

REGULAR SESSION, COMMON COUNCIL, September 8, 2025

Be it Remembered that the Common Council of the City of Plymouth, Indiana, met in regular session on September 8, 2025. 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 led the Pledge of Allegiance.

Mayor Listenberger presided over Council members Duane Culp, Kayla Krathwohl, Randy Longanecker, Shiloh Carothers Milner, Dave Morrow, and Linda Starr, who were physically present. Councilman Don Ecker Jr. attended virtually. 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 and streamed live at <https://www.youtube.com/@CityofPlymouth>.

Council members Starr and Culp moved and seconded to approve the minutes of the regular session of the Common Council on August 25, 2025, as presented. The motion passed by roll call vote with all in favor.

Council members Morrow and Starr moved and seconded to open the public hearing for the 2026 Proposed Budget as presented. The motion passed by roll call vote with all in favor.

Clerk-Treasurer Gorski listed each department in the general fund as follows:

Engineering Department: \$493,000.00 – Includes replacement of a 2011 vehicle.

Building Department: \$415,775.00 – Includes replacement of 2012 vehicle.

Law Department: \$195,980.00

Mayor and Council Budget: \$342,410.00

Financial Board: \$1,611,000.00

Sanitation: \$802,515.00

Police Department: \$4,464,300.00 – Includes purchase of three vehicles, five body cams, eight tasers, and eight portable radios.

Fire Department: \$3,564,310.00- Includes replacement of a 2013 Explorer, ten pagers, three air packs, five radios, eight turnout gear, and workout equipment.

City Properties: \$570,100.00

City Power and Lights: \$300,000.00

Animal Welfare: \$30,000.00

Garage and Warehouse: \$456,925.00

TOTAL GENERAL BUDGET: \$13,246,315.00

Motor Vehicle Highway (MVH): \$3,135,410.00 – Includes Operating Equipment of \$12,000, replacement of a 1 ½ Ton Dump Truck, a mower, and \$50,000 for additional sidewalk improvements.

Local Road & Street: \$81,000.00

MVH Restricted: \$215,000.00

Parks Department: \$1,537,785.00 – Includes \$100,000 for restroom renovations, leaf sweeper, road crossing, and paving.

Cemetery Department: \$509,950.00 – Includes a military awning and gutters.

Aviation Department: \$430,105.00 – Includes fencing, rehabilitation of taxiway, and a gator.

Cumulative Capital Improvement (CCI): \$17,300.00 – Mower at Cemetery

Cumulative Capital Development (CCD): \$70,000.00

Law Enforcement Continued Education: \$28,350.00

Park Non-Reverting: \$115,800.00

Deferral & Diversion: \$3,000.00

Unsafe Building Fund: \$20,200.00

Opioid Unrestricted: \$21,000.00 – Potential new K-9

Opioid Restricted: \$57,314.00

City Monetary Gift Fund: \$46,000.00 – If we receive gift funds to cover.

Park Gift Fund: \$19,000.00 – If we receive gift funds to cover.

Transportation: \$15,000.00 – Given to Older Adults Services

K-9 Fund: \$2,000.00

Aviation Rotary: \$283,350.00

DARE: \$500.00

Community Improvement: \$50,000.00

TOTAL BUDGET: \$28,332,212.00

Gorski stated this was a decrease in the budget amount of 15.66% from 2024.

Culp asked what the City Building Project Sinking fund in the amount of \$313,225.00 was.

Gorski replied that it was for the Redevelopment Authority to cover the bond for renovations of city hall.

Mayor Listenberger wished to open this to public comment as he believed the fire department in attendance wished to discuss the budget.

Gorski noted that the Fire Department's budget did not include any additional staff. She stated that we could not increase the budget as presented, and it would need to be an additional appropriation in 2026.

Mayor Listenberger echoed Gorski's statement. He stated just because it does not sit in the budget today, it does not mean that they cannot look at this at some point during the year and do additional appropriations. He stated that the door was not closed as they could do this at a later date so he would like to hear from them.

