

**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 11, 2025	Veterans' Day
Mon, Feb 17, 2025	Presidents' Day	Thurs, Nov 27, 2025	Thanksgiving Day
Fri, Apr 18, 2025	Good Friday	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

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	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	Stipend			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**

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

Tel (219) 374-7000 – Fax (219) 374-8588

**2024 Cedar Lake Boards and Commissions appointments are as follows:**

**Board of Safety (3-year term) No more than 3 of either affiliation**

*Town Council Liaisons: Chuck Becker and Robert Carnahan (Town Council Annual Appointment)*

1. Barbara Littles (expires 12/31/2024) R
2. Charlie Kaper (expires 12/31/2025) R
3. Larry Nagy (expires 12/31/2026) R
4. Norman Stick (expires 12/31/2026) D
5. David Villalobos (expires 12/31/2024) D

**Board of Zoning Appeals (4-year term) No affiliation required**

1. Eric Burnham (expires 12/31/2026)
2. Ray Jackson (expires 12/31/2025)
3. John Kiepura (Town Council Annual Appointment)
4. Jerry Reiling (expires 12/31/2026)
5. Jim Hunley (Plan Commission Annual Appointment)

**Park Board (4-year term) No more than 2 of each Affiliation**

1. Sarah Miller (expires 12/31/2024) R
2. Paul Rodriguez (expires 12/31/2026) R
3. Dave Jostes (expires 12/31/2025) D
4. Gregory Marquardt (expires 12/31/2027) D

**Plan Commission (4-year term) Requirement of 2 of each Affiliation**

1. Heather Dessauer (expires 12/31/2024) D
2. Greg Parker (Town Council Annual Appointment)
3. John Kiepura (expires 12/31/2025) R
4. Jim Hunley (expires 12/31/2027) D
5. Robert Carnahan (Town Council Annual Appointment)
6. Chuck Becker (Town Council Annual Appointment)
7. Jerry Wilkening (expires 12/31/2025) R

**Stormwater Board (3-year term) No more than 2 of either affiliation**

*Town Council Liaison: Julie Rivera*

1. Benjie Kincheloe (expires 12/31/2026) N/A
2. Patrick Conlon (expires 12/31/2024) R
3. Ryan Lisek (expires 12/31/2025) N/A

**Unsafe Building (1-year term) No affiliation required**

1. Richard Thiel (Town Council Annual Appointment)
2. Jeff Biel (expires 12/31/2024)
3. Heather Dessauer (Plan Commission Annual Appointment)



**Town Council Liaison & Committee Appointments:**

**Town Council President:** Nick Recupito

**Town Council Vice-President:** Greg Parker

**Plan Commission:** Robert Carnahan, Greg Parker, Chuck Becker

**Board of Safety:** Robert Carnahan, Chuck Becker

**Building Corporation:** Cheryl Parker, Margaret Jehle, Tracy Haskell

**Unsafe Building:** Richard Thiel

**Stormwater Board:** Julie Rivera

**Joint Management Oversight Board (JMOB):** Mary Joan Dickson, Rich Thiel

**Northwest Indiana Regional Planning Commission (NIRPC):** Robert Carnahan

**Lake County Solid Waste (LCSW):** Nick Recupito

**Lake County Community Services:** Mary Joan Dickson

**Ecosystem Restoration Committee (+2 citizen appointment):** Greg Parker, Chuck Becker, Robert Carnahan, Dan Pager, Doug Spencer, Bob Gross

**Public Works & Safety:** Nick Recupito, Julie Rivera

**Park & Recreation:** Mary Joan Dickson, Julie Rivera

**Council Affairs:** Rich Thiel, Mary Joan Dickson

**Streets:** Robert Carnahan, Greg Parker, Chuck Becker

**Planning Committee:** Robert Carnahan, Greg Parker, Chuck Becker

**Redevelopment Commission President:** Richard Thiel

**Redevelopment Commission Vice-President:** Chuck Becker

**Redevelopment Secretary:** Julie Rivera

**Utility Board President:** Nick Recupito

**Utility Board Vice-President:** Richard Thiel

**Town of Cedar Lake**

**Office of the Town Council**

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

Tel (219) 374-7400 – Fax (219) 374-8588



**PUBLIC NOTICE  
PRESS RELEASE**

Applications are being solicited for Boards and Commissions with the following vacancies, stating political affiliation where applicable:

- Board of Safety – Two (2) vacancies – No more than 3 Republicans or Democrats
- Park Board – One (1) vacancy – Republican affiliation
- Plan Commission – One (1) vacancy – Democrat affiliation
- Stormwater Board – One (1) vacancy – Republican or Democrat affiliation
- Unsafe Board - One (1) vacancy - No affiliation requirement
- Park Foundation – Five (5) vacancy – No affiliation requirement

Interested residents may pick up an application at the Cedar Lake Town Hall located at 7408 Constitution Avenue from 8:00 am until 5:00 pm, Monday through Friday, excluding holidays, or online at [www.cedarlakein.org](http://www.cedarlakein.org).

Applications may be submitted in person at the Town Hall or emailed as a PDF to [jobs@cedarlakein.org](mailto:jobs@cedarlakein.org). Proof of residency is required and political affiliation, where applicable. The application deadline is December 20, 2024.

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

/s/ Nick Recupito  
Town Council President

*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 Town Hall at (219) 374-7400.*

*Note: This notice was posted in the Town Hall and transmitted to the following: Town Council, Clerk-Treasurer and Press.*



# Community Heart & Soul®

## Community Heart & Soul

Community Heart & Soul is a resident-driven process that engages the entire population of a town in identifying what they love most about their community, what future they want for it, and how to achieve it.

Founded by Lyman Orton, Proprietor, The Vermont Country Store

Developed and field-tested over a decade in partnership with over 90 small cities and towns across the United States, Community Heart & Soul is a proven process for engaging a community in shaping its future.

Based on three powerful principles - **involve everyone**, **focus on what matters most**, and **play the long game** – Community Heart & Soul helps towns move toward a brighter, more prosperous future by bringing community residents closer together.

Community Heart & Soul is unique in how it engages residents. It is a highly inclusive process that reaches deep into communities to ensure all voices are represented in determining a town's future. Instead of bringing residents to the table, Community Heart & Soul brings the table to residents at community events, neighborhood block parties, schools, businesses, and virtual gatherings.

Heart & Soul communities experience a range of social and economic benefits:

- Pride and confidence grow in the town
- Civility and respect increase
- Residents feel more connected to one another
- Volunteerism increases
- New young leaders emerge
- More residents run for local office
- Economic conditions improve
- Investment in the town increases
- New local businesses open
- Town officials gain a deeper understanding of what matters to residents
- Towns are better prepared to respond to emergency situations





## How Community Heart & Soul Works

Community Heart & Soul begins with a four-phase, step-by-step process that brings residents together to identify and honor the unique character of their town and the emotional connection of the people who live there.

### Phase 1: Imagine

Heart & Soul teams are formed to build awareness, interest, and commitment in all segments of the community.

### Phase 3: Plan

Residents develop action plans to guide future town planning based on their Heart & Soul Statements.

### Phase 2: Connect

Stories are gathered from residents, leading to the development of Heart & Soul Statements that identify what matters most and reflect what they love about their towns.

### Phase 4: Act

Heart & Soul Statements are officially adopted by town and city councils, incorporated into comprehensive and other plans, and are used to guide future policies and decisions.

Legacy Foundation launched the Community Heart & Soul program to help Lake County towns build community through this resident-driven process and take action on what matters most to its residents.

Through an application process, Legacy Foundation will select one community to assist with Community Heart & Soul planning.

#### Eligibility Requirements Include:

- Any Lake County, Indiana town or city with a population of 40,000 or less is eligible to apply.
- Applications must identify a 501(c)3 nonprofit organization community partner and municipality representative.
- Both the organization and municipal government must each have at least one staff person, or elected official, who will play an active role in the Community Heart & Soul Core Team.
- It is expected that the selected community will be ready to begin Phase 1 of the Heart & Soul program in Jan. 2025 and participate in a pre-launch meeting in early Dec. 2024.

#### 2024 Application Timeline:

- Application Opens: Thursday, September 5, 2024
- Application Deadline: Friday, October 25, 2024
- Notice of Award: Friday, November 14, 2024

Scan the QR Code or visit [Legacyfdn.org/heart-soul](https://Legacyfdn.org/heart-soul) to learn more and begin your application!



The selected community will receive training, technical assistance, and supporting funds to implement the Community Heart & Soul process over a two-to-five-year period.

