



TOWN COUNCIL PUBLIC MEETING AGENDA

April 4, 2023 - 7:00 PM

PLEDGE OF ALLEGIANCE

MOMENT OF SILENCE

CALL TO ORDER/ROLL CALL:

___ Robert H. Carnahan, Ward 1
___ Julie Rivera, Ward 2
___ Nick Recupito, Ward 3
___ Ralph Miller, Ward 4
___ Colleen Schieben, Ward 5

___ John Foreman, At Large, Vice-President
___ Richard Sharpe, At Large, President
___ Jennifer Sandberg, Clerk-Treasurer
___ Chris Salatas, Town Manager
___ David Austgen, Town Attorney

PUBLIC COMMENT (*on agenda items*):

CONSENT AGENDA:

1. **Claims:** All Town Funds: \$235,745.28; Wastewater Operating: \$109,063.25; Sewer Sinking: \$440,600.00; Water Utility: \$63,786.85; Storm Water: \$15,971.16; and Payroll: 3/30/23 & 3/31/23 - \$266,021.02

ORDINANCES & RESOLUTIONS:

1. **Ordinance No. 1455** – Annexation of Two (2) Additional Small Parcels into Lakeside South (*Introductory Reading*)

NEW BUSINESS:

1. Consider Purchase of 4 additional Police Department Vehicles (*Favorable recommendation from the Board of Safety on March 22, 2023*)
2. Consider Employee Assistance Program through Franciscan Alliance
3. Consider moving forward with the Police K-9 Program (*Favorable recommendation from the Board of Safety on March 22, 2023*)
4. Consider approving the Police Department and Fire Department to use ProTeam Tactical Performance to provide services available in lieu of Working Well (*Favorable recommendation from the Board of Safety on March 22, 2023*)
5. Consider approving the Police Department's Emergency Hire: Nicholas Enyeart (*Favorable recommendation from the Board of Safety on March 22, 2023*)
6. Acceptance of the Kregel Easement

REPORTS:

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

WRITTEN COMMUNICATION:

PUBLIC COMMENT:

ADJOURNMENT:

PRESS SESSION:

NEXT MEETING: Tuesday, April 18, 2023 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.

April 4, 2023

ALL TOWN FUNDS	\$235,745.28
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WASTEWATER OPERATING	\$109,063.25
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SEWER SINKING	\$440,600.00
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WATER UTILITY	\$63,786.85
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STORM WATER	\$15,971.16
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PAYROLL 3/30/23 & 3/31/23	\$266,021.02
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TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA

ORDINANCE NO: 1455

AN ORDINANCE ANNEXING CERTAIN CONTIGUOUS LAND TO THE TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA, AND ALL MATTERS RELATED THERETO.

WHEREAS, the Town Council of the Town of Cedar Lake, Lake County, Indiana (hereinafter the "Town Council"), has received a Petition for Voluntary Annexation to the Town of Cedar Lake (hereinafter, the "Town"); and

WHEREAS, the Town Council has reviewed the Petition for Annexation to the Town of Cedar Lake for annexation of approximately 4-10+ acres of land into the Town; and

WHEREAS, the Town Council seeks to annex certain contiguous territories and property to the Town of Cedar Lake, pursuant to the applicable provisions of I.C. §36-4-3, *et seq.*, as amended from time to time, and more particularly, I.C. §36-4-3-5.1, concerning Voluntary Annexation; and

WHEREAS, the Town Council has deemed it to be necessary and appropriate for the future development of the Town of Cedar Lake that said subject parcels for which annexation is sought to be annexed do provide for the continued and coherent planned growth and development of the Town; and

WHEREAS, The Town Council has duly considered said annexation petition and has determined said annexation to be in the best interests of the health, safety and welfare of the Town of Cedar Lake as the annexation of the subject parcel is necessary for the present and future planned coherent growth and development of the Town; and

WHEREAS, the Town Council has determined that the subject parcel sought to be annexed, well within the prescribed time limits, shall be provided by the Petitioner with governmental and proprietary services by the Town in the same manner as those services are provided to areas within the municipal corporate boundaries that have similar topography, patterns of land use, and population density consistent with applicable federal, state and local laws, procedures and planning criteria; and