Holm stated he looked at our city and we continue to promote in a good way more industry, more housing, more retail, and we want to bring more into our community. He stated he was appreciative of the staff they have added over the past years, but he believed they were still behind. He stated the more we promote our city to make our population bigger and have an influx of people, whether they were living here or coming here to work, that they needed to ensure that our public safety employees and departments were able to cover that. He stated for him they need to increase our staff, but we also need to increase the number of volunteers that they have. He explained it was a numbers game, and you were only going to have a certain percentage of volunteers who are going to be able to attend calls regularly. He stated when you only have 19 on the roster, that doesn't leave very many people to regularly attend calls. He explained when they used to have 35-40, the turnout was a lot better by sheer numbers, so they need to address both sides of that. He stated we cannot rely on volunteers as times are different with people working outside of the city, bosses do not let people leave as regularly as they used to, and during the day Monday-Friday was when they really hurt for extra help. He stated that was why they needed to think about increasing their career staff. He stated he had met with the leadership of the volunteers, and they had a good meeting about working together and trying to increase the department. He stated it was not one side or another but the collaboration between the two because his goal running the department and serving the community was that those vehicles get out the door with qualified personnel as fast as they can. He stated he did not care if the truck was full of volunteers or career staff, if they were getting out the door as fast as they could to tend to our community, that was all that really mattered. He stated he was disappointed in how this process went because everyone was more than willing to share the proposed budget with him when there was three staff included but when it got changed and entered into Gateway, he was never contacted once to talk about it or told that it was taken out. He stated he did not understand how people could make decisions on what our department needs and what we don't need without talking to them. He stated they came to every one of the council members last year with the help of our HR Director who put together a real good presentation and they talked to

every one of them about our needs as a department. He stated they listed how it would work out, what it would cost, the different options that we had to do it, and, in the end, it was basically ignored. He stated he felt positive about it after they got done with their talks and thanked each one of them for taking time out of their day to meet with them when they did that. He stated he wanted them to know that it's been sealed when 2026 comes around that everyone takes a real hard look at an additional appropriation. He stated he knew that it may not take place at the beginning of the year, and he was okay with that. He stated last year when we hired those employees that he was very budget-minded and waited until nearly halfway through the year before we added our staff even though the money was there to do it. He hoped that they could look at that again next year and eventually add that money with the knowledge that the city needs it. He stated he saw that the budget was cut for the volunteer compensation by a little bit, so they need to make sure that we have the money there.

Gorski stated that the reason that the budget was cut greatly was because when she met with her Department of Local Government and Finance' (DLGF) budget representative and to fund the General Fund it needed to be cut by \$792,000 because of our tax revenue. She stated our tax revenue next year was estimated at \$10 million and we have a \$28 million budget. She explained that was why we cannot sustain what we are doing.

Art Jacobs of the Volunteer Fire Department stated he had been a volunteer for a long time and had been blessed to help teach and train each of the firefighters here except for two. He stated two were great hires that we hired from outside of the city. He explained that Holm and he did meet as we need a lot of representation from the volunteers and support and knowledge from the council. He stated we need help as we do not get volunteers. He stated we have 18 and we need 38-40. He explained that it was hard to attract people to do what we do. He stated we get up at 2:00 in the morning, work until 6:30 fighting a fire, and then drive to Franklin, Indiana for work all day and drive back home at night. He stated we must work together as one department. He stated there was not one person here wearing a blue fire department shirt that he was not deeply embedded with as a friendship. He stated we were very close, but we must continue to think as a city because at some point in time we won't have the same type of support and volunteers that we used to have. He stated we must increase the staff, but we must work with the volunteers to continue because you're going to need 15-20 full-time people per shift before they are able to handle what the volunteers handle. He stated it had to grow in increments, and we must work together. He stated he would suggest that the council bring them all together to discuss the needs. He stated he could appreciate the budget and that was why the volunteers had to step up. He explained we had to step up and help support these

guys. He stated he did not care what kind of incident it could be someone in the river, car crash, or someone having a medical issue that when these guys show up and they get two or three calls going and they are on their own because we don't have enough people that it can be difficult. He stated our chiefs and volunteers were doing what they can do but we need the representation and support to work together to make that happen.

Culp stated he had a suggestion and would like to see Longanecker and him, along with this whole crew sit down and let's see because we asked for a roadmap.

