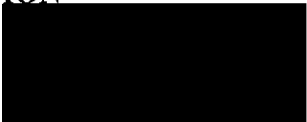


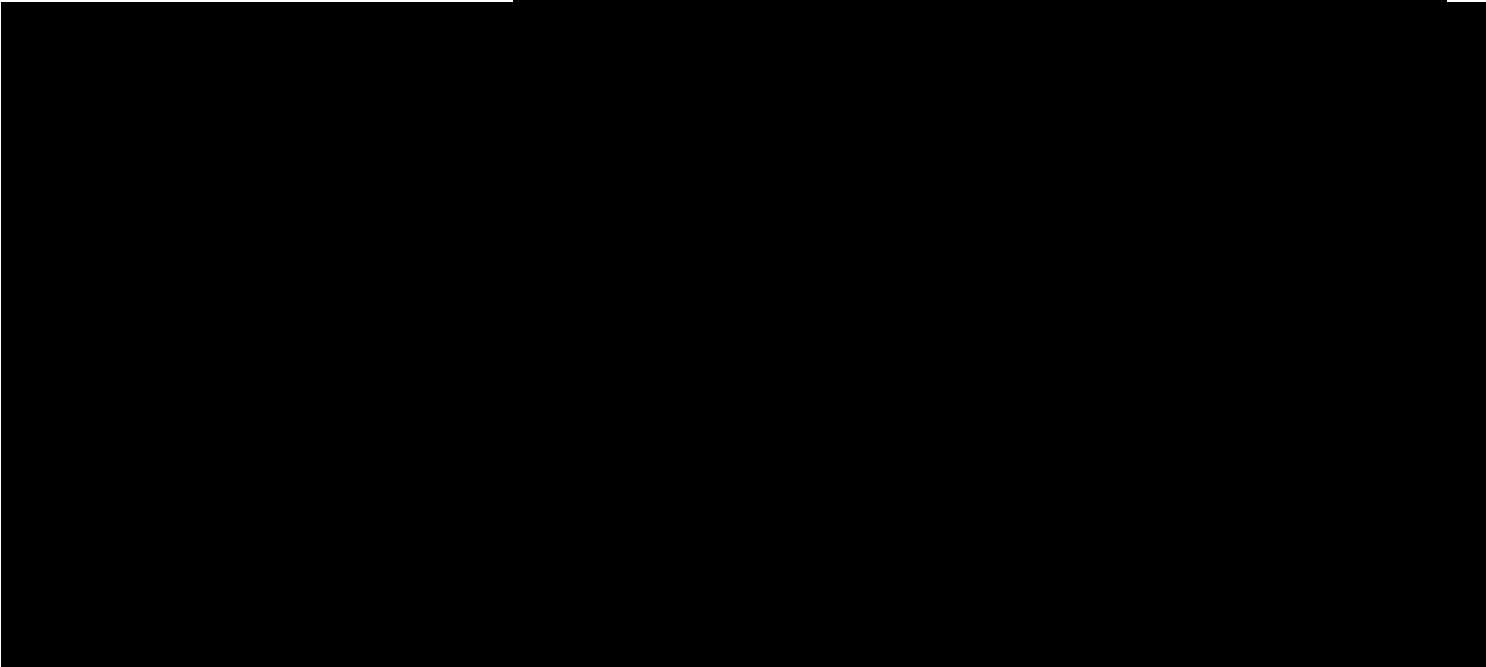
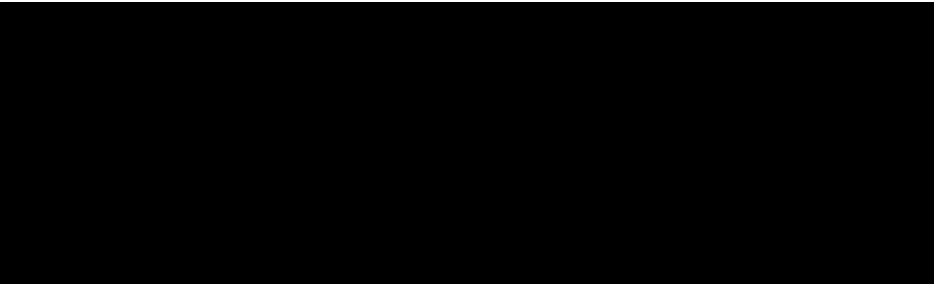
**CONSENT BY PUBLIC UTILITY TO ALLEYWAY VACATION**



The Northern Indiana Public Service Company LLC, an Indiana Limited Liability Company, ("NIPSCO") owns utility equipment that is occupying a part of the Alleyway, a portion of which is depicted on Exhibit A, which is incorporated herein by reference (the "Alleyway"). As owner of the land abutting the Alleyway, *Viorica G Lamb & Ryan C Lamb* has petitioned the Common Council of the Town of Cedar Lake, Indiana ("Common Council"), to vacate the Alleyway for the right of enjoyment. In order for the petitioner to enjoy the property in question, NIPSCO must waive its rights under Ind. Code § 36-7-3-16 to occupy and use all or part of the Alleyway for the location and operation of its facilities.

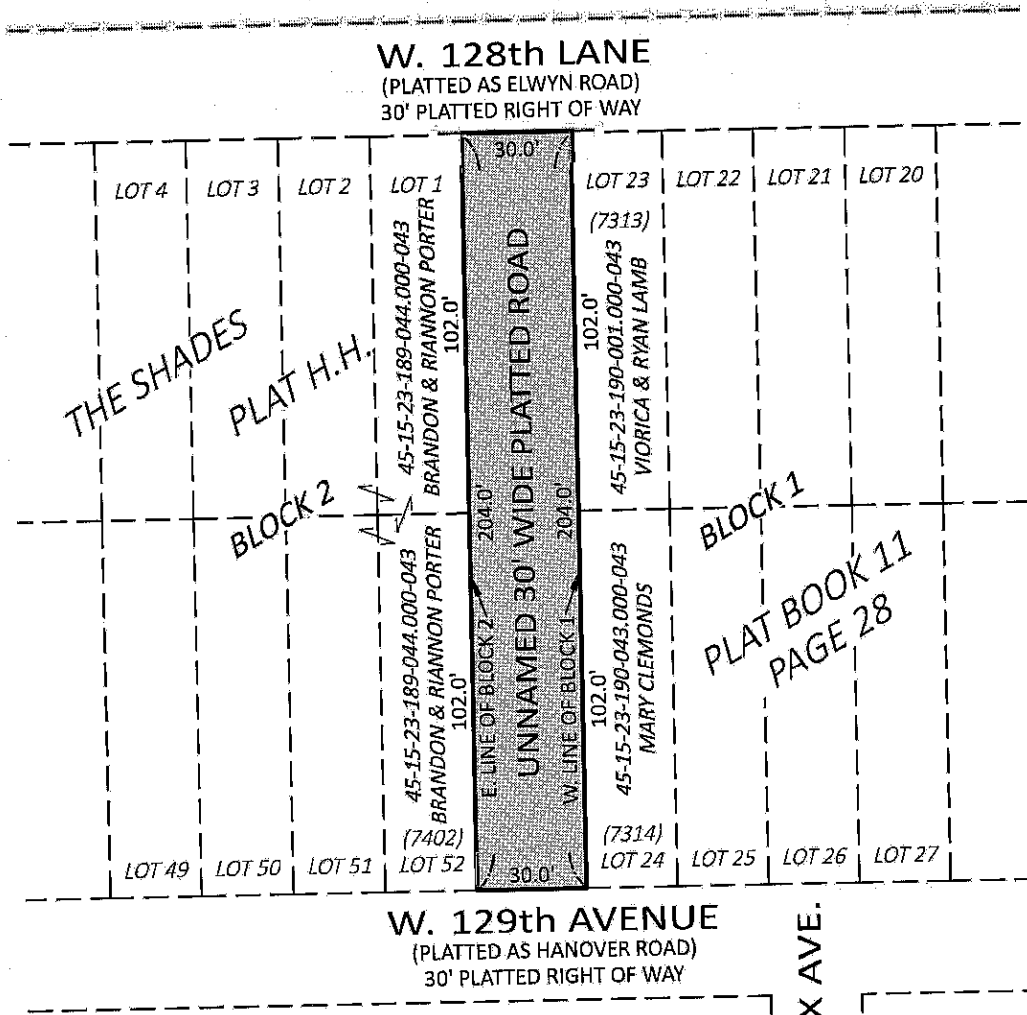
NIPSCO has reviewed *Vacation Petition No. NSL50521* submitted to the Common Council and hereby consents to the Common Council vacating the Alleyway. This consent is executed with the understanding the vacating ordinance and consent herein will apply only to that portion of Alleyway depicted on Exhibit A.

Dated: September 9, 2024

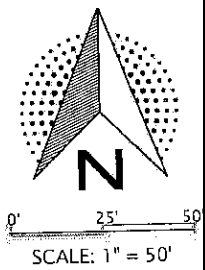


# VACATION EXHIBIT A

PARCEL DESCRIPTION: ALL OF THE UNNAMED 30 FOOT WIDE PLATTED ROAD LYING BETWEEN BLOCK 1 AND BLOCK 2 IN THE SHADES PLAT H.H., AS RECORDED IN PLAT BOOK 11 PAGE 28 IN THE OFFICE OF THE RECORDER, LAKE COUNTY, INDIANA.



THIS DRAWING IS NOT INTENDED TO BE REPRESENTED AS A RETRACEMENT OR ORIGINAL BOUNDARY SURVEY, OR A SURVEYOR LOCATION REPORT.

