

REGULAR SESSION, COMMON COUNCIL, March 25, 2024

working on possibly making some changes to that as far as deadlines. She states they have to work on some more changes but is hoping that it should be ready by the next meeting.

Culp wished to thank Klingerman for her hard work as he knows she has been working on this.

Clerk-Treasurer Gorski states the city has received donations. One in the amount of \$50.00 from Hoosier Old Wheels to be used for dog food for the Police Department K-9. The second in the amount of \$1,000.00 from Collins & Company Realtors, Inc. to be receipted into the City Monetary Gift Fund to be used for the Mayor's Summer of Music. She states she is asking for your approval to accept these donations.

Council Members Ecker and Starr moved and seconded to accept the donations as received. The motion carried.

Houin states for the ONE Marshall County update that there will be a meeting held tomorrow morning where they will be discussing next steps.

Ginny Munroe, with ONE Marshall County, comments that it will be at Swan Lake tomorrow morning from 8:00 AM to 12:00 PM and then after that we will come out with the next round of dates. She states we are still approaching some of the other municipalities at this time for fundraising and we will be approaching the County Commissioners/County Council in April.

Houin states for Stellar Projects, the CF-1 for Riverside Commons was approved tonight so you can see the status of it. He asks Kevin Berger with Easterday Construction if he has anything to add on that project.

Berger responds by stating Riverside Commons is filling up and they are looking at 90% occupancy on the entire project by June.

Houin states for the Comprehensive Plan update that the Advisory Committee will have their next meeting this Thursday so he will be able to come back next meeting with more updates on what the subcommittees have been up to. He states we have some really exciting news. He states we have been working with MACOG to get an Americorp member in the city for the Summer to work at least 300 hours through MACOG's Americorp Program. He adds it will be at no cost to the city as it will be taken care of by MACOG and we have identified a potential candidate for that. He states we are working through the paperwork processing that so hopefully in May we will have someone starting. He explains the primary position duties for that Americorp member will be to coordinate the Comprehensive Plan Advisory Committee and subcommittees. He comments we may have some other projects for them to work on but the application was written to focus primarily on the

City Attorney Houin presented CF-1's for tax abatements submitted as followed:

- CF-1 RP Farm Innovators
- CF-1 RP Riverside Commons
- CF-1 RP Complexus Medical
- CF-1 PP Complexus Medical

Council Members Ecker and Milner moved and seconded to approve all CF-1's as presented.

The motion carried.

Houin states you should have in your packets proposed updates to the employee handbook. He explains this is the first draft we are bringing to you and it is not the final version. He states we are not asking you to take any action tonight as there are some other updates we will be adding in discussion with the Human Resources and Clerk-Treasurer's Office. He states there are also some more technical corrections and some provisions we will be proposing but for tonight, this is the first round. He states most are technical corrections or updates but he has asked Human Resources Manager Klingerman to come and explain the proposed changes to the vacation policy as it will be the largest change you will see in what is proposed tonight.

Klingerman states the Employee Benefits Committee that Mayor Mark Senter had created last year had met February 28, 2024. She adds that there were some changes to members on the committee. She states there is now Dave Morrow and Linda Starr on the committee. She states we met February 28th to discuss a possible proposal to the vacation policy. She states the policy currently reads that the year of hire for new employees states they are not eligible for any vacation time. She states we wanted to revamp that as a recruitment mechanism so what we are proposing is an accrualment of vacation for the year of hire, which is similar to what our current sick/leave policy is. She states any position outside of Firefighter/Paramedic, as they work 24-hour shifts, would accrue 8 hours per month the year of hire with the maximum of 80 hours, which is two weeks of vacation time. She states for Firefighters/Paramedics, they would accrue 12 hours per month with the maximum of 72 hours. She states in that aspect, we are changing our lateral transfer policy as well, which will be reflected as well in the handbook. She states another change we are proposing is to thank our older generation of employees. She states the proposal is a buyback program so once you reach 15 years of consecutive service with the City of Plymouth, you will be eligible for one week/40 hours of buyback. She explains if you have four weeks or five weeks of vacation time, you can request to have up to 40 hours, once a year, as an extra paycheck as it would be paid back instead of taking that time off. She states we have already discussed this with the Clerk-Treasurer and we are



City of Plymouth
125 N. Michigan Street
P. O. Box 492
Plymouth, IN 46563

Dear Plymouth Common Council Members:

In 2023, the Marshall County Solid Waste Management District Board of Directors commissioned a feasibility study for a county yard waste collection site. The proposed site would serve:

- County residents, who do not currently have a place to take trees, brush, leaves, landscape trimmings, live Christmas trees, and other organic materials.
- County municipalities, as a possible solution for yard waste collection and processing.
- County businesses, such as landscapers.
- As a site for storm debris in the event of a tornado, flood, or other natural disaster.

The study is now completed and has been reviewed by the Marshall County Solid Waste District Board of Directors. With the Board's guidance, we have convened a committee to move this process forward. The Board has also identified two possible sites for development. However, before we take further steps, we want to invite Marshall County municipalities to participate in the dialogue.

Please join us at the District office for a short presentation about the proposed facility. I encourage you to bring your questions, along with members of your staff whom you think would add value and expertise to the discussion.

We will meet at 6 p.m. on May 15th at the Marshall County Solid Waste District office, 1900 Walter Glaub Drive, Plymouth, IN 46563. If you have any questions prior to our meeting, please contact me at 574-935-8618 or at mpeters@myrecycledepot.org

Sincerely,

Marianne Peters
Marianne Peters
Executive Director

1900 Walter Glaub Drive ♦ Plymouth, Indiana 46563 ♦ 574-935-8618 ♦ www.myrecycledepot.org

Peters states that Phase 1 of the facility would be the first few years, which would consist of a mulching operation. She states Phase 2 moves into composting which is a little more complex of a process, as it needs a few more IDEM certifications. She states the meeting will be at 6:00 PM on May 15, 2024 at the Solid Waste District office located at 1900 Walter Glaub Drive.