Longanecker stated we asked for a road map because we wanted to see what the chief's duties were, assistant chief's duties, and so forth. He stated they wanted to see what that road map looked like. He stated that it was the expectation too that they needed to see that so they knew what that avenue was or where we could support that, whether it was more volunteers or whatever was needed. He stated he had not seen that roadmap yet and we had our initial meeting and guidelines they discussed about three employees a year. He stated he was in full support, but he asked in a previous meeting about putting Garcia and another assistant manager on during the days that they would get that roadmap of those positions and what that documentation was. He stated everyone here was going to support what they can, but they need that guideline because they already have it in the budget to look at what those answers were on a new station or two as that was already in the process. He stated they did not want to put the cart before the horse in a sense as they needed that roadmap to say whether it was three or six employees or whether it was promoting to get more volunteers and how they would do that.

Mayor Listenberger stated for that roadmap they were discussing, Holm and he were committed to this being their 4th Quarter Sprint on beginning that process and they had already started laying some of this groundwork. He stated each quarter they were trying to pick out one or two of what we call their Sprint items. He stated they had a lot to juggle all the time and currently, for example, they are doing code enforcement and a lot of them are all involved in that. He stated the 4th Quarter Sprint item would be that roadmap and there's so many things involved with it and it was a tough spot. He stated with knowledge of what the Clerk-Treasurer just told them and how they move this needle forward in the future of staffing, new facilities, etc. He stated we were making decisions now about the buildings and what the future would look like in 10 years, 20 years, etc. He stated we were building buildings for 50 to 75 years, so they needed to know how to staff it going forward. He asked them all to be patient as he understood what all of them were saying in this room and there were a lot of moving parts. He stated every one of the people here in the blue and white fire shirts were hopefully going to be sitting down talking with them. He hoped they would volunteer

to talk to them about different things with the help of enFocus. He stated he had a list of things that everybody's been telling him about and they were all on the table to discuss. He stated as they focus on these things they would hopefully have a better idea of all the little things they would have to accomplish. He stated if it comes down to March-May next year out of this study group that they need three new employees right away that he would be coming and asking council for an additional appropriation and that was the best they could do at this point. He stated if they did not want to speak tonight that they would have an opportunity. He stated either he or someone from his team would meet with them. He stated this was exactly what they were doing with code enforcement right now by conducting a deep dive into how the city handles code enforcement. He stated anyone who touched code enforcement was part of the process and by the end of it they would have a great roadmap for code enforcement. He stated he did not know how to manage a firehouse, and he did not believe anyone up here did.

Culp asked if there was any reason he couldn't involve somebody from the council to be involved in those talks.

Ecker stated he was willing to participate in those conversations. He stated that they had continued to ask for plans that could be sustainable because we need to be looking at something that we can sustain for multiple years. He stated when they decide what was important, they take into consideration the future. He stated they use Baker Tilly, and they are the ones that help them look into the future when it comes to the financial side of things. He stated we need to continue to stay in that mode and not make quick decisions for now but rather for the future.

Culp stated they had a person in this room with over 50 years of experience and would be great on that committee and gestured to John Grolich.

Jacobs stated it was mentioned that the volunteer budget got cut and they don't get any knowledge of that. He stated there was no input from us on what they get and do not get. He explained that was why they needed that representation to put that out there. He stated it may not be money that excites everybody, but money could be a part of it. He stated they had to ensure they were a part of that discussion.

Mayor Listenberger stated by cutting that budget it helped them get the trimming down because that budget had not been spent in the last five years. He stated there was some built-in fluff over the years in that line item and to get their budget in line they had to cut it. He stated there were a lot of areas like that outside of fire that they did that with.

REGULAR SESSION, COMMON COUNCIL, September 8, 2025

Longanecker stated it was unfortunate that a lot of the people in this room were not here 20 years ago when this should have happened. He stated that firehouse had been discussed for a long time and now they were left to fight that issue.

Starr stated she appreciated everyone who came tonight as it speaks well because you care and we care too. She stated the decisions that were made for this budget certainly were not made without a lot of thought and the stark reality that the Clerk-Treasurer gives them about the money was what they had to work with. She stated the fact that we were all coming to the table with them that it can only make everything better for all of them because they would have a better understanding. She stated they all had a common goal and that it was to give the best service that we can fairly to all the community.

Council members Culp and Krathwohl moved and seconded to close the public hearing for the 2026 Proposed Budget as presented. The motion passed by roll call vote with all in favor.

