

WHEREAS, in the opinion of the County Auditor, the public interests required that the Lake County Council, should be called to meet in regular session at this time, for the purpose of considering additional appropriations, a written notice was sent to each member of the Council, and proper advertisement made, and all other acts performed in accordance with the laws governing such matters.

And now in obedience to such call, come Christine Cid, President, David Hamm, Ronald Brewer, Charlie Brown, Pete Lindemulder, Ted Bilski and Randy Niemeyer, County Councilpersons, together with Tom O'Donnell and Ray Szarmach, County Council Attorneys.

In the Matter of Minutes – November 18, 2025 Regular Meeting

Bilski made the motion, seconded by Brown, to approve. Majority voted yes. Motion to approve carried 7-0.

In the Matter of Acknowledgments/Announcements

Notice of 2026 Monthly Regular Meeting and Study Session Dates.

Congratulations to Deep River County Park for receiving the Legacy Park Award by the Indiana Park and Recreation Association.

Congratulations to Scott Schmal, Director of Finance on receiving the Chief's Award from the Public Defender's office.

ORDINANCE #1515

Section 1. Be It Ordained by the County Council of Lake County, IN., that for the expenses of the County Government and its institutions, the following sums of money are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein appropriated, and shall be held to include all expenditures authorized to be made during the year unless otherwise expressly stipulated and provided by law.

	Appropriation Requested	Appropriated
Reassessment 2015 Fund 1337		
<u>County Assessor 2001</u> 63190 Other Professional Service	\$14,400.00	\$14,400.00
<u>Calumet Township Assessor 2002</u> 63190 Other Professional Service	-\$3,600.00	-\$3,600.00
<u>Center Township Assessor 2003</u> 63190 Other Professional Service	-\$3,600.00	-\$3,600.00
<u>Ross Township Assessor 2005</u> 63190 Other Professional Service	-\$3,600.00	-\$3,600.00
<u>St. John Township Assessor 2006</u> 63190 Other Professional Service	-\$3,600.00	-\$3,600.00

Adopted this 9th day of December, 2025.

## TRANSFER OF FUNDS CERTIFICATE

I, the proper legal officer of Lake County Council, Lake County, IN., hereby certify to the Auditor of Lake County, that the Lake County Council, approved the following transfers:

		Requested	Approved
<b><u>Coroner's Office 1007</u></b>			
County General Fund 1001			
From: 1001-61150 Paraprofessionals		\$105,000.00	\$105,000.00
1001-62255 Pathology Supplies		\$10,000.00	\$10,000.00
1001-62390 Other Repair & Mainten Supp.		\$5,000.00	\$5,000.00
1001-63130 Toxicology Lab		\$10,000.00	\$10,000.00
1001-63630 Maintenance & Service Contracts		\$5,000.00	\$5,000.00
To: 1001-61160 Office & Clerical		\$3,000.00	\$3,000.00
1001-64490 Other Equipment		\$72,000.00	\$72,000.00
1001-64440 Motor Vehicles		\$60,000.00	\$60,000.00
<b><u>County Assessor 2001</u></b>			
County General Fund 1001			
From: 1001-63145 Legal Services		\$50,000.00	\$50,000.00
To: 1001-63190 Other Professional Service		\$50,000.00	\$50,000.00
<b><u>Criminal Courts 3002</u></b>			
County General Fund 1001			
From: 1001-61120 Professionals		\$25,000.00	\$25,000.00
1001-61140 Protective Services		\$1,000.00	\$1,000.00
1001-61160 Office & Clerical		\$10,000.00	\$10,000.00
1001-62230 Clothing		\$367.00	\$367.00
1001-63231 Travel – Registration		\$1,706.00	\$1,706.00
1001-63232 Travel – Meals		\$842.00	\$842.00
1001-63233 Travel – Lodging		\$1,727.00	\$1,727.00
1001-63234 Travel – Trans/Other		\$1,769.00	\$1,769.00
1001-63235 Travel – Mileage		\$2,954.00	\$2,954.00
1001-63630 Maintenance & Service Cont.		\$514.00	\$514.00
To: 1001-61110 Official & Administrators		\$5,000.00	\$5,000.00
1001-63190 Other Professional Service		\$30,014.00	\$30,014.00
1001-63290 Other Comm & Trans		\$10,000.00	\$10,000.00
1001-63910 Dues & Subscriptions		\$865.00	\$865.00
<b><u>LC Superior Court IV 4001</u></b>			
County General Fund 1001			
From: 1001-62410 Other Supplies		\$800.00	\$800.00
1001-63920 Food & Lodging		\$1,000.00	\$1,000.00
To: 1001-64410 Furniture & Fixtures		\$1,000.00	\$1,000.00
1001-64490 Other Equipment		\$800.00	\$800.00
<b><u>Public Works 7001</u></b>			
County General Fund 1001			
From: 1001-61170 Skilled Craft Workers		\$4,000.00	\$4,000.00
1001-61180 Service/Maintenance		\$20,000.00	\$20,000.00
To: 1001-61100 Overtime		\$24,000.00	\$24,000.00
<b><u>Motor Vehicle 7005</u></b>			
County Highway Fund 1102			
From: 1102-61110 Official & Administrators		\$2,000.00	<b>WITHDRAWN</b>
1102-61130 Technicians		\$4,000.00	""
1102-61170 Skilled Craft Workers		\$8,000.00	""
1102-61180 Service/Maintenance		\$8,000.00	""
To: 1102-61100 Overtime		\$22,000.00	""
<b><u>Motor Vehicle 7005</u></b>			
County Highway Fund 1102			
From: 1102-61110 Official & Administrators		\$2,000.00	\$2,000.00
1102-61130 Technicians		\$4,000.00	\$4,000.00
1102-61170 Skilled Craft Workers		\$80,000.00	\$80,000.00
1102-61180 Service/Maintenance		\$94,000.00	\$94,000.00
To: 1102-61100 Overtime		\$180,000.00	\$180,000.00

