

## REGULAR SESSION, COMMON COUNCIL, August 22, 2022

Be it Remembered that the Common Council of the City of Plymouth, Indiana, met in regular session on August 22, 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 Greg Compton, Duane Culp, Don Ecker Jr, Jeff Houin, Robert Listenberger, Randy Longanecker, and Shiloh Carothers Milner. City Attorney Surrisi and Clerk-Treasurer Gorski were present. The public was able to see and hear the meeting through Microsoft Teams.

Council Members Compton and Ecker moved and seconded to approve the minutes of the regular session of the Common Council on August 8, 2022 as presented. The motion carried.

Longanecker wished to express his thanks to Mayor Senter and Laura Mann for the Mayor's Month of Music as there have been some really great concerts. He adds that there are only a few more left so don't miss out.

Mayor Senter states that it has become something that he had never dreamed it would become when they started it in 2015. He wished to express his thanks for all who are attending.

Culp adds that he would also like to thank the Mayor for allowing Hank from the Blueberry Festival to be there. He states that he thinks it is great publicity for the Blueberry Festival and great publicity for the city and it went extremely well.

Mayor Senter states that Ordinance No. 2022-2198, An Ordinance Redistricting the City of Plymouth is being carried until the first meeting in September.

City Attorney Surrisi presented Ordinance No. 2022-2201, An Ordinance to Amend the Code of Ordinances of the City of Plymouth Concerning Adoption of Personnel Policy by Reference on first reading.

Human Resource Manager Klingerman states that due to the situation going on at the Police Department and the Chief's dire need to hire an officer who is wanting to come to the City of Plymouth, they are looking into implanting a lateral transfer policy. She explains that this way new hires from other districts who have 5-15 years of experience can just lateral transfer over with the City of Plymouth, at the Department Head's discretion, to allow sick time, benefit time, etc. to roll over.

Klingerman states that further into the handbook they have added in the Hands-Free Law that passed July of 2020 in the State of Indiana. She states that this is so that all employees acknowledge that they cannot be on their cell phone while driving.

## REGULAR SESSION, COMMON COUNCIL, August 22, 2022

Ecker asks if this applies to all departments including Police and Fire.

Klingerman responds by asking if Ecker is referring to both the new policies.

Ecker responds by stating that he is talking about the Cell Phone Policy.

Klingerman responds by agreeing that the Cell Phone Policy applies to both of those departments unless there is an emergency to dial 911 or if they are on their radios. She states that as for cell phones they want them to be discreet about them.

Surrisi states that the State Law that was passed in 2020 that they have to abide by regardless so this is cleaning up the language. He states that even if they did not address this in the handbook that State Law would still be applicable to all employees so they want to make sure that they are in conformance with the State requirements.

Compton asks if the State Law addresses the Police and Fire Department.

Surrisi responds by stating that it doesn't but it does have exceptions for if you are calling 911 so a lot of the time the Police may be in contact with dispatch so that would be an exception allowed under state law. He states that the other one is if they are using a hands-free device like an earpiece or something to that extent.

Ecker asks if the police vehicles allow for the phones to be paired to the car.

Klingerman responds by stating that from her understanding that they do and that is another reason by Police Chief Bacon was asking for upgrades in his vehicles as he wanted the option for Bluetooth pairing. She states that she knows that a couple of Department Heads, once this law came into effect, they did purchase speakers to put into vehicles that did not have that capability.

Ecker asks if someone uses up all of their vacation time by June and departs in July then how do they handle that issue.

Houin responds by stating that he does not think that is the issue for this.

Ecker states that he understands that.

Klingerman states that if they do have an employee transfer to another department that they do not start over with their benefit time.

Listenberger asks if this applies to all departments.

Klingerman agrees.

Surrisi states that the situation with the police department right now is a great example. He states that it is the most on par of a lateral transfer going from one police department from another town to the city. He states that this is available to all departments as long as the Mayor, the Clerk-Treasurer, and the Department Head all agree in writing. He states that there can be someone who



worked for five years at a Clerk-Treasurer's Office or has 10 years of accounting experience but they hate to leave a job where they have all these benefits and would have to start over. He states that it may be best to decide that in order to recruit that person that they need to negotiate some terms so they have benefits higher than starting as a brand-new employee that did not have any skills.

Compton states that their term accrued would have to be with the City of Plymouth but it could have been historic. He states that in other words if they worked for another city, they wouldn't accrue their time with a different city.

Surrisi states that it would give the department head the option if they think that is a needed benefit to offer in order to recruit that person.

Compton asks if that means it is not just City of Plymouth accrued time.

Surrisi responds by agreeing that it is not just City of Plymouth accrued time.

Listenberger states that much like CDL's that it could be a potential.

Compton states that the idea right now is that it is difficult to hire people and they are trying to throw out more benefits to attract.