Mayor Listenberger asks what the two possible sites may be.

Peters responds by stating the two recommendations come from the engineers who conducted our feasibility study at GT Environmental out of Columbus, Ohio. She states one is out on King Road, next to the highway garage. She explains the site would be seven acres so we are not talking about a lot of land. She states the other possible site was identified right off of 5C Road to the west of Hundt Salvage Yard. She explains there is already a County site there where they put out some of their millings and different things. She expresses there have been no final decisions on the locations and those are just the two sites that have been identified. She comments they both have their pros and cons.

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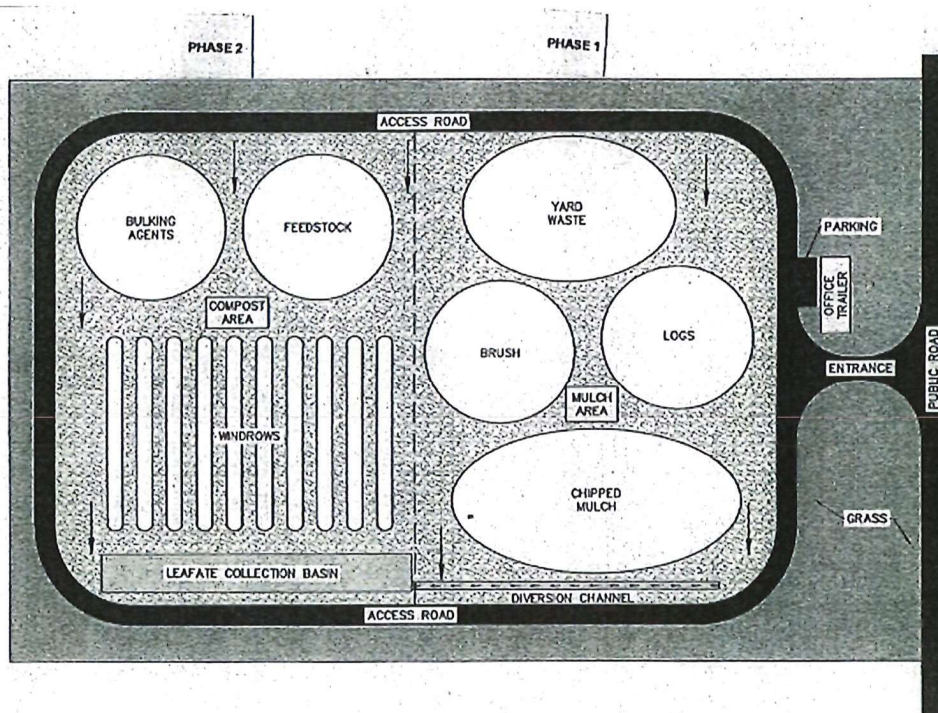
Be it Remembered that the Common Council of the City of Plymouth, Indiana, met in regular session on March 25, 2024. The meeting was held in the Council Chambers, on the second floor of the City Building, 124 N. Michigan St., Plymouth, Indiana and was called to order at 6:30 p.m.

Councilman Ecker offered prayer and Mayor Listenberger introduced special guest, Hudson Holm, son of Grant and Tiffany Holm, to lead the Pledge of Allegiance.

Mayor Listenberger presided for Council Members Duane Culp, Don Ecker Jr, Kayla Krathwohl, Shiloh Carothers Milner, and Linda Starr. Council Members Randy Longanecker and Dave Morrow attended virtually. City Attorney Houin and Clerk-Treasurer Gorski were present. The public was able to see and hear the meeting through Microsoft Teams.

Council Members Krathwohl and Starr moved and seconded to approve the minutes of the regular session of the Common Council on March 11, 2024 as presented. The motion carried.

Marianne Peters with Marshall County Recycle Depot explains she is here to extend an invitation to a meeting that we are going to be having out at the Solid Waste District on May 15th. She states it is a meeting to get the towns and the City of Plymouth together to talk about the proposed Yard Waste Management Facility for the County. She states the County does not currently have any facility for managing yard waste. She explains that is the material that is too big to take to a landfill as it has to be at least 3 inches thick and is usually brush, grass clippings, old Christmas trees, etc. She passes around a letter to the Council, along with a copy of their annual report. The letter was read aloud with a map presented on the back.



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Comprehensive Plan. He states as much as we have been accomplishing with the volunteers, we should be able to really ramp that up with someone working full time to assist with that. He comments it may be free to us but it comes with some great benefits to the member. He states they are allotted a living allowance, tuition assistance, and it will be great for their resume.

Ecker asks when their expected start time will be.

Houin responds by stating it will be sometime in May until sometime in August. He states the dates are still to be determined. He explains this is a college student we are talking to so this will fit in well with their schedule of getting out of school in mid to late May and going back sometime in August so this is ideally suited to 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 March 11, 2024
- March 25, 2024 Check Register
- March 12, 2024 Technical Review Committee Minutes
- February 13, 2024 Board of Aviation Commissioners Minutes
- Update on Employee Benefits Committee Memo

The motion carried.

There being no further business to come before the Council, Council Members Ecker and Milner moved and seconded to adjourn, Mayor Listenberger declared the meeting adjourned at 6:50 p.m.


Lynn M. Gorski
Clerk-Treasurer

APPROVED


Robert Listenberger, Mayor