

# TOWN COUNCIL PUBLIC MEETING AGENDA December 1, 2020 - 7:00 PM

	E OF ALLEGIA							
	NT OF SILENC							
	O ORDER/ROI			ال ا	Divers Me	ad 2 Minn Du		
	bert H. Carnal				Rivera, War			
	nn Foreman, V				dell Niemeye			
	lph Miller, Wa				nifer Sandbei			
	lleen Schieber	-			ard Eberly, T		-	
RIC	chard Sharpe,	ward /		Dav	d Austgen, 1	own Attorr	iey	
PUBLIC	COMMENT (	on agenda it	ems):					
CONSE	NT AGENDA:							
1.	Minutes: No	ovember 17,	2020					
2.	Claims: All T	own Funds:	\$; W	astewater O	perating: \$_	; Wate	er Utility: \$	; Storm
	Water: \$	; and Payı	oll: (dates)		\$			
3.	<b>Town Groun</b>	ds (Beach, Li	on's Den, V	<b>IPS Building</b>	& Restroom	s) Use/Fee	<b>Waiver:</b> Han	over Schoo
	Education Fo	oundation An	nual Pengu	in Plop (Mar	ch 6, 2021)			P1
	Motion to ac Motion:	ccept and wa	ive the reac	ling of the M	linutes, acce 2 <sup>nd</sup>	pt the Cons	ent Agenda a	as listed.
	Carnahan	Foreman	Miller	Schieben	Sharpe	Rivera	Niemeyer	Vote
	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	-
ORDIN	ANCES & RES	OLUTIONS:						
1.	Ordinance N	lo. 1370: Y20	021 Salary (	Ordinance				P2-8
	First Reading	g Approved:	November 1	17, 2020				
	Motion:		1 <sup>st</sup>		2 <sup>nd</sup>			
	Carnahan	Foreman	Miller	Schieben	Sharpe	Rivera	Niemeyer	Vote
	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	-
2.	Ordinance N	lo. 1372: Zoi	ne Map Am	endatory Or	dinance (14	627 Parrish	Ave)	P9-11
	Motion:		1 <sup>st</sup>	-	2 <sup>nd</sup>			
	Carnahan	Foreman	Miller	Schieben	Sharpe	Rivera	Niemeyer	Vote

# Town Council Public Meeting December 1, 2020

#### PLAN:

## 1. Letter of Credit: Centennial Phase 12

P12-13

MOUOTI:		1··					
Carnahan	Foreman	Miller	Schieben	Sharpe	Rivera	Niemeyer	Vote
Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	-

## **NEW BUSINESS:**

## 1. Pavement Maintenance Asset Management Plan

Motion:		1 <sup>st</sup>		2 <sup>nd</sup>			
Carnahan	Foreman	Miller	Schieben	Sharpe	Rivera	Niemeyer	Vote
Yes  No	Yes  No	Yes No	Yes  No	Yes  No	Yes  No	Yes  No	-

## 2. 2021 Insurance Renewal

Motion:		1 <sup>st</sup>		2 <sup>nd</sup>			
Carnahan	Foreman	Miller	Schieben	Sharpe	Rivera	Niemeyer	Vote
Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	-

## 3. Sustainability Plan

P14-17

Motion:		1 <sup>st</sup>		2""			
Carnahan	Foreman	Miller	Schieben	Sharpe	Rivera	Niemeyer	Vote
Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	Yes  No	-

#### **REPORTS:**

- 1. Town Council
- 2. Town Attorney
- 3. Clerk-Treasurer
- 4. Town Manager
- 5. Director of Operations
- 6. Police Department
- 7. Fire Department

## **WORK SESSION:**

- 1. Town Investment & Fund Management and Policy Ordinance Matters
- 2. Personnel Policy
- 3. Ecosystem Restoration Financial Analysis

## WRITTEN COMMUNICATION:

**PUBLIC COMMENT:** 

**ADJOURNMENT:** 

PRESS SESSION:

NEXT MEETING: Tuesday, December 15, 2020 at 7:00 pm

The Town of Cedar Lake is subject to the requirements of the Americans with Disabilities Act of 1990. Individuals with disabilities who plan to attend this meeting and who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding accessibility of the meeting or the facilities, please contact the Cedar Lake Town Hall at (219) 374-7400.



# Hanover Schools Education Fund P.O. Box 645 Cedar Lake, IN 46303

'20 NOU 23 10:18AM

October 20, 2020

Dear Cedar Lake Town Council,

The Hanover Schools Education Foundation is pleased with the partnership with the Town of Cedar Lake. The results of the Penguin Plop enabled us to award 10 scholarships and 6 classroom grants. Totaling over \$11.000.00 in opportunities for our students and teachers.

Our next Penguin Plop is scheduled for Saturday, March 6, 2021. We are looking to seek the use of these facilities at the Town Complex; beach, Lion's Den shelter, VIPS building, and the restrooms. We would be utilizing these areas from 8 am to 11 am.

This fund raiser has double in funds raised each year. This success doubles our ability to meet the needs of our students seeking a secondary education. Also, our teachers have offered amazing new lessons with the additional funds they were awarded for their classrooms.

We are asking you waive the fees for this event. We greatly appreciate your support of education.

If you have any questions please contact me at 219-306-2919 or email maryjoandickson@yahoo.com

Sincerely,

Mary Joan Dickson Board Member

# TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA

# ORDINANCE NO. <u>1370</u>

AN ORDINANCE AMENDING TOWN SALARY ORDINANCE NO. <u>1370</u> ESTABLISHING JOBS AND SALARIES TO BE PAID CERTAIN OFFICES, POSITIONS, AND JOBS WITHIN THE TOWN OF CEDAR LAKE FOR THE YEAR 2021, AND REPEALING ALL ORDINANCES, OR PARTS THEREOF, IN CONFLICT THEREWITH.

WHEREAS, pursuant to the provisions of Title 36 of the Indiana Code, as amended from time to time, the salaries, wages, and compensation of the Town Council, Clerk-Treasurer, Municipal Employees, Wastewater Utility Employees, Storm Water Utility Employees, Waterworks Utility Employees, Boards, Commissions and Inspectors shall be as the Town Council, by Ordinance, may direct; and

WHEREAS, the Town Council of the Town of Cedar Lake, Lake County, Indiana, finds it appropriate to set forth a schedule of salaries, wages, and compensation for said Officers, Employees, Boards, Commissions, Inspectors and Compensated Volunteers for the calendar year 2021.

NOW, THEREFORE, BE IT ORDAINED that the schedule of salaries, wages, and compensation be established for the calendar year by the Town Council as attached as Exhibit "A":

In addition to the above salary schedules, the following definitions of Employment and Services shall apply to all Appointed and Elected positions.

**Employment**, as defined by the provisions of IC 22-4-8 *et seq.*, as amended from time to time, subject to the other provisions of this Town Salary Ordinance, also as amended from time to time, means service, including service in interstate commerce performed for remuneration or under any contract of hire, written or oral, expressed or implied. Services performed by an individual for remuneration shall be deemed to be employment subject to this Ordinance, as amended from time to time, irrespective of whether the common-law relationship of master and servant exists.

<u>Services</u> as defined by the provisions of IC 22-4-8 *et seq.*, as amended from time to time, subject to the other provisions of this Town Salary Ordinance, also as amended from time to time, shall be considered an individual's entire service performed as an employee of the Town, including any services performed which are subject to contribution solely by reason of liability for any federal tax against which credit may be taken for contributions paid into a state unemployment compensation fund. However, services performed after December 31, 1977, by an individual in the any of the following capacities is excluded as services for employment purposes:

- 1. An elected official:
- 2. A member of a legislative body or of the judiciary of a state or political subdivision;
- 3. An employee serving on a temporary basis in the case of fire, snow, storm, earthquake, flood, or similar emergency;
- 4. An individual in a position which, under the laws of the State, is designated as:
  - a. A major non-tenured policymaking or advisory position; or
  - b. A policymaking or advisory position the performance of the duties of which ordinarily does not require more than eight (8) hours per week.

c. Service performed after March 31, 1981, by an individual whose service is part of an unemployment work relief or work training program assisted or financed in whole by any federal agency or an agency of this state or a political subdivision of this state, by an individual receiving such work relief or work training is excluded.

<u>Longevity Pay:</u> In addition to the above salary schedules and added definitions, the following longevity pay shall apply to all full-time employees, and the Clerk-Treasurer, including sworn officers of the Metropolitan Police Department, and sworn officers of the Fire Department. Longevity pay is considered a benefit of payment based upon an amount of time of service in employment to the Town.

After 3 years of service:	\$15.00 per pay
After 8 years of service:	\$30.00 per pay
After 13 years of service:	\$45.00 per pay
After 16 years of service:	\$60.00 per pay
After 19 years of service:	\$75.00 per pay

<u>Holiday Pay:</u> Holidays (full days, 8 hours) to be observed with pay as follows for all full-time civilian employees, and the Clerk-Treasurer. Holidays are New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving and the day after, Christmas Eve and Christmas Day. If a holiday occurs on Saturday, the Friday before such day shall be designated as holiday with pay, and if the holiday occurs on Sunday, the Monday after such day shall be designated as holiday with pay. Primary and General Election days are granted as paid holidays only when there is an election year. *Refer to the Police Department Standard Operating Procedure (SOP) concerning Sworn Police Officers*.

Fri, Jan 1, 2021	New Year's Day	Mon, Sep 6, 2021	Labor Day
Mon, Jan 18, 2021	Martin Luther King Day	Thurs, Nov 11, 2021	Veterans' Day Observed
Mon, Feb 15, 2021	Presidents' Day	Thurs, Nov 25, 2021	Thanksgiving Day
Fri, April 2, 2021	Good Friday	Fri, Nov 26, 2021	Day After Thanksgiving
Mon, May 31, 2021	Memorial Day	Fri, Dec 24, 2021	Christmas Eve
Mon, Jul 5, 2021	Independence Day Observed	Mon, Dec 27, 2021	Christmas Day Observed

Holidays to be observed with pay as follows for all full-time and part-time Fire personnel.

Fri, Jan 1, 2021	New Year's Day	Mon, Sep 6, 2021	Labor Day
Fri, April 2, 2021	Good Friday	Thurs, Nov 25, 2021	Thanksgiving Day
Sun, Apr 4, 2021	Easter Sunday	Fri, Dec 24, 2021	Christmas Eve
Mon, May 31, 2021	Memorial Day	Sat, Dec 25, 2021	Christmas Day
Sun, Jul 4, 2021	Independence Day	Fri, Dec 31, 2021	New Year's Eve

Group Health Insurance: Each eligible employee shall be provided health, vision, and dental insurance at the cost of 10% of the monthly premium charged and paid by the Town, payable monthly. The Town will pay 90% of the monthly premium charged to the Town for such coverage. Notwithstanding anything in the foregoing sentence to the contrary, the Town employee shall pay 10% of the monthly premium charged to the Town for whatever coverage the employee selects.

Recording Secretary Compensation: Full-time employees acting as Recording Secretary for a Board or Commission shall be paid their regular hourly rate from the appropriate budget, and may qualify for overtime compensation.

