

REGULAR SESSION, COMMON COUNCIL, September 9, 2024

Be it Remembered that the Common Council of the City of Plymouth, Indiana, met in regular session on September 9, 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.

Councilwoman Starr offered prayer, and Mayor Listenberger introduced Naomi Peacock to lead the Pledge of Allegiance.

Mayor Listenberger presided over Council members Duane Culp, Don Ecker Jr., Kayla Krathwohl, Shiloh Carothers Milner, Dave Morrow, and Linda Starr, who were physically present. Council member Randy Longanecker was absent. City Attorney Jeff Houin and Clerk-Treasurer Lynn Gorski were also present. The public was able to see and hear the meeting through Microsoft Teams.

Council members Starr and Culp moved and seconded to approve the minutes of the regular session of the Common Council on August 26, 2024, as presented. The motion carried.

Council members Ecker and Culp moved and seconded to open the public hearing for the 2025 Proposed Budget. The motion carried.

Taxing Unit	2024 Certified Levy	2025 Proposed Budget	2025 Proposed Levy	Public Hearing	Adoption Meeting	Budget Notice
0412 - Plymouth Civil City	\$0	\$27,074,856	\$9,022,622	9/9/2024	9/23/2024	8/28/2024

Prepared by the Department of Local Government Finance
Approved by the State Board of Accounts

Budget Form No. 3 (Rev. 2019)
OnlinePREVIEW

NOTICE TO TAXPAYERS

The Notice to Taxpayers is available online at www.budgetnotices.in.gov or by calling (888) 739-9826.

Complete details of budget estimates by fund and/or department may be seen by visiting the office of this unit of government at 124 N Michigan Street, Plymouth, IN.

Notice is hereby given to taxpayers of PLYMOUTH CIVIL CITY, Marshall County, Indiana that the proper officers of PLYMOUTH CIVIL CITY will conduct a public hearing on the year 2025 budget. Following this meeting, any ten or more taxpayers may object to a budget, tax rate, or tax levy by filing an objection petition with the proper officers of PLYMOUTH CIVIL CITY not more than seven days after the hearing. The objection petition must identify the provisions of the budget, tax rate, or tax levy to which taxpayers object. If a petition is filed, PLYMOUTH CIVIL CITY shall adopt with the budget a finding concerning the objections in the petition and testimony presented. Following the aforementioned hearing, the proper officers of PLYMOUTH CIVIL CITY will meet to adopt the following budget:

Public Hearing Date	Monday, September 9, 2024	Adoption Meeting Date	Monday, September 23, 2024
Public Hearing Time	6:30 PM	Adoption Meeting Time	6:30 PM
Public Hearing Location	Council Chambers, 2nd floor, 124 N Michigan St (use Garro St entrance), Plymouth, IN	Adoption Meeting Location	Council Chambers, 2nd floor, 124 N Michigan St (use Garro St entrance), Plymouth, IN
Estimated Civil Max Levy	\$9,773,284		
Property Tax Cap Credit Estimate	\$1,460,000		

1 Fund Name	2 Budget Estimate	3 Maximum Estimated Funds to be Raised (including appeals and levies exempt from maximum levy limitations)	4 Excessive Levy Appeals	5 Current Tax Levy	6 Levy Percentage Difference (Column 3 / Column 5)
0005-CASINO/RIVERBOAT	\$0	\$0	\$0	\$0	
0061-RAINY DAY	\$0	\$0	\$0	\$0	
0101-GENERAL	\$12,382,852	\$4,540,284	\$0	\$3,062,982	14.57%
0113-NONREVERTING	\$116,100	\$0	\$0	\$0	
0341-FIRE PENSION	\$91,210	\$0	\$0	\$0	
0342-POLICE PENSION	\$341,210	\$0	\$0	\$0	
0700-LOCAL ROAD & STREET	\$400,000	\$0	\$0	\$0	
0705-MOTOR VEHICLE HIGHWAY	\$2,966,175	\$2,440,000	\$0	\$2,264,988	7.73%
1151-CONTINUING EDUCATION	\$39,500	\$0	\$0	\$0	
1301-PARK & RECREATION	\$2,139,050	\$1,235,900	\$0	\$1,309,524	-5.62%

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2102-AVIATION/AIRPORT	\$486,330	\$309,100	\$0	\$234,376	31.88%
2120-CEMETERY	\$520,777	\$248,000	\$0	\$422,878	-41.35%
2379-CUMULATIVE CAPITAL IMP (CIG TAX)	\$17,000	\$0	\$0	\$0	
2391-CUMULATIVE CAPITAL DEVELOPMENT	\$170,000	\$249,338	\$0	\$249,338	0.00%
9500-Aviation Rotary	\$407,810	\$0	\$0	\$0	
9501-City Monetary Gift	\$30,000	\$0	\$0	\$0	
9502-Transportation	\$15,000	\$0	\$0	\$0	
9503-City Development	\$0	\$0	\$0	\$0	
9504-Deferral & Diversion	\$4,000	\$0	\$0	\$0	
9505-Unsafe Building	\$20,000	\$0	\$0	\$0	
9506-Local Road & Bridge Matching Grant	\$0	\$0	\$0	\$0	
9507-2016 TIF Tax Money (TIF 4)	\$5,000	\$0	\$0	\$0	
9509-Common Cents	\$0	\$0	\$0	\$0	
9510-Park Gift	\$19,000	\$0	\$0	\$0	
9511-Park Deposits / Cemetery Deposits	\$17,000	\$0	\$0	\$0	
9512-Crime Prevention / K-9	\$2,000	\$0	\$0	\$0	
9513-Financial Guarantee	\$400,000	\$0	\$0	\$0	
9515-DARE	\$500	\$0	\$0	\$0	
9516-FEMA FFY20 Grant Fund	\$66,433	\$0	\$0	\$0	
9518-Police Dept Federal Equitable Sharing	\$0	\$0	\$0	\$0	
9520-Hoham Drive Grant	\$993,519	\$0	\$0	\$0	
9522-Community Improvement	\$30,000	\$0	\$0	\$0	
9523-American Rescue Plan Grant	\$0	\$0	\$0	\$0	
9524-1993 TIF Tax Money	\$461,500	\$0	\$0	\$0	
9525-2000 TIF Tax Money	\$488,300	\$0	\$0	\$0	
9526-2005 TIF Tax Money	\$1,055,600	\$0	\$0	\$0	
9527-TIF 5 / Winona TIF Area	\$716,000	\$0	\$0	\$0	
9528-TIF 6 / Centennial Crossings TIF	\$583,825	\$0	\$0	\$0	
9529-TIF 7 / Pretzels TIF Air Parcel	\$1,180,000	\$0	\$0	\$0	
9531-Opioid Settlement- Unrest	\$20,205	\$0	\$0	\$0	

9532-Opioid Settlement- Restric	\$61,272	\$0	\$0	\$0	
9533-Plymouth Greenways Trail	\$23,500	\$0	\$0	\$0	
9534-Harrison Street Trail	\$28,678	\$0	\$0	\$0	
9536-TIF Principle & Interest-(2012	\$122,500	\$0	\$0	\$0	
9537-Cemetery Trust	\$2,000	\$0	\$0	\$0	
9538-Cemetery Perpetual Care	\$0	\$0	\$0	\$0	
9540-Greenways Trl Police's Extension	\$650,910	\$0	\$0	\$0	
Totals	\$27,074,856	\$9,022,622	\$0	\$8,444,088	

Gorski broke down departments in the general fund as seen below.