Longanecker stated he had his 30th class reunion last weekend and some of his classmates that hadn't been to the city in the past 10-20 years were excited like tourists taking pictures seeing downtown. He stated they also played the new disc golf course at Centennial Park, and it was challenging and a lot of fun. He stated he spoke about the bollards on the bridges and Mike Hite at the Parks Department got them installed.

Starr stated she was so amazed to go out two days after the Blueberry Festival and drive through the park and it looked as if nothing was there. She stated she was impressed to see the Code Enforcement happening in Plymouth and noticed some cars being tagged. She stated it was appreciated very much.

City Attorney Houin introduced PC 2025-12, Certified Proposal to Amend the Official Zoning Map for the City of Plymouth.

Houin presented his report and stated that this received both a favorable recommendation from staff and a unanimous recommendation from the Plan Commission.

REGULAR SESSION, COMMON COUNCIL, September 8, 2025

**CONSIDERATION OF PC 2025-12 BY
THE PLYMOUTH COMMON COUNCIL**

This matter comes before the Plymouth Common Council on the Plymouth Plan Commission's Certified Proposal to Amend the Official Zoning Map for the City of Plymouth. After certification, pursuant to Indiana Code § 36-7-4-608(f)(1) and Indiana Code § 5-14-15-5, public notice was provided of the Council's intention to consider the Proposal at its regularly scheduled September 8, 2025 meeting. Said meeting was conducted and the Proposal has been considered pursuant to Indiana Code § 36-7-4-603, giving reasonable regard to: (1) the comprehensive plan, (2) current conditions and the character of current structures and uses in each district, (3) the most desirable use for which the land in each district is adapted, (4) the conservation of property values throughout the jurisdiction, and (5) responsible development and growth.

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

Section 1. The Certified Proposal to Amend the Official Zoning Map for the City of Plymouth is adopted and, pursuant to Indiana Code § 36-7-4-608(f)(2), upon adoption, the Proposal takes effect as other ordinances passed by the Council.

Section 2. The appropriate City personnel are directed to promptly incorporate the now adopted amendment to the Official Zoning Map for the City of Plymouth into said map. Pursuant to Indiana Code § 36-7-4-610 and the City of Plymouth Zoning Ordinance, Article 2, Section 030, the Official Zoning Map for the City of Plymouth is incorporated by reference into the City of Plymouth Zoning Ordinance, and a copy thereof shall be located in the office of the City of Plymouth Clerk-Treasurer.

PASSED AND ADOPTED this 8th day of September, 2025.


Robert Listebberger, Presiding Officer

ATTEST:


Lynn M. Gorski, Clerk-Treasurer

Presented by me to the Mayor of the City of Plymouth, Indiana on the 8th day of September, 2025, at 7:45 o'clock P.M.


Lynn M. Gorski, Clerk-Treasurer

Approved and signed by me this 8th day of September, 2025.


Robert Listebberger, Mayor

PC 2025-12

**CERTIFIED PROPOSAL TO AMEND
THE OFFICIAL ZONING MAP
FOR THE
CITY OF PLYMOUTH**

Statement of Purpose and Intent

Jeff Birchmeier and Birchmeier Rentals, LLC has requested the rezoning of a parcel that Birchmeier Rentals, LLC owns located at 1425 W. Jefferson Street, Parcel No. 50-32-05-103-063.000-019, from C-3 Corridor Commercial District Rural Residential District to R-4 Multi-Family Residential District. This proposed amendment to the Official Zoning Map for the City of Plymouth was presented to the Plymouth Plan Commission and the matter was scheduled for a public hearing on Tuesday, September 2, 2025, 7:00 p.m. at the Plymouth Common Council Chambers, with notice of said hearing being published pursuant to Indiana Code § 36-7-4-604 and Indiana Code § 5-3-1 et seq.. A public hearing on the matter was conducted on that date and time where, pursuant to Indiana Code § 36-7-4-605, the Plymouth Plan Commission voted to approve the proposed amendment to the Official Zoning Map for the City of Plymouth, giving the proposed map its favorable recommendation.

It is the purpose and intent of this document is to certify the proposed amendment to the Official Zoning Map for the City of Plymouth to the Plymouth Common Council for its consideration.

NOW, THEREFORE, BE IT ORDAINED, by the Plymouth Plan Commission, as follows:

Section 1. Pursuant to Indiana Code §§ 36-7-4-605, 608(b), the proposed amendment to the Official Zoning Map for the City of Plymouth is now certified to the Plymouth Common Council for consideration.

