Be it Remembered that the Common Council of the City of Plymouth, Indiana, met in regular session on August 24, 2026. The meeting was held in the Council Chambers, on the second floor of the City Building, 124 N. Michigan St., Plymouth, Indiana, and was called to order at 6:30 p.m.

Councilman Ecker offered a prayer, and Mayor Listenberger led the Pledge of Allegiance.

Mayor Robert Listenberger presided over Council members Duane Culp, Don Ecker Jr., Kayla Krathwohl, Randy Longanecker, Shiloh Carothers Milner, Dave Morrow, and Linda Starr, who were physically present. City Attorney Jeff Houin and Clerk-Treasurer Lynn Gorski were also present. The public was able to see and hear the meeting through Zoom and streamed live at https://www.youtube.com/@CityofPlymouth.

Council members Starr and Krathwohl moved and seconded to approve the minutes of the regular session of the Common Council on August 10, 2026, as presented. The motion carried.

Council members Ecker and Milner moved and seconded to open the public hearing for AK Industries Tax Abatement. The motion carried.

Greg Hildebrand of MCEDC stated he wished to speak in favor of this tax abatement. He stated that at the last meeting, we heard how this piece of equipment would add new jobs at AK Industries and retain the 200 they already have there. He said these were good-paying jobs, and it would help expand a sector of their business. He stated it would be a 5-year phase-in personal property tax abatement.

Council members Morrow and Milner moved and seconded to close the public hearing for AK Industries Tax Abatement. The motion carried.

City Attorney Houin introduced Ordinance No. 2026-2264R, An Ordinance Fixing Salaries of Appointed Officials and Employees, Fire and Police Personnel of the City of Plymouth, Indiana for the Year 2027, on third reading.

Culp asked Fire Chief Steve Holm if the Assistant Chief Firefighter would be going Monday through Friday to assist him. Holm agreed.

Ecker asked what the plan was for weekend coverage for leadership.

Holm replied that there were two reasons for proposing that we do this. He stated that over the last couple of years he had really wanted to add a seventh position to each shift. He stated that would allow us to cover that seventh person Monday through Friday during the day, which was the hardest time for us to get volunteers into the station because of their other jobs. He stated it was not as difficult to cover nights and weekends. He stated this would also allow for consistent operations during the day in case he was tied up with administrative duties; we would still have a Chief there that could help with operations during those days.

Ecker asked if there would be any changes to the Assistant Fire Chief Paramedic.

Holm replied that the position would continue to remain on shift as it had been. He stated that it would be down the road as we grew and other demands became necessary, but for now that position would remain on shift.

Houin explained that procedurally, this ordinance was just the salary for the position. He stated we had not changed the job description to move that position from a shift position to the Monday through Friday position, as that would take another step.

Culp asked why both the Assistant Fire Chief and Assistant Fire Chief Paramedic did not go up in salary equally.

Holm replied that going to days would be a set salary position. He stated the salary on shift would allow for overtime, so it was a bit lower a salary, but in essence they could, with overtime, be making upwards of that amount.

Morrow stated one of the highlighted items under the Parks Department was the stipend for the certification of a pool and spa operator, which was a unique certification. He stated we've given stipends in other areas for CDL's and so on. He believed the stipend of $0.25 should be increased to $0.50 per hour.

Houin explained that procedurally there would need to be a motion to approve the request and put it on the table for consideration before amending it on third reading.

Council members Morrow and Krathwohl moved and seconded to approve Ordinance No. 2026-2264R, An Ordinance Fixing Salaries of Appointed Officials and Employees, Fire and Police Personnel of the City of Plymouth, Indiana for the Year 2027, on third reading. An amendment was proposed later to amend this motion.

Culp stated that if you don't have a CDL, there are certain things that you couldn't do for the city. He stated that in Dave Cooper's case, his certification was specialty pay. He asked if the pool would stay open if he did not have the certification.