- Engineering Department - \$323,600 with computers for \$23,000 in capital outlays.
- Building Commissioner - \$389,065 with computers for \$4,500 in capital outlays and a new/upgraded permitting program for \$30,000.
- Law Department - \$202,961
- Mayor/Common Council - \$238,323
- City Properties - \$428,500 with maintenance for the fuel system at the Street Department, a roof for Older Adult Services on Harrison Street, video/stream for council chambers, update to phone system, and AED's for both the first and second floor of the city building.
- Financial Board - \$1,359,750 with a large portion of that being the insurances for the city that was paid out of there.

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- Sanitation Department - \$801,340 which accounts for the increase in the garbage contract.
- Garage and Warehouse - \$544,473 where fuel was purchased for city vehicles.
- Public Lighting - \$295,000
- Police Department - \$4,541,950 which includes 7 new vehicles next year.
- Fire Department - \$3,227,890 with the potential for the Stryker Contract under contractual services for the annual maintenance of their equipment for their ambulances. She stated that was \$112,824 of that \$192,000 in their contractual services. She listed also in their equipment budget was radios, workout equipment, turnout gear, and air packs.

Out of the funds outside of the general fund listed above, Gorski broke out the following:

- Motor Vehicle Highway (MVH) - \$2,966,175 with preservation work, paving at the Street Department lot, bucket truck; generator; AED, and other paving projects.
- Parks & Recreation Department - \$2,139,050 with renovations to restrooms, air conditioning at the Webster Recreation Center, painting, paving, sprinklers at River Park Square, ball diamond refurbishing, fencing, and a mower in capital outlays.
- Aviation Department - \$486,330 with grant matching funds, lighting, mower, boom lift, and AED in capital outlays.
- Cemetery Department - \$520,777 which includes GIS mapping in contractual services, and a building addition for military honors, along with an AED for capital outlays.
- Cumulative Capital Improvement - \$17,000 for a mower for the cemetery.

Ecker stated on the TIF page it showed a total of \$4,612,825 and asked if it covered the interest amount.

Gorski replied that it does and that the total TIF budget for all TIF's was \$4,612,825.

Ecker asked how the budget looked when it was run against the projected income. He asked if it showed they would be balancing.

Gorski replied that these are all fundable as they see it.

Council members Culp and Starr moved and seconded to close the public hearing for the 2025 Proposed Budget. The motion carried.

Starr stated she would like to add her appreciation to the Lake Avenue Railroad Crossing. She commented they did fill some of those cavernous holes and it gave her hope, so she appreciated the update that Patriot Rail made. She stated it was nice to know they are looking at the big picture

and that they were not just being picky about it. She stated she did not mind it as it did slow people down. She commented that she still does see a few golf carts on Lake Avenue.

She mentioned there were also several members of this room at a special occasion that afternoon for the new Judge Jannette Surrisi of the Marshall County Circuit Court robing ceremony.

Mayor Listenberger stated it was the first female judge in 189-year history in Marshall County and wished her good fortune as she would be a great judge.

Mayor Listenberger wished to share other news regarding railroads. He stated there are still plans on a passenger railway that would extend from Pittsburgh, Pennsylvania to Chicago, Illinois and Plymouth was slotted to be one of the stops. He stated it was a few years off, but it would bring a lot of benefits to our community. He stated they would be sitting in on a committee now and meeting regularly on it.

Krathwohl wished to thank everyone who had helped with the Blueberry Festival as it was another great success for Marshall County, and it was awesome how they can flip the park to make it look like a festival didn't just sweep through.

Mayor Listenberger wished to thank everyone for another successful Latino Festival that past weekend.

Clerk-Treasurer Gorski introduced Ordinance No. 2024-2230, An Ordinance Fixing Salaries for the Year 2025, for the Elected Officials of the City of Plymouth, Indiana, on second reading.

Kathy Bottorff with WTCA asked what the increase would be for elected officials.

Gorski replied that the increase would be 3.5%, similar to city employees.

Council members Ecker and Morrow moved and seconded to approve Ordinance No. 2024-2230, An Ordinance Fixing Salaries for the Year 2025, for the Elected Officials of the City of Plymouth, Indiana, on second reading. The motion passed by roll call vote.

Councilmembers in Favor: Culp, Ecker, Krathwohl, Milner, Morrow, Starr

Councilmembers Opposed: None

Councilmembers Absent: Longanecker

Clerk-Treasurer Gorski introduced Ordinance No. 2024-2230, An Ordinance Fixing Salaries for the Year 2025, for the Elected Officials of the City of Plymouth, Indiana, on third reading.

Council members Culp and Krathwohl moved and seconded to approve Ordinance No. 2024-2230, An Ordinance Fixing Salaries for the Year 2025, for the Elected Officials of the City of Plymouth, Indiana, on third reading. The motion passed by roll call vote.

Councilmembers in Favor: Culp, Ecker, Krathwohl, Milner, Morrow, Starr

Councilmembers Opposed: None

Councilmembers Absent: Longanecker

ORDINANCE NO. 2024-2230

AN ORDINANCE FIXING SALARIES FOR THE YEAR 2025
FOR THE ELECTED OFFICIALS OF THE CITY OF PLYMOUTH, INDIANA

Statement of Intent and Purpose

The duties entrusted to the elected positions of Mayor, Clerk-Treasurer and Council, continually evolve in complexity and expand in responsibility. The effort exerted by these elected officials to meet and exceed in those responsibilities deserves fair and just compensation to reflect increased responsibilities and cost of living adjustments is important. The elected officials' salaries are funded in part by the City's Water and Wastewater Departments.

The purpose of this ordinance is to fix the 2025 salaries of the Mayor, Clerk-Treasurer, and Council members.

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

Section 1. The following annual salaries are hereby fixed for the elected officials of the City of Plymouth, Indiana, effective January 1, 2025.

Mayor	\$ 76,762.32
\$ 25,587.44 payable from the Water Works Fund,	
\$ 25,587.44 payable from the Wastewater Fund,	
\$ 25,587.44 payable from the General Fund.	

Clerk-Treasurer	\$ 77,475.36
\$ 25,825.12 payable from the Water Works Fund,	
\$ 25,825.12 payable from the Wastewater Fund,	
\$ 25,825.12 payable from the General Fund.	

Common Council	\$ 10,022.64
\$ 3,340.88 payable from the Water Works Fund,	
\$ 3,340.88 payable from the Wastewater Fund,	
\$ 3,340.88 payable from the General Fund.	

Section 2. The annual salaries of the Mayor, Clerk-Treasurer and members of the Common Council shall be paid in twenty-four (24) equal installments payable on the normal payroll dates of each month for services rendered to such date, the first installment being payable in January 2025.

Section 3. This Ordinance shall be in full force and effect from and after its passage and shall be effective as to the salaries provided herein on and after January 1, 2025.

PASSED AND ADOPTED by the Common Council of the City of Plymouth, Indiana, this 9th day of September, 2024.


Robert Lisenberger
Mayor and Presiding Officer

ATTEST:


Lynn M. Gorski
Clerk-Treasurer

Presented by me to the Mayor of the City of Plymouth, Indiana, on the 9th day of September, 2024.