Klingerman agrees and states that especially since they are a new hire and at this point, they have no benefits to offer them.

Surrisi states that when he came to this job, he was at a private law firm where he could take as much vacation time as he had wanted as long as he was making money. He states that when he started here in February, he got zero vacation time for the entirety of that first year. He states that during that next year he was allotted one week of vacation time and that is a big knockdown to what you are accustomed to.

Compton asks if there is any verbiage in there that states they have to match our accrued time. He states that if Walkerton were to offer five weeks of vacation after five years and we only give two weeks that we shouldn't exceed what our current standard is.

Surrisi responds by stating that there are no set metrics to show what you got currently versus what you are going to get. He explains that it is all up for negotiation between the employee and the city. He states that in order for the city to enter into this that there has to be agreement among the Department Head, Mayor and Clerk-Treasurer. He states that he believes there is enough checks and balances internally that they can come to terms that makes sense for the city.

Gorski adds that she does not believe that it will exceed what is already written in our policy. Klingerman states that on page 18 of the Employee Handbook that they already have a policy so it is already expected to not exceed this.

## ORDINANCE NO. 2022-2201

AN ORDINANCE TO AMEND  
THE CODE OF ORDINANCES OF THE CITY OF PLYMOUTH  
CONCERNING  
ADOPTION OF PERSONNEL POLICY BY REFERENCE

Statement of Purpose and Intent

The purpose and intent of this ordinance is to effectuate the proposed additions and deletions to the City Code adopting the newly revised Personnel Policy, which incorporates revisions to the recruitment and electronic communications provisions.

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

Section 1. Title III, entitled Administration, Chapter 35 entitled Personnel Policies, in the Code of Ordinances of the City of Plymouth shall be amended by making the following additions and deletions to §35.01 ADOPTION OF PERSONNEL POLICY BY REFERENCE:

(A) The Personnel Policy, as attached to Ordinance No. ~~2021-2192~~ **2022-2201**, passed ~~April 11, 2022~~ **September 12, 2022**, is hereby adopted as the Personnel Policy Manual for the city.

(B) All department heads and city employees are hereby directed to implement the policies as contained in the Personnel Policy Manual. All employment relations are to be managed in accordance with the Personnel Policy Manual, with the exceptions as noted in said manual.

(C) All directives, executive orders, and ordinances heretofore in effect on any subject mentioned in any prior Personnel Policy Manual are hereby superseded by the Personnel Policy Manual, attached to Ord. No. ~~2021-2192~~ **2022-2201**, passed ~~April 11, 2022~~ **September 12, 2022**. Any ordinance, directive, or employee rule in conflict with the provisions of the Personnel Policy Manual are hereby repealed, revoked, rescinded and held for naught. Any additions, modification, or deletions to this Personnel Policy Manual shall be done by an ordinance to amend the Personnel Policy Manual and therefore shall require Common Council approval by majority vote.

Section 2. A copy of the Personnel Policy Manual entitled "City of Plymouth Employee Handbook," which is adopted by Section 1 above, is attached hereto. For ease of reference, the newly amended sections are highlighted throughout.

Section 3. This Ordinance shall take full force and effect upon 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

Clerk-Treasurer Gorski states that on August 18, 2022 we received our second half of the American Rescue Plan (ARPA) payment in the amount of \$1,131,095.96 which is a little more than what was received in August of 2021. She states that the total amount of ARPA money received was



## REGULAR SESSION, COMMON COUNCIL, August 22, 2022

\$2,257,926.69. She states that a plan needs to be made on how to spend the money. She adds that that it needs to be in writing and it can be adjusted at any time.

She states that the other thing she wanted to address was the budget. She explains that on the 24<sup>th</sup> of August she will be having a webinar with her DLGF Rep in regards to the budget. She requests a Special Session for the budget sometime after the 24<sup>th</sup>. She states that on the 29<sup>th</sup> of August at 6:00 pm would be a good time as long as that works for everyone else. She explains that this Special Session would also include the Department Heads.

City Attorney Surrisi states that a Stellar Quarterly Newsletter was sent out in the packet.

Laura Walls, President of MCEDC and Plymouth Appointee John DeSalle of the MCEDC Board of Directors were here to update the Board on their third quarter.

Walls states that the READI applications were submitted last Monday before midnight and she knows the City Attorney worked really hard on that. She states that she was with Secretary Chambers and IEDC last week and they are continuing to promote READI 2.0. She states that their plan is to go to the legislature in 2023 and to ask for READI 2.0 and to ask for State Funds instead of Federal dollars so there will be more flexibility in the use of the funds.