Section 2. The proposed amendment to the Official Zoning Map for the City of Plymouth is as follows:

The parcel of approximately 3.1 acres, located at 1425 W. Jefferson Street, Parcel ID# 50-32-05-103-063.000-019, from C-3 to R-4 (see map of parcel attached as Exhibit A).

SO CERTIFIED, BY THE PLYMOUTH PLAN COMMISSION.

Exhibit A



Council members Ecker and Krathwohl moved and seconded to approve PC 2025-12, Certified Proposal to Amend the Official Zoning Map for the City of Plymouth. The motion passed by roll call vote with all in favor.

City Attorney Houin introduced Ordinance No. 2025-2249, An Ordinance for Appropriations and Tax Rates for 2026 on first reading.

City Attorney Houin introduced Ordinance No. 2025-2250, An Ordinance Fixing Salaries for the Year 2026 for the Elected Officials of the City of Plymouth, Indiana on first reading.

Houin stated there was an item he wished to address that was not on the agenda. He explained that he just received notice that there was an additional opioid settlement that had been reached with some of the minor manufacturers in addition to the big settlements that they had already discussed. He stated that because of Indiana Law, we do not have to take any action because Indiana as a state has opted into this new settlement then any municipality that has previously opted in was automatically opted into this new settlement. He stated he was not sure what this would mean for the distribution of opioid funds, but he did know that there was additional money coming into the bucket so hopefully that would mean additional money being distributed to the City of Plymouth. He stated as he received more information, he would keep the council updated.

City Attorney Houin stated there was no update on ONE Marshall County.

City Attorney Houin updated the council on the Comprehensive Plan. He said that they have some zoning updates coming up and he was working on an update to the revitalization grant based upon committee recommendations.

Weir stated during the privilege of the floor about losing two vehicles in the budget. He stated in the beginning they spoke about needing 11 vehicles immediately and he had received seven last year, seven this year, and he was hoping to stick with the five vehicles every year rotation after that. He stated he had three vehicles currently that are over 100,000 miles. He listed he had 115,000 on a 2018 model, 111,000 on another 2018 model, 130,000 on a 2014 model, a 2019 Durango at 93,000, and a 2020 Explorer at 76,000. He stated those were the ones he was wanting to trade off next year to get his whole fleet under 100,000 for mileage. He stated he was upset about losing that rotation he was trying to start to keep them up to date on vehicles since they were so far behind. He stated his rotation before was three vehicles and that was where he believed they got behind. He stated as far as officers, they were fully staffed at 25 officers. He stated when he started in 1999, they had 25 officers then and they haven't added any officers since he started as far as our number. He stated it was 26 years now that we have not increased the number.

Mayor Listenberger stated he did not realize that.

REGULAR SESSION, COMMON COUNCIL, September 8, 2025

Weir stated they did not have 25 but that was what they were allotted. He stated it had been up and down since then. He stated that was why they were trying to build our department back up and all our equipment was old. He stated he was in the process of getting quotes for new computers because they have got three computers that were not repairable anymore. He stated he was also told that they needed a new server so that there would be another item they would be looking at. He stated we must invest in our departments like Holm said.

Longanecker stated we keep talking about mileage but police cars often idle. He explained he got into that with his company that they may have 100,000 miles but the motors were being used constantly.

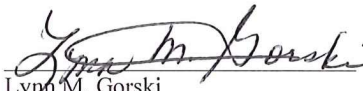
Weir stated that Councilman Ecker had talked to him earlier about the hybrids as they bought that one at the first of the year and it got on the road in April. He stated there was about 10,000 miles on it and the mileage so far averaged 17-19 miles a gallon, while the rest of the squad cars were at 10-13 miles a gallon.


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

- Minutes of the Board of Public Works and Safety meeting of August 25, 2025
- September 8, 2025 Check Register
- August 26, 2025 Technical Review Committee Minutes
- August 5, 2025 Plan Commission Minutes

The motion passed by roll call vote with all in favor.

There being no further business to come before the Council, Council members Longanecker and Starr moved and seconded to adjourn. Mayor Listenberger declared the meeting adjourned at 7:18 p.m.


Lynn M. Gorski
Clerk-Treasurer

APPROVED

Robert Listenberger, Mayor