Waiver of Payment and Compensation: Per IC 36-5-3-6, only Elected Officials can waive receipt of payment of compensation for services. Any waivers shall be in written submission to the Ordinance No. 1370

Page 2 of 3

Clerk-Treasurer before January 1 of the year covered by the notice. The Official understands that the notice is irrevocable beginning January 1 of the year covered. Upon receipt of such waiver, the Clerk-Treasurer shall report the same to the Town Council.

Bi-weekly wages for all hourly and salaried employees may be lower than stated. Bi-weekly amounts stated are not to exceed. Hourly rates shown for employees may be rounded.

Emergency Fire Service Response: All Employees of the Town who are also delineated as Members of the Cedar Lake Volunteer Fire Department, a not-for-profit entity, shall be permitted to respond to any fire or emergency-related call which the Town Volunteer Fire Department ordinarily and necessarily responds to while said Employee is engaged in his/her duties and responsibilities as a Town Employee. In the event an Employee elects to respond to the fire or emergency-related call for which the Town Volunteer Fire Department ordinarily responds, then said Employee shall be paid the regular wage or salary which the Employee is entitled to under the terms and provisions of this Ordinance, as amended from time to time, without loss or penalty. In the event an Employee elects to respond to a fire or emergency-related call while working as a Town Employee, that Employee shall not be entitled to receipt of, nor shall be paid by the Town Volunteer Fire Department, and the only compensation of the Employee shall be that of the wages or salaries to which that Employee is entitled and no other.

All existing Ordinances, or parts thereof, in conflict with the provisions of this Ordinance, are hereby deemed null, void, and of no legal effect, and are specifically repealed.

If any section, clause, provision or portion of this Ordinance shall be held to be invalid or unconstitutional by any Court of competent jurisdiction, such decision shall not affect any other section, clause, provision or portion of this Ordinance.

This Ordinance shall take effect, and be in full force and effect, from and after its passage by the Town Council of the Town of Cedar Lake, Lake County, Indiana, in conformance with applicable law.

# ALL OF WHICH IS PASSED AND ADOPTED BY THE TOWN COUNCIL OF THE TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA, THIS\_\_\_\_\_DAY OF \_\_\_\_\_, 2020.

# TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA, TOWN COUNCIL

Randell Niemeyer, President	Julie Rivera, Vice President
Robert H. Carnahan, Ward 1	John Foreman, Ward 2
Ralph Miller, Ward 4	Colleen Schieben, Ward 6
ATTEST:	Richard Sharpe, Ward 7
Jennifer N. Sandberg, IAMC Clerk-Treasurer	