Mayor Listenberger replied that we would have to outsource that job.

Council members Morrow and Milner moved and seconded to amend Ordinance No. 2026-2264R to have the Certified Pool & Spa Operator Specialty Pay at $0.50. The motion passed by roll call vote with all in favor.

Council members Morrow and Krathwohl moved and seconded to approve Ordinance No. 2026-2264R, An Ordinance Fixing Salaries of Appointed Officials and Employees, Fire and Police Personnel of the City of Plymouth, Indiana for the Year 2027, on third reading as amended. The motion passed by roll call vote with all in favor.

ORDINANCE NO. 2026-2264R

FIXING SALARIES OF APPOINTED OFFICERS AND EMPLOYEES, FIRE AND POLICE PERSONNEL OF THE CITY OF PLYMOUTH, INDIANA FOR THE YEAR 2027

BE IT ORDAINED by the Common Council of the City of Plymouth, Indiana that from and after the first day of January, 2027, 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, 2027, 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. 2013-2052, passed January 14, 2013, and as most recently amended by Ordinance No. 2024-2239, passed December 23, 2024 and any subsequent amendments.

OFFICE OF THE MAYOR

Promotion of the City Coordinator	$	56,763.12	per yr
Member of the Board of Public Works & Safety who is not an elected official	$	43.42	per Regular, Executive, or Special Session Board of Wks mtg attended

OFFICE OF THE CLERK-TREASURER

Deputy Clerk-Treasurer	$	27.89	per hr
Deputy Clerk-Treasurer / Probation (90-180 days)	$	27.89 *	per hr
Payroll Coordinator	$	26.75	per hr
Accounts Payable Coordinator	$	24.46	per hr
Accounts Receivable Coordinator	$	24.46	per hr
EMS Billing and Accounts Receivable Coordinator	$	24.46	per hr
EMS Billing and Cash Balancing Coordinator	$	24.46	per hr
Utility Billing Coordinator	$	25.37	per hr
Clerk Part Time	$	19.06	per hr
All Coordinators / Probation (90-180 days)	$	24.46 *	per hr

POLICE DEPARTMENT

Chief of Police	$	93,874.08	per yr
Assistant Chief of Police	$	84,695.76	per yr

Position	Projected Hours			
Detective	2080 hrs	$	39.56	per hr
Sergeant	2016 hrs	$	39.56	per hr
Corporal	2016 hrs	$	38.83	per hr
Patrol Officer	2016 hrs	$	38.03	per hr
Patrol Officer / Probation (one year maximum)	2016 hrs	$	38.03 *	per hr

Civilian Police

Chief of Police, Civilian	$	93,874.08	per yr

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 rulings 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: Officer or Police Aide will be paid an additional .25 per hour that are trained and provide any or all of the following services (with a certificate turned into payroll):

1.0 ILEA Instructor
2.0 D.A.R.E. Instructor
3.0 Evidence Technician
4.0 K-9 Handler
5.0 IDACS Certification

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.***

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

All non-exempt Police Officers will be paid one and one-half (1 and 1/2) times their regular rate of pay for all hours worked in excess of forty (40) hours (See §FLSA 553.230) in any scheduled work week. Only hours worked will count for overtime purposes. All overtime work must be approved by the initialing or signing of your time card/sheet by your superintendent.

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

POLICE DEPARTMENT

Position	Projected Hours			
Police Aide	2080 hrs	$	24.02	per hr
Police Aide / Probation (90-180 days)	2080 hrs	$	24.02 *	per hr

Projected Hours Not Calculated on the Following Part-time Positions

School Crossing Guard	up to	$	45.66	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:

A. Full-time hourly police personnel assigned to the 11:00 p.m. - 7:00 a.m. shift shall receive one (1) incentive day per calendar month.

B. Full-time hourly police personnel assigned to the 3:00 p.m. - 11:00 p.m. or the 7:00 p.m. - 3:00 a.m. shift shall receive one (1) incentive day per calendar months.