Criminal Division Public Defender 9002

County General Fund 1001

From: 1001-63190 Other Professional Service      \$7,000.00      \$7,000.00  
To: 1001-62110 Office Supplies      \$7,000.00      \$7,000.00

and that such transfer does not necessitate expenditure of more money than was set out in detail in the budget as finally approved by the Department of Local Government Finance.

This transfer was made at a regular public meeting according to proper ordinance, a copy of which is attached to this certificate.

Dated this 9<sup>th</sup> day of December, 2025.

Additionals

Made Motion      Seconded

Reassessment 2015 Fund 1337

County Assessor 2001

(\$14,400)      Bilski      Hamm      Majority voted yes.  
Motion to approve  
carried 7-0.Reassessment 2015 Fund 1337

Calumet Township Assessor 2002

(-\$3,600)      Bilski      Hamm      Majority voted yes.  
Motion to approve  
carried 7-0.Reassessment 2015 Fund 1337

Center Township Assessor 2003

(-\$3,600)      Bilski      Hamm      Majority voted yes.  
Motion to approve  
carried 7-0.Reassessment 2015 Fund 1337

Ross Township Assessor 2005

(-\$3,600)      Bilski      Hamm      Majority voted yes.  
Motion to approve  
carried 7-0.Reassessment 2015 Fund 1337

St. John Township Assessor 2006

(-\$3,600)      Bilski      Hamm      Majority voted yes.  
Motion to approve  
carried 7-0.Transfers

Made Motion      Seconded

Coroner's Office 1007

County General Fund 1001

(\$135,000)      Niemeyer      Lindemulder      Majority voted yes.  
Motion to approve  
carried 7-0.County Assessor 2001

County General Fund 1001

(\$50,000)      Bilski      Hamm      Majority voted yes.  
Motion to approve  
carried 7-0.Criminal Courts 3002

County General Fund 1001

(\$45,879)      Hamm      Brewer      Majority voted yes.  
Motion to approve  
carried 7-0.LC Superior Court IV 4001

County General Fund 1001

(\$1,800)      Hamm      Bilski      Majority voted yes.  
Motion to approve  
carried 7-0.