Description   Elected   NiA	Direction   Elected   N/A	Department	Employee Description	Position Type	Pay Base	2021 Bi-Week Salary	Maximum	GEN (%)	GEN (%) MVH (%) LCSW (%) WW (%) WTR (%)	LCSW (%)	WW (%)	WTR (%)	SWD (%)	RDC (%)	Parks NR (%)	Total (%)
cil Pesident         Elected         N/A         —11/17.55 per month         25.0%         0.0%         0.0%         25.0%         25.0%           ger In Member         Elected         N/A         —11/17.55 per month         25.0%         0.0%         0.0%         25.0%         25.0%           ger In Member         Elected         N/A         —15/10.00         per month         25.0%         0.0%         0.0%         0.0%         25.0%         25.0%           Director         Full-time         Hourly         22.573.00         per month         0.0%         0.0%         0.0%         25.0%         0.0%           Condition         Part-time         Hourly         22.573.00         0.0%         0	Discrimination   Elected   Ni.	Fown Council of	& Administration											-		
Conditionation         Elected         NIA         —S1 103 0.0         per month — 25 0%         0.0%         0.0%         25 0%         <	Directed   Part-line   Salary Escentral   S1,575.06   25,09		Town Council President	Elected	N/A	\$1,117.55	er month	25.0%	0.0%	%0.0	25.0%	25.0%	25 0%		%00	100 0%
gentary         Full-time         Salany Escentive         \$1.461 54         36.0%         0.0%         0.0%         3.0%         18.0%           Director         Full-time         Salany Escentive         \$2.375.00         \$18.83         \$3.0%         0.0%         \$0.0%         \$10.9%	Publication		Town Council Member	Elected	N/A	\$1,030.00	er month	25.0%	0.0%	%0.0	25.0%	25.0%	25.0%			100 0%
Part-time   Full-time   Hourty   S1275 00   S18.54   S15.05   O.076   O.076   S15.05   O.076   O.076   S15.05   O.076   O.076   S15.05   O.076   O.0	Puri-time   Puri-time   Puri-time   Hourly   S.275.50   S.18.84   S.096, 0.096, 0.096, 2.006, 2.006, 1.096, 2.00		Town Manager	Full-time	Salary Executive	\$3,461.54		36.0%	0.0%	%0.0	36.0%	18.0%	5.0%			100 0%
Full-time   Hourly   Full-time   Hourly   S1204   0.0%	vive Assistant         Publitime         Hourly         \$12.66         6.0%         75.0% <td></td> <td>Technology Director</td> <td>Full-time</td> <td>Salary/Exempt</td> <td>\$2,575.00</td> <td></td> <td>20.0%</td> <td>%0.0</td> <td>%0.0</td> <td>20.0%</td> <td>15.0%</td> <td>15.0%</td> <td></td> <td></td> <td>100 0%</td>		Technology Director	Full-time	Salary/Exempt	\$2,575.00		20.0%	%0.0	%0.0	20.0%	15.0%	15.0%			100 0%
Coordinator         Part-time         Hourly         \$12.61         60.0%         0.0%         0.0%         0.0%           Coordinator         Part-time         Hourly         \$17.00         0.0%	Part-time   Hourly   S126   600%   010%		Administrative Assistant	Full-time	Hourly		\$18.54	35.0%	%0.0	%0.0	35.0%	17.5%	7.5%			100 0%
Part-time   Hourly   S1700	Coordination         Part-litine         Houtly         \$1700         \$100%         0.		Custodian	Part-time	Hourly		\$12.61	%0.09	%0.0	0.0%	25.0%	%00	15.0%			100 0%
Part-time	Part-time   Hourly   S10.00   0.0%   0.0%   0.0%   25.0%   2		Recreation Coordinator	Part-time	Hourly		\$17.00	20.0%	0.0%	0.0%	%00	%0.0	%00		\$0.0%	100.0%
cercetary**         Part-time         Hourly         \$12.00           in the oppopinite fund(s) based on metring ope Pull-time         Chall-time         Stany/Exempt         \$27,73.08         \$12.00         0.0%         40.0%         0.0%           rector         Full-time         Salany/Exempt         \$27,73.08         \$25.0%         0.0%         0.0%         40.0%         0.0%           ministrator         Full-time         Salany/Exempt         \$27,73.08         \$15.53         \$25.0%         0.0%         40.0%         0.0%           dring inspector         Full-time         Hourly         \$15.53         \$2.0%         0.0%         40.0%         0.0%           dring inspector         On Call         Purt-time         Hourly         \$15.53         \$2.0%         0.0%         0.0%         40.0%         0.0%           dector         Pull-Time         Hourly         \$2.04.7         40.0%         0.0%         0.0%         40.0%         0.0%           dector         Salary/Exempt         \$1,986.5         41.0%         0.0%         0.0%         31.0%         18.0%           uver - CPS         Bleeted         Salary/Exempt         \$2,085.5         0.0%         0.0%         31.0%         18.0% <t< td=""><td>  Part-time   Hourly   S2,773 (8)   S12.00   Part-time   Salay/Exempt   S2,773 (8)   S13.00   Part-time   Salay/Exempt   S2,773 (8)   S18.54   40.0%   0.0%   0.0%   40.0%   0.0%</td><td></td><td>Utility Account Specialist</td><td>Part-time</td><td>Hourly</td><td></td><td>\$100.00</td><td>0.0%</td><td>0.0%</td><td>%0.0</td><td>20 0%</td><td>25.0%</td><td>25.0%</td><td></td><td></td><td>100.0%</td></t<>	Part-time   Hourly   S2,773 (8)   S12.00   Part-time   Salay/Exempt   S2,773 (8)   S13.00   Part-time   Salay/Exempt   S2,773 (8)   S18.54   40.0%   0.0%   0.0%   40.0%   0.0%		Utility Account Specialist	Part-time	Hourly		\$100.00	0.0%	0.0%	%0.0	20 0%	25.0%	25.0%			100.0%
Paraming Director   Para	Partition   Part		Recording Secretary*	Part-time	Hourly		\$12.00						0.00			0.00
retor Full-time Salary/Exempt \$2,773.08	Part-lime   Salary/Exempt   S2,773.08   S18.54   40.0%   0.0%   40.5%   0.0%   27.5%   5.0%   0.0%		*Payable from the appropriate fund(s) based o	n meeting type. Full-tin	e employees acting a	s Recording Secreta	ry shall be paid th	eir regular ho	urly rate and n	nay qualify fo.	· overtime cc	mpensation				
Planning Director         Full-time         Salary/Exempt         \$2,775.08         25.9%         0.0%         0.0%         40.9%         0.0%           Building Administrator         Full-time         Salary/Exempt         \$2,175.08         518.54         40.0%         0.0%         40.0%         0.0%           Building Administrator         Full-time         Hourly         \$115.55         25.0%         0.0%         40.0%         0.0%           Planning Secretary         Part-time         Hourly         \$15.55         25.0%         0.0%         40.0%         0.0%           Importation Specified         Part-time         Hourly         \$20.47         40.0%         0.0%         40.0%         0.0%           Importation Specified         Part-time         Hourly         \$20.47         40.0%         0.0%         40.0%         0.0%           Clerk-Treasurer         Elected         Salary/Exempt         \$2.06.15         41.0%         0.0%         31.0%         18.0%           Clerk-Treasurer - CPA         Elected         Salary/Exempt         \$2.06.15         41.0%         0.0%         0.0%         10.0%           Clerk-Treasurer - CPA         Elected         Salary/Exempt         \$2.06.15         41.0%         0.0%         0.	Pulluting Director         Full-time         Salany/Exempt         \$2,775,08         0.0%	Planning, Zonit	ng & Building													
Building Administrator         Full-time         SalaryExempt         \$2,115.39         40.0%         0.0%         0.0%         40.0%         0.0%           Building Coordinator         Full-time         Hourly         \$115.54         25.0%         0.0%         40.0%         0.0%           Panning Secretary         Part-time         Hourly         \$15.55         25.0%         0.0%         0.0%         40.0%         0.0%           On Call Building Inspector         Full-time         Hourly         \$20.47         40.0%         0.0%         0.0%         0.0%         0.0%           Building Inspector         Full-Time         Hourly         \$52.047         40.0%         0.0%         0.0%         0.0%         0.0%         0.0%           Building Inspector         Full-Time         Hourly         \$52.047         40.0%         0.0%	Building Administrator         Full-time         Saliay/Exempt         \$2,115.39         410%         0.0%         40.0%         0.0%         40.0%         0.0%         20.0%         0.0		Planning Director	Full-time	Salary/Exempt	\$2,773.08		25.0%	0.0%	%0.0	42.5%	0.0%	27.5%		0.0%	100.0%
Building Coordinator         Full-time         Hourly         \$18.54         40.0%         0.0%         40.0%         0.0%	Building Secretary         Full-time         Hourly         \$18.54         40.0%         0.0%         40.0%         0.0%         40.0%         0.0%         50.0%<		Building Administrator	Full-time	Salary/Exempt	\$2,115.39		40.0%	%0.0	0.0%	40.0%	0.0%	20.0%			100 0%
Planning Secretary         Part-time         Hourly         \$15.55         25.0%         0.0%         0.0%         42.5%         0.0%           On Call Building Inspector         On Call Building Inspector         Hourly         \$20.47         40.0%         0.0%         40.0%         0.0%         40.0%         0.0%         40.0%         0.0%         40.0%         0.0%         40.0%         0.0%         40.0%         0.0%         40.0%         0.0%         40.0%         0.0%         40.0%         0.0%         40.0%         0.0%         40.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0%         18.0%         0.0% <td>Planning Spectralay         Part-time         Hourly         \$15.53         25.0%         0.0%         42.5%         0.0%         27.5%         5.0%           On Call Building Inspector         Don Call Building Inspector         Part-time         Hourly         \$19.48         50.0%         0.0%         50.0%<!--</td--><td></td><td>Building Coordinator</td><td>Full-time</td><td>Hourly</td><td></td><td>\$18.54</td><td>40.0%</td><td>%0.0</td><td>%0.0</td><td>40.0%</td><td>0.0%</td><td>20.0%</td><td></td><td></td><td>100 0%</td></td>	Planning Spectralay         Part-time         Hourly         \$15.53         25.0%         0.0%         42.5%         0.0%         27.5%         5.0%           On Call Building Inspector         Don Call Building Inspector         Part-time         Hourly         \$19.48         50.0%         0.0%         50.0% </td <td></td> <td>Building Coordinator</td> <td>Full-time</td> <td>Hourly</td> <td></td> <td>\$18.54</td> <td>40.0%</td> <td>%0.0</td> <td>%0.0</td> <td>40.0%</td> <td>0.0%</td> <td>20.0%</td> <td></td> <td></td> <td>100 0%</td>		Building Coordinator	Full-time	Hourly		\$18.54	40.0%	%0.0	%0.0	40.0%	0.0%	20.0%			100 0%
On Call Building Inspector         On Call Building Inspector         Part-Inne         Pounty         \$20,47         40.0%         0.0%         40.0%         50.0%         20.0%         0.0%         20.0%         0.0%         20.0%         0.0%         20.0%         0.0%         20.0%         0.0%	On Call Building Inspector         On Call Purities         Per Inspection         \$20.47         \$40.0%         \$0.0%         \$20.0%         \$20.0%         \$0.0%		Planning Secretary	Part-time	Hourly		\$15.55	25.0%	%0.0	0.0%	42.5%	0.0%	27.5%			100 0%
Inspector/Code Enforcement Officer (PT)         Part-time         Hourly         \$19.48         \$0.0%         0.0%         0.0%         23.0%         0.0%           Building Inspector         Full-Time         Hourly         \$2.047         40.0%         0.0%         0.0%         23.0%         0.0%           Clerk-Treasurer CMC         Elected         Salary/Exempt         \$1,957.00         41.0%         0.0%         0.0%         31.0%         18.0%           Clerk-Treasurer CMC         Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         0.0%         31.0%         18.0%           Clerk-Treasurer CMC         Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         0.0%         31.0%         18.0%           Clerk-Treasurer CMC         Elected         Salary/Exempt         \$2,087.34         41.0%         0.0%         0.0%         31.0%         18.0%           Clerk-Treasurer CPM         Elected         Salary/Exempt         \$2,475.21         41.0%         0.0%         0.0%         31.0%         18.0%           Clerk-Treasurer CPM         Full-time         Salary/Exempt         \$1,277.17         45.0%         0.0%         0.0%         31.0%         18.0%           Cler	Impacton/Code Enforcement Officer (PT)   Part-time   Hourly   Bard-time		On Call Building Inspector	On Call	Per Inspection		\$20.47	40.0%	%0.0	0.0%	40.0%	0.0%	20.0%			100 0%
Building Inspector         Full-Time         Hourly         \$20.47         40.0%         11.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         11.0%         0.0%         0.0%         0.0%         0.0%         11.0%         0.0%         0.0%         0.0%         0.0%         0.0%         11.0%         0.0%         0.0%         0.0%         0.0%         11.0%         0.0%	Building Inspector         Full-Time         Hourly         \$29.47         40.0%         0.0%         40.0%         40.0%         20.0%         20.0%         20.0%         50.0%         20.0%         0.0%         50.0%		Inspector/Code Enforcement Officer (PT)	Part-time	Hourly		\$19.48	\$0.0%	%0.0	%0.0	25.0%	0.0%	25.0%			100.0%
Clerk-Treasurer         Elected         Salary/Exempt         \$1,957.00         41.0%         0.0%         31.0%         18.0%           Clerk-Treasurer - LAMC         Elected         Salary/Exempt         \$1,965.06         41.0%         0.0%         31.0%         18.0%           Clerk-Treasurer - CMC         Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         31.0%         18.0%           Clerk-Treasurer - CMC         Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%           Clerk-Treasurer - CPM         Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%           Clerk-Treasurer - CPM         Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%           Clerk-Treasurer - CPM         Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%           Clerk-Treasurer - CPM         Elected         Salary/Exempt         \$2,475.21         41.0%         0.0%         31.0%         18.0%           Clerk-Treasurer - CPM         Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         32.	Clerk-Treasurer         Elected         Salary/Exempt         \$1,985.36         41.0%         0.0%         31.0%         18.0%         5.0%           Clerk-Treasurer LAMC         Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Clerk-Treasurer LAMC         Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Clerk-Treasurer - CMC         Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Clerk-Treasurer - CMC         Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%         5.0%			Full-Time	Hourly		\$20.47	40.0%	%0.0	0.0%	40.0%	%0.0	20.0%		%00	100 0%
Elected         Salary/Exempt         \$1,957.00         41.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$1,986.36         41.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,047.21         41.0%         0.0%         0.0%         31.0%         18.0%           Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,868.61         \$18.3%         0.0%	Elected         Salary/Exempt         \$1,957.00         41.0%         0.0%         31.0%         18.0%         5	Clerk Treasurer								1					2	2
Elected         Salary/Exempt         \$1,986.36         41.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,475.21         41.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$1,548.17         45.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,527.17         45.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,698.61         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$18.88         0.0%         0.0%         55.0%         33.0%         1           Full-time	Elected         Salary/Exempt         \$1,986.36         41,0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,087.34         41.0%         0.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,475.17         41.0%         0.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Full-time         Salary/Exempt         \$1,527.17         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0% <td></td> <td>Clerk-Treasurer</td> <td>Elected</td> <td>Salary/Exempt</td> <td>\$1,957.00</td> <td></td> <td>41.0%</td> <td>%0.0</td> <td>0.0%</td> <td>31.0%</td> <td>18.0%</td> <td>5.0%</td> <td>2.0%</td> <td>0.0%</td> <td>100.0%</td>		Clerk-Treasurer	Elected	Salary/Exempt	\$1,957.00		41.0%	%0.0	0.0%	31.0%	18.0%	5.0%	2.0%	0.0%	100.0%
Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,475.21         41.0%         0.0%         31.0%         18.0%           Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,686.1         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,888         0.0%         0.0%         55.0%         55.0%         33.0%           Full-time </td <td>Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,475.21         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,698.17         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,742.22         45.0%         0.0%         0.0%         32.0%         18.0%         0.0%           Full-time         Salary/Exempt         \$1,786.86         \$18.54         0.0%         0.0%         32.0%         18.0%         0.0%           Full-time         Hourly         \$1,742.22         \$18.88</td> <td></td> <td>Clerk-Treasurer IAMC</td> <td>Elected</td> <td>Salary/Exempt</td> <td>\$1,986.36</td> <td></td> <td>41.0%</td> <td>%0.0</td> <td>%0.0</td> <td>31.0%</td> <td>18.0%</td> <td>5.0%</td> <td></td> <td>0.0%</td> <td>100.0%</td>	Elected         Salary/Exempt         \$2,016.15         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,475.21         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,698.17         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,742.22         45.0%         0.0%         0.0%         32.0%         18.0%         0.0%           Full-time         Salary/Exempt         \$1,786.86         \$18.54         0.0%         0.0%         32.0%         18.0%         0.0%           Full-time         Hourly         \$1,742.22         \$18.88		Clerk-Treasurer IAMC	Elected	Salary/Exempt	\$1,986.36		41.0%	%0.0	%0.0	31.0%	18.0%	5.0%		0.0%	100.0%
Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,087.34         41.0%         0.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,475.21         41.0%         0.0%         0.0%         31.0%         18.0%           Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,698.61         45.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,742.32         45.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,86.8         \$1.85.0         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         55.0%         33.0%	Elected         Salary/Exempt         \$2,046.40         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,045.34         41.0%         0.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Elected         Salary/Exempt         \$2,475.21         41.0%         0.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%         0.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%         0.0%           Full-time         Hourly         \$1,88.8         0.0%         0.0%         0.0%         55.0%         12.0%         0.0%           Full-time         Hourly		Clerk-Treasurer - CMC	Elected	Salary/Exempt	\$2,016.15		41.0%	%0.0	%0.0	31.0%	18.0%	5.0%		0.0%	100.0%
Elected         Salary/Exempt         \$2,087.34         41.0%         0.0%         0.0%         31.0%         18.0%           Elected         Salary/Exempt         \$2,475.21         41.0%         0.0%         0.0%         31.0%         18.0%           Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,698.61         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,786.86         \$18.54         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.84         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         35.0% </td <td>Elected         Salary/Exempt         \$2,087.34         41,0%         0.0%         31,0%         18,0%         5,0%         5,0%           Elected         Salary/Exempt         \$2,475.21         41,0%         0.0%         0.0%         31,0%         18,0%         5,0%         5,0%           Full-time         Salary/Exempt         \$1,548.17         45,0%         0.0%         0.0%         32,0%         18,0%         5,0%         0.0%           Full-time         Salary/Exempt         \$1,527.17         45,0%         0.0%         0.0%         32,0%         18,0%         5,0%         0.0%           Full-time         Salary/Exempt         \$1,627.17         45,0%         0.0%         0.0%         32,0%         18,0%         5,0%         0.0%           Full-time         Salary/Exempt         \$1,628.61         45,0%         0.0%         0.0%         32,0%         18,0%         5,0%         0.0%           Full-time         Hourly         \$1,742.22         45,0%         0.0%         0.0%         32,0%         18,0%         0.0%         0.0%         18,0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%&lt;</td> <td></td> <td>Clerk-Treasurer - CPS</td> <td>Elected</td> <td>Salary/Exempt</td> <td>\$2,046.40</td> <td></td> <td>41.0%</td> <td>%0.0</td> <td>0.0%</td> <td>31.0%</td> <td>18.0%</td> <td>5.0%</td> <td></td> <td>0.0%</td> <td>100 0%</td>	Elected         Salary/Exempt         \$2,087.34         41,0%         0.0%         31,0%         18,0%         5,0%         5,0%           Elected         Salary/Exempt         \$2,475.21         41,0%         0.0%         0.0%         31,0%         18,0%         5,0%         5,0%           Full-time         Salary/Exempt         \$1,548.17         45,0%         0.0%         0.0%         32,0%         18,0%         5,0%         0.0%           Full-time         Salary/Exempt         \$1,527.17         45,0%         0.0%         0.0%         32,0%         18,0%         5,0%         0.0%           Full-time         Salary/Exempt         \$1,627.17         45,0%         0.0%         0.0%         32,0%         18,0%         5,0%         0.0%           Full-time         Salary/Exempt         \$1,628.61         45,0%         0.0%         0.0%         32,0%         18,0%         5,0%         0.0%           Full-time         Hourly         \$1,742.22         45,0%         0.0%         0.0%         32,0%         18,0%         0.0%         0.0%         18,0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%<		Clerk-Treasurer - CPS	Elected	Salary/Exempt	\$2,046.40		41.0%	%0.0	0.0%	31.0%	18.0%	5.0%		0.0%	100 0%