WHEREAS, the Town Council of the Town of Cedar Lake, Lake County, Indiana, has established a Fiscal Plan by its approval of Town Resolution No. 1331 evidencing a definite policy showing:

1. The cost estimate of planned services to the subject parcel to be annexed.
2. The methods of financing the planned services.
3. The plan for the organization and extension of the services by the Petitioner.
4. The furnishing of services of a non-capital nature, including police protection, fire protection, and street and road maintenance to the territory within one (1) year from the effective date of the annexation, which service shall be in a manner equivalent in standard and scope to those non-capital services provided to areas within the Town of Cedar Lake; and

5. The furnishing of services of a capital nature by the Petitioner, including street construction, street lighting, sewer facilities, water facilities, and stormwater drainage facilities, which will be provided by the Petitioner to the annexed territory within three (3) years after the effective date of annexation in the manner as those services are provided to similar areas within the municipal corporate boundaries of the Town.

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

SECTION ONE: That the subject parcel(s) described on attached Exhibit "A" hereto, which are deemed contiguous to the Town of Cedar Lake, be, and the same hereby are annexed to, and made part of, the Town of Cedar Lake, Lake County, Indiana.

SECTION TWO: That this Annexation Ordinance shall become final thirty (30) days after adoption, filing, recordation and publication thereof, and the effective date of the annexation shall be in conformance with applicable law.

SECTION THREE: That the subject parcel(s), as set forth on attached Exhibit "A" hereto shall be annexed with an Agricultural Zoning District Classification for the property.

SECTION FOUR: That the parcel of real estate brought to be annexed will be assigned to Ward 4 as a voting district in the Town of Cedar Lake, Lake County, Indiana, pursuant to the applicable provisions of I.C. §36-4-3-4(g), as amended.

SECTION FIVE: That the Clerk-Treasurer of the Town is hereby directed to cause this Ordinance to be published one (1) time, within thirty (30) days from the date of the adoption of this Ordinance, in conformance with applicable law, as amended from time to time.

SECTION SIX: That all existing Town Code Sections and 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.

SECTION SEVEN: 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 EIGHT: 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, and publication in conformance with applicable law, subject expressly upon the conditions precedent set forth herein, the Petitioner Commitments in the Petition, approval Fiscal Plan, and this Ordinance, as well as in the Petition for Voluntary Annexation upon which this Ordinance adoption is premised.

ALL OF WHICH IS PASSED AND ADOPTED THIS _____ DAY OF _____, 2023, BY THE
TOWN COUNCIL OF THE TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA.

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

Richard Sharpe, President

John C. Foreman, Vice-President

Robert H. Carnahan, Councilmember

Colleen Schieben, Councilmember

Ralph Miller, Councilmember

Julie A. Rivera, Councilmember

Nick Recupito, Councilmember

ATTEST:

Jennifer N. Sandberg, IAMC
Clerk Treasurer

Exhibit A

Cedar Lake 133, LLC
45-15-25-300-001.000-041

A PARCEL OF LAND IN THE NORTHWEST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 25, TOWNSHIP 34 NORTH, RANGE 9 WEST OF THE SECOND PRINCIPAL MERIDIAN, LAKE COUNTY, INDIANA, SAID PARCEL BEING DESCRIBED AS: THE WEST 2 ACRES OF THE NORTHWEST QUARTER OF THE SOUTHWEST QUARTER OF SAID SECTION 25.

Cedar Lake 133, LLC
45-15-25-300-002.000-041

THE WEST 66 FEET OF THE SOUTHWEST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 25, TOWNSHIP 34 NORTH, RANGE 9 WEST OF THE 2ND P.M., IN LAKE COUNTY, INDIANA.



March 22, 2023

To: Cedar Lake Town Council
7408 Constitution Ave
Cedar Lake, IN 46303

From: Cedar Lake Board of Safety
Cedar Lake, IN 46303

RE: Approval of Moving Forward with Vehicle Purchases

Dear Cedar Lake Town Council:

At the Wednesday, March 22, 2023 Cedar Lake Board of Safety Public Meeting, the Board discussed their support of the Police Department moving forward with the purchase of vehicles.