C. Full-time hourly police personnel assigned to the 11:00 a.m. to 7:00 p.m. shift shall receive one (1) incentive day every six months.

D. Full-time hourly police personnel shall begin being compensated for incentive days after working an eligible shift for 30 calendar days.

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

FIRE DEPARTMENT

Fire Chief - EMS Director	$	93,874.08	per yr
Assistant Chief - Firefighter	$	84,695.76	per yr
Assistant Chief - Firefighter Paramedic	$	77,163.84	per yr
Firefighter - Chief Mechanic	$	74,214.48	per yr
Firefighter - Chief Paramedic	$	74,214.48	per yr
Firefighter - Training Instructor	$	74,214.48	per yr
Firefighter - Paramedic - Training Instructor	$	74,214.48	per yr
Firefighter 1st Class or Paramedic - Captain	$	75,356.64	per yr
Firefighter 1st Class or Paramedic - Lieutenant	$	74,214.48	per yr
Firefighter 1st Class	$	71,856.72	per yr
Firefighter - Paramedic	$	71,856.72	per yr
Firefighter - Inspector	$	72,914.40	per yr
Firefighter - Probation (one year maximum)	$	71,856.72 *	per yr
Firefighter - Paramedic - Probation (one year maximum)	$	71,856.72 *	per yr
Firefighter - EMT - Probation (one year maximum)	$	71,856.72 *	per yr

Longevity pay is additional compensation to be paid to a qualified firefighter. A qualified firefighter is one who has at least three (3) continuous years of service to the City.
Longevity pay is calculated to be Two Hundred Fifty Dollars ($250.00). The amount to be paid to a qualified firefighter 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 for that individual.***

Civilian Fire Department Employees

Fire Inspector, Civilian	$	72,914.40	per yr
Paramedic, Civilian - Training Instructor	$	74,214.48	per yr
Paramedic, Civilian	$	71,856.72	per yr
Paramedic, Civilian - Probation (one year maximum)	$	71,856.72 *	per yr
EMT-B, Civilian	$	71,856.72	per yr
EMT-B, Civilian - Probation (one year maximum)	$	71,856.72 *	per yr
Civilian 1st Class Firefighter Part-time	$	19.53	per hr
Paramedic Part-time	$	24.33	per hr
Advance EMT Part-time	$	22.79	per hr
Basic EMT Part-time	$	21.53	per hr
Administrative Assistant	$	24.02	per hr
Administrative Assistant / Probation (90-180 days)	$	24.02 *	per hr

Paramedic's salary shall be increased by $5,000.16 annually; however the certified salary shall be the same as a First Class Firefighters.

A Clothing Allowance of $1,000.00 per year is paid to all firefighters and paramedics who have at least one full year of continuous service to the city. Clothing Allowance is payable in equal installments at the end of each quarter.**
A Clothing Allowance of $200.00 per year is paid to Fire Inspector, Civilian who have at least one full year of continuous service to the city. Clothing Allowance is payable in equal installments at the end of each quarter.**
Work Schedule - The Fire Department works 24 hours on, 24 hours off, 24 hours on, 24 hours off, 24 hours on and 96 hours off in a 28 day period. If such 28 day period includes benefit days, extra hours worked up to 212 are to be paid at a regular hourly rate. Hours worked over the 212 hours are to be paid at time and one-half. Salaries for the fire department are based on 2928 hours per year, except for Fire Chief-EMS Director and Assistant Chief-Firefighter whos salary is based on 2080 hours per year.