Public Works 7001County General Fund 1001  
(\$24,000)

Niemeyer

Lindemulder

Majority voted yes.  
Motion to approve  
carried 7-0.Motor Vehicle 7005County Highway Fund 1102  
(\$22,000)**WITHDRAWN**Motor Vehicle 7005County Highway Fund 1102  
(\$180,000)

Niemeyer

Lindemulder

Majority voted yes.  
Motion to approve  
carried 7-0.Criminal Division Public Defender 9002County General Fund 1001  
(\$7,000)

Lindemulder

Hamm

Majority voted yes.  
Motion to approve  
carried 7-0.

In the Matter of Grant Application & Grant Approval – Grant Oversight Committee – Indiana Department of Corrections (IDOC) – Juvenile Detention Alternatives Initiative (JDAI) – Grant Renewal

Hamm made the motion, seconded by Brewer, to approve. Majority voted yes. Motion to approve carried 7-0.

In the Matter of Grant Application & Grant Approval – Grant Oversight Committee – Indiana Office of Court Services Improvement Grant Program – Lake County Community Corrections Juvenile Grant – Grant Renewal

Brown made the motion, seconded by Hamm, to approve. Majority voted yes. Motion to approve carried 7-0.

In the Matter of Grant Application & Grant Approval – Grant Oversight Committee – US Dept. of Homeland Security/IN DNR Law Enforcement Division – 2026 Marine Patrol Assistance Grant – Grant Renewal

Brown made the motion, seconded by Hamm, to approve. Majority voted yes. Motion to approve carried 7-0.

In the Matter of Citizen Appointments – Board of Zoning Appeals

Cid opened nominations.

Bilski nominated Bob Zubrick.

There were no further nominations.

Cid closed nominations.

Cid reappointed Bob Zubrick to the Board of Zoning Appeals.

Bilski made the motion, seconded by Hamm, to revisit the Board of Zoning Appeals appointment, noting that the letter submitted by Bob Zubrick was a letter of resignation. Majority voted yes. Motion to revisit the Board of Zoning Appeals appointment carried 7-0.

Cid reopened nominations for Board of Zoning Appeals

Bilski nominated Charles Gamblin of Lowell, Indiana.

There were no further nominations.

Cid appointed Charles Gamblin to the Board of Zoning Appeals and thanked Bob Zubrick for his service.

In the Matter of Citizen Appointments – County Domestic Violence Fatality Review Team – Civil/Criminal Judge and Child Protective Services Employee

Cid opened nominations.

Bilski nominated Judge Julie Cantrell (Civil/Criminal Judge) and Eric Zegaczewski (Child Protective Services Employee).

There were no further nominations.

Cid closed nominations.

Cid reappointed Judge Julie Cantrell (Civil/Criminal Judge) and Eric Zegaczewski (Child Protective Services Employee) to the County Domestic Violence Fatality Review Team.

In the Matter of Citizen Appointments – Contractors Licensing Board – Plumbing and Electric

Cid opened nominations.

Bilski nominated Sal Espino (Plumbing) and Dave Soderquist (Electric).

There were no further nominations.

Cid closed nominations.

Cid reappointed Sal Espino (Plumbing) and Dave Soderquist (Electric) to the Contractors Licensing Board.

In the Matter of Citizen Appointments – County Property Tax Assessment Board of Appeals

Cid opened nominations.

Hamm nominated Carly Brandenburg and Kenneth Barksdale.

There were no further nominations.

Cid closed nominations.

Cid reappointed Carly Brandenburg and Kenneth Barksdale to the County Property Tax Assessment Board of Appeals.

In the Matter of Combined Councilmanic & Citizen Appointments – Lake County Redevelopment Commission

Cid opened nominations.

Bilski nominated Christine Cid and John Brezik.

There were no further nominations.

Cid closed nominations.

Cid reappointed Christine Cid and John Brezik to the Lake County Redevelopment Commission.

In the Matter of Combined Councilmanic Appointments – Northwest Indiana Community Action Cooperation (CoAction)

Cid opened nominations.

Bilski nominated Pete Lindemulder and Tim Brown as his proxy.

There were no further nominations.

Cid closed nominations.

Cid reappointed Pete Lindemulder and Tim Brown as his proxy to the Northwest Indiana Community Action Cooperation (CoAction).

In the Matter of Combined Councilmanic Appointments – Contractors Licensing Board

Cid opened nominations.

Bilski nominated Charlie Brown.