The Cedar Lake Board of Safety made motion and voted 5 to 0 sending Favorable Recommendation to the Cedar Lake Town Council to approve the Cedar Lake Police Department to proceed with the purchase of vehicles.

Please consider this at your next Town Council meeting for approval. If you have any questions, please let us know.

Sincerely,

TOWN OF CEDAR LAKE BOARD OF SAFETY

[Redacted Signature]

Norman Stick, Chairman

[Redacted Signature]

Lester Kaper, Vice-Chairman

[Redacted Signature]

Joshua Govert, Member

[Redacted Signature]

James Othoff, Member

[Redacted Signature]

David Villalobos, Member



Cedar Lake Police

7408 Constitution P.O. Box 305
Cedar Lake, IN 46303
(219) 374-5416 FAX (219) 374-9231

William T Fisher, Chief of Police



www.cedarlakein.org

OFFICE OF CHIEF OF POLICE

Council Members,

In January of 2023, the Police Department brought in a Social Worker (intern) who was completed her Masters Degree at IUN. This was our third intern over the years and each year we have them work on specific items for the Police Department. This year our intern, Mona Garcia, was tasked with assisting us with developing our new Wellness Program, which was a new policy recommend by Lexipol. The purpose behind this policy is to provide guidance on establishing and maintaining a proactive wellness program for the department and its members. The wellness program is intended to be a holistic approach to a member's well-being and encompasses aspects such as physical fitness, mental health, and overall wellness.

In conversation, we realized that we did not have an EAP (Employee Assistance Program) with the Police Department and respectively with the Fire Department as well. Knowing that this policy update would include an EAP, we took the opportunity to reach out to many providers to help us develop a game plan on implementing an EAP for the Police and Fire. While working on this, we realized that this would be a better fit if all town employees were included.

Over the past few months, Sarah, Mona, Captain Early and I have interviewed and met with several potential companies that provide or assist in developing an EAP. Those companies consisted of Franciscan Health, Perspectives, Heartland, Lexipol, Unum, and our current insurance provider Anthem. Many of the programs appeared to be really good, but we found that they had many back-end charges for things we may need which took them out of the running. Our goal was to provide an EAP with the least minimal cost as possible. We learned that Unum already provided this service, with several additional costs associated. We also found that Unum would not provide for all of the Police Officers and most of the Fire Department due to us not having long term disability through Unum, as we are all members of PERF. Anthem has a program, but in discussion with the Town Hall staff, we are worried with the question, "What if our insurance provider changes?" and concerns regarding "confidentiality" since it is tied to the insurance/medical file of an employee. We determined that the best fit would be to go through Franciscan Health in Crown Point. They provide all of what we are looking for and most of it is included without an additional costs. They are also local with 12 different locations for assistance in the region and offered "back-door" entry for public safety individuals.

Once we determined that Franciscan was the best possible provider, we looked into the cost. Again, originally it was meant for the Police and Fire, which would have cost us \$36.60 per employee. At that time, we were working on 38 total employees which would have a yearly cost of \$1,390.80. Once we spoke with the Town Hall staff, we realized this would best fit the entire Town and All employees. That also brought the cost per person down to \$32.76 per employee. At a total of 82 fulltime employees, the total cost to the Town for the year is \$2,686.32.

I am requesting that the Town of Cedar Lake enter into this agreement with Franciscan for an EAP program. This would be a yearly contract and allow you to re-evaluate each year on its effectiveness.

Respectfully & honorably,

William T Fisher
Chief of Police
Cedar Lake Police Department

EAP Comparison Tracker

[Comparisons >](#)