**Except for those instances noted in Ordinance No. 1479.
***Except for those instances noted in Ordinance No. 1480.

CITY ENGINEER/STORM WATER DEPARTMENT

City Engineer/Storm Water Compliance Superintendent	$	114,603.60	per yr
Engineering Technician	$	40.80	per hr

DEPARTMENT OF BUILDING COMMISSION

Building Commissioner	$	77,705.28	per yr
Part-time Building Commissioner	$	19.54	per hr
Planning Director	$	76,468.32	
Administrative Assistant	$	24.02	per hr
Administrative Assistant / Probation (90-180 days)	$	24.02 *	per hr

DEPARTMENT OF LAW

City Attorney	$	118,145.52	per yr
Human Resources Manager	$	60,191.28	per yr

CEMETERY DEPARTMENT

Cemetery Superintendent	$	74,848.08	per yr
Assistant Superintendent	$	28.76	per hr
Laborers - Full Time	$	24.65	per hr
Laborers / Probation (90-180 days)	$	24.65 *	per hr
Laborers - Summer / Semi-skilled	$	17.67	per hr

PARK & RECREATION DEPARTMENT

Park Superintendent	$	79,820.40	per yr
Pool and Recreation Director	$	54,849.60	per yr
Maintenance Supervisor	$	28.76	per hr
Laborer - Maintenance - City Forester	$	27.41	per hr
Laborers - Maintenance - Full Time	$	24.65	per hr
Laborers/Maintenance / Probation (90-180 days)	$	24.65 *	per hr
Office Manager	$	24.02	per hr
Office Manager / Probation (90-180 days)	$	24.02 *	per hr
Laborers - Part-time	$	17.67	per hr
Laborers-Summer Semiskilled	$	17.67	per hr
Day Camp Counselor	$	17.23	per hr
Head Life Guards	$	17.34	per hr
Life Guards	$	15.72	per hr

Additional Specialty Pay: Life Guards WSI Instructors Certification (with a certificate turned into payroll): $ 1.50/hour
Park Department Additional Specialty Pay: .50 per hour for full time hourly employee with a Certified Pool & Spa Operator Certification (with a certificate turned into payroll)

AVIATION DEPARTMENT

Airport Manager	$	72,479.28	per yr
Assistant Manager	$	26.41	per hr
Laborers	$	24.65	per hr
Laborers / Probation (90-180 Days)	$	24.65 *	per hr
Laborer - Part-time/Seasonal	$	17.67	per hr

MOTOR VEHICLE HIGHWAY/SANITATION DEPARTMENT/CITY GARAGE & WAREHOUSE

Street & Sanitation Superintendent	$	79,820.40	per yr
Supervisor	$	28.76	per hr
Mechanics	$	27.41	per hr
Mechanics / Probation (90-180 days)	$	27.41 *	per hr
Truck Drivers - Laborers - Full Time	$	24.65	per hr
Truck Drivers - Laborers / Probation (90-180 days)	$	24.65 *	per hr
Admininstrative Assistant	$	24.02	per hr
Administrative Assistant / Probation (90-180 days)	$	24.02 *	per hr
INDOT ERC (Employee in Responsible Charge)	$	2.00	per hr

UTILITY DEPARTMENT

Superintendent	$	116,280.96	per yr
Engineering Technician	$	33.19	per hr

WASTE WATER DEPARTMENT

Assistant Superintendent. (Treatment Plant/Collection System)	$	32.38	per hr
Maintenance Supervisor	$	31.10	per hr
Maintenance/Repair Technician - A	$	28.56	per hr
Maintenance/Repair Technician - B	$	27.41	per hr
Maintenance/Repair Technician - C	$	26.28	per hr
Maintenance/Repair Technician / Probation (90-180 Days)	$	28.56 *	per hr
Collection System Supervisor	$	31.10	per hr
Laborers Treatment/Collection System - A	$	26.92	per hr
Laborers Treatment/Collection System - B	$	26.16	per hr
Laborers Treatment/Collection System - C	$	25.40	per hr
Laborers Treatment/Coll System Probation (90-180 Days)	$	26.92 *	per hr
Laborer/Semiskilled - Part Time	$	18.11	per hr
Laboratory Technician Supervisor	$	31.10	per hr
Laboratory Technician	$	21.84	per hr
Laboratory Technician Probation (90-180 Days)	$	21.84 *	per hr
Laboratory Technician Part-time	$	20.15	per hr
Janitor	$	17.53	per hr
Administrative Assistant/Operator	$	26.92	per hr
Administrative Assistant	$	24.02	per hr
Administrative Assistant Probation (90-180 Days)	$	24.02 *	per hr
Administrative Assistant Part-time	$	18.28	per hr
IT (Information Tech) Officer for Water & Wastewater	$	2.00	per hr
Safety Officer	$	0.46	per hr