There were no further nominations.

Cid closed nominations.

Cid reappointed Charlie Brown to the Contractors Licensing Board.

In the Matter of Combined Councilmanic Appointments – Garner Scholarship Committee

Cid opened nominations.

Bilski nominated Pete Lindemulder and Christine Cid.

There were no further nominations.

Cid closed nominations.

Cid reappointed Pete Lindemulder and Christine Cid to the Garner Scholarship Committee.

In the Matter of Consulting Contracts and Agreements – Law Office of Thomas O'Donnell

Bilski made the motion, seconded by Hamm, to approve.

Niemeyer – What do you do here? What do you contribute to the process?

O'Donnell – There's not a day that goes by that I don't do something for the council: whether it's talking to the state board of health, state board of accounts, or other office holders or attorneys for other office holders, I review all of the ordinances and resolutions that come in that are prepared by Ray's (Szarmach) office, I monitor if there is any litigation pending, I deal with the county attorney, Mr. Fech, on a weekly, if not more basis and I attend all council meetings.

Lindemulder – I've talked to some of the attorneys here, and it's nothing personal against anybody; I agree that they all do good work. I'm just of the opinion that we look at other departments and ask them to review their own budgets. Personally, I do think we have a surplus of attorneys.

Majority voted yes. Lindemulder and Niemeyer voted no. Motion to approve carried 5-yes, 2-no.

**LAW OFFICE OF THOMAS O'DONNELL  
CONSULTING CONTRACT**

THIS AGREEMENT, entered into this 9th day of December, 2025, effective from January 1, 2026 to December 31, 2026, by and between the LAW OFFICE OF THOMAS O'DONNELL, (hereinafter called "Consultant") and the LAKE COUNTY COUNCIL (hereinafter called "Council").

Under the statutory provisions in I.C. 36-2-3-10(a) and I.C. 36-2-3.5-5(b)(2), the COUNCIL has the authority to determine the compensation and duties of a Consultant Attorney (Consultant). The purpose of this Contract is to spell out the duties of the Consultant and to enumerate compensation that is consistent with the Council's authority.

**WITNESSETH THAT:**

**NOW, THEREFORE**, the parties hereto mutually agree as follows:

1. **Employment of Consultant Attorney.**
  - A. In accordance with I.C. 36-2-3-10(a) and I.C. 36-2-3.5-5(b)(2), the LAKE COUNTY COUNCIL as the fiscal and legislative body of Lake County, hereby employs the consulting services of Law Office of Thomas O'Donnell, 322 Indpls. Blvd., Suite 202, Schererville, Indiana, 46375.
  - B. The Consultant hereby agrees to perform the services for the compensation indicated in this agreement.
2. **Scope of Fixed Fee Service.** The Consultant shall do, perform, and carry out in a good and professional manner the following services in paragraph 2 for the fixed fee of Ten Thousand Five Hundred (\$10,500.00) Dollars per month for a total of One Hundred Twenty-Six Thousand (\$126,000.00) Dollars per year.
  - A. Legally advise the Council and/or its departments when requested by the Council of duties and authority.
  - B. Attend all meetings of the Council, and Council committees when requested.
  - C. Prepare opinions, reports and documents for the Council as requested.
  - D. Devote such hours as are necessary for the performance of the obligations of the Consultant as outlined in the fixed fee section of the contract.

- E. The fixed fee payable to the Consultant under this section is payable out of the Legal Services line item in the Council's General Fund Budget or such other line items under the control of the Council. The fee of Ten Thousand Five Hundred (\$10,500.00) Dollars shall be paid monthly.

3. **Representation in Litigation.**

- A. The Consultant shall legally represent or designate a representative for the Council as the County fiscal and legislative body in all possible, potential, threatened and actual litigation to include litigation or threats of litigation against the Council as a political subdivision and in any cases filed by the Council as Plaintiff.
- B. The Consultant shall exercise his discretion after consultation with the Council in determining who shall represent which defendants in all litigation filed against the County and or Lake County Council.
- C. The Consultant shall keep the Council up-to-date on all proceedings so as to permit the Council to make informed judgments at action stages in any controversy or litigation.
- D. The Consultant will act as their lead counsel.
- E. The amount of a fee for representation for in Court litigation shall be determined by the Council on a case by case basis.