What they offer

Key information	Franciscan	Perspectives	Heartland	Lexipol	Unum	Anthem
Location	Local-12 locations	Chicago	Local-2 locations, 15 therapists		?	?
Clinical Services	6 free sessions (up to 10 w/approval), covers all dependents regardless of age, each issue gets 6 sessions, behavioral risk counseling (10), crisis intervention and follow-up support	National network	12 free sessions a year- dependents are not included		3 free sessions, 6 free with enhanced EAP	6 free sessions for employee and household members, crisis intervention (4 hrs)
Critical Incident Stress Debrief (CISD)	Therapist have phone system-will schedule an hour session (included)	\$350 an hour-not included-no set program in place	24-48 hour response time		Telephone only/\$250	4 hours included
Well Care Department	Health Coaches, smoking cessation, health screenings, weight loss, heart/lung scans (\$49), dietician, yoga, webinars, personal trainer	Charges for services	No		Legal Matters/Dependent Care/Elder Care/Financial Svcs	Employee wellness seminars, tobacco-free resources, legal & financial referrals, child & elder care search tool
Spiritual approach	Yes	?	No		No	No
Substance Abuse	Does assessments and resources for treatment	Yes	Yes		?	?
Self-Report	Mandatory referrals, does not count against free sessions, assessment is completed, update Chief on compliance.	Has account manager that works with the Chief to develop program	?		?	Yes
Working Well	Yes	?	No		?	Yes
App	No	Yes	No		Yes with enhanced program/\$570 yr	No
Emergency 1-800#	Yes	No	No, but has someone to answer their phone 24 hours a day		Yes	Yes
Free trainings	Yes-2 a year for department	Sensitivity training \$200/hr	Will do training on how to access treatment		Monthly Webinars-what trainings are offered?	4 hours included
Cost/38 employees	\$36.60/employee or \$1390.80/yr no limit on issues	\$310/month or \$3720/yr no limit on issues	TBD	\$9999/yr	Free-\$570/yr for enhanced program	\$1.57/employee or \$128.74/yr
Program Design/Policy and Procedure	Includes organizational assessment to develop EAP policy & procedures.	Yes	No		?	Yes
Satisfaction Survey	?	Yes	No		?	No



EMPLOYEE ASSISTANCE PROGRAM COST SUMMARY

SERVICE	COST
1. Program Design/Policy and Procedure Includes organizational assessment to develop EAP policy and procedures.	1. No charge – included in Annual Fee
2. Training/Orientation Supervisors trained to recognize and refer “troubled” employees Employees orientated to service and its benefits.	2. No charge – Included in Annual Fee
3. Communication Package Includes developing an internal marketing plan to communicate EAP on an on-going basis.	3. Copies of communications are provided. Ordering and printing costs are the responsibility of the organization.
4. Employee Education Presentations/Webinars	4. No charge – Included in Annual Fee
5. Clinical Services Includes evaluation, short-term counseling (up to six sessions per member per year), behavioral risk counseling (up to 10 sessions which do not count against personal sessions), professional referral if indicated, crisis intervention and follow-up support.	<p><u>Annual Fee</u></p> <p>The fee is based on the number of eligible employees including Family members defined by the organization.</p> <p>For <u>82</u> employees, the fee would be \$ 32.76/employee/year Annual fee <u>\$2686.32</u> which can be paid monthly, quarterly or annually.</p>
6. Management Consultations/Behavioral Risk In-services Consultation with managers regarding problem employees and behavioral risk situations.	6. No charge – Included in Annual Fee
7. Monthly Wellness Article and Webinar Series	7. No charge – Included in Annual Fee
8. Outcome Reporting Detailed utilization data provided annually but could be provided quarterly the first year as discussed.	8. No charge – Included in Annual Fee
9. Well-being Services Includes health coaching, smoking cessation, diabetic prevention programing and other services that focus on well-being from holistic approach.	9. No charge – Included in Annual Fee



Franciscan ALLIANCE



Franciscan HEALTH EMPLOYEE ASSISTANCE PROGRAM



Franciscan WELLCARE

*A COST-EFFECTIVE, ACTIVE AND
INDISPENSABLE RESOURCE FOR
EMPLOYERS*

Franciscan Alliance

Employee Assistance Program

***“IF YOU TAKE CARE OF YOUR EMPLOYEES,
THEY WILL TAKE CARE OF YOUR PROFITS.”***

An Employee Assistance Program (EAP) is a workplace-based program to help assess and resolve personal, behavioral and health concerns that negatively impact employee's work performance levels. Many employees experience problems they cannot resolve on their own and that professional assistance can be helpful in returning those employees to their full functioning levels. An EAP is also a resource for supervisors to assist in getting help for their employees when they observe that personal problems are affecting their employee's job performance.