Lynn M. Gorski
Clerk-Treasurer

This Ordinance approved and signed by me on the 9th day of September, 2024.


Robert Lisenberger
Mayor and Presiding Officer

Council members Culp and Morrow moved and seconded to take Ordinance No. 2024-2229R, Fixing Salaries of Appointed Officers and Employees, Fire, and Police Personnel of the City of Plymouth, Indiana, for the Year 2025 off the table, on second reading. The motion carried.

Milner read aloud a letter she prepared prior to the meeting:

"I am not in favor of giving a 5% and 4.5% raise to the administrative positions. I was under the impression that the idea was to shore up the pay disparities between the payroll coordinator and the other positions within the city office. By giving a 5% raise to these positions and 4.5% to the payroll clerk we are hardly closing this gap. I would like an explanation of how we got to these figures. I believe that allowing this increase will hurt the morale of our city employees. How can we say that some deserve this raise and others do not? The last I knew, we did not do merit raises, but yearly cost of living raises, that the city can afford to give. I understand, and please correct me if I am wrong, but the reason the position of the payroll clerk gets a considerably higher hourly pay dates back from when that position and HR director was one position. This is not the fault of this employee. I do not believe we should take away, but I do believe that we should consider 3.5% for the admins and 1% to the payroll clerk so that we can effectively begin to close this gap.

Regarding the state minimum salary wage. It is proposed that the HR director, Promotions of the City Coordinator and Park Rec and Pool Director go to an hourly wage. These are positions that do occasionally warrant extended or unusual hours. Specifically the HR Director. This role is a typical M-F position, yes, but it is also a lot of times later hours and being on call for when an employee is in need. We recently got ourselves into a position where our city employees have a safe

place to seek out assistance when needed. How will this employee handle an on call situation? Will we tell our employees they cannot be met when needed? Sorry...no overtime, this will have to wait until Monday. Do we really want to take a step backwards?"

Culp asked if that letter was received from somebody else or if Milner had wrote it.

Miler replied that she wrote the letter.

Mayor Listenberger asked if this would be an amendment.

Milner believed they should address at least the top portion of that statement.

Mayor Listenberger asked for clarification that she did not want to add anything to the salary portion.

Milner believed it should be a discussion, but they should move the HR Director to the salary that the federal government would be mandating.

Starr asked if there was an outside consultant group that analyzed the positions they were discussing currently. She stated she was aware the county had a couple times where an outside consultant group came in and reassessed all those jobs and told them what they believe they should be making salary-wise.

Human Resources Manager Klingerman replied that back in 2017, the city did fund to have an outside consultant go over all job descriptions within the City of Plymouth, but since then she had been asked every year to analyze internally. She explained that there had not been an outside consultant but rather the HR Manager analyzing internally.

Gorski commented that back in 2017, HR and Payroll were one position.

Culp stated there were three salaried people which went down to one, that being HR, and some believe they ought to pay her \$58,000.

Houin clarified that federal rules changed in July so that in order to be considered a salary exempt employee, which was exempt from overtime, there was a minimum salary that they must earn. He stated he did not know the exact number.

Gorski stated the amount was \$58,656.

Klingerman commented that would be in January of 2025.

Houin stated that they have three positions within the city that had been salary exempt, but even with the 3.5% proposed pay increase, they would be less than that minimum salary, so they would not qualify to be salary exempt. He listed those three positions as HR Manager, Promotion of the City Coordinator, and the Parks & Recreation Director. He stated in the version of the salary ordinance presented that night for second reading, all three of those positions had been converted into an hourly rate, rather than a salary rate, at the same equivalent rate, but because they are now

hourly, they would be eligible for overtime compensation for hours worked, beyond the minimum 40 hours/week. He stated to keep any of those positions as salary-exempt, the salary would have to increase to that minimum required salary amount.

Mayor Listenberger asked Gorski to correct him if he was wrong, but they took the current salary that was given in 2024 divided by 2080 hours and came up with the hourly and gave them the 3.5%. Gorski agreed.

Morrow commented for disclosure purposes that the Mayor set up a committee to review the ordinance and make a recommendation and that was what they did. He stated in doing so, they spoke with department heads, clerk-treasurer, and tried to gather as much information as they could with the idea of trying to be fair to everyone and pay people for what they did. He stated with this being his first time through this, he wanted to let the other council members know where this started and how they got to this point.

Culp commented the reason some of this was done in his opinion too, that they must remember what percentage HR received last year, they must understand fire and police got a huge raise, and he felt at some point that they left some of these other people that do a lot of work as well out the door. He stated when they say they are not going to get caught up as there was still a split, then the only way to take care of that split would be to do a set amount. He stated other times you get your higher end employees versus your other employees, and he understood that. He stated one of the reasons they did this was to catch them up and if you get a copy of the previous outside consultant salary review from Waggoner, Irwin, Scheele and Associates, and they went off their recommendation. He stated he thought with this ordinance that they should start bumping them up a little more than some of the others. He said both Police and Fire received \$5000+ raises and that was a huge bump.

Milner stated it was a huge bump, but it was also warranted in that instance as they were trying to be proactive rather than reactive.

Culp asked if the other positions are not warranted.

Milner replied absolutely and that she did not believe it was a good idea as it would cause some strife between the city employees.

Mayor Listenberger stated what caused the discrepancy that she was referring to was when their group discussed the Payroll Coordinator versus the others. He stated in discussion with the clerk-treasurer, that there should be a raise. He stated what Milner was suggesting was that they should close that gap.

Culp stated that he believed 3.5% was a good raise.

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Mayor Listenberger asked what the raise was now.

Gorski replied that it was 5% for all administrative assistants minus the Payroll Coordinator, which was 4.5%. She stated that the Payroll Coordinator was a more qualified position and requires more knowledge of federal and state laws regarding taxes, garnishments, etc. than an accounts payable or accounts receivable coordinator. She stated it takes more experience to do that job.

Krathwohl asked what the Payroll Coordinator would be with the 1% increase.

Milner replied that the Payroll Coordinator would be \$23.92 at a 1% increase, Utility would be \$23.05, and Accounts Payable, Accounts Receivable, and EMS Billing would be at \$22.15 so there was still a gap there. She stated this would help to close it.

Gorski stated it was not only the Clerk-Treasurer's office that was involved in this 5% increase. She stated the 5% increase was also with all the administrative assistants across the city. She asked if those would also go down to 3.5%.

Milner replied that they would also go down to 3.5% across the board.

Krathwohl asked if this was tabled, if they would have enough time to get this into Gateway by the next meeting or if she would need an answer tonight.

Mayor Listenberger replied that he would prefer this to be done tonight as they have batted it around for six weeks.

Morrow stated he was explaining the process behind these decisions and that they were not shooting darts, but they were talking to people and trying to understand what these different positions were doing for everyone. He stated he understood that Milner was trying to make it fair as well as they have the same goal.

Mayor Listenberger stated he truly appreciated them putting in extra time on this. He wished to say it was not political as they had a democrat and two republicans on each committee.

Council members Milner and Starr moved and seconded to amend the ordinance to give 3.5% to all city employees, 1% to the Payroll Coordinator, and to move the HR Manager to the proposed salary wage set by the Federal Government. The motion failed by roll call vote.