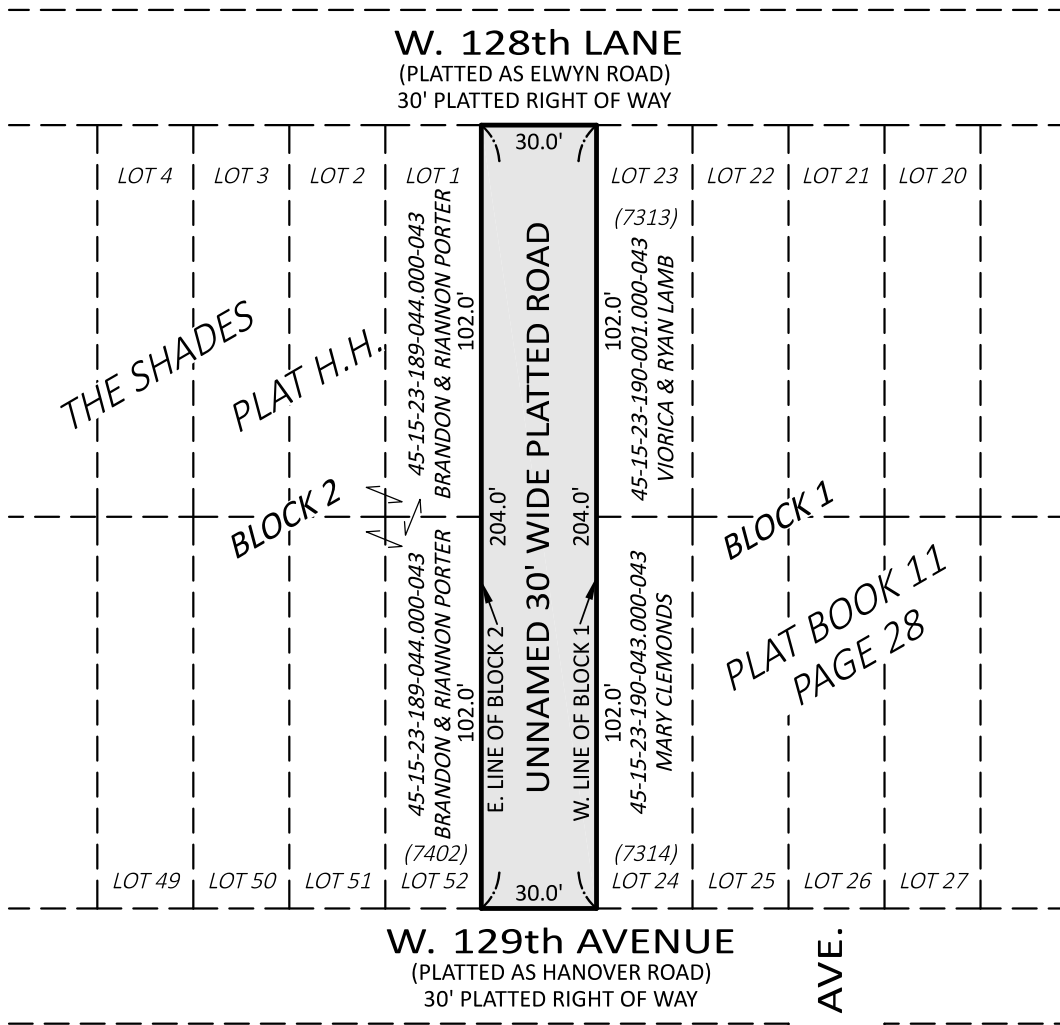


DVG TEAM, Inc  
1155 Troutwine Road  
Crown Point, IN 46307  
Phone: (219) 662-7710  
Fax: (219) 662-2740  
www.dvgteam.com

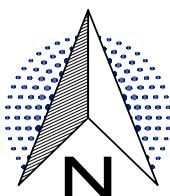


# VACATION EXHIBIT

PARCEL DESCRIPTION: ALL OF THE UNNAMED 30 FOOT WIDE PLATTED ROAD LYING BETWEEN BLOCK 1 AND BLOCK 2 IN THE SHADES PLAT H.H., AS RECORDED IN PLAT BOOK 11 PAGE 28 IN THE OFFICE OF THE RECORDER, LAKE COUNTY, INDIANA.



THIS DRAWING IS NOT INTENDED TO BE REPRESENTED AS A RETRACEMENT OR ORIGINAL BOUNDARY SURVEY, OR A SURVEYOR LOCATION REPORT.



0' 25' 50'  
SCALE: 1" = 50'

DVG TEAM, Inc  
1155 Troutwine Road  
Crown Point, IN 46307  
Phone:(219) 662-7710  
Fax:(219) 662-2740  
www.dvgteam.com



# Town of Cedar Lake

## Public Way Vacation Application Procedures

Public Way Vacation petitions shall be filed in accordance with Indiana Code 36-7-3-12, namely:  
**“36-7-3-12 Vacation of public way or place; petition; notice; hearing; adoption or ordinance; appeals**

Sec. 12. (a) Persons who:

- (1) own or are interested in any lots or parts of lots; and
- (2) want to vacate all or part of a public way or public place in or contiguous to those lots or parts of lots;

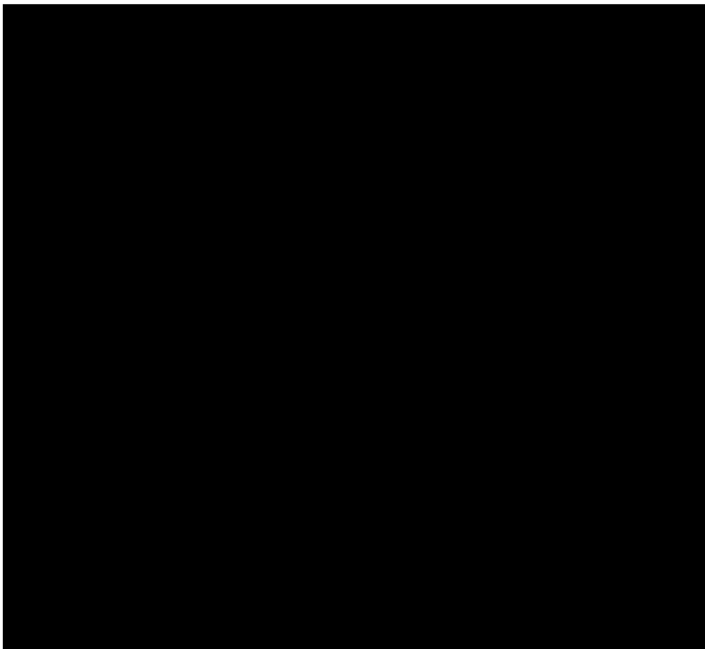
may file a petition for vacation with the legislative body of:

- (A) a municipality, ...”

The Department of Building, Planning & Zoning will assist petitioner with publication and notification requirements for public hearing. For any government owned land use applications or petitions for vacation of public ways or easements, a sign shall be posted on the real property which is the subject of the Public Hearing (10) days, or more, before the date fixed for the Public Hearing. The sign shall be minimally two feet by two feet (2'x2'), and placed in a location visible from a public road. Further, the sign shall minimally state "Public Hearing Notice", with the date and time of the Public Hearing, and the body conducting the Public Hearing identified thereon. Further, the name and contact information of the party or entity seeking an approval shall be displayed on such sign. This sign notice requirement is in addition to the Public Hearing Notice requirements otherwise required by Town ordinances and applicable state law, as amended from time to time.

Only complete applications, along with a \$200.00 filing fee, will be accepted. The petitioner is responsible for all costs associated with the requirements of the public hearing and all legal fees associated with the preparation and execution of any required ordinance.

By signing below you acknowledge that you will be responsible for any additional costs associated with this Variance Application and procedure, i.e. certified mailings and publication(s). If you have any questions concerning this application or filing thereof, please don't hesitate to contact:



# Town of Cedar Lake

## Public Way Vacation Application

1. List the street name and block or general vicinity of the public way vacation request.

Unnamed street lying between W. 128th Lane and W. 129th Avenue just west of 7313 W. 128th Lane

2. List all property tax key numbers relating to address or general vicinity of public way listed in item 1. Also, attach to this application a plat of survey and a full legal description of public way involved in this request. The legal description shall be prepared by a certified engineer or land surveyor.

3. Indicate the reason(s) for your request to vacate the public way described in item 2.

Road has never been improved, currently 30 feet wide which doesn't comply with current standards, currently being maintained by adjoiners.

### Property Owner(s) Information

### Petitioner(s) Information (If different than owner.)

Name(s)

Mailing Address

City, State, Zip

Phone

Alternate Phone

Fax

I (We) the undersigned now state that the information contained in this application and all attached exhibits are true and correct to the best of my (our) knowledge and belief and that I (we) have read all the information contained above and that I (we) am/are submitting such facts and figures to the request for the above referenced real estate.