Its benefits are two-fold. First, early recognition and intervention identify behavioral problems when they are easier to solve. Second, EAP is a less costly outpatient alternative to the traditional treatment provided under most current health care plans. With an EAP, organizations can expect to experience the following cost-savings:

- * decrease in usage of sickness benefits
- * decrease in number of work-related accidents
- * decrease in the number of compensation claims
- * decrease in supervisory time spent for disciplinary action
- * decrease in absenteeism/tardiness
- * increase in productivity

Franciscan EAP believes in addressing the employee from a holistic approach. This means that we not only offer traditional clinical mental health services, but we also provide services that focus on the body as well. Research has shown that mental health issues lead to chronic health conditions and chronic health conditions lead to mental health issues. Therefore, our approach is to provide services that focus on the whole person: mind, body and spirit.

Franciscan EAP is designed to assist in identifying personal problems and finding appropriate resources or services to address both common and complex issues. Treatment focuses on problem solving and goal attainment while being a cost-effective and indispensable resource for employees and their families.

The EMPLOYEE ASSISTANCE PROGRAM staff is available to assist with problem areas, such as those listed below, to help the employee maintain or return to optimal work performance.

Adolescent Concerns
Anger Management
Anxiety/Panic Disorders
Budget Management
Compulsive Behaviors
Depression
Divorce

Grief
Marriage/Relationships
Parenting Issues
Stress Management
Single Parent/Stepfamilies
Substance Abuse
Work-Related Issues

Franciscan WELLCARE is designed to assist employees in identification of what is most important to them in relation to their health and wellbeing goals. The WELLCARE health coaches use intrinsic and motivational interviewing techniques to assist in providing clarity to the steps needed in order to achieve those goals.

The WELLCARE PROGRAM staff is available to assist with bringing about employee's best thinking and be their resource for lifestyle behavior change in many different areas, such as those listed below.

Franciscan WELLCARE offers one-on-one services, group format, live, telephonic and virtual sessions are all available.

Lowering Cholesterol
Stress Management
Weight Loss
Smoking Cessation
Nutrition Guidance
Virtual Cooking Demonstration

Goal Setting
Starting an Exercise Program
Training for a Race
Pre-diabetes/Diabetes Management
Lowering Blood Pressure
Virtual Exercise Sessions

We offer several different wellness programs which are designed help meet employees where they are at in their journey for better health.

- ❑ Health Coaching – one on one format
- ❑ Aspire Program – smoking cessation (including vaping)
- ❑ Diabetes Prevention Program – for those that are prediabetic or high risk for diabetes
- ❑ Your Weight Your Way – 12- week weight loss class with customized meal plans
- ❑ Registered Dietitian Counseling
- ❑ Exercise Incentive Programs and Challenges

Franciscan Alliance

Employee Assistance Program Components

PROGRAM IMPLEMENTATION

Program Design and Development

The primary goal of an EAP is to provide the organization with a cost-effective and humane program that helps troubled employees as well as high performers return to or maintain satisfactory job performance. Therefore, EAP will provide a program that will meet your organization's needs.

EAP Management Training

Experienced EAP therapists will present professional, structured sessions for supervisory personnel such as senior administrators, directors, managers, and supervisors. Participants will receive an informative reference manual.

Training includes:

- ☐ understanding the EAP process;
- ☐ identifying performance changes indicative of "troubled employees";
- ☐ documenting job performance;
- ☐ using positive intervention techniques;
- ☐ referring to EAP; and
- ☐ utilizing EAP as a consultant for employee problems/situations.

Training location will be at an on-site location.

Employee Orientations

EAP staff is available to conduct informal orientation sessions for eligible employees to explain EAP services, confidentiality, when to use the service and how to make an appointment. Orientations may also be scheduled for department meetings or for new hire orientations.

Franciscan Alliance

Employee Assistance Program Components

CLINICAL SERVICES

Counseling and Behavioral Risk Services

Accurate, professional clinical services have a dramatic effect in reducing overall behavioral health care costs. The following services are available:

EAP Counseling Assistance for individuals, couples or families includes:

- ❑ Initial comprehensive evaluation;
- ❑ Brief outpatient therapy;
- ❑ Professional referral if appropriate to a provider of client's choice; and
- ❑ Follow-up support.

