12.1 et. seq. (Plymouth Molding Group) as presented. The motion passed by roll call.

Councilman in Favor: Culp, Ecker, Houin, Listenberger, Longanecker, Milner

Councilman Opposed: Compton

City Attorney Surrisi explains that it has been discussed a couple meetings back where there would be a meeting with MACOG for the work on the Comprehensive Plan. He states that it would be for \$41,000 and the work would begin in the Fall with quarterly billing. He explains that they talked to them about having the first bill due after the first of the year so they can work it into their 2023 budget. He states that he is looking for approval and is willing to answer any questions that the Council may have.

Ecker states that as far as the team that gets to work through process, he would like to have state that they have two members from the Council represent rather than just one and that would be at the Mayor's discretion.

Houin states that in discussion with Councilman Ecker and the Mayor this morning that the scope of work identifies a Project Lead team as well as the full Steering Committee and he has expressed an interest in serving on the Lead team as he would be very interested in doing that.

Councilman Ecker and Houin moved and seconded to approve the agreement with the stipulation that there be two members from the Council to represent rather than just one. The motion passed by roll call vote.

Councilman in Favor: Compton, Culp, Ecker, Houin, Listenberger, Longanecker, Milner
Councilman Opposed: N/A

City Attorney Surrisi states that for Stellar Communities he would first like to ask Kevin Berger to share some progress on his project Riverside Commons.

Berger states that they have made quite a bit of progress over the last month with the Community Building being in place with it being 85% framed. He explains that the process is starting to go a little quicker now.

Ecker states that he is aware that they lost a little bit of time with weather and wonders if they are back on schedule. He asks how far behind Berger estimates they might be.

Berger responds by stating that right now he thinks he can play catch up and be at the same place they were at.

Mayor Senter asks if he uses his own employees out there.

Berger responds by stating that they mostly manage it but with subcontracting for the rest of the things.

Mayor Senter asks how many employees are working on Riverside Commons.

Berger responds by stating that over the last few days there has been about 25 employees there.

Surrisi states that for other projects, River Park Square Phase 2 is well underway as there is a lot of activity out there currently. He explains that they will be buttoning things up on the weekends to accommodate for Mayor's Month of Music starting soon. He states that the Crossroad's Organization that is working through Stellar Projects throughout the county had a meeting last week and they are actively at work with the process of the READI grant applications and there are a few projects that they have been pursuing. He explains that he will try to have a presentation with more details about that at the next meeting. He states that there are some housing initiatives including some town homes that will be on Water Street, an entrepreneurship center proposed for the old Pilot News Montgomery Ward building, and there is also a brewery at the old NIPSCO building. He explains that those are the three main ones but there is also the Harrison Street trail project that they have been discussing. He states that at the next meeting he will give a more detailed presentation about all of those and will be asking for a general letter of support for those applications. He states that for the bulk of the matching funds they are looking to the Redevelopment Commission to provide that support. He states that for the Entrepreneurship Center and the Harrison Street trail project that they are originally conceived of as part of the Stellar application back in 2019. He states that at that time the Council had passed a Resolution that pledged matching dollars towards those projects that have never been expended. He explains that at the next meeting he will talk through that with them.


Council Members Ecker and Milner moved and seconded to accept the following communications:

- Minutes of the Board of Public Works and Safety meeting of July 11, 2022
- July 25, 2022 Check Register
- July 12, 2022 Technical Review Committee Minutes
- June 2022 Clerk-Treasurer Financial Reports
- Memo from Clerk-Treasurer Re: 2023 Salary Ordinance

The motion carried.

There being no further business to come before the Council, Council Members Longanecker and Milner moved and seconded to adjourn, Mayor Senter declared the meeting adjourned at 6:51 p.m.

APPROVED


Lynn M. Gorski
Clerk-Treasurer


Mark Senter, Mayor