---

**December 3, 2024**

---

ALL TOWN FUNDS \$216,057.42

---

WASTEWATER OPERATING \$54,912.08

---

WATER UTILITY \$169,185.60

---

STORM WATER \$11,344.26

---

PAYROLL 11/21/24 & 11/29/24 \$293,397.15

---

Town of Cedar Lake  
Fire and EMS Department  
Todd Wilkening, Fire Chief



October 22, 2024

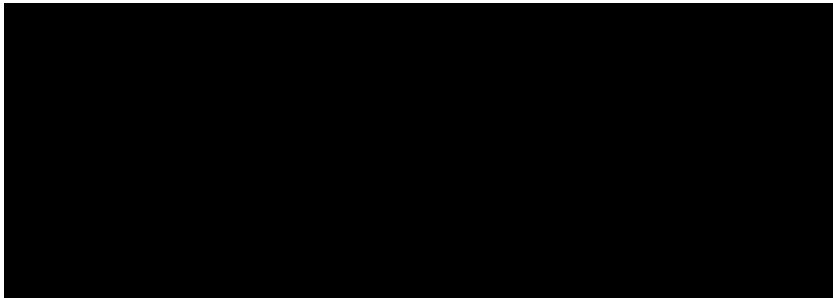
Cedar Lake Firefighters Association  
PO Box 2023  
Cedar Lake, IN 46303

To Whom It May Concern:

This letter is in reference to the Inflatable Fire Safety Education House that the Cedar Lake Firefighters Association purchased on September 28, 2023, for the price of \$9,075.00. It is 17'x29'x14.5', with 3 rooms plus inflated landing pad. It also has station name and logo banners (5) on outside. When deflated, est. weight 375 lbs. approx. 52"x54"x52". Blower, Grounding Stake and Carrying Bad included.

We are making this Educational House a donation to the Town of Cedar Lake From the Cedar Lake Firefighter Association.

There are copies of all paperwork and invoices associated with the Educational House included with this donation letter.



[www.cedarlakefire.com](http://www.cedarlakefire.com)  
9430 W 133<sup>rd</sup> Ave  
PO Box 459  
Cedar Lake, IN 46303  
P: 219-374-5961 F: 219-374-5999

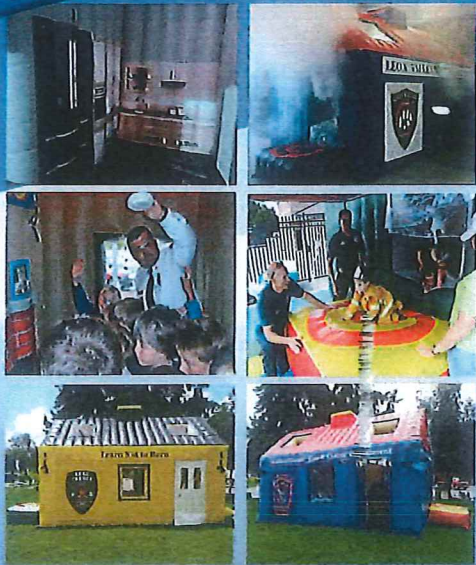


# Inflatable Fire Safety Education House

Call Today: 720-583-0250

# SALE!

THE ORIGINAL



  
Accessible Option

[www.InflatableFireEducationHouse.com](http://www.InflatableFireEducationHouse.com)



TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA

ORDINANCE NO. 1506

**AN ORDINANCE AMENDING TOWN SALARY ORDINANCE NO. 1481 ESTABLISHING JOBS AND SALARIES TO BE PAID CERTAIN OFFICES, POSITIONS, AND JOBS WITHIN THE TOWN OF CEDAR LAKE FOR THE YEAR 2025, 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 **2025**.

**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.

**Services** 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.

**Pension:** All full-time employees, including the Clerk-Treasurer, shall participate in the Indiana Public Retirement System (INPRS) and have their 3% mandatory member contribution deducted from each pay. The employer contribution rate for 2025 is 11.2%.

**1977 Police Officers' and Firefighters Retirement Fund ('77 Fund):** Employees participating in the 1977 Police Officers' and Firefighters Retirement Fund shall have their 6% mandatory member contribution deducted from each pay. The employer contribution rate for 2025 is 19.1%.

For 2025, the Certified Police Pension salary is \$76,131.51 plus \$1,950.00 longevity, for an annual total of \$78,081.51.

For 2025, the Certified Fire Pension salary is \$66,355.64 plus \$1,950.00 longevity, for an annual total of \$68,305.64.

**Longevity Pay:** 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

*For Police and Fire Pension purposes, the nineteen-year level shall be used to determine the longevity portion of the pension certified salary.*

**Holiday Pay:** 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. Any hours an employee is required to work on a paid holiday, those hours will be paid at the overtime rate. *Refer to the Police Department Standard Operating Procedure (SOP) concerning Sworn Police Officers.*

Wed, Jan 1, 2025	New Year's Day	Mon, Sep 1, 2025	Labor Day
Mon, Jan 20, 2025	Martin Luther King Day	Tues, Nov 4, 2025	Election Day
Mon, Feb 17, 2025	Presidents' Day	Tues, Nov 11, 2025	Veterans' Day
Fri, Apr 18, 2025	Good Friday	Thurs, Nov 27, 2025	Thanksgiving Day
Tues, May 6, 2025	Primary Election Day	Fri, Nov 28, 2025	Day after Thanksgiving
Mon, May 26, 2025	Memorial Day	Wed, Dec 24, 2025	Christmas Eve
Fri, Jul 4, 2025	Independence Day	Thurs, Dec 25, 2025	Christmas Day

*Holidays to be observed are as follows for all sworn full-time and part-time Fire personnel. Sworn members will receive additional pay at the overtime rate for each hour worked on designated holiday.*

Wed, Jan 1, 2025	New Year's Day	Thurs, Nov 27, 2025	Thanksgiving Day
Fri, Apr 18, 2025	Good Friday	Fri, Nov 28, 2025	Day after Thanksgiving
Sun, Apr 20, 2025	Easter	Wed, Dec 24, 2025	Christmas Eve
Mon, May 26, 2025	Memorial Day	Wed, Dec 24, 2025	Christmas Day
Fri, Jul 4, 2025	Independence Day	Wed, Dec 31, 2025	New Year's Eve
Mon, Sep 1, 2025	Labor Day		

**Group Health Insurance:** All full-time employees, and the Clerk-Treasurer, 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.

**Additional Insurance Benefits:** All full-time employees, and the Clerk-Treasurer, will be provided, at no cost, a group Life and AD&D insurance plan by the Town. The Town will provide at no cost to the employee, a long-term disability plan. This shall be for all full-time employees, and the Clerk-Treasurer that are not members of the INPRS 1977 Fund.

**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 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.

**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.

***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.***

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 3<sup>rd</sup> DAY OF DECEMBER, 2024.**

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

\_\_\_\_\_  
Robert Carnahan, Ward 1

\_\_\_\_\_  
Julie Rivera, Ward 2

\_\_\_\_\_  
Nick Recupito, Ward 3

\_\_\_\_\_  
Chuck Becker, Ward 4

\_\_\_\_\_  
Greg Parker, Ward 5

\_\_\_\_\_  
Mary Joan Dickson, At-Large

ATTEST:

\_\_\_\_\_  
Richard C Thiel Jr., At-Large

\_\_\_\_\_  
Jennifer N. Sandberg, IAMCA, CMC, CPFIM  
Clerk-Treasurer

TOWN OF CEDAR LAKE

EXHIBIT A

SCHEDULE OF 2025 SALARIES AND WAGES

Department	Employee Description	Position Type	Pay Base	2025 Bi-Weekly		GEN (%)	MVH (%)	LCSW (%)	WW (%)	WTR (%)	SWD (%)	RDC (%)	Partis (%)	Total (%)	
				Maximum	Maximum										
Clerk-Treasurer	Clerk-Treasurer	Elected	Salary-Exempt	\$ 2,307.69		50.0%	0.0%	0.0%	22.0%	18.0%	5.0%	5.0%	0.0%	100.0%	
	Clerk-Treasurer - IAMC	Elected	Salary-Exempt	\$ 2,500.00		50.0%	0.0%	0.0%	22.0%	18.0%	5.0%	5.0%	0.0%	100.0%	
	Clerk-Treasurer - CMC	Elected	Salary-Exempt	\$ 2,692.30		50.0%	0.0%	0.0%	22.0%	18.0%	5.0%	5.0%	0.0%	100.0%	
	Clerk-Treasurer - CPFIM	Elected	Salary-Exempt	\$ 2,884.61		50.0%	0.0%	0.0%	22.0%	18.0%	5.0%	5.0%	0.0%	100.0%	
	Clerk-Treasurer - IAMCA	Elected	Salary-Exempt	\$ 3,076.92		50.0%	0.0%	0.0%	22.0%	18.0%	5.0%	5.0%	0.0%	100.0%	
	Clerk-Treasurer - MMC	Elected	Salary-Exempt	\$ 3,269.23		50.0%	0.0%	0.0%	22.0%	18.0%	5.0%	5.0%	0.0%	100.0%	
	Chief Deputy	Full-time	Salary-Exempt	\$ 2,256.00		50.0%	0.0%	0.0%	22.0%	18.0%	5.0%	5.0%	0.0%	100.0%	
	Chief Deputy - IAMC	Full-time	Salary-Exempt	\$ 2,301.00		50.0%	0.0%	0.0%	22.0%	18.0%	5.0%	5.0%	0.0%	100.0%	
	Chief Deputy - CMC	Full-time	Salary-Exempt	\$ 2,346.00		50.0%	0.0%	0.0%	22.0%	18.0%	5.0%	5.0%	0.0%	100.0%	
	Chief Deputy - CPS	Full-time	Salary-Exempt	\$ 2,386.00		50.0%	0.0%	0.0%	22.0%	18.0%	5.0%	5.0%	0.0%	100.0%	
	Deputy Clerk	Hourly	Hourly	\$ 23.32		0.0%	0.0%	0.0%	55.0%	33.0%	12.0%	0.0%	0.0%	100.0%	
	Deputy Clerk - IAMC	Hourly	Hourly	\$ 24.92		0.0%	0.0%	0.0%	55.0%	33.0%	12.0%	0.0%	0.0%	100.0%	
	Payroll/Benefits Clerk	Full-time	Hourly	\$ 20.85		35.0%	0.0%	0.0%	30.0%	30.0%	5.0%	0.0%	0.0%	100.0%	
	Town/Utility Billing Clerk	Full-time	Hourly	\$ 17.00		18.0%	0.0%	0.0%	36.0%	36.0%	10.0%	0.0%	0.0%	100.0%	
	Utility Account Specialist	Part-time	Hourly	\$ 100.00		0.0%	0.0%	0.0%	42.0%	42.0%	16.0%	0.0%	0.0%	100.0%	
	<i>The Clerk-Treasurer is not required to report hours worked per IC 36-5-3-2, but the Clerk-Treasurer may voluntarily report hours and participate in all of the various employee benefits programs afforded regular full-time employees, less mandated deductions and withholdings.</i>														
	Town Council & Administration	Town Manager	Full-time	Salary-Exempt	\$ 4,876.44		50.0%	0.0%	0.0%	20.0%	20.0%	5.0%	5.0%	0.0%	100.0%
Technology Director		Full-time	Salary-Exempt	\$ 3,535.67		50.0%	0.0%	0.0%	15.0%	15.0%	15.0%	5.0%	0.0%	100.0%	
Deputy IT/GIS Coordinator		Full-time	Salary-Exempt	\$ 3,169.22		50.0%	0.0%	0.0%	15.0%	15.0%	15.0%	5.0%	0.0%	100.0%	
Administrative Assistant		Full-time	Hourly	\$ 22.81		50.0%	0.0%	0.0%	20.0%	20.0%	5.0%	5.0%	0.0%	100.0%	
Town Council President		Elected	Monthly	---- \$1,208.55 per month ----		50.0%	0.0%	0.0%	20.0%	20.0%	10.0%	0.0%	0.0%	100.0%	
Town Council Member		Elected	Monthly	---- \$1,114.05 per month ----		50.0%	0.0%	0.0%	20.0%	20.0%	10.0%	0.0%	0.0%	100.0%	
Custodian		Full-time	Hourly	\$ 18.95		60.0%	0.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	100.0%	
Recording Secretary	Full-time	Hourly	\$ 19.51		50.0%	0.0%	0.0%	15.0%	15.0%	15.0%	5.0%	0.0%	100.0%		
Planning, Zoning & Building	Planning Director	Full-time	Salary-Exempt	\$ 3,535.67		70.0%	0.0%	0.0%	20.0%	0.0%	5.0%	5.0%	0.0%	100.0%	
	Building Administrator	Full-time	Salary-Exempt	\$ 2,570.63		70.0%	0.0%	0.0%	20.0%	0.0%	5.0%	5.0%	0.0%	100.0%	
	Building Coordinator	Full-time	Hourly	\$ 22.29		70.0%	0.0%	0.0%	20.0%	0.0%	5.0%	5.0%	0.0%	100.0%	
	Planning Secretary	Full-time	Hourly	\$ 17.87		70.0%	0.0%	0.0%	20.0%	0.0%	5.0%	5.0%	0.0%	100.0%	
	Building Inspector	Full-time	Hourly	\$ 32.13		70.0%	0.0%	0.0%	20.0%	0.0%	5.0%	5.0%	0.0%	100.0%	
	On-Call Building Inspector	On-Call	Per Inspection	\$ 22.14		50.0%	0.0%	0.0%	20.0%	20.0%	5.0%	5.0%	0.0%	100.0%	
	Code Enforcement Officer	Full-time	Hourly	\$ 25.75		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
Public Works (Streets, Parks & Utilities)	Operations Director	Full-time	Salary-Exempt	\$ 3,535.67		0.0%	30.0%	0.0%	25.0%	25.0%	20.0%	0.0%	0.0%	100.0%	
	Mechanic	Full-time	Hourly	\$ 30.85		0.0%	25.0%	0.0%	25.0%	25.0%	25.0%	0.0%	0.0%	100.0%	
	Superintendent - PW	Full-time	Hourly	\$ 30.85		0.0%	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	100.0%	
	Superintendent - WW	Full-time	Hourly	\$ 30.85		0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	Superintendent - Water	Full-time	Hourly	\$ 30.85		0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	Foreman/Technician - WW	Full-time	Hourly	\$ 28.01		0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	Foreman/Technician - Water	Full-time	Hourly	\$ 28.01		0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	Foreman - PW	Full-time	Hourly	\$ 27.04		0.0%	40.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	100.0%	
	Foreman - WW	Full-time	Hourly	\$ 27.04		0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	
	Foreman - Water	Full-time	Hourly	\$ 27.04		0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	
	Crew Leader - PW	Full-time	Hourly	\$ 25.13		0.0%	0.0%	0.0%	25.0%	25.0%	25.0%	0.0%	0.0%	100.0%	
	Crew Leader - Storm	Full-time	Hourly	\$ 25.13		0.0%	0.0%	0.0%	25.0%	25.0%	25.0%	0.0%	0.0%	100.0%	
	Crew Worker	Full-time	Hourly	\$ 23.28		0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	100.0%	
Administrative Assistant	Full-time	Hourly	\$ 20.07		0.0%	33.0%	0.0%	23.0%	23.0%	23.0%	0.0%	0.0%	100.0%		
----- Dependent on assigned job duties -----															

TOWN OF CEDAR LAKE

SCHEDULE OF 2025 SALARIES AND WAGES

EXHIBIT A

Department	Employee Description	Position Type	Pay Base	2025 Bi-Weekly		GEN (%)	MVH (%)	LCSW (%)	WW (%)	WTR (%)	SWD (%)	RDC (%)	Parks (%)	Total (%)
				Maximum	Maximum									
<i>Public Works &amp; Parks and Recreation employees that hold the following certifications will receive the stated additional amount per hour. DSM or WTR 2 may be combined with one CDL certification.</i>														
	IN DSM-Distribution System Medium License	Full-time	Hourly	\$	1.50									
	WTZ	Full-time	Hourly	\$	1.70									
	CDL A	Full-time	Hourly	\$	1.25									
	CDL B	Full-time	Hourly	\$	1.00									
	Pesticide Applicator Category 8	Full-time	Hourly	\$	0.75									
<i>On-Call Duty - A scheduled employee will be paid \$70.00. The employee shall be compensated for a minimum of one (1) hour of work when called in.</i>														
<i>Uniform Allowance - Salaried and full-time crew are to receive \$350, payable annually with the last pay of September included with regular pay.</i>														
Parks and Rec	Parks and Recreation Superintendent	Full-time	Salary-Exempt	\$	3,535.67	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Administrative Assistant	Full-time	Hourly	\$	22.81	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Recreation Coordinator	Full-time	Hourly	\$	2,448.22	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Maintenance Foreman	Full-time	Hourly	\$	28.06	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Park Crew Worker	Full-time	Hourly	\$	23.28	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Open Space Groundskeeper	Part-time	Hourly	\$	15.91	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Program Instructor	Part-time	Per class	-----	\$50.00 per class	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Recreation Aide	Part-time	Hourly	\$	13.40	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Soccer Referee	Part-time	Hourly	\$	13.40	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
<i>On-Call Duty - A scheduled employee will be paid \$70.00. The employee shall be compensated for a minimum of one (1) hour of work when called in.</i>														
<i>Uniform Allowance - Full-time employees are to receive \$350, payable annually with the last pay of September included with regular pay.</i>														
Boards and Commissions	Board of Safety	Part-time	Per meeting	----	\$117.42 per meeting	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	JMOB	Part-time	Per meeting	----	\$117.42 per meeting	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Storm Water Management	Part-time	Per meeting	----	\$117.42 per meeting	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Plan Commission	Part-time	Per meeting	----	\$117.42 per meeting	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	BZA	Part-time	Per meeting	----	\$117.42 per meeting	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	RDC	Part-time	Per meeting	----	\$117.42 per meeting	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
	Unsafe Building Commission	Part-time	Per meeting	----	\$117.42 per meeting	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Park Board	Part-time	Per meeting	----	\$117.42 per meeting	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<i>Boards and commissions are paid per meeting attended, payable semi-annually in July and December.</i>														
<i>Members of the Town Council are not entitled to receive additional compensation for service on boards or commissions.</i>														
Police	Police Chief	Full-time	Salary-Exempt	\$	3,535.67	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Deputy Chief	Full-time	Salary Non-Exen	\$	3,182.70	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Commander	Full-time	Salary Non-Exen	\$	3,092.57	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Lieutenant	Full-time	Salary Non-Exen	\$	2,969.59	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Sergeant	Full-time	Salary Non-Exen	\$	2,882.91	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Corporal	Full-time	Salary Non-Exen	\$	2,804.84	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Patrolman First Class	Full-time	Salary Non-Exen	\$	2,740.26	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Patrolman	Full-time	Salary Non-Exen	\$	2,661.21	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Probationary Patrolman	Full-time	Salary Non-Exen	\$	2,575.46	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Code Enforcement Officer	Part-time	Hourly	\$	22.29	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Administrative Assistant	Full-time	Hourly	\$	24.30	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	PT Clerk	Full-time	Hourly	\$	20.90	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	FT Clerk	Part-time	Hourly	\$	19.93	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Crossing Guard	Part-time	Hourly	\$	15.96	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	VIPS Stipend	Part-time	Per Call Out	\$	16.73	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	VIPS Lieutenant	Volunteer	Stipend	-----	\$1,000.00 annually	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	VIPS Sergeant	Volunteer	Stipend	-----	\$500.00 annually	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Police Officer First Class*	Volunteer	Stipend	\$	2,928.14	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

\* Certified to Indiana Public Employees' Retirement Fund, rate is fixed.