4. **Bond Counsel.**

- A. The Consultant shall act as local counsel in all proceedings where the Council as the fiscal and legislative body for Lake County are involved in bonding or issuing tax warrants.
- B. The fees for this service shall be the usual and customary fees applicable to the services rendered by the Consultant in current and bond/warrant fundings undertaken by and/or involving the Council.

5. **Time of Performance.** The services to be performed hereunder by the Consultant shall be undertaken and completed in such sequence as to assure their expeditious completion and best carry out the purposes of the agreement.

6. **Changes.** The Council may, from time to time, require changes in the scope of the services of the Consultant to be performed hereunder. Such changes, which are mutually agreed upon by and between the Council and the Consultant, shall be incorporated in a written amendment to this agreement.

7. **Termination of Agreement.** Either party may terminate this agreement, with or without cause, by giving thirty (30) days written notice to the other party and specifying the effective date of termination.
8. **Accomplishment of Project.** The Consultant shall commence, carry on, and complete the project with all practicable dispatch, in a sound economical and efficient manner, in accordance with the provisions thereof and all applicable laws.
9. **Provisions Concerning Certain Waivers.** Subject to applicable law, any right or remedy which the Council may have under this contract may be waived in writing by the Council by a formal waiver, if, in the judgment of the Council, this contract, as so modified, will still conform to the terms and requirements of pertinent laws.
10. **Matters to be Disregarded.** The titles of the several sections, subsections, and paragraphs set forth in this contract are inserted for convenience of reference only and shall be disregarded in construing or interpreting any of the provisions of this contract.
11. **Completeness of Contract.** This contract and any additional or supplemental document or documents incorporated herein by specific reference contain all the terms and conditions agreed upon by the parties hereto, and no other agreements, oral or otherwise, regarding the subject matter of this contract or any part thereof shall have any validity or bind any of the parties hereto.
12. **Council Not Obligated to Third Parties.** The Council shall not be obligated or liable hereunder to any party other than the Consultant.
13. **When Rights and Remedies Not Waived.** In no event shall the making by the Council of any payment to the Consultant constitute or be construed as a waiver by the Council of any breach of covenant, or any default which may then exist, on the part of the Consultant, and the making of any such payment by the Council while any such breach or default shall exist in no way impair or prejudice any right or remedy available to the Council in respect to such breach or default.
14. **Personnel.** The Consultant represents that he has, secured at his own expense, all staff, office equipment and facility required in performing the services under this agreement. Such personnel shall not be employees of or have any contractual relationship with the Council. All of the services required hereunder will be performed by the Consultant or under his

supervision, and all personnel engaged in the work shall be fully qualified to perform such services.

15. **Equal Opportunity and Affirmative Action.** The Consultant agrees by the execution of this contract that in regards to its operations:
  - A. No person shall, on the grounds of race, color, national origin or sex, be excluded from participation, be denied the benefits of, or be subject to discrimination.
  - B. The principles of equal opportunity in employment and delivery of services are applicable and commits to a policy and practice of nondiscrimination and affirmation action based upon age, military service, ancestry, color, national origin, physical handicap, political affiliation, race, religion and sex.
  - C. The provisions of the Affirmative Action Program adopted by the Council and Board of Commissioners of the County of Lake on May 31, 1977, as applicable are incorporated by reference as part of this agreement.
  - D. The provisions of all Federal Civil Rights laws and the Indiana Civil Rights Law as applicable are incorporated by reference as part of this agreement.
  - E. Breach of any of the equal opportunity and/or nondiscrimination provisions of the agreement remedy available to the Council in respect to such breach or default.
  - F. Where applicable, nondiscriminatory clauses and affirmative action clauses shall be made a part of any agreement, contract or lease between the Consultant and any organization, corporation, subcontractor or other legal entity that benefits from the funds paid to the Consultant by this agreement.