Crisis Defusing

Following a worksite crisis such as an employee accident/death or incidence of violence, EAP will be available to work with the affected employees individually or in a group format to be provided within 4 hours of an incident. If possible, it should be provided immediately (one to two hours) after the incident. The purpose of the defusing is to help individuals mitigate the impact of the event and accelerate the recovery process. During this time, the therapists assess the need for debriefings and other services all the time working to reduce cognitive, emotional and physiological symptoms resulting from exposure to the traumatic event.

Crisis Debriefing

Following a worksite crisis such as an employee accident/death or incidence of violence, if a defusing is not appropriate, EAP will be available to work with the affected employees in a group format from 24 hours to 10 days after the incident. The purpose of the debriefing is to help individuals cope and recover more quickly thus reducing potential serious behavioral consequences and lost productivity.

Behavioral Risk Management

Should an employee exhibit a pattern of unsatisfactory job behaviors, EAP has several improvement track options available to the employer.

Should a department or employee group experience behavioral problems, EAP is available to facilitate a group session(s) to reduce the destructive consequences of these behaviors. Topics include, but are not limited to, conflict resolution, teambuilding, negative attitudes, managing change, accountability, etc. These group offerings do not replace the organization's disciplinary policies and will be offered only in conjunction with department accountability.

Franciscan Alliance

Employee Assistance Program Components

WELLCARE SERVICES

Scope of Services

- ❑ Provide various marketing materials for programs and services
- ❑ Overall aggregate data report will be provided to company yearly
- ❑ Integrate existing data into a format usable for uploading into the wellness portal (if utilized).
- ❑ Provide standard reporting that includes features such as; number of users, completion rate, would be a part of our reporting and billing (if a wellness portal is used)
- ❑ Health Coaches and Dietitian can offer support and guidance in overall health and wellbeing
- ❑ All information is confidential and HIPAA privacy rule

Program Evaluation

Is conducted after each program and will be provided in the year end summary evaluation report.

Program Communications

All marketing material will be reviewed by the company prior to sending out to employees for program promotion.

- ❑ Marketing will be strategic based on your company's industry
- ❑ Various methods will be utilized to promote programs and services similar to EAP marketing efforts

Franciscan Alliance

Employee Assistance Program Components

PROGRAM ACCOUNTABILITY/ MANAGEMENT

Outcome Reporting

Detailed demographic data is provided yearly and may include:

- ☐ Client designation (employee or family member);
- ☐ EAP referral source (self or organization);
- ☐ Problem category;
- ☐ Outside referral source if offered; and/or
- ☐ Disposition of case at the end of contract year.

In keeping with federal confidentiality laws, EAP client identity is never revealed.

Program Evaluation

With the year-end summary evaluation report, Client Satisfaction Survey data will be shared with the organization.

Program Communications

Communication of EAP services is important for maintaining program visibility. Copy of materials includes any/all of the following on an ongoing basis:

- ☐ Endorsement letter from appropriate personnel;
- ☐ EAP posters and wallet cards;
- ☐ Brochure promoting EAP;
- ☐ EAP information for employee handbook;
- ☐ EAP payroll stuffer announcements/reminders;
- ☐ Monthly wellness articles for internal newsletter; and
- ☐ Monthly wellness webinars.



March 22, 2023

To: Cedar Lake Town Council
7408 Constitution Ave
Cedar Lake, IN 46303

From: Cedar Lake Board of Safety
Cedar Lake, IN 46303

RE: Approval of CLPD Moving Forward with the Canine (K-9) Program

Dear Cedar Lake Town Council:

At the Wednesday, March 22, 2023 Cedar Lake Board of Safety Public Meeting, the Board discussed their support of the Police Department moving forward with the Canine (K-9) Program.

The Cedar Lake Board of Safety made motion and voted 5 to 0 sending Favorable Recommendation to the Cedar Lake Town Council to approve the Cedar Lake Police Department to proceed with the Canine (K-9) Program.