Elected         Salary/Exempt         \$2,475.1         41.0%         0.0%         0.0%         31.0%         18.0%           Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,698.61         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         32.0%         18.0%           Full-time         Bourly         \$1,742.32         45.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,786.86         \$18.54         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$18.88         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         0.0%         0.0%         55.0%         33.0%	Elected         Salary/Exempt         \$2,475.21         41.0%         0.0%         31.0%         18.0%         5.0%         5.0%           Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,638.61         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Hourly         \$1,786.86         \$18.54         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         0.0%         55.0%         32.0%         10.0%         0.0%		Clerk-Treasurer - CPM	Elected	Salary/Exempt	\$2,087.34		41.0%	0.0%	%0.0	31.0%	18.0%	5.0%		%0.0	100 0%
Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,698.61         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,786.86         \$18.54         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$18.54         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         35.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         35.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         35.0%         0.0%         55.0%	Full-time         Salary/Exempt         \$1,548.17         45.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,638.61         45.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Hourly         \$1,786.86         \$18.84         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.54		Clerk-Treasurer - MMC	Elected	Salary/Exempt	\$2,475.21		41.0%	%0.0	%0.0	31.0%	18.0%	2.0%		%0.0	100 0%
Full-time         Salazy/Exempt         \$1,627.17         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salazy/Exempt         \$1,698.61         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salazy/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salazy/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,786.86         \$18.54         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.88         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         35.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         35.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         35.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.17         18.0%         0.0%	Full-time         Salary/Exempt         \$1,627.17         45.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,698.61         45.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,786.86         \$18.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Hourly         \$1,786.86         \$18.84         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$1,786.8         \$18.84         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.88         0.0%         0.0%         0.0%         35.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.34         35.0%         0.0%         0.0%         0.0%         20.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0% <td></td> <td>Chief Deputy</td> <td>Full-time</td> <td>Salary/Exempt</td> <td>\$1,548.17</td> <td></td> <td>45.0%</td> <td>%0.0</td> <td>0.0%</td> <td>32.0%</td> <td>18.0%</td> <td>5.0%</td> <td></td> <td>%0.0</td> <td>100 0%</td>		Chief Deputy	Full-time	Salary/Exempt	\$1,548.17		45.0%	%0.0	0.0%	32.0%	18.0%	5.0%		%0.0	100 0%
Full-time         Salary/Exempt         \$1,698.61         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Bourly         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$1,786.86         \$18.54         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.88         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         35.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         35.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         35.0%         0.0%         0.0%         55.0%         32.0%         1           Full-time         Hourly         \$18.7         18.0%         0.0%         0.0%         40.0%         20.0%         20.0%           Full-time         Hourly         \$18.17         18.0% <td>Full-time         Salary/Exempt         \$1,698.61         45.0%         0.0%         3.20%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,786.86         \$18.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Hourly         \$1,786.86         \$18.84         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.88         0.0%         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         0.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.54         35.0%         0.0%         0.0%         0.0%         32.0%         32.0%         0.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         0.0%         40.0%         32.0%         10.0%         0.0%           Full-time         Hourly</td> <td></td> <td>Chief Deputy - IAMC</td> <td></td> <td>Salary/Exempt</td> <td>\$1,627.17</td> <td></td> <td>45.0%</td> <td>%0.0</td> <td>0.0%</td> <td>32.0%</td> <td>18.0%</td> <td>5.0%</td> <td></td> <td>0.0%</td> <td>100 0%</td>	Full-time         Salary/Exempt         \$1,698.61         45.0%         0.0%         3.20%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,786.86         \$18.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Hourly         \$1,786.86         \$18.84         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.88         0.0%         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         0.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.54         35.0%         0.0%         0.0%         0.0%         32.0%         32.0%         0.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         0.0%         40.0%         32.0%         10.0%         0.0%           Full-time         Hourly		Chief Deputy - IAMC		Salary/Exempt	\$1,627.17		45.0%	%0.0	0.0%	32.0%	18.0%	5.0%		0.0%	100 0%
Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Salary/Exempt         \$1,786.86         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         55.0%         33.0%         18.0%           Full-time         Hourly         \$18.88         0.0%         0.0%         55.0%         33.0%         13.0%           Full-time         Hourly         \$19.25         0.0%         0.0%         55.0%         33.0%         10.0%         20.0% <t< td=""><td>Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,786.86         \$15.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Hourly         \$1,786.86         \$18.54         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         0.0%         20.0%         55.0%         32.0%         10.0%           Full-time         Hourly         \$18.74         18.0%         0.0%         0.0%         40.0%         32.0%         10.0%           Full-time         Hourly         \$11.31         18.0%         0.0%         0.0%         32.0%         10.0%         0.0%           Full-time         Hourly         \$11.31</td><td></td><td>Chief Deputy - CMC</td><td></td><td>Salary/Exempt</td><td>\$1,698.61</td><td></td><td>45.0%</td><td>%0.0</td><td>%0.0</td><td>32.0%</td><td>18.0%</td><td>5.0%</td><td></td><td>0.0%</td><td>100 0%</td></t<>	Full-time         Salary/Exempt         \$1,742.32         45.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Salary/Exempt         \$1,786.86         \$15.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Hourly         \$1,786.86         \$18.54         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.84         0.0%         0.0%         0.0%         20.0%         55.0%         32.0%         10.0%           Full-time         Hourly         \$18.74         18.0%         0.0%         0.0%         40.0%         32.0%         10.0%           Full-time         Hourly         \$11.31         18.0%         0.0%         0.0%         32.0%         10.0%         0.0%           Full-time         Hourly         \$11.31		Chief Deputy - CMC		Salary/Exempt	\$1,698.61		45.0%	%0.0	%0.0	32.0%	18.0%	5.0%		0.0%	100 0%
Full-time         Salazy/Exempt         \$1,786.86         45.0%         0.0%         0.0%         32.0%         18.0%           Full-time         Hourly         \$18.54         0.0%         0.0%         55.0%         33.0%         18.0%           Full-time         Hourly         \$18.88         0.0%         0.0%         0.0%         55.0%         33.0%         13.0%           Full-time         Hourly         \$19.25         0.0%         0.0%         55.0%         33.0%         13.0%           Full-time         Hourly         \$18.54         35.0%         0.0%         40.0%         20.0%           Full-time         Hourly         \$18.74         18.0%         0.0%         40.0%         20.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         40.0%         20.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         55.0%         33.0%           Full-time         Hourly         \$1	Full-time         Salary/Exempt         \$1,786.86         45.0%         0.0%         0.0%         32.0%         18.0%         5.0%         0.0%           Full-time         Hourly         \$1,786.86         \$18.54         0.0%         0.0%         0.0%         35.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.88         0.0%         0.0%         0.0%         35.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.25         0.0%         0.0%         0.0%         35.0%         32.0%         32.0%         0.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         0.0%         40.0%         32.0%         10.0%         0.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         0.0%         40.0%         32.0%         10.0%         0.0%           Part-time         Hourly         \$11.33         0.0%         0.0%         0.0%         35.0%         12.0%         0.0%           Full-time         Hourly         \$11.33         0.0%         0.0%         0.0%         35.0%         12.0%         0.0%           Full-time		Chief Deputy - CPS		Salary/Exempt	\$1,742.32		45.0%	%0.0	%0.0	32.0%	18.0%	5.0%	0.0%	0.0%	100 0%
Full-time         Hourly         \$18.54         0.0%         0.0%         0.0%         55.0%         33.0%           Full-time         Hourly         \$18.88         0.0%         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$19.25         0.0%         0.0%         0.0%         55.0%         33.0%         1           Full-time         Hourly         \$18.54         35.0%         0.0%         40.0%         20.0%         20.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         40.0%         32.0%         1           Parl-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%         1           Parl-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%         1           Full-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%         1           Full-time         Hourly         \$16.17         18.0%         0.0%         50.0%         32.0%         1           Full-time         Hourly         \$16.17         0.0%         0.0%         50.0%         <	Full-time         Hourly         \$18.54         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$18.88         0.0%         0.0%         0.0%         35.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$19.25         0.0%         0.0%         0.0%         35.0%         32.0%         12.0%         0.0%           Full-time         Hourly         \$18.54         35.0%         0.0%         0.0%         40.0%         20.0%         0.0%         0.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         0.0%         40.0%         32.0%         10.0%         0.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         0.0%         40.0%         32.0%         10.0%         0.0%           Part-time         Hourly         \$11.33         0.0%         0.0%         0.0%         35.0%         12.0%         0.0%           Full-time         Hourly         \$11.33         0.0%         0.0%         0.0%         35.0%         12.0%         0.0%           Full-time         Hourly         \$11.33         41.0%<		Chief Deputy - CPM	Full-time	Salary/Exempt	\$1,786.86		45.0%	%0.0	%0.0	32.0%	18.0%	5.0%		0.0%	100.0%
Full-time         Hourly         \$18.88         0.0%         0.0%         55.0%         33.0%           Full-time         Hourly         \$19.25         0.0%         0.0%         55.0%         33.0%           Full-time         Hourly         \$18.54         35.0%         0.0%         40.0%         50.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         50.0%         32.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         55.0%         33.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         55.0%         53.0%	Full-time         Hourly         \$18.88         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$19.25         0.0%         0.0%         0.0%         35.0%         12.0%         0.0%           Full-time         Hourly         \$18.54         35.0%         0.0%         0.0%         40.0%         20.0%         5.0%         0.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         40.0%         32.0%         10.0%         0.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%         10.0%         0.0%           Part-time         Hourly         \$11.33         0.0%         0.0%         0.0%         35.0%         12.0%         0.0%           Full-time         Hourly         \$11.33         0.0%         0.0%         0.0%         35.0%         12.0%         0.0%           Full-time         Hourly         \$16.50         42.5%         0.0%         0.0%         35.0%         12.0%         0.0%           Full-time         Hourly         \$11.33         41.0%         0.0%         0.0%         25.0%         10.0%		Deputy Clerk	Full-time	Hourly		\$18.54	%0.0	%0.0	%0.0	55.0%	33.0%	12.0%		%0.0	100.00%
Full-time         Hourly         \$19.25         0.0%         0.0%         55.0%         33.0%           Full-time         Hourly         \$18.54         35.0%         0.0%         40.0%         20.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         50.0%         53.0%           Full-time         Hourly         \$11.33         0.0%         0.0%         55.0%         33.0%           Full-time         Hourly         \$11.50         0.0%         0.0%         55.0%         33.0%	Full-time         Hourly         \$19.25         0.0%         0.0%         0.0%         35.0%         12.0%         0.0%           Full-time         Hourly         \$18.54         35.0%         0.0%         0.0%         40.0%         20.0%         50.%         0.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         0.0%         40.0%         32.0%         10.0%         0.0%           Pull-time         Hourly         \$16.17         18.0%         0.0%         0.0%         32.0%         10.0%         0.0%           Part-time         Hourly         \$11.33         0.0%         0.0%         0.0%         35.0%         12.0%         0.0%           Part-time         Hourly         \$16.50         42.5%         0.0%         0.0%         35.0%         17.5%         5.0%         0.0%           Part-time         Hourly         \$11.33         41.0%         0.0%         0.0%         35.0%         18.0%         5.0%         0.0%		Deputy Clerk - IAMC	Full-time	Hourly		\$18.88	%0.0	0.0%	%0.0	55.0%	33.0%	12.0%	0.0%	0.0%	100.0%
Full-time         Hourly         \$18.54         35.0%         0.0%         40.0%         20.0%           Full-time         Hourly         \$18.17         18.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$11.33         0.0%         0.0%         55.0%         33.0%           Full time         Hourly         \$14.50         0.0%         0.0%         55.0%         33.0%	Full-time         Hourly         \$18.54         35.0%         0.0%         40.0%         20.0%         50.0%         60.0%		Deputy Clerk - CMC	Full-time	Hourly		\$19.25	%0.0	%0.0	%0.0	55.0%	33.0%	12.0%	0.0%	0.0%	100.0%
Full-time         Hourly         \$18.17         18.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%           Full-time         Hourly         \$11.33         0.0%         0.0%         0.0%         55.0%         33.0%           Full time         Hourly         \$15.60         37.60         37.0%         37.0%         37.0%	Full-time         Hourly         \$18.17         18.0%         0.0%         40.0%         32.0%         10.0%         0.0%           Full-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%         10.0%         0.0%           Part-time         Hourly         \$11.33         0.0%         0.0%         55.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$16.50         42.5%         0.0%         0.0%         35.0%         17.5%         5.0%         0.0%           Part-time         Hourly         \$11.33         41.0%         0.0%         0.0%         35.0%         18.0%         5.0%         0.0%		Payroll/Benefits Clerk	Full-time	Hourly		\$18.54	35.0%	%0.0	%0.0	40.0%	20.0%	5.0%	0.0%	0.0%	100.0%
rrk Pull-time Hourly \$16.17 18.0% 0.0% 0.0% 40.0% 32.0% ark (PT) Part-time Hourly \$11.33 0.0% 0.0% 0.0% 55.0% 53.0% Full time Hourly \$15.60 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0	rfk         Full-time         Hourly         \$16.17         18.0%         0.0%         40.0%         32.0%         10.0%         0.0%           rk (PT)         Part-time         Hourly         \$11.33         0.0%         0.0%         0.0%         35.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$16.50         42.5%         0.0%         0.0%         17.5%         5.0%         0.0%           Part-time         Hourly         \$11.33         41.0%         0.0%         0.0%         18.0%         5.0%         0.0%		Town/Utility Billing Clerk Supervisor	Full-time	Hourly		\$18.17	18.0%	%0.0	%0.0	40.0%	32.0%	10.0%	0.0%	0.0%	100.0%
rk (PT) Part-time Hourly \$11.33 0.0% 0.0% 0.0% 55.0% 33.0%	rk (PT)         Part-time         Hourly         \$11.33         0.0%         0.0%         0.0%         35.0%         33.0%         12.0%         0.0%           Full-time         Hourly         \$16.50         42.5%         0.0%         0.0%         35.0%         17.5%         5.0%         0.0%           Part-time         Hourly         \$11.33         41.0%         0.0%         36.0%         18.0%         5.0%         0.0%		Town/Utility Billing Clerk	Full-time	Hourly		\$16.17	18.0%	0.0%	%0.0	40.0%	32.0%	10.0%	0.0%	0.0%	100.0%
Rull time Harries (21, 50, 0, 00, 0, 00, 0, 00, 0, 00, 00, 00	Full-time Hourly \$16.50 42.5% 0.0% 0.0% 35.0% 17.5% 5.0% 0.0% 18.0% 5.0% 0.0% 18.0% 5.0% 0.0%		Town/Utliity Billing Clerk (PT)	Part-time	Hourly		\$11.33	%0.0	%0.0	0.0%	55.0%	33.0%	12.0%		0.0%	100.0%
rui-time mounty 310.30 42.3% 0.0% 35.0% 17.5%	Part-time Hourly \$11.33 41.0% 0.0% 36.0% 18.0% 5.0% 0.0%		Accounts Payable Clerk	Full-time	Hourly		\$16.50	42.5%	%0.0	%0.0	35.0%	17.5%	5.0%		0.0%	100.0%
Part-time Hourly \$11.33 41.0% 0.0% 36.0% 18.0%			Accounts Payable Clerk	Part-time	Hourly		\$11.33	41.0%	0.0%	%0.0	36.0%	18.0%	5.0%		0.0%	100.0%