### Marshall County Economic Development

#### 3<sup>rd</sup> Quarter 2022 Update

- **First round of READI applications submitted**
  - **MCEDC contributed \$10,000 to Troyer Group's fee**
  - **50 applications requesting more than \$75M in READI submitted**
- **Divert is moved into new manufacturing center**
  - **55 new jobs, more than \$4M investment in 1<sup>st</sup> phase**
- **Increased interest in retail and restaurants in Plymouth**



**Construction Underway** at new PROCO building and Holiday Properties building, Plymouth  
Modeling Group and Renew by Anderson will be first tenants



### Labor Data

- June 2022 Unemployment Rate:

Marshall Co.:	2.6%
Indiana:	3.2%
US:	3.8%

### Labor Data

- 25,000 jobs open today in region in healthcare and manufacturing sectors
- Only 22 counties have lower unemployment rates than Marshall County

### Current Projects

- PIDCO Strategic Planning
- Strategic Site Initiative (SSI) with State and Utility Partners
- Workforce Development & Barriers
  - Career Innovation Center
  - ACMU Nursing Sim Lab
  - Child Care

### Upcoming

- 3<sup>rd</sup> Quarter County Development for the Future
  - Wednesday, Sept. 14, 11:30 AM
  - Bremen Community and Performing Arts Center

Walls explains that the MCEDC has been a long-time administrator for PIDCO. She states that they are working on expanding that relationship and strengthening it. She explains that the PIDCO Plymouth Molding Group Facility is a great example of that. She states that they are working on a plan with PIDCO for what they will be doing over the next ten years. She asks if they should continue to keep marketing the ground that they do have available, which is very limited. She asks if they try to acquire existing facilities and lease them out to manufacturing, as they have done with Pregis. She asks if they look for new ground, new green space to develop which would be similar to their original mission from the 1950's. She states that they have engaged the Troyer Group and they started strategic planning. She explains that they have a lot of plans on the books and it would be nice to get those out. She states that she wants to make sure that where PIDCO goes it fits

## REGULAR SESSION, COMMON COUNCIL, August 22, 2022

in with what the city envisions and needs. She adds that they have never done a strategic plan before so she is excited to start with that. She states that there will come a point in the process where they will be engaging the city and other shareholders to make sure they are on the right path.

She states that in her office, they struggle with not having a lot of inventory. She states that there is not a lot of green field space available in Marshall County. She adds that there are not a lot of existing buildings which is a good thing but also a struggle in that it limits what they have to offer. She explains that a lot of the greenfield spots are relatively small and they lack mega sites of 100 plus acres. She states that they are working with the Indiana Economic Development Corporation and their utility partners to do a 30,000-foot view of Marshall County and look for pockets where they can have some potential industrial sites. She states that her goal within the next six weeks, before the end of September, to get the city and other elected officials to look at the maps that have been identified by the consultant and figure out what sites will make sense in pursuing.

Houin asks what the timing is on the PIDCO strategic plan.

Walls responds by stating that tomorrow is their first session so they will come up with a timeline then. She states that initially they wanted this to be done by the end of the year but that may prove to be a challenge especially if they have good stakeholder engagement. She adds that they definitely want to get it done before the end of the first quarter with 2023.

DeSalle wished to state that there was a total of 57 applications submitted that met all the requirements which requested a total of \$147 million in READI Grant funds. He states that the total economic impact is \$1.1 billion for the county region so in the last 24 hours there have been a lot of activity on the application process.

Mayor Senter states that the Board of Zoning Appeals is losing Keith Wickens by the end of September as he is moving to Indianapolis. He states that he took it upon himself to go and talk to Brandon Richie and then he was notified that it was not his choice but it is the Council's choice. He states that Richie is a minister at Grace Community Christian Church and he is also the marketing director at Plymouth Public Library. He states that Richie wants to be more active in the community.