Councilmembers in Favor: Milner and Starr

Councilmembers Opposed: Culp, Ecker, Krathwohl, and Morrow

Councilmembers Absent: Longanecker

Krathwohl asked if the current amendment to the salary ordinance has the Human Resources position as hourly. Mayor Listenberger agreed. Krathwohl asked if that was the only position to go hourly out of the three positions.

Mayor Listenberger replied that all three positions went to hourly.

Houin stated the reason it was designated with an "R" was because it was revised from the version presented originally on first reading. He stated the items changed were struck out and the revisions were placed nearby. He listed on the first page as an example, the Payroll Coordinator was originally presented as \$24.52/hr and since that first reading six weeks ago, that it had since been revised to \$24.76/hr which was indicated by the "R" by the ordinance number, along with any other items in that ordinance where there was a strike out and new numbers inserted.

Council members Morrow and Ecker moved and seconded to approve Ordinance No. 2024-2229R, Fixing Salaries of Appointed Officers and Employees, Fire, and Police Personnel of the City of Plymouth, Indiana, for the Year 2025, on second reading. The motion passed by roll call vote.

Councilmembers in Favor: Culp, Ecker, Krathwohl, Morrow, Starr

Councilmembers Opposed: Milner

Councilmembers Absent: Longanecker

City Attorney Houin introduced Ordinance No. 2024-2229R, Fixing Salaries of Appointed Officers and Employees, Fire, and Police Personnel of the City of Plymouth, Indiana, for the Year 2025, on third reading.

Council members Culp and Ecker moved and seconded to approve Ordinance No. 2024-2229R, Fixing Salaries of Appointed Officers and Employees, Fire, and Police Personnel of the City of Plymouth, Indiana, for the Year 2025, on third reading. The motion passed by roll call vote.

Councilmembers in Favor: Culp, Ecker, Krathwohl, Morrow, Starr

Councilmembers Opposed: Milner

Councilmembers Absent: Longanecker

ORDINANCE NO. 2024-2229R

FIXING SALARIES OF APPOINTED OFFICERS AND EMPLOYEES, FIRE AND POLICE PERSONNEL OF THE CITY OF PLYMOUTH, INDIANA FOR THE YEAR 2025

BE IT ORDAINED by the Common Council of the City of Plymouth, Indiana that from and after the first day of January, 2025, 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, 2025, 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. 2013-2022, passed January 14, 2013, and as most recently amended by Ordinance No. 2022-2162, passed April 11, 2022 and Ordinance No. 2022-2201, passed September 12, 2022 and any subsequent amendments.

OFFICE OF THE MAYOR			
Mayor of the City of Plymouth		\$75.50	per hr
Member of the Board of Public Works & Safety who is not an elected official		\$40.00	per hr
OFFICE OF THE CLERK-TREASURER			
Deputy Clerk-Treasurer		\$25.00	per hr
Deputy Clerk-Treasurer (Probation (90-180 days))		\$21.00	per hr
Payroll Coordinator		\$24.76	per hr
Accounts Payable Coordinator		\$22.47	per hr
Accounts Receivable Coordinator		\$22.47	per hr
HRIS Billing and Cash Receiving Coordinator		\$22.47	per hr
Utility Billing Coordinator		\$23.18	per hr
City Auditor (Probation (90-180 days))		\$22.47	per hr
FIRE DEPARTMENT			
Chief of Fire		\$1,718.56	per yr
Assistant Chief of Fire		\$9,825.92	per yr
POLICE DEPARTMENT			
Police Officer	Projected Hours		
	2080 hrs	\$17.21	per hr
	2016 hrs	\$17.21	per hr
	2016 hrs	\$16.54	per hr
	2016 hrs	\$15.77	per hr
	2016 hrs	\$15.77	per hr

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

The K-9 Handler at home care compensation: In compliance with the Fair Labor Standards Act and the Department of Labor ruling, the Police K-9 Handler shall be compensated 30 minutes a day, seven (7) days per week for at home care of the dog.

Additional Specialty Pay: Officers will be paid an additional .25 per hour that are trained and provide any or all of the following services (with a certificate issued into payroll):

- 1.0 I.R.A. Instructor
- 2.0 A.R.E. Instructor
- 3.0 Evidence Technician
- 4.0 K-9 Handler

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 Fifty Dollars (\$250.00). The amount to be paid to a qualified police officer is \$250.00 multiplied by the number of years of continuous service. The maximum amount paid shall be \$5,000.00. Longevity shall be paid on the pay day following the anniversary date of employment for that individual.***

A Clothing Allowance of \$1,200.00 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 period, the work schedule shall be established as four (4) 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 four (4) 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 (one and 1/2) times their regular rate of pay for all hours worked in excess of forty (40) hours (see FLSA 551.220) 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 sheet by your supervisor.

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

***Except for those instances noted in Ordinance No. 1485.

POLICE DEPARTMENT

Police Officer	Projected Hours		
Police Aide	2080 hrs	\$22.03	per hr
Police Aide (Probation (90-180 days))	2080 hrs	\$22.03	per hr
Police Officer Not Calculated on the Following Part-Time Positions			
School Crossing Guard	per hr	\$10.72	per day

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:

- 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.
- 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.
- 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.
- Full-time hourly police personnel shall begin being compensated for incentive days after working an eligible shift for 36 calendar days.
- 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 mark a day off on their time card for an incentive day if they wish to be paid for the day without taking it off.