16. **Miscellaneous Provisions.**

- A. This agreement represents the entire understanding between the parties, and modifications of this agreement shall not be effective unless reduced to writing and signed by both parties. In the event any portion of portions of this agreement are found to be void and voidable portions; these portions shall be stricken and the remaining portions enforced;
- B. Consultant may not subcontract any part of the work covered herein without the prior written consent of the Council.
- C. The Consultant is personally responsible for paying any fines or sanction penalties which any Judge or Administration Board orders the Consultant personally to pay because of the actions of the

Council Consultant in violating applicable procedural rules, the rules of professional conduct, and/or the rules of the administrative board. These sums will not be reimbursed by the Council, or any of its elected or appointed officials or employees.

- D. The Consultant shall be deemed an independent contractor and not an employee of the Council, and shall not file any claim under Workers Compensation or Occupation Disease against the Council for any injury or disease arising from the performance of this contract.
- E. Any dispute arising under this consulting contract shall be submitted to binding arbitration as the sole and exclusive remedy of either party.

17. Extension. This contract may be extended by agreement of the parties.

18. Notice. Any notice, bills, invoices, or reports required by this agreement shall be sufficient if sent by the parties in the United States mail, postage paid, to the addresses noted below:

Law Office of Thomas O'Donnell  
Attorney at Law  
322 Indpls. Blvd., Suite 202  
Schererville, IN 46375

Lake County Council  
2293 N. Main St.  
Crown Point, IN 46307

19. Conflict of Interest. The following provisions of Lake County Council Ordinance No. 1356C are incorporated as part of this contract.

- A. The Council has the right to prohibit activity it deems in conflict of interest with Council's employment. Activities are to be monitored by the official. (Ord. 1356C, passed 1-8-13).
- B. Neither Council employee whose job description included the provision of legal services nor any person, partnership or corporation of any type, acting as a contract agent to provide legal services for the Council, its elected officials, its appointed officials, employees, departments, agencies or agents shall represent any person, partnership or corporation of any type in any manner in or out of court in a proceeding, claim, or action where the legal services provided for the client seeking in part legal redress against the Council or Lake County Government, its elected officials, its appointed officials, employees, departments, agencies or agents.
- C. The prohibition against legal representation outlined in the paragraph above shall be placed in all Council contracts for legal

services. If the restriction on legal representation is violated, the contract with the Council shall be null and void and any monies paid under the contract after the violation shall be deemed unearned and shall be repaid to the Council with eight (8%) percent interest.

20. Information Availability.

- A. Information that is the property of the Lake County Council shall be made available in accordance with the Indiana Open Records Law, I.C. 5-15-5.1-1, et. seq.
- B. The Council members recognize and acknowledge that in the course of performing the services provided hereunder it may have access to certain confidential or proprietary information of Consultant and Consultant's business and computer operations. The Council members hereby agree that it will not, at any time during or after the term of this agreement disclose any such confidential or proprietary information to any person unless required by law or upon obtaining the prior written consent of Consultant.

21. E-Verification.

- A. I.C. 22-5-1.7 Chapter 1.7, Public Contract Services, Business Entities; Unauthorized Aliens.
- B. I.C. 22-5-1.7-2 "Contractor" as used in this chapter, "contractor" means a person that has or is attempting to enter into a public contract for services with a state agency or political subdivision.
- C. I.C. 22-5-1.7-3 "E-Verify program" as used in this chapter, "E-Verify program" means the electronic verification of work authorization program of the Illegal Immigration Reform and Immigration Responsibility Act of 1996 (P.L. 104-208), Division C, Title IV'S 403(a), as amended, operated by the United States Department of Homeland Security or a successor work authorization program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work authorization status of newly hired employees under the Immigration Reform and Control.
- D. I.C. 22-5-1.7-4 "Person" as used in this chapter, "person" means an individual, a corporation, a limited liability company, a partnership, or another legal entity.
- E. I.C. 22-5-1.7-5 "Political subdivision" as used in this chapter, "political subdivision" has the meaning set forth in I.C. 36-1-2-13.
- F. I.C. 22-5-1.7-6 "Political contract for services" as used in this chapter, "public contract for services" means any type of agreement

between a state agency or a political subdivision and a contractor for the procurement of services.

G. I.C. 22-5-1.7-0 “Unauthorized alien” as used in this chapter, “authorized alien” has the meaning set forth in 8 U.S.C. 1324a(h)(3).