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

Class I Plant Operator	$	0.50	per hr
Class II Plant Operator	$	1.00	per hr
Class III Plant Operator	$	1.50	per hr
Class IV Plant Operator	$	2.00	per hr
Cross-Connection Devise Inspector and Tester	$	1.00	per hr

WATER WORKS DEPARTMENT

Assistant Superintendent	$	32.38	per hr
Distribution System Supervisor	$	31.10	per hr
Maintenance Supervisor	$	31.10	per hr
Maintenance/Repair Technician - A	$	28.56	per hr
Maintenance/Repair Technician - B	$	27.41	per hr
Maintenance/Repair Technician - C	$	26.28	per hr
Maintenance/Repair Technician / Probation (90-180 Days)	$	28.56 *	per hr
Service Technician/Laborer - A	$	26.92	per hr
Service Technician/Laborer - B	$	26.04	per hr
Service Technician/Laborer - C	$	25.40	per hr
Service Technician/Laborer / Probation (90 - 180 Days)	$	26.92 *	per hr
Service Technician/Laborer - Semi-skilled-Part-time	$	18.11	per hr
Administrative Assistant	$	24.02	per hr
Administrative Assistant Probation (90-180 Days)	$	24.02 *	per hr
Administrative Assistant Part-time	$	18.28	per hr

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

Class DSS (Distribution System Small)	$	0.33	per hr
Class DSM (Distribution System Medium)	$	0.67	per hr
Class DSL (Distribution System Large)	$	1.00	per hr
Class WT1 (Water Treatment 1)	$	0.33	per hr
Class WT2 (Water Treatment 2)	$	0.67	per hr
Class WT3 (Water Treatment 3)	$	1.00	per hr
Cross-Connection Device Inspector and Tester	$	1.00	per hr

COMMERCIAL DRIVER'S LICENSE HOLDERS

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

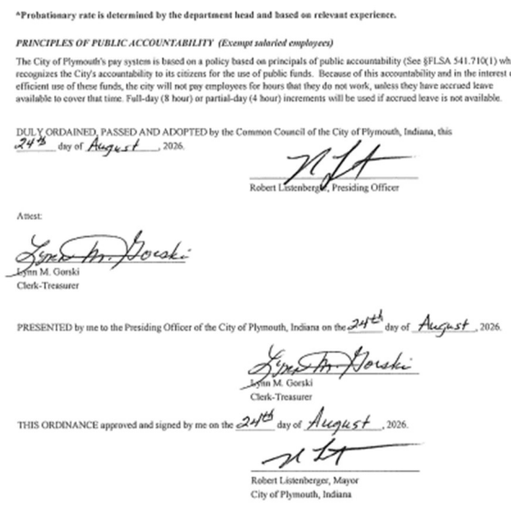
Class A CDL	$	2.00	per hr
Class B CDL	$	1.50	per hr

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

Longevity pay is additional compensation to be paid to qualified full-time non-emergency personnel. Qualified employees are those who are eligible for other benefits paid to full time employees i.e., PERF and health insurance, and who have at least three (3) uninterrupted years of service to the City. Non-emergency personnel includes those employees not employed as Firefighters and Police Officers. Said uninterrupted years of service shall be full calendar years.
Longevity pay is calculated to be Seventy-five Dollars ($75.00). The amount to be paid to the qualified full-time non-emergency employee is $75.00 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. Said qualified employee must be employed as a full time employee at the time of payment. Said longevity pay shall not be prorated under any circumstances. If an employee is inactive at the time of said payment, he/she shall not be paid longevity. Inactive shall exclude earned vacation time, sick time or personal days (not to exceed two (2) personal days).