Boards and Commissions Board Storm Storm Plan ( BZA	Employee Description	Position Type	Pay Base	2021 Bi-Week	2021 Hourly Maximum	GEN (%)	MVH (%)	LCSW (%)	WW (%)	WTR (%)	SWD (%)	GEN (%) MVH (%) LCSW (%) WW (%) WTR (%) SWD (%) RDC (%)	Parks NR (%)	Total (%)
	issions													
	Board of Safety	Appointed	Semi-annual	\$103.00 per meeting	r meeting	100.0%	%0.0	0.0%	%0.0	0.0%	0.0%	0.0%	0.0%	100.0%
	Storm Water Management	Appointed	Semi-annual	\$103.00 per meeting	r meeting	0.0%	%0.0	%0.0	%0.0	0.0%	100.0%	0.0%	0.0%	100.0%
	Plan Commission	Appointed	Semi-annual	\$103.00 per meeting	r meeting	100.0%	0.0%	0.0%	0.0%	0.0%	%0.0	0.0%	0.0%	100.0%
	BZA	Appointed	Semi-annual	\$103.00 per meeting	r meeting	100.0%	%0.0	%0.0	%0.0	%0.0	%0'0	0.0%	%0.0	100.0%
	RDC	Appointed	Semi-annual	\$103.00 per meeting	r meeting	%0.0	0.0%	0.0%	%0.0	%0.0	0.0%	=	0.0%	100.0%
	JMOB	Appointed	Semi-annual	\$103.00 per meeting	r meeting	0.0%	%0.0	0.0%	100.0%	%0.0	%0.0	0.0%	0.0%	100.0%
n.11' ur. 1. /r.	Amount paid is per meeting attended, payable semi-annually in July and December.	mi-annually in July and Dev	sember.											- 1000
Public works (Str	rubiic works (Streets, Parks & Utilities)													
	Operations Director	Full-time	Salary	\$2,773.08		15.0%	15.0%	0.0%	25.0%	25.0%		0.0%	%0.0	100.0%
	Superintendent - PW	Full-time	Hourly		\$27.19	%0.0	25.0%	%0.0	27.0%	23.0%	25.0%	0.0%	%0.0	100.0%
	Superintendent - Water	Full-time	Hourly		\$27.19	%0.0	%0.0	%0.0	%0.0	100.0%	0.0%	%0.0	%0.0	100.0%
	Superintendent - WW	Full-time	Hourly		\$27.19	%0.0	0.0%	%0.0	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Foreman - PW	Full-time	Hourly		\$22.97	0.0%	25.0%	%0.0	27.0%	23.0%	25.0%		0.0%	100.0%
	Foreman - WW	Full-time	Hourly		\$22.97	0.0%	%0:0	%0.0	100.0%	%0.0	0.0%	1	0.0%	100.0%
	Foreman - Utility	Full-time	Hourly		\$22.97	0.0%	%0.0	%0.0	20.0%	50.0%	0.0%		%0.0	100.0%
	Crew Leader - PW	Full-time	Hourly		\$21.22	0.0%	%0.0	%0.0	25.0%	50.0%	25.0%		0.0%	100.0%
	Crew Leader - Other	Full-time	Hourly		\$21.22	36.0%	0.0%	0.0%	22.0%	22.0%	20.0%		0.0%	100.0%
	Crew Leader - Storm	Full-time	Hourly		\$21.22	%0.0	%0.0	%0.0	0.0%	0.0%	_		0.0%	100.0%
	Crew Leader - WW	Full-time	Hourly		\$21.22	0.0%	%0.0	0.0%	%0.001	%0.0	0.0%	0.0%	%0.0	100.0%
	Mechanic	Full-time	Hourly		\$20.28	0.0%	25.0%	0.0%	25.0%	25.0%	25.0%		0.0%	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	0.0%	34.0%	0.0%	22.0%	22.0%	22.0%		0.0%	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	34.0%	%0.0	0.0%	22.0%	22.0%	22.0%		%0.0	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	0.0%	25.0%	%0.0	25.0%	25.0%	25.0%	%0.0	%0.0	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	0.0%	0.0%	%0.0	34.0%	33.0%	33.0%		%0.0	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	0.0%	33.0%	%0.0	34.0%	0.0%	33.0%	%0.0	%0.0	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	%0.0	0.0%	%0.0	34.0%	33.0%	33.0%	%0.0	%0.0	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	%0.0	%0.0	%0.0	33.0%	%0.0	%0'.29	%0.0	%0.0	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	33.0%	%0.0	%0.0	34.0%	%0.0	33.0%	%0.0	%0.0	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	0.0%	%0.0	0.0%	34.0%	33.0%	33.0%		%0.0	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	%0.0	33.0%	0.0%	34.0%	%0.0	33.0%	%0.0	%0.0	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	%0.0	0.0%	0.0%	%0.0	100.0%	%0.0	%0.0	%0.0	100.0%
	Crew Worker	Full-time	Hourly		\$20.28	0.0%	0.0%	0.0%	20.0%	22.0%	28.0%	0.0%	%0.0	100.0%
	Administrative Assistant	Full-time	Hourly		\$18.53	%0.0	33.0%	0.0%	23.0%	23.0%	21.0%	%0.0	%0.0	100.0%
	Office Assistant(PT)	Part-time	Hourly		\$12.00	0.0%	33.0%	0.0%	23.0%	23.0%	21.0%	%0.0	%0.0	100.0%
	Crew Worker (PT)	Part-time	Hourly		\$12.75	%0.0	33.0%	0.0%	34.0%	0.0%	33.0%	%0.0	%0.0	100.0%
	Crew Worker (PT)	Part-time	Hourly		\$12.75	%0.0	%0.0	%0.0	20.0%	%0.0	\$0.0%	%0.0	%0.0	100.0%
	Open Space Groundskeeper (PT)	Part-time	Hourly		\$12.75	%0.0	100.0%	%0.0	%0.0	%0.0	%0.0	%0.0	%0.0	100.0%
	On-Call Duty - A scheduled employee wil the paid \$50.00 The employee shall be compensated for a minimum of one (1) hour work when called in	d \$50.00 The employee shal	I be compensated for a	minimum of one (1) hor	ur work when called	in.								
Parks & Rec (Non-Revert)	Uniform Attowance, satartea and Fitt-1 time Crew are to receive \$350, payable animatry. Revert	w are to receive \$550, payar	sie animaliy, with the lo	with the tast pay of Septemember incutaed with regular pay.	inculded with regul	ar pay.								
	Program Instructor	Part-time	Per class	\$50.00 pt	per class	0.0%	0.0%	0.0%	0.0%	%0.0	0.0%	%0.0	100.0%	100 0%
	Rec Aide/Soccer Referee	Part-time	Hourly		\$11.85	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		100.0%	100.0%
	Soccer Official	Seasonal	Per Game	\$30.90 per game	r game	0.0%	%0.0	0.0%	%0.0	0.0%	0.0%		100.0%	100.0%
	Soccer Timer	Seasonal	Per Game	\$15.45 per game	r game	%0.0	0.0%	0.0%	%0.0	0.0%	%0.0		100.0%	100.0%