TOWN OF CEDAR LAKE

EXHIBIT A

SCHEDULE OF 2025 SALARIES AND WAGES

Department	Employee Description	Position Type	Pay Base	2025 Bi-Weekly		GEN (%)	MVH (%)	LCSW (%)	WW (%)	WTR (%)	SWD (%)	RDC (%)	Parks (%)	Total (%)
				Maximum	Minimum									

*Salary Non-Exempt Employees are due overtime after 86 hours worked per pay period.  
 Police Grants - Full-time officers shall receive 1.5 times their hourly rate of pay in addition to their regular salary for work performed as outlined for each specific grant.  
 Uniform Allowance - Full-time officers are to receive \$1,500 paid semi-annually with the first pays of June and December and included with regular pay.  
 VIPS Stipend - December through May activity payable first pay in July, June through November activity payable semi-annually on the first pays in July and December.*

Fire	Fire Chief	Full-time	Salary-Exempt	\$ 3,535.67		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Deputy Chief	Full-time	Salary-Exempt	\$ 3,060.29		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Battalion Chief	Full-time	Salary Non-Exen	\$ 2,758.08		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EMS Division Chief	Full-time	Salary Non-Exen	\$ 2,678.82		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Captain FF/Paramedic	Full-time	Salary Non-Exen	\$ 2,647.42		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Firefighter/Paramedic**	Full-time	Salary Non-Exen	\$ 2,628.70		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Firefighter/EMT	Full-time	Salary Non-Exen	\$ 2,023.35		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Probationary Firefighter/Paramedic	Full-time	Salary Non-Exen	\$ 2,080.64		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EMS Billing Clerk	Full-time	Hourly	\$ 19.31		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Firefighter/Paramedic	Part-time	Hourly	\$ 21.68		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Firefighter/EMT	Part-time	Hourly	\$ 16.94		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Division Chief Marine Unit	Part-time	Hourly	\$ 15.91		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Firefighter	Part-time	Hourly	\$ 15.91		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%

\*\* 1977 Fire Pension/Disability Fund 1st Class Firefighter Salary equals Firefighter/Paramedic Pay per Resolution No. 1227.

*Uniform Allowance - Full-time officers are to receive \$350 paid annually with the first pay of January and included with regular pay.*

*Salary Non-Exempt Employees are due overtime after 106 hours worked per pay period.*

Volunteer Fire Department	Training Officer	Volunteer	Stipend	----- \$1,000.00 annually -----		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Fire Inspector	Volunteer	Stipend	----- \$1,000.00 annually -----		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Assistant Chief	Volunteer	Stipend	----- \$750.00 annually -----		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Battalion Chief	Volunteer	Stipend	----- \$500.00 annually -----		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Captain	Volunteer	Stipend	----- \$300.00 annually -----		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Lieutenant	Volunteer	Stipend	----- \$200.00 annually -----		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Car/Clothing Allowance	Volunteer	Stipend	----- \$200.00 annually -----		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Fire Response	Volunteer	Per Call-Out	----- \$16.73 per callout -----		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Training Pay	Volunteer	Per Session	----- \$16.73 per callout -----		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	Volunteer fire dispatch and training pay compensation activity from December through May payable in July, June through November activity payable in December.	Volunteer				100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%

Notes:

All wages for hourly employees may be lower than stated.  
 Hourly and bi-weekly rates shown for employees may be rounded.  
 Distributions may be adjusted beyond percentages shown based on type of work performed and budgetary constraints.

**TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA**

**RESOLUTION NO. 1364**

**A RESOLUTION AUTHORIZING APPROPRIATION TRANSFERS BY THE CLERK-TREASURER FOR THE FOLLOWING FUNDS DURING BUDGET YEAR 2024**

**WHEREAS**, the Town Council of the Town of Cedar Lake, Lake County, Indiana does find that conditions exist at this time, and that it is indispensably necessary to expend certain sums of money by the proper legal officers of the Town of Cedar Lake, Lake County, Indiana by way of transfer of funds within the categories of appropriations.

**NOW THEREFORE**, be it resolved by the Town Council of the Town of Cedar Lake, Lake County, Indiana, that the following transfers are to be made in the specified funds between major budget categories;

**GENERAL FUND #101** **TOTAL TRANSFERS \$242,512.00**

Town Council 002	Total Transfers \$ 10,000.00	
\$ 10,000.00	From: 313 – Prof Services	To: 363 – Maint Agreements
Police Dept. 003	Total Transfers \$1,200.00	
\$ 1,200.00	From: 351 – Nipsco	To: 322 – Travel
Fire Dept. 005	Total Transfers \$7,342.00	
\$ 1,275.00	From: 211 – Office Supplies	To: 131 – Uniform Allow.
\$ 1,800.00	From: 339 – Copier Lease	To: 131 – Uniform Allow.
\$ 282.00	From: 398 – Award/Promo	To: 399 – Facilities
\$ 3,985.00	From: 396 – Misc Services	To: 397 – Dues/Subscriptions
Parks & Rec 006	Total Transfers \$223,970.00	
\$ 5,000.00	From: 221 – Fuel	To: 449 – Capital Outlay
\$ 8,000.00	From: 351 – Nipsco	To: 449 – Capital Outlay
\$ 9,000.00	From: 352 – Utilities	To: 449 – Capital Outlay
\$ 16,500.00	From: 361 – Equip Repairs	To: 449 – Capital Outlay
\$ 18,200.00	From: 312 – Engineering	To: 449 – Capital Outlay
\$ 34,295.00	From: 313 – Prof Services	To: 449 – Capital Outlay
\$ 12,485.00	From: 315 – Event Services	To: 449 – Capital Outlay
\$ 24,000.00	From: 399 – Facilities	To: 449 – Capital Outlay
\$ 73,300.00	From: 445 – Equipment	To: 449 – Capital Outlay
\$ 23,190.00	From: 446 – Vehicles & Trailers	To: 449 – Capital Outlay

**ADOPTED BY THE TOWN COUNCIL OF THE TOWN OF CEDAR LAKE, LAKE  
COUNTY, INDIANA THIS 3<sup>rd</sup> DAY OF DECEMBER, 2024**

\_\_\_\_\_  
Nick Recupito, President

\_\_\_\_\_  
Greg Parker, Vice President

\_\_\_\_\_  
Robert H. Carnahan

\_\_\_\_\_  
Julie Rivera

\_\_\_\_\_  
Chuck Becker

\_\_\_\_\_  
Mary Joan Dickson

Attest:

\_\_\_\_\_  
Richard C. Thiel Jr.

\_\_\_\_\_  
Jennifer N. Sandberg, IAMCA, CMC, CPFIM  
Clerk-Treasurer

**TOWN OF CEDAR LAKE**  
**Mindi Ray, Superintendent**  
**Parks and Recreation**

7408 Constitution Ave – PO Box 707 – Cedar Lake, IN 46303  
 Tel (219) 374-7400 X 161



November 27, 2024

**Park Department Appropriation Transfer Request**

I wanted to take a moment to elaborate on the transfer request for the Parks Department.

The Park Board chose to review the results of our 5-Year Master Plan Survey prior to prioritizing projects and improvements. Once our engineering firm provided these results, we were able to plan the next projects and enhancements for the department.

The inserted table will provide you with the projects and purchases that have been identified. Please note that the park board has asked me to request transfers of \$223,970 with a total of \$225,664.38 in identified projects and improvements. The difference of \$1,694.38 will be funded from remaining balances in the general budget.

Parks 2024 Transfer Appropriation Request Items					
Item	FUND	Item Name	Description	PRODUCT LINK	Total Cost
Fund after Transfers	449	PARK BENCHES	BENCHES(6) & MESSAGE CENTERS (2)	<a href="#">Benches and Message Centers</a>	\$9,026.30
Fund after Transfers	449	PICNIC TABLES	PICNIC TABLES BARCO 8FT ENGRAVED	<a href="#">BARCO PICNIC TABLES</a>	\$20,969.25
Fund after Transfers	449	LIONS DEN ROOF	Asphalt Shingles	<a href="#">Henn and Sons Quote</a>	\$8,248.59
Fund after Transfers	449	LIONS DEN REMODEL	Estimate Not Including Roof	<a href="#">Henn Remodel Lion's Den</a>	\$11,441.08
Fund after Transfers	449	SURFACING QUOTE BB COURT	MEYER MANOR BB COURT	<a href="#">PERM A SEAL</a>	\$7,500.00
Fund after Transfers	449	SHELTER KIT BW	SHELTER KIT	<a href="#">BW SHELTER</a>	\$52,920.00
Fund after Transfers	449	SHELTER INSTALL BW	SHELTER INSTALLATION	<a href="#">BW Shelter Installation</a>	\$36,061.03
Fund after Transfers	449	SHELTER KIT KIWANIS	SHELTER KIT	<a href="#">KIWANIS SHELTER KIT</a>	\$43,437.00
Fund after Transfers	449	SHELTER INSTALL KIWANIS	SHELTER INSTALLATION	<a href="#">Henn Shelter Installation</a>	\$36,061.03
					<b>\$225,664.28</b>

Thank you for your consideration on this matter.