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

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



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

PRINCIPLES OF PUBLIC ACCOUNTABILITY (Exempt salaried employees)

The City of Plymouth's pay system is based on a policy based on principals of public accountability (See §FLSA 541.710(1) which recognizes the City's accountability to its citizens for the use of public funds. Because of this accountability and in the interest of efficient use of these funds, the city will not pay employees for hours that they do not work, unless they have accrued leave available to cover that time. Full-day (8 hour) or partial-day (4 hour) increments will be used if accrued leave is not available.

DULY ORDAINED, PASSED AND ADOPTED by the Common Council of the City of Plymouth, Indiana, this 24th day of August, 2026.

Robert Listenberger, Presiding Officer

Attest:

Lynn M. Gorski
Clerk-Treasurer

PRESENTED by me to the Presiding Officer of the City of Plymouth, Indiana on the 24th day of August, 2026.

Lynn M. Gorski
Clerk-Treasurer

THIS ORDINANCE approved and signed by me on the 24th day of August, 2026.

Robert Listenberger, Mayor
City of Plymouth, Indiana

City Attorney Houin presented Ordinance No. 2026-2265, An Ordinance to Amend the Code of Ordinances of the City of Plymouth Concerning the Aviation Rotary Fund, on second reading.

Houin stated that we had discussions recently because Plymouth Airport was selling more fuel than in previous years. He stated that it had created a cash flow problem for the Aviation Rotary Fund that he used to purchase the fuel. He stated that in investigating this and figuring out how to fix that problem, we discovered that the ordinance dating back to 1998 did not match the state statute for how to calculate reserves in the Rotary Fund. He stated it was also discovered that the Clerk-Treasurer inherited a spreadsheet that had an incorrect formula in it. He stated the formula had been fixed, and this ordinance would correct the city ordinance to match the state statute.

Council members Ecker and Starr moved and seconded to approve Ordinance No. 2026-2265, An Ordinance to Amend the Code of Ordinances of the City of Plymouth Concerning the Aviation Rotary Fund, on second reading. The motion carried.

City Attorney Houin presented Ordinance No. 2026-2265, An Ordinance to Amend the Code of Ordinances of the City of Plymouth Concerning the Aviation Rotary Fund, on third reading.

Council members Longanecker and Ecker moved and seconded to approve Ordinance No. 2026-2265, An Ordinance to Amend the Code of Ordinances of the City of Plymouth Concerning the Aviation Rotary Fund, on third reading. The motion carried.

ORDINANCE NO. 2026-2265

AN ORDINANCE TO AMEND
THE CODE OF ORDINANCES OF THE CITY OF PLYMOUTH
CONCERNING
AVIATION ROTARY FUND

Statement of Purpose and Intent

The Aviation Rotary Fund was established by the City of Plymouth, pursuant to Indiana Code, to hold money used to purchase fuel and lubricants for sale to the general public at the Plymouth Municipal Airport. The current ordinance is inconsistent with Indiana Code § 8-22-2-7(g) and should be amended. The purpose and intent of this ordinance is to amend the previous Aviation Rotary Fund ordinance to bring it in line with Indiana Code.

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

Section 1. Title III, entitled Administration, Chapter 34 entitled Finance; City Funds, Subchapter XII entitled Aviation Rotary Fund, Section 34.171, entitled USE OF FUNDS, in the Code of Ordinances of the City of Plymouth shall be amended by making the following additions and deletions:

§ 34.171 USE OF FUNDS.

(A) The money deposited in said Fund shall be used to purchase fuels and lubricants for sale to the general public in the operation of the Plymouth Municipal Airport.