Please consider this at your next Town Council meeting for approval. If you have any questions, please let us know.

Sincerely,

TOWN OF CEDAR LAKE BOARD OF SAFETY

[Redacted signature]

Norman Stick, Chairman

[Redacted signature]

Lester Kaper, Vice-Chairman

[Redacted signature]

Joshua Govert, Member

[Redacted signature]

James Olthoff, Member

[Redacted signature]

David Villalobos, Member



Cedar Lake Police

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www.cedarlakein.org

Council Members,

In November of 2022, I was approached by Administrative Assistant, Sarah Moore. Sarah volunteers her time at a local, in Town, non-for-profit organization called Protecting K9 Hero's. Sarah had spoke with the owner, Staci Goveia, about the Police Departments interest in bringing back a K9 program, which has been inactive since 2008 when my K9 passed away from Cancer. Sarah then coordinated a meeting with Staci, Sarah, Commander Kidd and myself to talk with Staci on how she could assist us with resurrecting our program.

When we met with Staci, she informed us that she had a donator that was willing to pay for an entire package deal for the Dog, Training and Kennel for the vehicle. During our conversation, I informed Staci that we were interested, but that I would have to wait until the 2023 budget is approved and we have had the opportunity to review it for any incidentals that may come up. Staci had a few requirements for this grant/funding for the K9. The first was that the K9 had to have the name Johnny, as the donator's brother died from an overdose and this was her reasoning behind donating the funding. Here second request was that we utilize FM K9 for the purchase and the training. I advised Staci that I would have to visit this location and speak with the trainers prior to accepting the location. Staci understood and we advised that we would get back to her by the 1st of the year.

After the meeting, Commander Kidd sent out a department wide email, asking any Officer interested, to apply. We wanted to know who was interested before we accepted any assistance or the K9, should we not have any Officers wanting to be assigned this position. We received 5 notifications from Officers that they were interested.

In January, after we received the expenditure reports from the Clerks Office, Sarah and I talked through our budget and found that we could handle it within the 2023 budget, though it had not been anticipated. Commander Kidd also sent out a Department wide email, asking any Officer interested, to apply with him. We then organized a panel of K9 experts from outside agencies to perform an interview, ensuring that no favoritism was any issue. Commander Simon Gresser (Hobart PD), Officer Shane Adams (St. John PD) and Officer Ray Borchert (Lake County PD) conducted the interview with Staci whom also scored the Officers during the interview process. Commander Kidd and Sarah also sat in on the interviews, able to answer any questions for the interview team, should they have any. Independently, each of the interviewers scored each of the Officers. They found that the number 1 selection and the number 5 selection was identical with all of the interviewers. Officer Ben Tomko scored 163 points out of a possible 200. Each interviewer would give a max of 50 per Officer. This was completed on January 24th, 2023. We also created a list of the Officers and scores to utilize if we were able to add additional K9 Officers in the future. On January 25th, 2023, I reported all of these findings along with what was being offered to the Board of Safety to keep them up to date.

On February 24th, 2023, Officer Tomko and I went and visited FM K9 Training Center, located in Berrien Center Michigan. Being a former K9 handler, I wanted to ensure that we were sending our Officer to a location that had quality training, quality equipment and quality dogs. I was very impressed with the location, the owner/trainer Mike McHenry and the quality of the K9's that were onsite. At that point, we were satisfied with going through FM K9 as our facility to provide the training, dog and equipment necessary to bring home a quality K9 for the Town of Cedar Lake.

I notified Staci that I was good with FM K9 to handle the training. Staci would then be in contact with Mr. McHenry for the payment and details for the K9. On March 20th, Officer Tomko and I went to FM K9 where we were shown 5 different K9's for selection. After some deliberation, K9 Johnny, an 18-month-old Belgian Malinois was selected. Officer Tomko will begin training of this new K9 on April 17th with your approval. To this point, all K9 equipment, to include a car insert, collars, leashes and monthly



Cedar Lake Police

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www.cedarlakein.org

food have been donated to the program. I was also contacted South Lake Conservation Club, whom will be donating a vest for the new Police K9.