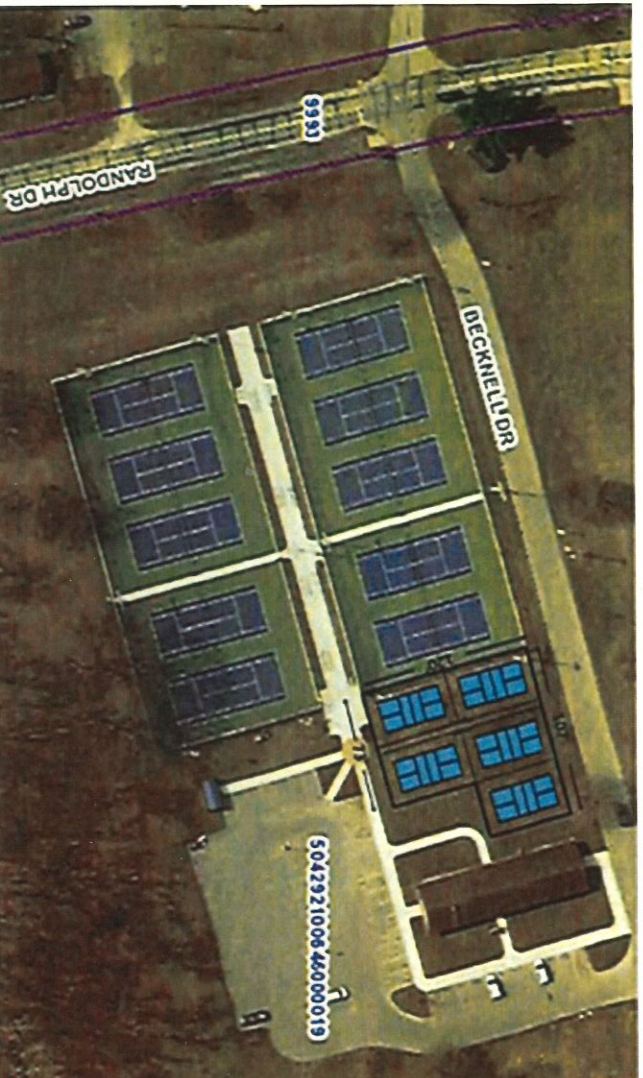
Ecker asks if through his conversation with him that it is his recommendation to appoint him. He asks if he was told about this role.

Mayor Senter responds by stating that it is his recommendation and that Richie is going to be looking into the BZA more as he is eager and ready.

Council Members Ecker and Listenberger moved and seconded to appoint Brandon Richie to the Board of Zoning Appeals. The motion carried.



David Miller was in attendance to discuss Pickleball Courts.



Miller states that he is a part of the Plymouth Picklers Group, an organization of local people who love to play Pickleball. He states that other members in their organizing group are Bob Powell, Jenny Hollabaugh and Amy Gerard. He states that they are starting this fundraising effort to build five dedicated pickleball courts in Centennial Park. He states that the Plymouth Parks Department Board had granted approval for the courts to be located there adjacent to the existing tennis courts. He adds that they would also be utilizing the existing parking lots that are there and the restrooms.

He states that Pickleball is the fastest growing sport in the United States. He states that it combines the aspect of tennis, ping pong, badminton, and racquetball. He explains that while a majority of the players are over 50 that it does encompass all ages and all skill groups. He states that it is a sport that benefits mental, physical, and social well-being. He states there are over 5 million people playing pickleball on over 38,000 pickleball courts in the United States and 90 more venues are being built every month. He states that a couple years ago, only around 20 people were playing locally and now more than 50 people regularly play pickleball. He adds that many of the local players also travel to nearby towns to play.

He states that a couple years ago they had Park Superintendent Hite paint pickleball boundaries on the tennis courts and they utilize the same nets. He states that they appreciate that and while it works most players prefer to play on dedicated courts if they can. He states that dedicated courts have already been constructed in Bremen, Knox, Rochester, Winamac and South Bend. He states that from an estimate from Park Superintendent Hite it would cost approximately \$200,000 to construct the courts. He states from their fundraising effort they are targeting \$60,000 from the Parks Department, \$40,000 from other local government sources, \$50,000 from individual and corporate



## REGULAR SESSION, COMMON COUNCIL, August 22, 2022

donors, and \$50,000 from various grants. He states that while they proceed, they eventually will have to come to the city as all grants have to come through an entity.

He states that they did have a fundraiser pitch at a dinner a couple weeks ago at the part with their existing players and they had commitments of \$13,000. He states that they also plan on an annual tournament as a fundraiser to offset on expenses and maintenance costs. He adds that Bremen does two tournaments a year and they raise thousands of dollars for their courts. He states that fundraising starts now and he will run through 2023 until the goal is met. He states that construction will start whenever they get the money.

Ecker asks Hite how he came to an estimate of \$200,000 for the courts. He asks if it is a realistic number or not.

Hite responds by stating that he went through Mike Reese and he did the figuring by looking at other pickleball courts that were built previously and recently. He states that two years from now it may be a little more but as of right now a good estimate is \$200,000.

Miller states that the estimate has \$200,000 for site work and if you look at the land now it looks like it was prepared for tennis courts in the future. He states that they are hoping to get supplies at cost to bring down expenses for materials.

Listenberger asks if the quote was for four or five courts.

Hite responds by stating that the quote was for four courts.

Council Members Ecker and Compton moved and seconded to accept the following

communications:

- Minutes of the Board of Public Works and Safety meeting of August 8, 2022
- August 22, 2022 Check Register
- Stellar Quarterly Newsletter
- July 2022 Clerk-Treasurer Financial Reports

The motion carried.

There being no further business to come before the Council, Council Members Longanecker and Compton moved and seconded to adjourn, Mayor Senter declared the meeting adjourned at 7:14 p.m.

APPROVED

  
Lynn M. Gorski  
Clerk-Treasurer

  
Mark Senter, Mayor