(B) All monies received from the sale of fuels and lubricants to the general public shall be delivered at least once a month to the Clerk-Treasurer of the city.

(C) Said monies shall then be deposited in the Aviation Rotary Fund and shall remain in the Aviation Rotary Fund to be checked against by the Board of Aviation Commissioners as other appropriations are disbursed for the sole purpose of purchasing fuels and lubricants for sale to the public in the operation of the airport.

(D) At the end of each fiscal year, the Board of Aviation Commissioners shall make a detailed statement to the Common Council showing the amount of money received and paid over to the Clerk-Treasurer to the credit of the Aviation Rotary Fund and also showing the amount of fuels and lubricants on hand.

(E) If, at the end of a fiscal year the accumulated Aviation Rotary Fund plus value of inventory of fuels on hand exceeds the total ~~appropriation to~~ **previous year's expenditures from** the fund by 25%, the excess shall be turned over to the Plymouth Aviation Fund.

(F) The Board of Aviation Commissioners may create a reserve or depreciation account for the purpose of capital improvements or replacements out of operating profits from the operation of the airport.

(G) The Aviation Rotary Fund shall be established with an initial transfer from the Aviation Fund in the amount of $40,000.

Section 2. This Ordinance shall take full force and effect upon passage, due attestation and publication if required by law.

PASSED AND ADOPTED this 24th day of August, 2026.

Robert Listenberger, Presiding Officer

ATTEST:

Lynn M. Gorski, Clerk-Treasurer

Presented by me to the Mayor of the City of Plymouth, Indiana on the 24th day of August, 2026, at 7:00 o'clock p.m.

Lynn M. Gorski, Clerk-Treasurer

Approved and signed by me this 24th day of August, 2026.

Robert Listenberger, Presiding Officer

City Attorney Houin presented Ordinance No. 2026-2266, An Ordinance Fixing Salaries for the Year 2027 for the Elected Officials of the City of Plymouth, Indiana, on second reading.

Council members Morrow and Starr moved and seconded to approve Ordinance No. 2026-2266, An Ordinance Fixing Salaries for the Year 2027 for the Elected Officials of the City of Plymouth, Indiana, on second reading. The motion carried.

City Attorney Houin presented Ordinance No. 2026-2266, An Ordinance Fixing Salaries for the Year 2027 for the Elected Officials of the City of Plymouth, Indiana, on third reading.

Council members Ecker and Krathwohl moved and seconded to approve Ordinance No. 2026-2266, An Ordinance Fixing Salaries for the Year 2027 for the Elected Officials of the City of Plymouth, Indiana, on third reading. The motion carried.

ORDINANCE NO. 2026-2266

AN ORDINANCE FIXING SALARIES FOR THE YEAR 2027
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 excel 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 2027 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, 2027.

Mayor $ 82,506.24
$ 27,502.08 payable from the Water Works Fund,
$ 27,502.08 payable from the Wastewater Fund,
$ 27,502.08 payable from the General Fund.

Clerk-Treasurer $ 83,240.64
$ 27,746.88 payable from the Water Works Fund,
$ 27,746.88 payable from the Wastewater Fund,
$ 27,746.88 payable from the General Fund.
Additional Compensation for each certification:

IAMC Certification	$900.00/annually split equally as above
IAMCA Certification	$900.00/annually split equally as above
CMC Certification	$900.00/annually split equally as above
MMC Certification	$900.00/annually split equally as above
CPFA Certification	$900.00/annually split equally as above
ACPFA Certification	$900.00/annually split equally as above

Common Council $ 10,632.96
$ 3,544.32 payable from the Water Works Fund,
$ 3,544.32 payable from the Wastewater Fund,
$ 3,544.32 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 2027.

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, 2027.

PASSED AND ADOPTED by the Common Council of the City of Plymouth, Indiana, this 24th day of August, 2026.