REGULAR SESSION, COMMON COUNCIL, September 9, 2024

FIRE DEPARTMENT			DEPARTMENT OF BUILDING COMMISSION				
Fire Chief - EMS Director	\$	87,908.00	per yr	Building Commissioner	\$ 71,438.00	per yr	
Assistant Chief - Firefighter	\$	71,317.12	per yr	Fire Code Enforcement Commissioner	\$ 119.18	per hr	
Assistant Chief - Firefighter Paramedic	\$	71,317.12	per yr	Administrative Assistant	\$22.03	\$21.31	per hr
Firefighter - Chief Paramedic	\$	65,987.76	per yr	Administrative Assistant / Probation (90-180 days)	\$22.03	\$21.31	per hr
Firefighter - Training Instructor	\$	65,987.76	per yr	DEPARTMENT OF LAW			
Firefighter - Paramedic - Training Instructor	\$	65,987.76	per yr	City Attorney	\$ 111,361.04	per yr	
Firefighter 1st Class	\$	66,830.00	per yr	Human Resources Manager	\$ 46,464.60	per yr	
Firefighter - Paramedic	\$	66,830.00	per yr	Human Resources Manager	\$ 26.94	per hr	
Firefighter - Inspector	\$	65,987.76	per yr	CEMETERY DEPARTMENT			
Head Firefighter - Probation (one year maximum)	\$	66,539.00	per yr	Cemetery Superintendent	\$ 48,040.00	per yr	
Firefighter - Paramedic - Probation (one year maximum)	\$	66,539.00	per yr	Assistant Superintendent	\$ 24.77	per hr	
Firefighter - EMT - Probation (one year maximum)	\$	66,539.00	per yr	Laborers / Probation (90-180 days)	\$22.66	per hr	
				Laborers - Seasonal / Non-union	\$16.14	per hr	
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.			PARK & RECREATION DEPARTMENT				
Longevity pay is calculated by the Fire Chief's Pay Policy (\$20.00). The amount to be paid to a qualified firefighter is \$20.00 multiplied by the number of years of continuous service. The maximum amount paid shall be \$50.00. Longevity shall be paid on the pay day following the anniversary date for that individual.***			Park Superintendent	\$ 73,053.12	per yr		
Classified Fire Department Employees			Park and Recreation Director	\$24.18	per hr		
Fire Inspector, Chief	\$	85,987.76	per yr	Maintenance Supervisor	\$26.71	per hr	
Paramedic, Chief - Training Instructor	\$	85,987.76	per yr	Laborer - Maintenance - City Worker	\$25.42	per hr	
Paramedic, Chief	\$	66,830.00	per yr	Laborers - Maintenance - Full Time	\$22.66	per hr	
Paramedic, Chief - Probation (one year maximum)	\$	66,830.00	per yr	Laborers - Maintenance / Probation (90-180 days)	\$22.66	per hr	
EMT & Chief	\$	66,830.00	per yr	Office Manager	\$22.03	\$21.31	per hr
EMT & Chief - Probation (one year maximum)	\$	66,830.00	per yr	Office Manager / Probation (90-180 days)	\$22.03	\$21.31	per hr
Paramedic Part Time	\$	\$18.66	per hr	Laborers - Part Time	\$16.14	per hr	
Advanced EMT Part Time	\$	\$17.79	per hr	Laborers - Seasonal / Non-union	\$16.14	per hr	
Rec'd EMT Part Time	\$	\$16.10	per hr	Head Life Guard (Instructors WS)	\$17.65	per hr	
Administrative Assistant	\$22.03	\$21.31	per hr	Life Guard (Instructors WS)	\$16.01	per hr	
Administrative Assistant / Probation (90-180 days)	\$22.03	\$21.31	per hr		\$16.14	per hr	
Paramedic's salary shall be increased by \$5,000.16 annually, however the certified salary shall be the same as a Full Class Firefighter.			AVIATION DEPARTMENT				
A Clothing Allowance of \$500.00 per year is paid to all fire fighters 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.***			Airport Manager	\$ 65,612.08	per yr		
Work Schedule - The Fire Department works 24 hours on, 24 hours off, 24 hours on, 24 hours off, 24 hours on and 16 hours off on a 28 day period. If work 28 day period includes benefit days, extra hours worked up to 212 hours will 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 2124 hours per year.			Assistant Manager	\$24.12	per hr		
***except for those instances noted in Ordinance No. 1479			Laborers	\$22.66	per hr		
***except for those instances noted in Ordinance No. 1189			Laborers / Probation (90-180 days)	\$22.66	per hr		
			Laborer - Part Time / Seasonal	\$16.14	per hr		
CITY ENGINEERING AND WATER DEPARTMENT			MOBILE VEHICLE HIGHWAY SANITATION DEPARTMENT CITY GARAGE & WAREHOUSE				
City Engineer/Storm Water Compliance Superintendent	\$	107,924.48	per yr	Street & Sanitation Superintendent	\$ 73,053.12	per yr	
UTILITY DEPARTMENT			Supervisor	\$26.77	per hr		
Superintendent	\$	108,933.28	per yr	Mechanics	\$25.42	per hr	
Engineering Technician	\$	\$29.00	per hr	Mechanics / Probation (90-180 days)	\$25.42	per hr	
WASTE WATER DEPARTMENT			Truck Drivers - Laborers - Full Time	\$22.66	per hr		
Assistant Superintendent (Treatment Plant Collection System)	\$10.28	per hr	Truck Drivers - Laborers / Probation (90-180 days)	\$22.66	per hr		
Maintenance Supervisor	\$29.04	per hr	Administrative Assistant	\$22.03	\$21.31	per hr	
Maintenance Repair Technician - A	\$29.97	per hr	Administrative Assistant / Probation (90-180 days)	\$22.03	\$21.31	per hr	
Maintenance Repair Technician - B	\$29.42	per hr	Administrative Assistant Part Time	\$17.00	per hr		
Maintenance Repair Technician - C	\$28.79	per hr	The above listed pay for all full-time hourly employees shall increase upon each anniversary of their employment as follows:				
Maintenance Repair Technician / Probation (90-180 days)	\$28.57	per hr	Class I (New Hire)	\$ 0.10	per hr		
Collection System Supervisor	\$29.04	per hr	Class II (Mid-Career)	\$ 0.15	per hr		
Laborers Treatment Collection System - A	\$29.93	per hr	Class III (Senior)	\$ 1.00	per hr		
Laborers Treatment Collection System - B	\$29.47	per hr	Class W1 (Water Treatment 1)	\$ 0.10	per hr		
Laborers Treatment Collection System - C	\$29.41	per hr	Class W2 (Water Treatment 2)	\$ 0.67	per hr		
Laborers Treatment Collection System / Probation (90-180 days)	\$29.93	per hr	Class W3 (Water Treatment 3)	\$ 1.00	per hr		
Laborer / Seasonal - Part Time	\$16.14	per hr	Class W4 (Water Treatment 4)	\$ 1.00	per hr		
Laboratory Technician Supervisor	\$29.04	per hr	Class W5 (Water Treatment 5)	\$ 1.00	per hr		
Laboratory Technician	\$19.83	per hr	Class W6 (Water Treatment 6)	\$ 1.00	per hr		
Laboratory Technician / Probation (90-180 days)	\$19.82	per hr	Class W7 (Water Treatment 7)	\$ 1.00	per hr		
Laboratory Technician Part Time	\$18.38	per hr	Class W8 (Water Treatment 8)	\$ 1.00	per hr		
Rec'd	\$16.10	per hr	COMMERCIAL DRIVERS LICENSE HOLDERS				
Administrative Assistant / Operator	\$24.01	per hr	All departments that regularly employ employees in a Commercial Driver's License for the duration of their license shall be paid a fee of \$100.00. Employees will receive reimbursement of their Commercial Driver's License fee if they are not paid a fee of \$100.00. Employees will receive reimbursement of their Commercial Driver's License fee if they are not paid a fee of \$100.00.				
Administrative Assistant	\$22.03	\$21.31	per hr	Class A CDL	\$ 2.00	per hr	
Administrative Assistant / Probation (90-180 days)	\$22.03	\$21.31	per hr	Class B CDL	\$ 1.50	per hr	
Administrative Assistant Part Time	\$17.00	per hr	LONGEVITY PAY FOR FULL-TIME EMPLOYEES (Except Police Officers and Firefighters)				
IT & Analytics, Entry Officer for Water & Wastewater	\$ 2.00	per hr	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. FICA and health insurance, and who have at least three (3) continuous years of service to the City. Non-emergency personnel include those employees not employed as firefighters and Police Officers. Not interrupted years of service shall be full calendar years.				
Safety Officer	\$ 0.50	per hr	Longevity pay is calculated by the Secretary for Police (\$25.00). The amount to be paid to the qualified full-time non-emergency employee is \$25.00 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 \$1,500.00. Longevity shall be paid on the last paycheck of the year for that year's service. Not qualified employees must be employed in a full-time position at the time of payment. Not all longevity pay shall be provided under any circumstances. If an employee is inactive at the time of payment, longevity shall not be paid. Longevity pay shall be paid on the anniversary date of the employee's first day of employment. Longevity pay shall be paid on the anniversary date of the employee's first day of employment.				
The above listed pay for all full-time hourly employees shall increase upon each anniversary of their employment as follows:			OVERSIGHT PAY FOR NON-EMERGENCY EMPLOYEES (Except Police Officers and Firefighters)				
Class I Plant Operator	\$ 0.10	per hr	Non-emergency employees will be paid one and one-half (1.5) times their regular rate of pay for all hours worked in excess of 40 hours in any scheduled work week. (40) hours worked will count for overtime purposes. All overtime work must be approved by the building or agency supervisor and must be approved by the supervisor.				
Class II Plant Operator	\$ 0.15	per hr	*Probationary rate is determined by the department head and based on relevant experience.				
Class III Plant Operator	\$ 1.00	per hr	FINANCIAL PUBLIC ACCOUNTABILITY (Excepted employees)				
Class IV Plant Operator	\$ 2.00	per hr	The City of Plymouth's pay system is based on a pay policy based on principles of public accountability (see PLSA 141-7121) which requires the City's accountability to its citizens for the use of public funds. Because of this accountability, and 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 partial day (4 hour) increments will be used if accrued leave is not available.				
Class V Plant Operator	\$ 1.00	per hr					
Class VI Plant Operator	\$ 1.00	per hr					
Class VII Plant Operator	\$ 1.00	per hr					
Class VIII Plant Operator	\$ 1.00	per hr					
Class IX Plant Operator	\$ 1.00	per hr					
Class X Plant Operator	\$ 1.00	per hr					
Class XI Plant Operator	\$ 1.00	per hr					
Class XII Plant Operator	\$ 1.00	per hr					
Class XIII Plant Operator	\$ 1.00	per hr					
Class XIV Plant Operator	\$ 1.00	per hr					
Class XV Plant Operator	\$ 1.00	per hr					
Class XVI Plant Operator	\$ 1.00	per hr					
Class XVII Plant Operator	\$ 1.00	per hr					
Class XVIII Plant Operator	\$ 1.00	per hr					
Class XIX Plant Operator	\$ 1.00	per hr					
Class XX Plant Operator	\$ 1.00	per hr					
Class XXI Plant Operator	\$ 1.00	per hr					
Class XXII Plant Operator	\$ 1.00	per hr					
Class XXIII Plant Operator	\$ 1.00	per hr					
Class XXIV Plant Operator	\$ 1.00	per hr					
Class XXV Plant Operator	\$ 1.00	per hr					
Class XXVI Plant Operator	\$ 1.00	per hr					
Class XXVII Plant Operator	\$ 1.00	per hr					
Class XXVIII Plant Operator	\$ 1.00	per hr					
Class XXIX Plant Operator	\$ 1.00	per hr					
Class XXX Plant Operator	\$ 1.00	per hr					
Class XXXI Plant Operator	\$ 1.00	per hr					
Class XXXII Plant Operator	\$ 1.00	per hr					
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Class LXXXXXXV Plant Operator	\$ 1.00	per hr					