Kindly,

Mindi Ray

**Cedar Lake Summerfest Committee, Inc.**  
**Profit & Loss Budget Overview**  
 January through December 2025

	Jan - Dec 25
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
Car Show Revenue	2,500.00
Cardboard Boat Income	100.00
Carnival Booth Revenue	600.00
Carnival Rides Revenue	15,000.00
Festival Donations	23,000.00
Fireworks Revenue	9,800.00
Ice Revenue	587.00
MISC Revenue	0.00
Parking Revenue	32,000.00
Vendor Revenue	11,500.00
<b>Total Income</b>	95,087.00
<b>Gross Profit</b>	95,087.00
<b>Expense</b>	
Advertising Expense	2,500.00
Car Show Expense	2,500.00
Cardboard Boat Race Expense	1,200.00
Donations	0.00
Dues And Subscriptions	500.00
Entertainment Bands	19,000.00
Entertainment Other	3,700.00
Equipment Rental and Maintenan	2,600.00
Fireworks Expense	30,000.00
Grounds Maintenance Expense	2,000.00
Ice Expense	600.00
Insurance - Directors	1,100.00
Insurance Liability	5,000.00
Internet Expense	60.00
License and Permits	850.00
Office Expense	194.00
Parking Expense	5,000.00
Portable Toilet Expense	3,500.00
Postage and Delivery	300.00
Printing and Reproduction	2,500.00
Professional Services fees	800.00
Rent	3,500.00
Special Events Expense	6,000.00
Supplies and Materials	500.00
Talent Show Expense	100.00
Telephone	600.00
Utilities	500.00
<b>Total Expense</b>	95,104.00
<b>Net Ordinary Income</b>	-17.00
<b>Other Income/Expense</b>	
<b>Other Income</b>	
Interest Earned	17.00
<b>Total Other Income</b>	17.00
<b>Net Other Income</b>	17.00
<b>Net Income</b>	0.00



November 27, 2024

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

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

**Re: Approval to Hire – Fire Department**

Dear Cedar Lake Town Council:

At the November 26, 2024 Cedar Lake Board of Safety meeting, the Board discussed their support of hiring Anthony Elkmann – Full Time Firefighter/Paramedic.

The Cedar Lake Board of Safety passed the motion and voted 4 to 0, to hire the above-named individual to the department.

If you have any questions, please let me know.

Sincerely,

[Redacted signature block]





## Town of Cedar Lake 2025 Meeting Schedule

<b>1<sup>st</sup> Tuesday</b>	<b>1<sup>st</sup> Wednesday</b>	<b>1<sup>st</sup> Thursday</b>	<b>2<sup>nd</sup> Tuesday</b>	<b>2<sup>nd</sup> Thursday</b>	<b>3<sup>rd</sup> Tuesday</b>	<b>3<sup>rd</sup> Wednesday</b>	<b>4<sup>th</sup> Wednesday</b>
Redevelopment Commission 6:30 p.m.  Town Council Public/Work Session 7:00 p.m.	Plan Commission Work Session 6:00 p.m.	Parks & Recreation Public Meeting 5:30 p.m.	Storm Water Board Public Meeting 6:00 p.m.	Board of Zoning Appeals Public Meeting 6:00 p.m.	Utility Board Public Meeting 6:30 p.m.  Town Council Public Meeting 7:00 p.m.	Unsafe Building Dept. Public Meeting 5:30 p.m.  Plan Commission Public Meeting 7:00 p.m.	Board of Safety Public Meeting 6:00 p.m.
January 7	No Meeting (New Years Day)	January 2	January 14	January 9	January 21	January 15	January 22
February 4	February 5	February 6	February 11	February 13	February 18	February 19	February 26
March 4	March 5	March 6	March 11	March 13	March 18	March 19	March 26
April 1	April 2	April 3	April 8	April 10	April 15	April 16	April 23
No Meeting 5/6 (Election Day)	May 7	May 1	May 13	May 8	May 20	May 21	May 28
June 3	June 4	June 5	June 10	June 12	June 17	June 18	June 25
July 1	July 2	July 3	July 8	July 10	July 15	July 16	July 23
August 5	August 6	August 7	August 12	August 14	August 19	August 20	August 27
September 2	September 3	September 4	September 9	September 11	September 16	September 17	September 24
October 7	October 1	October 2	October 14	October 9	October 21	October 22	October 29
No Meeting 11/4 (Election Day)	November 5	November 6	No Meeting 11/11 (Veteran's Day)	November 13	November 18	November 19	November 26
December 2	December 3	December 4	December 9	December 11	December 16	December 17	No Meeting- 12/24 Holiday

\*denotes special meeting date time

Revised 11/25/2024 9:45 a.m.

**TOWN OF CEDAR LAKE FIREFIGHTER/EMT/PARAMEDIC TRAINING  
REIMBURSEMENT AGREEMENT**

This Town of Cedar Lake Firefighter/Emergency Medical Technician (“EMT”)/Paramedic Training Reimbursement Agreement (hereinafter “Agreement”) is made and entered into this 3rd day of December, 2024, by and between the TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA, a Municipal Corporation, by and through its duly appointed Town Council (hereinafter collectively referred to as “Town”) and Michael Gagliardi (hereinafter referred to as “Applicant”).

**RECITALS**

**WHEREAS**, the Applicant has made application to the Town for a Firefighter/Emergency Medical Technician (“EMT”)/Paramedic employment position for the Town; and

**WHEREAS**, in order to acquire the necessary professional knowledge, skill, method and technique required for Firefighter/EMT/Paramedic work with the Town, the Applicant will be required to participate in Firefighter/EMT/Paramedic training which may be required by the Town; and

**WHEREAS**, the Town makes a substantial investment of time and money in providing for the equipment and training of newly hired Firefighters/EMTs/Paramedics to the Cedar Lake Fire Department; and

**WHEREAS**, the Town is entitled to expect a reasonable return on such investment, in terms of commitment of time and devotion to duty of the prospective Applicant; and

**WHEREAS**, it has become more prevalent, with the advent of the transfer of pension rights pursuant to statute, for a sworn Firefighter/EMT/Paramedic to leave the Town Fire Department and the municipal entity which has provided for his/her training prior to serving on such Fire Department for a reasonable period of time.

**NOW THEREFORE, IT IS AGREED AS FOLLOWS:**

**COVENANTS**

1. Both Town and Applicant agree that the Recitals are incorporated herein by reference as if fully stated herein.
2. The Applicant agrees to participate in all training requested of him/her by the Town, which training may consist of any or all of the following:

- a. Indiana Firefighter Training/Certification;
- b. Indiana EMT Training/Certification;
- c. Indiana Paramedic Training/Certification;
- d. Similarly related training and/or certification programs for a Firefighter/EMT/Paramedic, whether State or federally mandated.

The Applicant agrees to successfully complete such training and obtain the necessary and appropriate certification for any such training. In the event that the Town extends a final offer of employment to the Applicant, he/she agrees to serve as a Firefighter/EMT/Paramedic, and subsequently, as a Firefighter/EMT/Paramedic for the Town in any duty assignment prescribed. The Applicant does further agree to devote full-time to any necessary training and subsequent service as a Firefighter/EMT/Paramedic for the Town and to perform all assignments in a satisfactory manner.

3. The Town agrees to provide, at its sole discretion, any necessary Firefighter/EMT/Paramedic training to the Applicant deemed necessary by the Town and to be responsible for payment of all related expenses in connection therewith, including food and lodging on the premises while the Applicant is in training, if required. The Town agrees to provide, at its sole discretion, in-house training for the Applicant during those periods of time that said Applicant is employed with the Town.

4. The Applicant acknowledges that in addition to any training that may be provided by the Town, he/she will also be provided with a uniform and other Firefighter/EMT/Paramedic equipment by the Town. Because of the fact that the total costs and expenses incurred by the Town for the training and equipping of the Applicant are difficult to ascertain with any degree of certainty, resulting in part from the continual change and increase in the costs of training and equipment, said Applicant agrees to pay to the Town:

- a. the greater of the actual expenses incurred by the Town, including salary, expenses, uniforms, school, training and equipment, and any and all other expenses incurred by the Town, or the sum of Ten Thousand Dollars (\$10,000.00), as agreed upon liquidated damages for training and/or equipment, in the event that said Applicant terminates his/her employment with the Town within the first sixty (60) months subsequent to the accepting employment as a Firefighter/EMT/Paramedic for the Town and said Applicant, while employed by the Town, has started or completed training at any

Firefighter, Paramedic, and/or Emergency Medical Technician School at the Town's expense; or

b. the greater of the actual expenses incurred by the Town, including salary, expenses, uniforms, school, training and equipment, and any and all other expenses incurred by the Town, or the sum of Three Thousand Five Hundred Dollars (\$3,500.00), as agreed upon liquidated damages for training and/or equipment, in the event that said Applicant terminates his/her employment with the Town within the first sixty (60) months subsequent to the accepting employment as a Firefighter/EMT/Paramedic for the Town and said Applicant, while employed by the Town, has not yet started training at any Firefighter, Paramedic, and/or Emergency Medical Technician School, or has completed the same at his/her own expense, or the expense of another.

c. all sums due the Town under this agreement by the Applicant shall be due and payable, in full, thirty (30) days after the Applicant's employment as a Firefighter/EMT/Paramedic terminates, for any reason, with the Town and shall bear interest at the rate of 8% per annum, and in the event that the Town initiates a civil lawsuit to recover and/or collect the liquidated damages set forth above, the Applicant agrees to pay the reasonable attorney's fees and court costs incurred by the Town.