Robert Listenberger
Mayor and Presiding Officer

ATTEST:
Lynn M. Gorski
Clerk-Treasurer

Presented by me to the Mayor of the City of Plymouth, Indiana, on the 24th day of August, 2026.

Lynn M. Gorski
Clerk-Treasurer

This Ordinance was approved and signed by me on the 24th day of August, 2026.

Robert Listenberger
Mayor and Presiding Officer

City Attorney Houin presented Resolution No. 2026-1208, A Resolution of the City of Plymouth Confirming the Adoption of a Declaratory Resolution Designating Certain Real Estate to be Within an "Economic Revitalization Area" for Purposes of Personal Property Tax Abatement Pursuant to I.C. 6-1.1-12.1 et. seq. (AK Industries, Inc.)

Council members Ecker and Starr moved and seconded to approve Resolution No. 2026-1208, A Resolution of the City of Plymouth Confirming the Adoption of a Declaratory Resolution Designating Certain Real Estate to be Within an "Economic Revitalization Area" for Purposes of Personal Property Tax Abatement Pursuant to I.C. 6-1.1-12.1 et. seq. (AK Industries, Inc.) as presented. The motion carried.

RESOLUTION NO. 2026-1208

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

WHEREAS, on August 10, 2026, the Common Council of the City of Plymouth, adopted Resolution No. 2026-1207, entitled a "Resolution of the City of Plymouth Declaring Certain Real Estate to be within an 'Economic Revitalization Area' Pursuant to I.C. § 6-1.1-12.1 *et seq.*;" and,

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

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

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

WHEREAS, at a public hearing held by the Common Council on the 24th day of August, 2026 at 6:30 p.m., in the Council Chambers, City Hall, 124 N. Michigan St. (Garro St. Entrance, Second Floor), Plymouth, Indiana, the Council heard all persons interested in the proceedings and received any written remonstrance and objections, and considered the same, if any, and all other evidence presented; and,

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

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

Section 1. After consideration of the evidence presented at the public hearing on the 24th day of August, 2026, the Common Council finds the qualifications for an economic revitalization area have been met, and waives any noncompliance for failing to designate the area as an economic revitalization area before the initiation of the eligible improvements.

Section 2. Accordingly, the Common Council hereby confirms the Declaratory Resolution designating the area described as an economic revitalization area for the purposes of tax abatement. This designation is for personal property tax abatement and is limited to two (2) calendar years from August 10, 2025, the date of the adoption of the Declaratory Resolution.

Section 3. Based upon the totality of benefits of this project, as evidenced in the currently submitted Statement of Benefits, and pursuant to Section 17 of the Act, the Common Council hereby determines the property owner is qualified for and is granted personal property tax abatement for a period of five (5) years, according to the following schedule:

YEAR OF DEDUCTION	PERCENTAGE
1st	100%
2nd	80%
3rd	60%
4th	40%
5th	20%

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

PASSED AND ADOPTED by the Common Council this 24th day of August, 2026.

Robert Listenberger, Presiding Officer

ATTEST:

Lynn M. Gorski, Clerk-Treasurer

There were no updates for ONE Marshall County.

There were no updates for the Comprehensive Plan.

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

- Minutes of the Board of Public Works and Safety meeting of August 10, 2026
- August 24, 2026 Check Register
- July 2026 Clerk-Treasurer Financial Reports
- August 11, 2026 Technical Review Committee Minutes
- July 14, 2026 Board of Aviation Commissioners Minutes
- July 15, 2026 Urban Forest & Flower Committee Minutes
- July 21, 2026 Redevelopment Commission Minutes

The motion carried.

There being no further business to come before the Council, Council members Longanecker and Milner moved and seconded to adjourn. Mayor Listenberger declared the meeting adjourned at 6:52 p.m.

/s/ Lynn M. Gorski
Clerk-Treasurer

APPROVED

/s/ Robert Listenberger
Mayor