could have shown up. She stated their mission was, "Nobody Grieves Alone," and at Dustin's Place they would be celebrating five years in November. She stated that last year they served 482 individuals in grief support and what they know was who they serve. She stated they were comfortable and confident with that as 51% of the families come from Marshall County. She stated she knew the average age of their individuals was 10 years old and the most common loss was the death of a dad, so they knew who they serve, but who they didn't know was who they did not serve. She stated that Summer she went out to Denver, Colorado and met with Judi's House, the JAG Institute, which was the national research on childhood bereavement and worked with their researchers to get their local childhood bereavement numbers so they could find where that gap was. She stated as they strived at Dustin's Place to uphold that no child grieves alone, they needed to know that gap that they had in their community. She stated they had come back a month ago now with those numbers and she was blown away. She realized that those numbers had to be put out as too many times they are uncomfortable about discussing death, the causes, or what was going on. She stated she understood that it was hard conversation to have but not until they start having those conversations, more and more children would be left behind, and they cannot let these children to grief without the grief support that they need. She stated in Marshall County, over the last five years a study was done where they reviewed the numbers from 2018-2022, but they were not able to get the 2023 numbers at that time. She stated what they found in that five-year gap was the leading cause of death in Marshall County for 25-49 year-olds was overdose. She explained when they look at those numbers they saw accidents as a leading cause of death, but accidental overdoses are coded as accidents. She stated that accidental overdoses are our leading cause of death for 25-49 year-olds in Marshall County so that also makes it the leading cause of death for parents in Marshall County. She explained that one in every five parent deaths in our county was a drug overdose and for every fatal overdose, there are 15 non-fatal overdoses. She stated these children who are suffering these fatal overdose deaths in their families had also most likely suffered 15 non-fatal overdoses that they had to be the ones who personally administered the Narcan, call 911, and affected by the trauma they are living in. She explained that the children are silent victims who are left behind. She stated they are utilizing all these resources for these adults who need them, but these children who do not have a voice are the victims they are finding. She stated she was not there that night to ask for money, but that would come. She explained that that night she wanted them to be aware of the numbers as they cannot start these conversations without these real numbers. She stated those of them who sit with the kiddos know who are impacted and the kids themselves know but not until they had these numbers, they could not have this conversation. She stated it was time they start addressing these

kids as they know in Marshall County that there are 6,400 children grieving, 2,462 children grieving a parent or sibling, so one in every ten children in our county who are grieving a parent or sibling death. She stated 2-3 kids in bigger classrooms and those are only parent or sibling deaths, because what they do not know are the classmates, the neighbors, the grandparents who are raising those kids, as they do not have all those numbers. She stated to look at these and know that 10% of our children are grieving a parent or sibling death, and almost 40% of our children are grieving a loss, that these resources need to be in our county. She stated they are super blessed to have a children's grief center in our county as they are 1 in 4 out of the whole state of Indiana. She listed children's grief centers in Elkhart, Plymouth, Fort Wayne, and Indianapolis. She explained they have families traveling from Laporte, Kokomo, and Michigan as they are the closest. She stated they do this at no cost and no wait list, but they need support. She stated they need to start having these conversations so less children are being left without the support they need.

Ecker asked how many counselors they had.

Brown replied that they had 23 volunteers, 1 full-time staff member, 1 part-time staff member, and everyone else was a volunteer who had been trained through our two-day training program on how to facilitate children's grief.

Ecker asked if two days was enough time for training.

Brown replied that what they knew and what they believe was that grief was not a pathological disease. She stated they are not here to fix these children, and they are not here to diagnose them with any kind of illness. She stated grief was an emotional journey that was going to last a lifetime. She stated what they do know through research, from personal experience as a widow, and as a mother of grieving children, was that they need a safe place to explore that journey. She stated they need a safe place to understand coping skills and to gain coping skills. She stated they need to have someone who understands how they feel and can relate as their father passed too. She explained that two days was not enough time to understand children's grief as she had to take an entire four-year master's program, but two days was enough time to figure out how to have a conversation. She stated two days was enough to be in someone's corner and explained that they would not show up and be alone. She stated two days was enough time to facilitate a conversation and then the kids teach them as they are the real teachers as they show them what they need. She stated if they had ever sat with a kid, they would explain exactly what they need when they need it but as adults, they have to show up for them.

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Mayor Listenberger stated those numbers are alarming and explained that Brown came to him last week and he was shocked by 10% of their children grieving. He thanks her for coming that night and he would love to hear from her again in the future.

Brown stated they are looking forward to it as they were gifted a beautiful opportunity and look forward to it.

Mayor Listenberger asked if she would be sharing that part.