St. 2773   St. 2772			ad Comment	Pay Base	Salary	Maximum	GEN (%)	MVH (%)	MVH (%) LCSW (%) WW (%)	_	WTR (%)	SWD (%)	RDC (%)	NR (%)	Total (%)
	Policon Dep Com												,		
March   Marc	Con Lieu Serg Serg Con Con Con Part Part Part Part Part Part Part Part	e Chief	Full-time	Salary/Exempt	\$2,773.08		100.0%	%0.0	%0.0	%0.0	%0.0	0.0%		0.0%	100.0%
cot         High time NE         Shalpine NE         S.2,656.55         10.045         0.096         0.09	Con Lieu Serg Cor Part Part	ity Chief	Full-time NE	Salary	\$2,725.16		100.0%	0.0%	%0.0	0.0%	%0.0			%0.0	100.0%
Harting Hart	Serg Serg Corj Patr Patr	mander	Full-time NE	Salary	\$2,669.95		100.0%	%0.0		%0.0	%0.0			%0.0	100.0%
Third Class   Full-time NE   Silvay   S.2,225.3   10.095,   0.09	Serge Corj Patr Patr	lenant	Full-time NE	Salary	\$2,588.23		100.0%	%0.0		%0.0	%0.0			%0.0	100.0%
	Corp Patr Patr Patr	eant	Full-time NE	Salary	\$2,512.63		100.0%	0.0%		%0.0	%0.0			%0.0	100.0%
December   Full-time NE   Salitay   \$2,234.57   100.0%   0.0%	Patr Patr	oral	Full-time NE	Salary	\$2,444.59		100.0%	%0.0		%0.0	%0.0			0.0%	100.0%
Particular   Full-time Name   Full-time Name   Salary	Patr	Iman First Class	Full-time NE	Salary	\$2,388.31		100.0%	%0.0		%0.0	%0.0			%0.0	100.0%
The Assistant Full-time of Christian Hourly Stage 100 056 075 075 075 075 075 075 075 075 075 075	2	dman Second Class	Full-time NE	Salary	\$2,319.43		100.0%	%0.0		%0.0	0.0%	%0.0		%0.0	100.0%
Full-time Coviliant Hourly   \$12.038   100.05%   0.0	ייי	ationary Patrolman	Full-time NE		\$2,244.67		100.0%	%0.0		%0.0	0.0%	0.0%		%0.0	100.0%
Part-time Covilant Hourly   Flat File Covilant Hourly	Adn	inistrative Assistant	Full-time Civilian	-		\$20.98	100.0%	%0.0		%0.0	0.0%	0.0%		0.0%	100.0%
Charle   Colore   C	FT (	lerk	Full-time Civilian			\$18.22	100.0%	%0.0	%0.0	0.0%	0.0%	0.0%		0.0%	100.0%
The Class Specials   Volunteer   Volunte	PT (	Terk	Part-time Civilian			\$17.38	100.0%	0.0%	%0.0	%0.0	0.0%	0.0%		0.0%	100.0%
The Class Special Control of the Control of St. 228.14   The Class Special Control of St. 228.14   The Class Spe	VIP	Stipend	Volunteer	Per Call Out		\$15.00	100.0%	%0.0	0.0%	%0.0	%0.0	0.0%	0.0%	0.0%	100.0%
Fig. 25   The Collect State of Leading Coll	Polit	e Officer First Class Special*		Certified	\$2,928.14		100.0%	%0.0	%0.0	%0.0	%0.0	%0.0	0.0%	%0.0	100.0%
The control of the	*Cer	fred to Indiana Public Employees' Retiremen	n Fund; rate is fixed.		,							ï			100
Full-time NE   Full-time NE   Salary/Exempt   S2,773.08   100.0%   0.0	Unifo	"m Allowance: Full-Time Officers are to rece	imes their hourty rate of	pay, in addition to thei,	r regular salary for wo	rk performed as our	lined for each.	specific grant.							
Full-time   Full-time   Salary/Exempt   S2,623.68   100.09%   0.09%	SdIA	Vipend for 2021 - December through May a	ctivity payable first pay .h.	dy, June through Noven	ther activity payable fi	rst pay in Decembe.	ma incinaca W.	m reginal pay.							
Full-time   Full-time   Salary/Exempt   S2,773.08   100.09%   0.09%															
Participant   Full-time No.   Salary   Sacas   Saca   Sacas   Sacas   Saca   Sacas   Saca   Saca   Saca   Saca   Saca   Saca   Saca	Fire	Chief	Full-time	Salary/Exempt	\$2,773.08		100.0%	0.0%	0.0%	0.0%	0.0%	%0 0	0.0%	%0.0	100 0%
ChiedEMT         Full-time NE         Salary         \$2,092.97         100 0%         0.0%	Dep	ty Chief	Full-time	Salary/Exempt	\$2,623.08		100.0%	0.0%	0.0%	0.0%	0.0%	%00	%0.0	0.0%	100 0%
Figure   Full-time   Full-ti	Batt	lion Chief/EMT	Full-time NE	Salary	\$2,092.97		100.0%	0.0%	0.0%	0.0%	%0.0	%0 0	%00	0.0%	100.0%
Parametic   Full-time NE   Salary   S.2,076.55   100.0%   0.0%	EME	Division Chief	Full-time NE	Salary	\$2,092.97		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Full-time NE   Salary   \$2,506.32   100.0%   0.0%	Capi	un FF/Paramedic	Full-time NE	Salary	\$2,076.65		100.0%	%0.0	%0 0	%0.0	%0 0	%00	0.0%	0.000	100 00%
TriEMT         Full-time NIE         Salary         \$1,534.46         100.0%         0	Firet	ghter/Paramedic	Full-time NE	Salary	\$2.060.32		100 0%	0.0%	0.0%	0.0%	0.070	0.0.0	0.070	0.070	100.007
Part-time   Full-time NE   Salary   Si 904 08   100 0%	Firet	ghter/EMT	Full-time NE	Salary	\$1 534 46		100 0%	%0.0	0.0%	70.0	0.0.0	0.000	0.000	0.00	100.000
ing Clerk Epil-time Civilian Hourty 516.82 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	Prob	tionary Firefighter/Paramedic	Full-time NE	Salary	\$1.904.08		100 0%	0.0%	0.0.0	0.0%	0.0.0	0.070	0.0%	0.0%	100.0%
c Part-time Hourty \$18.87 100.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.	EMS	Billing Clerk	Full-time Civilian			\$16.82	100 0%	0.0%	0.000	0.070	0.000	0.00	0.0%	0.070	100.070
Tat Class Special *** Part-time Hourly \$2,000.32   100.0%   0.0%	Para	nedic	Part-time	_		\$18.87	100.0%	0.0%	0.0.0	0.0.0	0.0%	0.070	0.0%	0.0%	100.0%
Fart-time   Hourty   S12,060.32   S14.75   100.09%   0.0	EMI		Part-time	Hourly	İ	\$14.75	100.070	0.0%	0.000	0.0.0	0.0.0	0.0.0	0.0%	0.0%	100.0%
Talk Class Special**   100.0%   100.0	Firef	ghter	Part-fime	Hourly		\$14.75	100.076	0.076	0.070	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Persion Disability Find 1st Class Firefighte Salary equals Parametic Pay per Rasolution No. 1227  Consince: Full-Time Officers including the Fire chief are to receive \$300 paid annually with the last pay of January and included with regular pay.  Officer  Officer  Volunteer Stipend (Annual) S1,000.00  Chief Volunteer Stipend (Annual) S2,000.00  Chief Volunteer Stipend (Annual) S2,000.00  Chief Volunteer Stipend (Annual) S300.00  To 00%  Volunteer Stipend (Annual) S200.00  To 00%  T	Firef	ghter 1st Class Special**		(	\$2,060.32	÷	100.0%	0.0%	0.0%	0.0%	0.0%	0.070	0.0%	0.0%	100.0%
Volunteer Fire Department         Volunteer         Stipend (Annual)         \$1,000.00         100.0%           Volunteer Fire Department         Training Page         Volunteer         Stipend (Annual)         \$1,000.00         100.0%           Fire Inspector         Volunteer         Stipend (Annual)         \$2,000.00         100.0%         8           Assistant Chief         Volunteer         Stipend (Annual)         \$5,000.00         100.0%         8           Assistant Chief         Volunteer         Stipend (Annual)         \$5,000.00         100.0%         8           Battalion Chief         Volunteer         Stipend (Annual)         \$5,000.00         100.0%         8           Captain         Volunteer         Stipend (Annual)         \$2,000.00         100.0%         8           Lieutenant         Volunteer         Stipend (Annual)         \$2,000.00         100.0%         8           Carlothing Allowance         Volunteer         Stipend (Annual)         \$2,000.00         100.0%         8           Fire Userante         Volunteer         Stipend (Annual)         \$2,000.00         100.0%         8           Fire Userante         Volunteer         Per Call Out         \$15.00         100.0%         8           Find Departed ond	61**	7 Fire Pension /Disability Fund 1st Class Fir	refighter Salary equals Par	amedic Pay per Resolu	tion No. 1227				2		200	0,0,0	0,00	0.070	100.070
Volunteer Fire Department         Volunteer         Stipend (Annual)         \$1,000.00         100.0%           Training Officer         Volunteer         Stipend (Annual)         \$1,000.00         100.0%           Deputy         Volunteer         Stipend (Annual)         \$2,000.00         100.0%           Assistant Chief         Volunteer         Stipend (Annual)         \$550.00         100.0%           Battalion Chief         Volunteer         Stipend (Annual)         \$550.00         100.0%           Captain         Volunteer         Stipend (Annual)         \$500.00         100.0%           Cardotolining Allowance         Volunteer         Stipend (Annual)         \$200.00         100.0%           Fire Dispatch         Volunteer         Stipend (Annual)         \$200.00         100.0%           Fire Dispatch         Volunteer         Per Call Out         \$15.00         100.0%           Finaning Pay         Volunteer         Per Call Out         \$15.00         100.0%           Folunteer fine Dispatch and Training Pay         Volunteer         Per Call Out         \$15.00         100.0%	Unilo	m Allowance : Full-Time Officers including i	the Fire chief are to receiv	e \$300 paid annually w.	ith the last pay of Janu	ary and included w.	th regular pay.								
Training Officer         Volunteer         Stipend (Annual)         \$1,000.00         100.0%         9           Fire Lispector         Volunteer         Stipend (Annual)         \$1,000.00         100.0%         9           Assistant Chief         Volunteer         Stipend (Annual)         \$750.00         100.0%         9           Battalion Chief         Volunteer         Stipend (Annual)         \$500.00         100.0%         9           Captain         Volunteer         Stipend (Annual)         \$200.00         100.0%         9           Lieutenant         Volunteer         Stipend (Annual)         \$200.00         100.0%         9           Carfolthing Allowance         Volunteer         Stipend (Annual)         \$200.00         100.0%         9           Fire Dispatch and Training Pay         Volunteer         Per Call Out         \$15.00         100.0%         9           Fire Dispatch and Training Pay         Volunteer         Per Call Out         \$15.00         100.0%         9           Fire Dispatch and precenters         Stipend carter prick sum:-annually with the first poy in July and December:         \$15.00         100.0%         9	Volunteer Fire Departs	nent													
Fire Inspector         Volunteer         Stipend (Annual)         \$1,000.00         100.0%           Deputy Chief         Volunteer         Stipend (Annual)         \$2,000.00         100.0%         8           Assistant Chief         Volunteer         Stipend (Annual)         \$500.00         100.0%         8           Battalion Chief         Volunteer         Stipend (Annual)         \$500.00         100.0%         8           Lieutenant         Volunteer         Stipend (Annual)         \$200.00         100.0%         8           Carlothing Allowance         Volunteer         Stipend (Annual)         \$200.00         100.0%           Fire Dispatch and Training Pay         Volunteer         Per Call Out         \$15.00         100.0%           Iraining Pay         Volunteer         Per Call Out         \$15.00         100.0%           Iraining Pay         Volunteer         Per Call Out         \$15.00         100.0%           Indiang Pay         Volunteer         Per Call Out         \$15.00         100.0%           Sippends are paid semi-cannually with the first pay in Any and December ilrough May activity payable in Auly, June through November	Trai	ing Officer	Volunteer	Stipend (Annual)	\$1,000.00		100.0%								
Deputy Chief         Volunteer         Stipend (Annual)         \$2,000.00         100.0%           Assistant Chief         Volunteer         Stipend (Annual)         \$500.00         100.0%           Battalion Chief         Volunteer         Stipend (Annual)         \$500.00         100.0%           Captain         Volunteer         Stipend (Annual)         \$200.00         100.0%           Lieutenant         Volunteer         Stipend (Annual)         \$200.00         100.0%           Car/clothing Allowance         Volunteer         Stipend (Annual)         \$200.00         100.0%           Fire Dispatch         Volunteer         Per Call Out         \$15.00         100.0%           Training Pay         Volunteer         Per Call Out         \$15.00         100.0%           Fine Dispatch are poid semi-annually with the first pay in July and December through May activity payable in July, June through May activity payabl	Fire	nspector	Volunteer	Stipend (Annual)	\$1,000.00		100.0%								
Assistant Chief         Volunteer         Stipend (Annual)         \$750.00         100.0%           Battalion Chief         Volunteer         Stipend (Annual)         \$500.00         100.0%         100.0%           Captain         Volunteer         Stipend (Annual)         \$200.00         100.0%         100.0%           Lieutenant         Volunteer         Stipend (Annual)         \$200.00         100.0%         100.0%           Car/clothing Allowance         Volunteer         Stipend (Annual)         \$200.00         \$15.00         100.0%           Fire Dispatch         Volunteer         Per Call Out         \$15.00         100.0%         100.0%           Training Pay         Volunteer         Per Call Out         \$15.00         100.0%         100.0%           Folunteer Fire Dispatch and Training Pay         Volunteer         Per Call Out         \$15.00         100.0%           Folunteer Fire Dispatch are paid semi-annually with the first pay in July and December through May activity payable in July, June through May activity pay	Dept	ty Chief	Volunteer	Stipend (Annual)	\$2,000.00		100.0%								
Battalion Chief       Volunteer       Stipend (Annual)       \$500.00       100.0%         Captain       Volunteer       Stipend (Annual)       \$200.00       100.0%         Lieutenant       Volunteer       Stipend (Annual)       \$200.00       100.0%         Car/clothing Allowance       Volunteer       Stipend (Annual)       \$200.00       \$15.00         Fire Dispatch       Volunteer       Per Call Out       \$15.00       100.0%         Training Pay       Volunteer       Per Call Out       \$15.00       100.0%         Folunteer Fire Dispatch and Training Pay       Volunteer       Per Call Out       \$15.00       100.0%         Folunteer Fire Dispatch are paid semi-annually with the first pay in July and December through May activity payable in July, June through November activity payable in July and December.       \$15.00       100.0%	Assi	tant Chief	Volunteer	Stipend (Annual)	\$750.00		100.0%								
Captain     Volunteer     Stipend (Annual)     \$300.00     100.0%       Lieuterant     Volunteer     Stipend (Annual)     \$200.00     100.0%       Car/clothing Allowance     Volunteer     Stipend (Annual)     \$200.00     100.0%       Fire Dispatch     Volunteer     Per Call Out     \$15.00     100.0%       Training Pay     Volunteer     Per Call Out     \$15.00     100.0%       Folunteer Fire Dispatch and Training Pay Compensation issued as follows: December through May activity payable in July, June through November activity payable in July, June through November activity payable in July, June through November.	Batts	lion Chief	Volunteer	Stipend (Annual)	\$500.00		100.0%								
Lieutenant         Volunteer         Stipend (Annual)         \$200.00         100.0%           Car/clothing Allowance         Volunteer         Stipend (Annual)         \$200.00         \$15.00         100.0%           Fire Dispatch         Volunteer         Per Call Out         \$15.00         100.0%         Per Call Out           Training Pay         Volunteer         Per Call Out         \$15.00         100.0%         Per Call Out           Folunteer Fire Dispatch and Training Pay         Volunteer         Per Call Out         \$15.00         100.0%           Stipends are paid semi-annually with the first pay in July and December.         Stipends are paid semi-annually with the first pay in July and December.         Per Call Out         Per Call Out	Capt	in	Volunteer	Stipend (Annual)	\$300.00		100.0%								
Car/clothing Allowance Volunteer Stipend (Annual) \$200.00 100.0%  Fire Dispatch Volunteer Per Call Out \$15.00 100.0%  Training Pay Volunteer Per Call Out \$15.00 100.0%  Volunteer Per Call Out \$15.00 100.0%  Volunteer Fire Dispatch and Training Pay Compensation issued as follows: December through May activity payable in July, June through November activity payable in December.	Lieu	enant	Volunteer	Stipend (Annual)	\$200.00		100.0%								
Fire Dispatch Volunteer Per Call Out \$15.00 100.0%  Training Pay Volunteer Per Call Out \$15.00 100.0%  Volunteer Fire Disparch and Training Pay Compensation issued as follows: December through May activity payable in July, June through November activity payable in December.	Car/r	lothing Allowance	Volunteer	Stipend (Annual)	\$200.00		100.0%			- Parent			Į		
Training Pay Volunteer Pay Experience of Per Call Out Strong Strong Strong Pay Compensation issued as follows: December through May activity payable in July, June through November activity payable in December. Stipends are paid semi-annually with the first pay in July and December.	Fire	Dispatch	Volunteer	Per Call Out		\$15.00	100.0%								
Volunteer Fire Disparch and Training Pay Compensation issued as follows: December through May activity payable in July, June through November activity payable in December. Stipends are paid semi-amually with the first pay in July and December.	Train	ing Pay	Volunteer	Per Call Out		\$15.00	100.0%								
Shipends are paid sum-amually with the first pay in July and December.	Volum	eer Fire Dispatch and Training Pay Compen	sation issued as follows: L	ecember through May.	activity payable in July	y, June through Nov	ember activity	vayable in Dece	mber.						
	onper	as are paid semi-annitally with the first pay h	n.hily and December.												

## TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA

ORDINANCE NO. 1372

AN ORDINANCE RECLASSIFYING CERTAIN LANDS IN THE TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA, FOR ZONING PURPOSES, AND AMENDING TOWN ORDINANCE NO. 496, BEING:

"AN ORDINANCE REPLACING ZONING ORDINANCE NO. 278, ENTITLED CEDAR LAKE, INDIANA, ZONING ORDINANCE, PASSED AND ADOPTED BY THE BOARD OF TRUSTEES OF THE TOWN OF CEDAR LAKE, INDIANA, AND ALL AMENDMENTS PASSED SUBSEQUENT THERETO, REPEALING ZONING ORDINANCE NO. 278, ALL AMENDMENTS THERETO, AND ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HEREWITH, ESTABLISHING NEW COMPREHENSIVE ZONING REGULATIONS FOR THE TOWN OF CEDAR LAKE, AND PROVIDING FOR THE ADMINISTRATION, ENFORCEMENT AND AMENDMENT THEREOF, IN ACCORDANCE WITH THE PROVISIONS OF THE INDIANA STATE STATUTES."

PASSED BY THE TOWN COUNCIL OF THE TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA, THE 13TH DAY OF DECEMBER, 1989, AND ALL AMENDMENTS PASSED SUBSEQUENT THERETO.

**WHEREAS**, the Owner of the land hereinafter described filed a petition with the Plan Commission of the Town of Cedar Lake, Lake County, Indiana, and Petitioner, for the rezoning of said property from Title X – Residential Multiple-Family (R-M) Zoning District Classification to Title VIII - Residential (R-2) Zoning District Classification; and

WHEREAS, the Plan Commission of the Town of Cedar Lake, Lake County, Indiana (hereinafter, the "Plan Commission"), has heretofore on the 18<sup>th</sup> day of November, 2020, held a Public Hearing pursuant to notice as prescribed by applicable law, on such Petition, and other matters pertaining thereto; and

WHEREAS, the Plan Commission, at the conclusion of the afore-described Public Hearing, certified its FAVORABLE RECOMMENDATION on such Petition to the Town Council of the Town of Cedar Lake, Lake County, Indiana, related to said petition for rezoning.

# NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA:

**SECTION ONE:** That the Zoning Ordinance of the Town of Cedar Lake, Lake County, Indiana, the same being Town Ordinance No. 496, as amended, and the Zoning Map of the Town of Cedar Lake, Lake County, Indiana, each be, and the same are hereby amended to reclassify the following described parcel of real estate from Title X – Residential Multiple-Family (R-M) Zoning District Classification to Title VIII - Residential (R-2) Zoning District Classification, to-wit:

Lots 27 in Lynnsway Unit 1, in the Town of Cedar Lake, as per plat thereof, recorded in plat book 95, page 27, in the Office of the Recorder of Lake County, Indiana.

**SECTION TWO:** That all existing Town Code Sections and Ordinance, or parts thereof, in conflict with the provisions of this Ordinance, are hereby deemed null, void, and of no legal effect, and are specifically repealed.

**SECTION THREE**: If any section, clause, provision, or portion of this Ordinance shall be held to be invalid or unconstitutional by any Court of competent jurisdiction, such decision shall not affect any other section, clause, provision, or portion of this Ordinance.

**SECTION FOUR:** That this Ordinance shall take effect, and be in full force and effect, from and after its passage and adoption by the Town Council of the Town of Cedar Lake, Lake County, Indiana, in conformance with applicable law.

	D AND ADOPTED BY THE TOWN COUNCIL OF THE DUNTY, INDIANA, THIS DAY OF, 2020.
	TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA, TOWN COUNCIL
	Randell C. Niemeyer, President
	Julie A. Rivera, Vice-President
	Robert H. Carnahan, Council Member
	John C. Foreman, Council Member
	Ralph Miller, Council Member
	Colleen Schieben, Council Member
ATTEST:	Richard Sharpe, Council Member
Jennifer N. Sandberg, IAMC, Clerk-Treasurer	

STATE OF INDIANA ) ) SS: COUNTY OF LAKE )
CERTIFICATION
TO: CEDAR LAKE TOWN COUNCIL MEMBERS TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA
Pursuant to the requirements of applicable law, the Plan Commission of the Town of Ceda Lake, Lake County, Indiana, by its duly designated representative, hereby CERTIFIES to the Cedar Lake Town Council the application of Owners and Petitioners, Lynnsway Development LLC, for the Rezone being sought from Zoning Ordinance No. 496, as amended, from the current zoning of said property, Title X – Residential Multiple-Family (RM) Zoning District to Title VIII – Residential (R-2) Zoning District. The property is located in the vicinity of 14627 Parrish Avenue, Cedar Lake, IN 46303, and is legally described as:
Lot 27 in Lynnsway, Unit 1, a subdivision in the Town of Cedar Lake, as per plat thereof, recorded in Plat Book 102 Page 20, in the Office of the Recorder of Lake County, Indiana.
The Cedar Lake Plan Commission hereby certifies its <b>Favorable Recommendation</b> to the Town Council for approval of a Residential (R-2) Zoning District amendment.
This Favorable Recommendation Certification is approved by a vote of <b>7</b> in favor, and <b>0</b> opposed, upon motion duly made and seconded, at the Plan Commission public meeting held on November 18, 2020.
TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA, PLAN COMMISSION  By:  Jerry Wilkening, President
ATTEST:

Sarah Rutschmann, Recording Secretary



First Midwest Bank 300 North Hunt Club Gurnee, IL 60031-2502

# **IRREVOCABLE LETTER OF CREDIT # 215031625-205**

October 13, 2020

Town of Cedar Lake Attn: Department of Planning, Zoning and Building 7408 Constitution Avenue Cedar Lake, IN 46303

Re: Phase 12 of the Centennial Subdivision

## Gentlemen:

We hereby establish in your favor our Documentary Letter of Credit for the account of North Centennial Development LLC up to an aggregate amount of Ninety Eight Thousand Seventy Nine and 06/100 (\$98,079.06) U.S. DOLLARS which is available by presentation of your draft(s) at sight drawn on us bearing the clause: "Drawn under First Midwest Bank Documentary Letter of Credit No. 215031625-205, dated October 13, 2020."

The original of, and any amendments to, this Letter of Credit must accompany all draws. This Letter of Credit will expire at the close of the regular business day on October 13, 2023, and such drafts and any other required documents must be presented for payment and received by us on or before such date.

We hereby engage with drawers and/or bona fide holders that drafts drawn and negotiated in conformity with the terms of this credit will be duly honored on presentation and that drafts accepted in conformity with the terms of this credit will be duly honored at maturity.

This Letter of Credit shall be governed by and construed in accordance with the applicable laws of the State of Indiana, including the Uniform Commercial Code. Unless inconsistent with Indiana law, this Letter of Credit shall be governed by and construed in accordance with the International Standby Practices (ISP 98), as hereby expressly incorporated by reference.

BY: Allison Bishop

ITS: Vice President

FIRST MIDWEST BANK

BY: Evangeline Patricio

ITS: Loan Operations Officer

Saved as: northcentennial205ltr.doc

Member PDIC

Irrevocable Letter of Credit No. 215031625	-205
Subdivision/Entity: Centennial – Phase 12	
ACCEPTED according to its terms this 17th	day of November, 2020.
	TOWN COUNCIL
	TOWN OF CEDAR LAKE, INDIANA
	By:
	Randell C Niemeyer, Town Council President
ATTEST:	
Jennifer Sandberg, Clerk-Treasurer	



November 23, 2020

Mr. Randy Niemeyer, Council President And Members of the Town Council Town of Cedar Lake 7408 Constitution Avenue Cedar Lake, Indiana 46303

Re: Proposed Addendum to Accounting and Financial Consulting Services Agreement Dated August 11, 2020 (Additional Services – Sustainability Plan – Lake ECO Project Feasibility Analysis)

Thank you for requesting that O.W. Krohn & Associates, LLP (the "Municipal Advisor") provide additional services for the Town of Cedar Lake (the "Town") relative to accounting and municipal advisory services more fully described below and as set forth in the *Scope of Services*.

## **Overview:**

Our proposed scope of services relates to the planning, preparation and presentation of a comprehensive Sustainability Plan for the Town. The comprehensive Sustainability Plan will incorporate all significant governmental Town funds, enterprise funds and TIF districts. Following an assessment of the current fund balances, proposed reserves, expected revenues and estimated expenditures, we will compile the information for the proposed Sustainability Plan and assist the Town with public presentations and meetings. We will also provide additional services on request.

# **Scope of Services:**

The services to be provided shall include, but are not limited to, the following duties, as necessary. Working directly with Town Officials, we would compile a model to produce a 5-year projection that incorporates the following:

## A. Sustainability planning and sensitivity analysis.

- 1) Rate of growth and its effects on:
- a. Assessed value, net assessed value, potential excess levy appeals and maximum property tax levy/rates
  - b. System development charges (utilities), park impact fees and planning/zoning/building fees
  - c. Local income taxes, miscellaneous revenues and other items dependent on population
  - d. Estimated TIF revenue and expenditures
  - e. Personnel planning for police, fire, public works and administrative staffing
  - f. Other changes in operation and maintenance or periodic maintenance expenditures
- 2) Capital improvement program:
  - a. Identification of Town's capital needs and compilation of proposed capital improvement plans
  - b. Prioritization of capital needs: must do, should do, like to do
  - c. Development/formulation of an annual pay-go capital improvement allowance
  - d. Identification and planning for debt/bond funded projects
  - e. Identification of potential G.O., lease rental, utility revenue and TIF bond options for the capital improvement plans

Town of Cedar Lake Sustainability Plan Proposal November 23, 2020 Page 2

# B. Revenue and expenditure analysis.

In compiling historical information, we would inquire about fluctuations in historical revenues and expenditures to establish a basis for making fixed, known and measurable adjustments for future expenditures.

# C. Projection of revenues, expenditures and capital outlays.

Based on the evaluation of historical information and using the 2021 budget as a baseline, as well as input from Town Officials, prepare a 5-year projection of cash flows. This would be inclusive of growth assumptions, capital needs and outlays, changes in personnel and staffing, as well as other known operational changes. Also included would be potential capital funding techniques, potential new resources from anticipated developments and other revenue enhancements that might be considered.

# D. Modeling for projections.

This would be an extension of "A. & C.", above, projection assumptions would be provided by Town Officials. Our role would be to establish a financial projection model for all significant governmental funds, enterprise funds and TIF funds that could be updated from year-to-year to assess the sustainability of various programs, personnel changes and capital project funding requirements.

- E. Attend meetings as requested; virtually and/or in-person.
- F. Advise on changes in Federal or State laws and regulations concerning financial matters.

# G. Cedar Lake ECO Project Feasibility Analysis.

We will also assist the Town in exploring the feasibility of a proposed Lake ECO Project that would improve the quality of Cedar Lake and its ECO system. Services to be rendered in this endeavor would include determining the amount of project funding that the Town could reasonably afford by using potential resources from the Town's TIF District revenues, available funds on hand and future Stormwater Management and Sewage Works user fees. Consideration may also be given to other "out of the box" funding techniques, such as establishing a Conservancy District that could be coterminous with the Town's corporate boundaries.

Town of Cedar Lake Sustainability Plan Proposal November 23, 2020 Page 3

# Fees and Invoicing:

Fees charged for work performed are generally based on hourly rates, as set forth below, for the time expended unless other arrangements are mutually agreed on. Hourly rates for work performed by our professionals vary by individual and reflect the complexity of the engagement. Invoices are generally submitted monthly describing the services provided, time logs and a current billing amount. As always, should any questions arise regarding invoice amounts and service descriptions, please do not hesitate to call.

The Municipal Advisor's fees for the services described above shall be based on actual time charges and out of pocket expenses. Our 2020 professional staff billing rates are noted below:

Standard Hourly Rates / Staff Classifications *	
Partners	\$255.00
Municipal Advisors	\$220.00
Sr. Consultants / Project Managers	\$200.00
Sr. Staff Accountants	\$155.00
Support Personnel	\$95.00

• Billing rates are subject to change periodically due to changing requirements and economic conditions. However, the rates above will not be changed prior to June 30<sup>th</sup>, 2021. Actual fees will be based on the actual time expended, required experience of the staff assigned and complexity of the engagement.

The estimated fee range for the Sustainability Plan services noted above are anticipated to fall within a range of \$25,000 to \$40,000. We will inform you of any unexpected circumstances that might impact our estimated fee range.

Town of Cedar Lake Sustainability Plan Proposal November 23, 2020 Page 4

# **Closing Comments:**

If the foregoing accurately represents the scope of additional services to be provided to the Town, we ask that you accept and execute this addendum in the space provided below. All other provisions, disclosures and disclaimers of our August 11, 2020 Agreement remain in effect.

If you have any questions, please let us know. We appreciate this opportunity to be of continued service to the Town of Cedar Lake.

Kindest regards,

O. W. Krohn & Associates, LLP



Otto W. Krohn, CPA, CGMA Executive Partner

The Town of Cedar Lake hereby engagement letter on this	•		ddendum to our August 11, 202	20
	Town of	Cedar Lake		
	By:	ed Representative		

CC: Mr. Rick Eberly, Town Manager Ms. Jill Murr, Town Administrator