5. The Applicant agrees that amounts owed, pursuant to this Agreement, shall be deducted from the Applicant's final paycheck from the Town of Cedar Lake, Lake County, Indiana, and any remaining monies still owed by Applicant shall remain due and owing by Applicant according to the terms of the Agreement. Applicant further agrees to and authorizes the Town to withhold said amount(s) from Applicant's final paycheck.

6. In no event shall liquidated damages, as set forth above, be assessed if the Applicant fails to satisfactorily complete training at Firefighter, Paramedic and/or Emergency Medical Technician School or terminates his/her employment during the first sixty (60) months because of a disabling illness or injury which renders said Applicant physically unable to perform his/her duties as a Firefighter/EMT/Paramedic for the Town, as verified by a competent physician approved by the Town.

7. The exceptions set forth in Paragraph 4 above shall not apply in the event that the Town determines, in its sole discretion, that there is substantial evidence that the Applicant would have otherwise been dismissed from his/her employment as a Firefighter/EMT/Paramedic for the

Town as a result of misrepresenting his/her basic qualifications for employment, or has otherwise caused his/her illness or injury.

8. The Applicant acknowledges that he/she meets the basic qualifications for employment as set forth below:

- a. U.S. citizen;
- b. High school diploma or equivalent thereof;
- c. No felony convictions;
- d. Valid Indiana driver's license;
- e. Weight proportionate to height;

9. The Applicant acknowledges that he/she must undergo and satisfactorily pass each of the following:

- a. Physical agility test;
- b. Oral interview with the Town Fire Chief and/or his/her designated representative;
- c. Extensive background search;
- d. Psychological test;
- e. Any other testing procedures as may be required by the Town.

10. The Applicant acknowledges and represents that the information contained on his/her formal application and the information given to personnel of the Town conducting any background investigation of the Applicant is accurate, truthful and complete.

11. In the event that within sixty (60) months subsequent to the execution of this Agreement, the Applicant is: (a) called to active military duty; (b) has his/her probationary period extended by the Town for any reason whatsoever; or (c) is granted a temporary leave of absence by the Town, then the period within which said Applicant is required to make payment of liquidated damages, as set forth above, shall be extended in an amount equal to the length of time that the Applicant is unable to actively serve, for those reasons set forth above, as a Firefighter/EMT/Paramedic for the Town.

12. This Agreement shall become effective upon the execution of this Agreement by the Applicant and the Town, and shall remain in full force and effect for a period of sixty (60) months following said date of execution, unless extended as provided in Paragraph 11 above.

13. The Applicant expressly acknowledges that this Agreement is not intended to be and shall not be construed as a contract of employment with the Town. Applicant further acknowledges that if the Town, in its sole discretion, determines that the Applicant has not satisfactorily passed and completed all portions of the required testing and evaluations, the Town will not, and it shall not be required to, extend a final offer of employment to the Applicant.

14. If the Town pursues legal action to enforce any of the terms and/or obligations as enumerated throughout the Agreement, Applicant shall be responsible for payment to the Town of its reasonable attorney's fees incurred during said legal action, including all collection costs, court costs, and related fees.

15. The failure of either party to this Agreement to insist upon the performance of any of the terms and conditions of this Agreement, or the waiver of any breach of any terms and conditions of this Agreement, shall not be construed as thereafter waiving any such terms and conditions, but the same shall continue and remain in full force and effect as if no such forbearance or waiver had occurred.

16. The invalidity of any portion of this Agreement will not and shall not be deemed to affect the validity of any other provision. In the event that any provision of this Agreement is held to be invalid by a court of competent jurisdiction, the parties agree that the remaining provisions shall be deemed to be in full force and effect as if they had been executed by both parties subject to the expungement of the invalid provision.

17. This Agreement shall be construed in accordance with the laws of the State of Indiana, and embodies the entire agreement between the parties hereto. Each party acknowledge that there are no inducements, promises, terms, conditions or obligations made or entered into other than those expressly contained herein.

18. This Agreement has been approved by the Cedar Lake Town Council by an affirmative vote of \_\_\_ in favor and \_\_\_ against during duly noticed regular public meeting held on the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, and whereby the Town Fire Chief has been authorized and directed to enter into said Agreement on behalf of the Town.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this 3rd day of December, 2024,

**[SIGNATURES ON FOLLOWING PAGE]**



**TOWN OF CEDAR LAKE, LAKE  
COUNTY, INDIANA, a Municipal  
Corporation**

**APPLICANT**

By: \_\_\_\_\_  
Fire Chief (signature)

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date Signed

By: \_\_\_\_\_  
Applicant (signature)

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date Signed

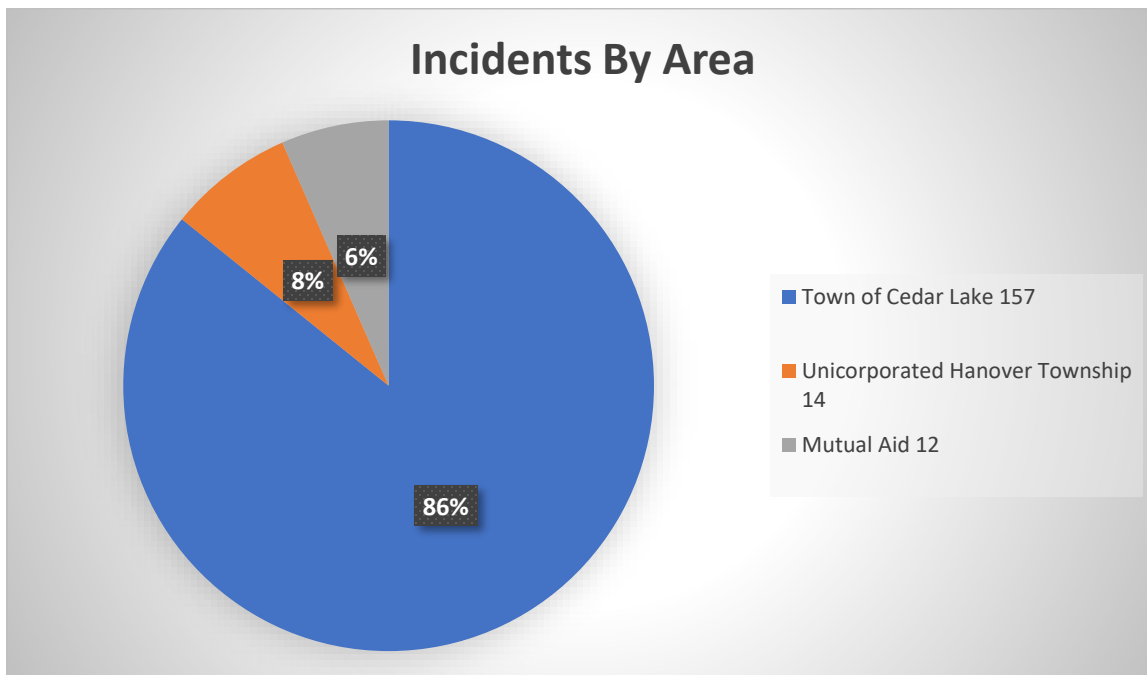
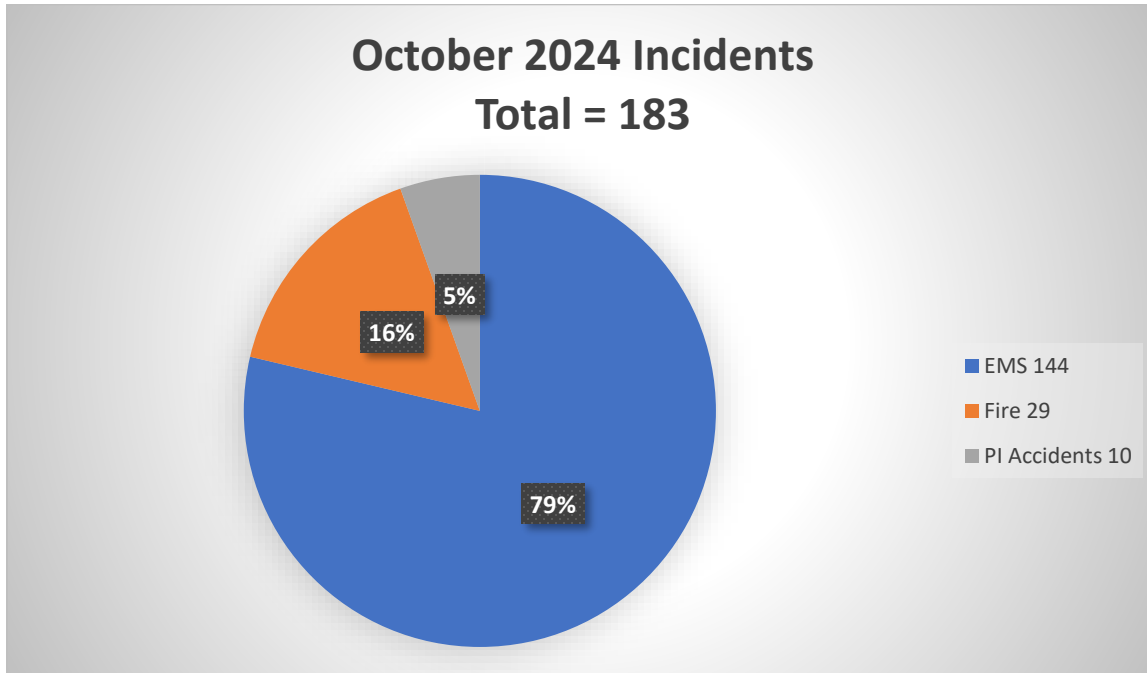
Approved: \_\_\_\_\_  
Town Council President