Brown replied that the Holm's at the Lifeplex fully believe in their mission and their mission was to support those using their God-given gifts within their own community. She explained they had provided them 6,500 square feet of the Lifeplex to renovate and transform into a children's grief center that would always be open and available, with after-school programs, weekends, and workshops. She listed Arts through the Grievs and stated they hosted a camp there in July where they had 57 children between the ages of 7-17 years old for an entire day of camp where they were able to enjoy, laugh, play, process, cope, and understand. She stated that would be the ask soon as they would need to furnish meeting spaces, therapy rooms, expression opportunities, and these children need a safe place to go and know they are not alone.

Starr asked if they had outgrown where they had been able to have this.

Brown replied they had, and they had been so generous with the building but as they said they would likely hit 80 people tonight with their groups and they are limited to the times when they can access that building. She stated they get the building every other Monday night as the church was growing as it was their building. With this new facility they would be able to have morning pre-school groups for little kids, lunch-hour widow groups for the adults who do not want to drive at 8:00 PM at night to go to their evening groups, Saturday workshops, etc. She stated it would offer a lot more to not just Marshall County but the surrounding area.

Mayor Listenberger stated it was very generous of Doctor Byron and Mary Holm.

Morrow asked if Dustin's Place was 100% funded by private donations.

Brown replied in agreement and stated they would receive Community Foundation grants but the issue with government grants was they tell them who they can serve. She stated grief was universal and it does not just hit a certain population so they are not able to accept some of those grants, so they are 100% community funded, that way they can stand by their mission that nobody grieves alone. She stated if they start charging then that would also limit who received their services.

Airport Manager Sheley relayed some good news regarding the 2024 FAA Airport Improvement Program (AIP) as shown below:



Plymouth Municipal Airport

301 Airport Road -- Plymouth, IN 46563
Phone: 574-935-5152 - airport@plymouthin.com

2024 FAA Airport Improvement Program (AIP)

Plymouth Municipal Airport full length paved parallel taxiway project.

*As of 9/6/2024 US DOT thru the FAA has awarded \$3,386,627,070 in FY 2024 AIP grants

*9/6/2024 FAA Awarded \$1.9 Billion divided unevenly between 519 airports

*2021 Plymouth received a \$1,062,970 AIP grant for "Grading & Drainage" funded 100% by the FAA (no local share due to COVID) for the 1st phase of taxiway project

***Total AIP grant awarded to Plymouth on 9/6/2024 \$3,275,604**

*\$377,507 from our Non-Primary Entitlement (NPE) funds. Plymouth is granted \$150,000 yearly thru this program and funds are saved to offset major project costs.

*\$2,898,097 FAA Discretionary amount.

*Additional funds for this project will be awarded by INDOT Aviation \$181,978

*Local share of project is \$181,978

*Total FY 2024 project \$3,639,560

*Total project 2021 thru 2024 is \$4,702,530

*This project total grant amount exceeds the sum of the previous 4 largest grants Plymouth Municipal Airport has ever received.

*Approximately \$145,000 of local share was budgeted for 2024, additional \$37,000 will need to be budgeted for 2025

*Approximately \$28,149 grant funds are due to be refunded by 2025 from a 2023 project.

*The contract for the grant from the FAA has already been signed and completed by BOAC President Phil Bockman and City Attorney Jeff Houin.

Sheley commented that in 2021 when they did the first portion of the project that the remainder of the project was supposed to be \$2.7 million and the contractor that did that bid offered to hold it for a couple of years, but it had taken so long to get it through the FAA that the FAA and State had asked them to rebid the project that year. He stated this brought upon the new higher number that you see, which caused the need for a little more money for the local share. He explained the state and the FAA thought the bid would go down in price but obviously it did not go down. He stated they are hoping that the rest of drainage/grading work would be complete that Fall and with the contracts awarded to Michiana Contracting for the electrical, and Milestone Contractors for the paving, that they would begin work right away and that by this time next year it should be complete.

City Attorney Houin introduced Ordinance No. 2024-2231, An Ordinance for Appropriations and Tax Rates, on first reading.

City Attorney Houin introduced Resolution No. 2024-1116, 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. (Bomarko, Inc.)

Houin stated this would be step one in the process, so that night they are considering a declaratory resolution to declare that area to be in an "Economic Revitalization Area." He stated if

that was declared, then at the following meeting they would hold a confirmatory resolution to award the tax abatement and tonight they have Greg Hildebrand with Marshall County Economic Development Corporation (MCEDC) there to speak on behalf of the proposed project from Bomarko, Inc.

Hildebrand stated that Kimberly Birchfield of Bomarko, Inc. planned on being there with him but unfortunately could not make it to this meeting but had the next meeting marked down so she would be there to answer questions. He stated this abatement would be a 7-year phase-in as opposed to their more generous abatement they received a while ago. He stated this would be the same type of equipment in the same type of location as it would be adding to their production. He stated this would be adding four new additional jobs and they retain 97 jobs. He stated those four additional jobs would be \$27/hr and their starting wage with no experience was \$19/hr. He stated they do offer benefits.

Ecker asked if the \$27/hr included benefits.

Hildebrand responded in agreement and stated that the 97 jobs averages at \$30/hr so the wages are comparable with the area. He stated it was a \$4 million piece of equipment that they are looking to abate over seven years.

Council members Krathwohl and Ecker moved and seconded to approve Resolution No. 2024-1116, 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. (Bomarko, Inc.) The motion carried.

RESOLUTION NO. 2024-1116
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.
(BOMARKO, INC.)

WHEREAS, the State of Indiana has provided for real property tax deductions for the rehabilitation or redevelopment of real property located in economic revitalization areas, as defined pursuant to Indiana Code § 6-1.1-12.1-1 et seq.; and,

WHEREAS, pursuant to Indiana Code § 6-1.1-12.1-2, the Common Council of the City of Plymouth may find that a particular area within the city is an economic revitalization area as contemplated by statute; and,

WHEREAS, Bomarko, Inc. has petitioned the Common Council to find a certain tract of real estate to be declared an economic revitalization area as defined because the parcel has become undesirable for, or impossible of, normal development and occupancy because of a lack of development, cessation of growth, deterioration of character of occupancy, and other factors which have impaired values and prevented the normal development of the property and its use; and,

WHEREAS, the Common Council of the City of Plymouth, after examining the application of Bomarko, Inc. and after hearing evidence thereon has determined that the tract of real estate does in fact lie within the corporate limits of the City of Plymouth as described in the attached Exhibit "A"; and the same should be designated an economic revitalization area in accordance with Indiana Code § 6-1.1-12.1-1 through and including Indiana Code § 6-1.1-12.1-6.

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

Section 1. After considering the evidence presented at a public meeting on September 9, 2024

a. the estimates of personal property investment of \$4,000,000.00 is reasonable for projects of this nature; and,

b. the estimated number of employment positions to be created of 4 with the investment is a reasonable projection; and,

c. the estimated total compensation package of those individuals who will be employed within the economic revitalization area is reasonable; and,

d. the totality of the capital investment is sufficient to justify declaring the designated real estate an economic revitalization area and thereby authorizing deductions in accordance with state law.

Section 2. The real estate described in the attached Exhibit "A" is real estate within the corporate limits of the City of Plymouth, Indiana, and is hereby declared to be an economic revitalization area as defined in Indiana Code § 6-1.1-12.1-1, et seq., and is therefore eligible for deduction from the assessed value of proposed real property improvements.