After completing all of this, I presented the request to the Board of Safety in the March Meeting. We received a unanimous approval and letter (attached) for the new Police K9. With your permission, we will move forward with the new Police K9 and continue the excellence we have had for so many years.

Respectfully,

William Fisher
Chief of Police
Cedar Lake Police Department



March 23, 2023

To: Cedar Lake Town Council
7408 Constitution Ave
Cedar Lake, IN 46303

From: Cedar Lake Board of Safety
Cedar Lake, IN 46303

RE: Approval of ProTeam Tactical Performance

Dear Cedar Lake Town Council:

At the Wednesday, March 22, 2023 Cedar Lake Board of Safety Public Meeting, the Board discussed correspondence received from Town Manager Salatas regarding "recommendation that the Police Department and Fire Department use ProTeam Tactical Performance in lieu of Working Well going forward for any services they provide that are needed."

The Cedar Lake Board of Safety made motion and voted 5 to 0 sending Favorable Recommendation to the Cedar Lake Town Council to approve the use of ProTeam Tactical Performance.

Please consider this at your next Town Council meeting for approval. If you have any questions, please let us know.

Sincerely,

A black rectangular redaction box covering the signature of Norman Stick.

Norman Stick
Cedar Lake Board of Safety Chairman

TOWN OF CEDAR LAKE

Office of the Town Manager

7408 Constitution Ave – PO Box 707 – Cedar Lake, IN 46303

Tel (219) 374-7400



March 22, 2023

Via: Hand Delivery

The Town of Cedar Lake Board of Safety

7408 Constitution Avenue

Cedar Lake, IN 46303

RE: ProTeam Tactical Performance

Dear Board Members,

Please let this letter serve a recommendation that the Police Department and Fire Department use ProTeam Tactical Performance in lieu of Working Well going forward for any services they provide that are needed. ProTeam Tactical Performance is a facility specifically designed for first responders. They are a specialty facility that was brought to the Town's attention through Indiana Public Employers' Plan, IPEP, the group that handles workers compensation for us.

IPEP highly recommended that our First Responders utilize the various services to help them with therapy after an injury but also use them for assessments to make recommendations to lesson the impact of future injuries. IPEP has this on their Website:

What Does ProTeam Offer IPEP Members?

When it comes to tactical professionals, including firefighters, police officers, military personnel, paramedics and others, we need to do more. At [ProTeam Tactical Performance](#), we are committed to maximizing health and recovery after an injury, helping professionals meet the demands of their job, and reducing the risk of repeat injury so they're always prepared for the next mission.

- Elite athletic based rehabilitation and physical therapy program. [Learn More](#)
- Technology based assessment and injury prevention program with the [DARI MotionSystem](#)

DARI MotionSystem is the world's only FDA-cleared markerless solution for human motion analysis that assesses human movement. With the specially geared equipment, physicians, and staff, it makes sense to utilize them to reduce the Town's cost and improve the recovery, health, and well-being of our First Responders.

Sincerely,

Chris Salatas
Town Manager



March 22, 2023

To: Cedar Lake Town Council
7408 Constitution Ave
Cedar Lake, IN 46303

From: Cedar Lake Board of Safety
Cedar Lake, IN 46303

RE: Approval of Emergency Hire

Dear Cedar Lake Town Council:

At the Thursday, February 16, 2023 Cedar Lake Board of Safety meeting, the Board approved the resignation of Patrolman Brandon Holzhauer. Due to Holzhauer's resignation, the department now has one patrolman opening for emergency hire.

At the Wednesday, March 22, 2023 Cedar Lake Board of Safety Public Meeting, the Board of Safety made motion and voted 5 to 0 sending Favorable Recommendation to the Cedar Lake Town Council to approve allowing the Cedar Lake Police Department to proceed with the hiring process of Nicholas Enyeart.

Please consider this at your next Town Council meeting for approval. If you have any questions, please let us know.

Sincerely,

TOWN OF CEDAR LAKE BOARD OF SAFETY

[Redacted signature]

Norman Stick, Chairman

[Redacted signature]

Lester Kaper, Vice-Chairman

[Redacted signature]

Joshua Govert, Member

[Redacted signature]

James Olthoff, Member

[Redacted signature]

David Villalobos, Member