\_\_\_\_\_  
Date

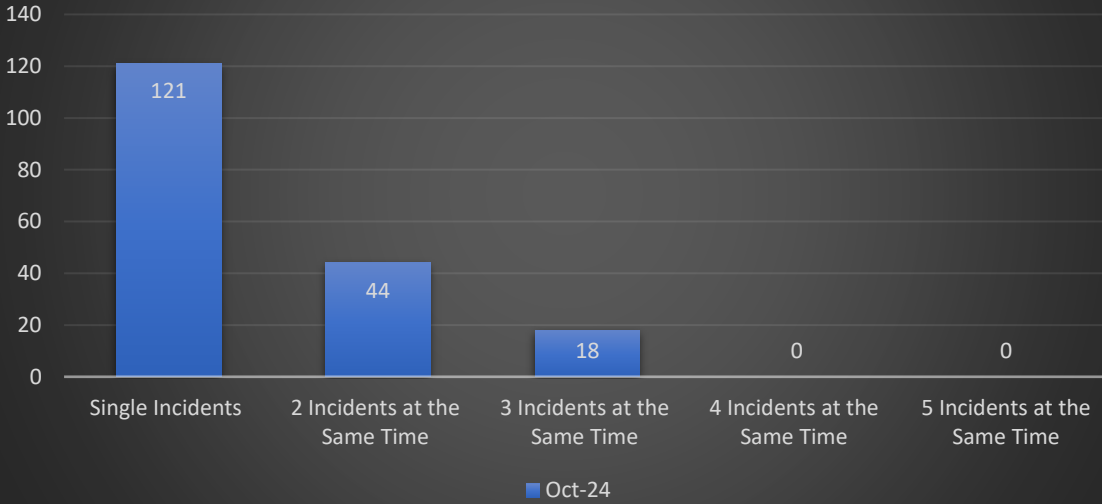
Approved \_\_\_\_\_  
Town Clerk-Treasurer

\_\_\_\_\_  
Date

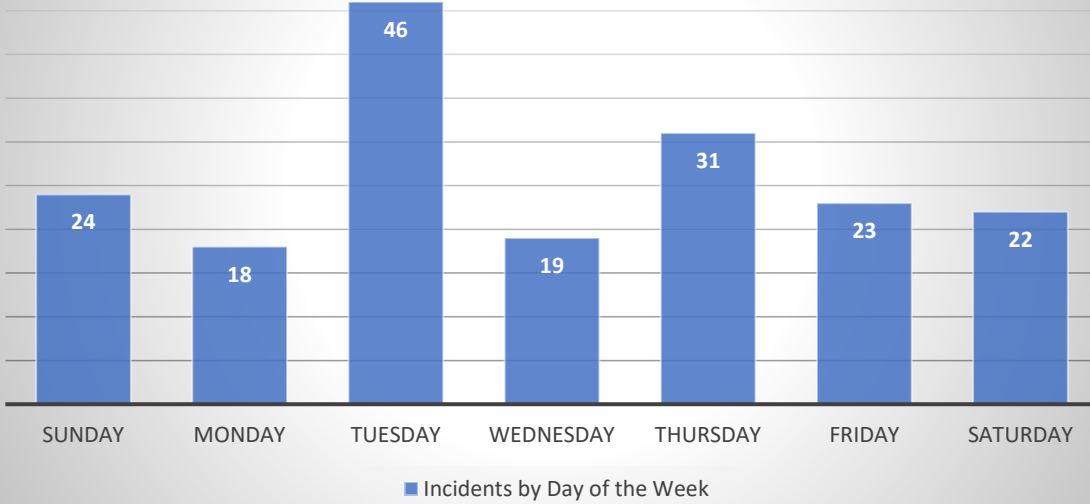
# October 2024 Operations Report



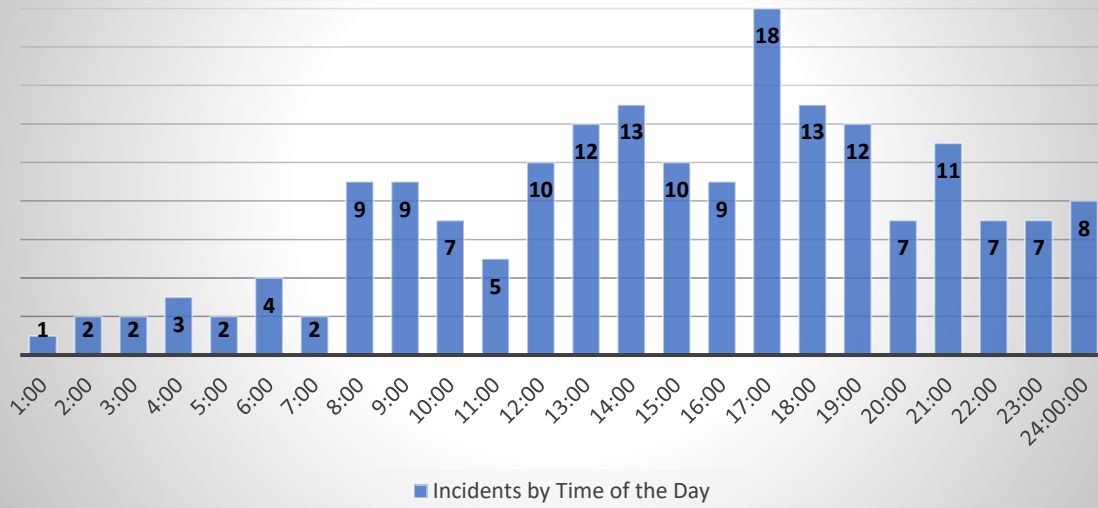
## Overlapping Incidents 34% of the time



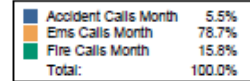
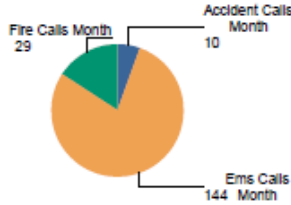
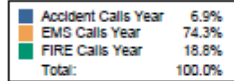
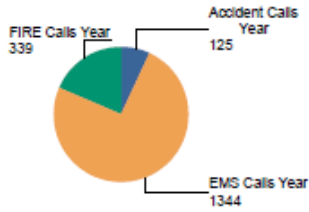
## Incidents by Day of the Week



## Incidents by Time of the Day



**Cedar Lake Fire Department  
Monthly Summary Report  
1/1/2024 to 10/31/2024**



Average Daily Calls for Service: 5.97

**Yearly Totals**

Battery	1
Death Investgtn	2
EMS Abdominal	30
EMS Allergic	8
EMS Animal Bite	8
EMS Assault	10
EMS Back Pain	13
EMS Bleeding	30
EMS Breathing	103
EMS Burns	1
EMS Chest Pain	59
EMS Choking	10
EMS Death	9
EMS Diabetic	41
EMS Eye Injury	5
EMS Fall	171
EMS Full Arrest	25
EMS Gunshot	2
EMS Headache	2
EMS Heart Prob	30
EMS Heat / Cold	2
EMS Lift Assist	193
EMS Misc	6
EMS Overdose	26
EMS Pregnancy	4
EMS Psych	89
EMS Seizure	39
EMS Sick Person	199
EMS Stabbing	3
EMS Standby	17
EMS Stroke	40
EMS Trauma	36
EMS Uncons	80
EMS Unknown	53
Fall	1
FIRE Alarm	55
FIRE Appliance	1
FIRE Assist	17
FIRE Brush	6
FIRE CO Alarm	29
FIRE Dive Recvy	1
FIRE Electrical	4
FIRE Garage	1
FIRE Gas IN	19
FIRE Gas OUT	10
FIRE Inspection	1

**Monthly Totals**

EMS Abdominal	3
EMS Allergic	1
EMS Animal Bite	1
EMS Back Pain	1
EMS Bleeding	5
EMS Breathing	12
EMS Chest Pain	7
EMS Death	4
EMS Diabetic	5
EMS Eye Injury	1
EMS Fall	14
EMS Full Arrest	2
EMS Lift Assist	24
EMS Misc	1
EMS Overdose	2
EMS Psych	11
EMS Seizure	3
EMS Sick Person	21
EMS Standby	2
EMS Stroke	6
EMS Trauma	3
EMS Uncons	13
EMS Unknown	2
FIRE Alarm	8
FIRE Assist	2
FIRE Electrical	1
FIRE Misc	1
FIRE Mutual Aid	1
FIRE Outside	2
FIRE Rubbish	1
FIRE Smoke	1
FIRE Standby	1
FIRE Structure	6
FIRE Utility	3
FIRE Washdown	1
FIRE Water Resc	1
PI Accident	10
<b>Total for Month:</b>	<b>183</b>

FIRE Investigat	1
FIRE Marine	3
FIRE Misc	8
FIRE Mutual Aid	7
FIRE Odor	6
FIRE Outside	23
FIRE Rubbish	2
FIRE Smoke	2
FIRE Smoke In	1
FIRE Smoke Odor	3
FIRE Smoke Out	2
FIRE Standby	21
FIRE Structure	69
FIRE Utility	26
FIRE Vehicle	4
FIRE Washdown	4
FIRE Water Resc	13
PD Accident	2
PI Accident	123
Suspicious Per.	1
Welfare Check	2
Total for Year:	1,815



# October 2024 Training Report

## Hours Logged: 591