Section 3. The applicant's Statement of Benefits is hereby approved, subject to a confirmatory resolution, to be adopted by this Council after a public hearing.

Section 4. This declaratory resolution shall be submitted to a public hearing to be convened on the 23rd day of September, 2024 at 6:30 p.m. (or immediately after the Board of Public Works and Safety meeting on the same date) in the Council Chambers, City Hall, 124 N. Michigan St. (Garro St. Entrance, Second Floor), as provided by law.

Section 5. The Common Council's designation as an economic revitalization area the real estate described in Exhibit "A" shall terminate after a public hearing held by the Common Council in accordance with applicable law, if the applicant fails to substantially complete the proposed development or create and maintain the level of employment related benefits described in the Statements of Benefits. Bomarko, Inc.'s City of Plymouth Application for Tax Abatement is incorporated herein by reference.

Section 6. The Clerk-Treasurer is hereby authorized and directed to make all necessary filings, to cause to be published all notices required by law, and to notify the appropriate officers of each taxing unit that has authority to levy property taxes in the geographical area within which the real estate described in Exhibit "A" is located, all as provided by state law.

PASSED AND ADOPTED by the Common Council this 9th day of September, 2024.


Robert L. Linderger, Presiding Officer

ATTEST:


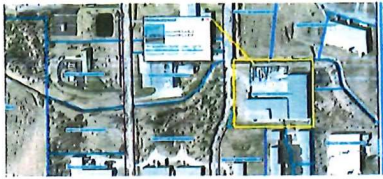

Lynn M. Gorski, Clerk-Treasurer

EXHIBIT A

Parcel ID# 50-42-31-204-055.000-019



Parcel I
Lot Number 1 (Parcel I) of the FIDCO Industrial Subdivision, located in the Northwest Quarter and the Southeast Quarter of Section 31, Township 34 North, Range 2 East, City of Plymouth, Marshall County, Indiana.

Parcel II
A part of the Northwest Quarter of Section 31, Township 34 North, Range 2 East, City of Plymouth, Marshall County, Indiana, described as follows: Commencing at a 17.50-foot iron nail at the Southeast corner of Lot 11 of the FIDCO Industrial Subdivision; thence North 00 degrees 18 minutes 54 seconds West (bearing) along the East line of said Lot 11 a distance of 218.93 feet to a 5.50-inch iron nail at the point of beginning of this description, thence continuing North 00 degrees 18 minutes 54 seconds West along said East line 225.00 feet to the center line of the Schick Drive, thence in the following 5th (5) courses along said center line of the Schick Drive, 1) North 89 degrees 23 minutes 48 seconds East, 122.33 feet, 2) South 77 degrees 13 minutes 40 seconds East, 68.72 feet, 3) South 37 degrees 51 minutes 33 seconds East, 48.25 feet, 4) South 15 degrees 19 minutes 43 seconds East, 118.65 feet, 5) South 23 degrees 15 minutes 33 seconds East, 32.18 feet, 6) South 34 degrees 37 minutes 29 seconds East, 23.37 feet, thence South 89 degrees 41 minutes 05 seconds West, 264.05 feet to the point of beginning.

Commonly known as 2409 Walter Glush Dr., Plymouth, IN 46553.

Houin stated the next item on the agenda would be the amendment to the Oak Crest Auction Contract. He reminded the council that they approved for the city to dispose of surplus personal property through auction. He stated after that was approved, he had received a call from Dave Goebel, and he would be out of the country. He stated with the difficulty of conducting an auction remotely, he had asked them to consider moving the date, and he relayed him to both the Fire Chief and Police Chief and they settled on October 30th from October 19th.

Council members Starr and Krathwohl moved and seconded to amend the Oak Crest Auction Contract to be held on October 30, 2024, instead of October 19, 2024, as presented. The motion carried.

Houin updated the board on ONE Marshall County and explained that he had said for a while that they had been focused on the READI 2.0 grant project submissions and those were due on August 30, 2024, and he was happy to report that the Plymouth Housing Project and the Heartland Arts Center were submitted alongside many other projects across Marshall County. He stated it would be nice to say they could take a sigh of relief, but this was the starting line and not the finish line so ONE Marshall County would continue to support those. He stated the other big news for them was they formally organized their subcommittees, and they are planning to meet sometime this month so hopefully at the next board meeting he would have a more in-depth update on the work those committees are doing.

Houin updated the board on the Comprehensive Plan Committees. He said some of the subcommittees had been very active and some of them would be more active now that they have completed the READI 2.0 applications. He stated the big news was that the Empowerment Subcommittee held their organizational meeting and came up with some big action items and focus areas. He stated they had started to begin some outreach and determine ways that they can empower the citizens of Plymouth so everyone can be involved in shaping the future of our city. He extended

another large invitation to both council members and anyone who had any interest in improving our city. He stated they had different subcommittees with different focus areas so whatever you would like to work on, there was an opportunity. He stated the Comprehensive Plan Advisory Committee meets on the fourth Thursday of the month at 3:30 PM in the council chambers. He stated all the subcommittees had different schedules and he could provide that information if they would like.

Mayor Listenberger commented if they would like to get involved in any of those subcommittees that the Comprehensive Plan Advisory Committee would be a great opportunity to learn what the subcommittees are working on.

Houin stated they were also working on a more efficient email system as it currently relied upon him. He stated if they were interested, he could add them to the email chain.

Morrow asked regarding the READI 2.0 grant applications when they find out if they were awarded the projects.

Houin replied they were told the Regional Development Authority (RDA) would announce the grants on November 20th, however there would be a lot of discussion and interaction with them between now and then, but at some point, in October, they would want a final version of the submissions. He stated over the next month, they would be refining what was submitted, answering questions, and getting their feedback to continue working through the grant process.

Ecker asked who was serving on the Empowerment Committee and what their focus was.

Houin replied that the Empowerment Committee was a volunteer committee so people can come and go, but Norma Rodriguez was chairing that committee. He stated one of the items in the Comprehensive Plan was to empower all citizens to have a voice and be involved in their community, so the idea was reach out to portions of the community that are underrepresented. He listed the example of the Hispanic Community and that was why Rodriguez is chairing that committee. He stated at least a quarter of the population was Hispanic and they are not represented on most of these boards and committees, so the empowerment terminology in the Comprehensive Plan and the committee itself are not exclusively targeting Hispanic involvement but that was an example of a portion of their population that does not have a voice.

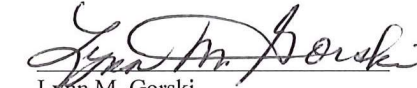
Council members Krathwohl and Starr moved and seconded to accept the following communications:

- Minutes of the Board of Public Works and Safety meeting of August 26, 2024
- September 9, 2024, Check Register
- August 27, 2024, Technical Review Committee Minutes
- July 2, 2024, Plan Commission Minutes
- August 6, 2024, Board of Zoning Appeals Minutes

REGULAR SESSION, COMMON COUNCIL, September 9, 2024

The motion carried.

There being no further business to come before the Council, Council members Starr and Ecker moved and seconded to adjourn. Mayor Listenberger declared the meeting adjourned at 7:51 p.m.


Lynn M. Gorski
Clerk-Treasurer

APPROVED


Robert Listenberger, Mayor