Applications must be submitted via Legacy Foundation's online grant portal at [Legacyfdn.org](https://Legacyfdn.org) and can be submitted by either the community's municipality or partner nonprofit organization.

#### For questions, please contact:

Maranda Fishback Engquist, Grants & Partnerships Director  
[mfishback@legacyfdn.org](mailto:mfishback@legacyfdn.org) | 219.736.1880  
370 E 84th Drive, Suite 100 | Merrillville, IN 46410

 **LEGACY**  
FOUNDATION  
Lake County's Community Foundation





To: Town Road Committee Members

From: Donald C Oliphant, PE

Subject: Road Committee Meeting

Date: December 16, 2024

Project No.: 06-0015

Cc: Jeff Bunge – Town Manager

**2024 Completed Projects**

- CCMG 2023-1
  - Shades Subdivision, Phase 1 – Edison Street, Rocklin Street, Marys Street, Sherman Street, Wheeler Street, Berkley Street, 140<sup>th</sup> Avenue, 141<sup>st</sup> Avenue
  - Awarded Contract Value: \$1,795,961.77
  - Final Project Cost: \$1,783,562.94
    - \$12,698.83 under budget (-0.7%)
  - Closed through INDOT
- CCMG 2023-2
  - Crack Sealing and Striping – Lake Shore Drive, 133<sup>rd</sup> Avenue, Morse Street, 137<sup>th</sup> Avenue, 145<sup>th</sup> Avenue
  - Awarded Contract Value: \$158,918.00
  - Final Project Cost: \$160,488.92
    - \$1,570.92 over budget (+0.9%)
- Lynnsway CDBG Sidewalk
  - Project Substantially Complete Mid-May
  - Awarded Contract Value: \$78,345.60
  - Final Project Cost: \$72,904.29
    - \$5,444.31 under budget (-7.0%)
- Morse Street Watermain Extension
  - Project Substantially Complete October
  - Awarded Contract Value: \$900,000.00
  - Final Project Cost: \$894,760.00
    - \$5,240.00 under budget (-0.6%)

**Active or 2025 Projects**

- Morse Street Emergency Vehicle Preemption at new Fire Department
  - Awarded to Hawk Enterprises: \$59,308.80
  - Proceeding through Submittal Reviews
  - NTP should be issued soon

- CCMG, 2024-2
  - Shades Subdivision, Phase 2 – Fairbanks Street, Windsor Street, Fernwood Street, Hobart Street, W. 141<sup>st</sup> Avenue.
  - Awarded Funds: \$791,789.69 (50/50 Match)
  - Bid Late January
  - Award at February 18<sup>th</sup> Town Council Meeting
  - Signed Contracts are due to INDOT by March 7<sup>th</sup>
  - 2 Easements Required
- INDOT Safety Funds (To Be Completed within 2 years)
  - Parrish Avenue, from 125<sup>th</sup> Avenue to 126<sup>th</sup> Place
    - Cost Estimate: \$162,000.00 (90/10 Match)
  - Lake Shore Drive, from Roundabout to Hilltop Street
    - Cost Estimate: \$28,000.000 (90/10 Match)
  - INDOT Early Coordination Meetings held on December 9<sup>th</sup>
  - Need LPA Boiler Plate Contracts for PE work

### **Future Allocated Projects**

- NIRPC, East Lake Shore Drive/Morse Street Sidewalk Corridor
  - Under design by VS Engineering.
  - Phasing?
  - New Letting Date?
  - Status?
- NIRPC, 133<sup>rd</sup> Avenue Road Raise and Watermain
  - Currently under design
  - Category Exclusion (CE) Documents currently under INDOT review
  - Roadway Estimate: +/- \$894,600.00 (construction and inspection, 80/20 Match)
  - Watermain Extension Estimate: TBD (+/- 2,000 ft. 12-inch WM)
    - Alignment being discussed with Town PWs staff
  - Anticipated to be full road closure
  - ROW Procurement?
  - New Letting Date: November 2025
  - 2026 Construction Project.
- NIRPC, Founders Creek Multi-Use Path
  - Programmed for design in 2026 (+/- \$104,685, 80/20 Match)
  - Programmed for construction in 2028 (+/- \$1,778,040, 80/20 Match)
  - Easement Procurement Unknown
- 141<sup>st</sup> Avenue Norfolk Southern RR Crossing
  - Preliminary Plans sent to NFS on May 2<sup>nd</sup>
  - PE Agreement recv'd on June 12<sup>th</sup>
    - \$24,612.00 Estimated Review fee for 30/60/90/100 plan reviews
  - Pedestrian Signalization is not preferred by NFS
  - Need Direction

## **Future Non-Allocated Projects (Recommended Funding Sources)**

### **CCMG, 2025-1** (Opens January 2<sup>nd</sup>, Close January 31<sup>st</sup> at 4 pm CST, \$1.5 million max)

- Constitution Avenue Reconstruction and Stormwater Improvements
  - Estimate: +/- \$800,000
- 141<sup>st</sup> Avenue Reconstruction, west of Parrish Avenue, potentially east to Lauerman
  - Recv'd Survey on November 14<sup>th</sup>
  - Preliminary Design underway
- Parrish Avenue, north of 133<sup>rd</sup> Avenue
- Meyer Manor Terrace, 132<sup>nd</sup> Place, and Marquette Street
  - Storm Board Project
  - Survey approved at December meeting.
- Subdivision Overlay Projects (potential GO Bond?)
  - Shades AA
    - Murton Drive, 129<sup>th</sup> Place, Colfax/Fulton Street, 129<sup>th</sup> Lane, Morse Lane
    - Estimate: \$255,000.00
  - Shades AB
    - 130<sup>th</sup> Place, 131<sup>st</sup> Place, 131<sup>st</sup> Avenue, 132<sup>nd</sup> Avenue, 132<sup>nd</sup> Place, Morse Street, Edison Street
    - Partial Survey already obtained
    - Stormwater Improvements
    - Estimate: \$275,000.00
  - Shades BC
    - 144<sup>th</sup> Avenue, 145<sup>th</sup> Avenue, Hobart Street, Colfax Street, Wheeler Street, Windsor Street, Fairbanks Street, Bell Street
    - Estimate: \$770,000.00
  - Birch Street (between 137<sup>th</sup> Avenue and Lauerman Street)
    - Estimate: \$160,000.00
- 141<sup>st</sup> Avenue Bridge Widen and Replacement, east of Morse Street
- Noble Oaks Subdivision
- Other Subdivisions noted in Master Plan

### **NIRPC/TIP**

- Pickerell Creek Culvert Replacement on 147<sup>th</sup> Avenue (PROTECT Funds)
  - Will need IDNR-DOW/IDEM/USACE permit(s)
  - Submitted for 2026-30 TIP (Complete Streets Application)
    - Topical Meetings and February decision
  - Estimate: \$824,320.00 (80/20 Match, CN/CE)
- 133<sup>rd</sup> Avenue Sidewalk, From Faith Church to Robin's Nest (STBG Funds)
  - Submitted for 2026-30 TIP (Environmental Application)
    - Topical Meetings and February decision
  - Estimate: \$1,266,300.00 (80/20 Match, CN/CE)
  - Need 2 ROW parcels
- Morse Street Corridor, Sidewalk and Watermain
  - Estimate: +/- \$1,800,000 (construction and inspection)
  - Add sidewalk to east side, south of Town Hall???



- Will need large ROW acquisition
- West Lake Shore Drive Sidewalk Corridor (Phase 2 of VS project)
  - Estimate: +/- \$1.9 million (construction, design, inspection)
  - Will need large ROW acquisition

#### **Local/Misc**

- CSX RR Crossings at 133<sup>rd</sup> Avenue, 137<sup>th</sup> Avenue, and 141<sup>st</sup> Avenue

#### **Federal Funding Calls**

- USDOT Safe Streets and Roads for All (SS4A). Annual Call.
  - Public Meeting held on June 12<sup>th</sup>
    - Public Participation for Self-Certification
  - Planning document is not yet adopted by Town
  - Planning vs. Implementation Grants
  - Minimum grant award \$2.5 million, 80/20 Match
- USDOT Rebuilding American Infrastructure with Sustainability and Equity (RAISE, formerly called TIGER or BUILD), very competitive and transformative large-scale projects. Annual Call.
- USDOT Reconnecting Communities Pilot Grant (RCP), no future call scheduled.

#### **Asset Management Plan Updates**

- AMP was submitted in November and approved by INDOT

DCO\

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