H. I.C. 22-5-1.7-11 Contractors with public contract for services required to use E-Verify program; business entities that receive certain grants required to use E-Verify program Sec. 11. (a) This subsection applies only to a public contract for services entered into or renewed after June 30, 2011. A state agency or political subdivision may not enter into or renew a public contract for services with a contractor unless:

1. The public contract contains:
  - A. A provision requiring the contract to enroll in and verify the work eligibility status of all newly hired employees of the contractor through the E-Verify program; and
  - B. A provision that provides that a contract is not required to verify the work eligibility status of all newly hired employees of the contractor through the E-Verify program if the E-Verify program no longer exists; and
2. The contractor signs and affidavit affirming that the contractor does not knowingly employ an unauthorized alien.

(a) A state agency or political subdivision may not award a grant of more than One Thousand (\$1,000.00) Dollars to a business entity unless the business entity:

1. Signs a sworn affidavit that affirms that the business entity has enrolled and is participating in the E-Verify program;
2. Provides documentation to the state agency or political subdivision that the business entity has enrolled and is participating in the E-Verify program; and
3. Signs an affidavit affirming that the business entity does not knowingly employ an unauthorized alien.

I. I.C. 22-5-1.7-15 Certification by subcontractor. If a contractor uses a subcontractor to provide services for work the contractor is performing under a public contract for services, the subcontractor shall certify to the contractor in a manner consistent with federal law that the subcontractor, at the time of certification:

1. Does not knowingly employ or contract with an

unauthorized alien;

2. Has enrolled and is participating in the E-Verify program.

J. Affidavit by contractor. By execution of this contract I swear under the penalties of perjury that my company does not knowingly employ an unauthorized alien.

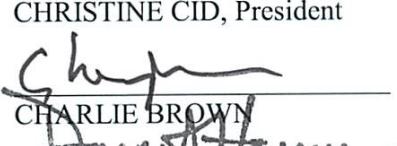
22. I hereby certify that I am not engaged in investment activities in Iran per I.C. 5-22-16.5-13.

IN WITNESS WHEREOF, the Council and the Consultant have executed this Agreement as of the date first written above.

LAKE COUNTY COUNCIL



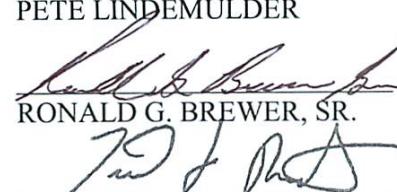
CHRISTINE CID, President



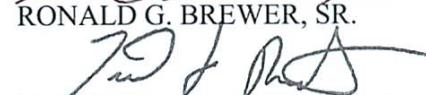
CHARLIE BROWN

DAVID HAMM

No \_\_\_\_\_  
PETE LINDEMULDER



RONALD G. BREWER, SR.

  
TED F. BILSKI

No \_\_\_\_\_  
RANDELL C. NIEMEYER

CONSULTANT ATTORNEY

LAW OFFICE OF  
THOMAS O'DONNELL

BY:   
THOMAS O'DONNELL

In the Matter of Consulting Contracts and Agreements – Law Office of Ray L. Szarmach, P.C.

Bilski made the motion, seconded by Hamm, to approve.

Niemeyer – What are your core function duties here?

Szarmach – Our office takes care of all the resolutions and ordinances that come in front of the council. I use Lisa Trgovich as my researcher. She's been with me for forty years, and we have vast knowledge of the county business. For the past 45 years, I have had a copy of almost every resolution or ordinance we've done. We're open seven days a week, 24 hours a day. What's important is that not only will we have documents ready for council approval, but they will also be done correctly based on experience.

Majority voted yes. Lindemulder and Niemeyer voted no. Motion to approve carried 5-yes, 2-no.

LAW OFFICE OF RAY L. SZARMACH, P.C.  
CONSULTING CONTRACT

THIS AGREEMENT, entered into this 9th day of December, 2025, effective from January 1, 2026 to December 31, 2026, by and between the LAW OFFICE OF RAY L. SZARMACH, P.C., (hereinafter called "Consultant") and the LAKE COUNTY COUNCIL (hereinafter called "Council").

Under the statutory provisions in I.C. 36-2-3-10(a) and I.C. 36-2-3.5-5(b)(2), the COUNCIL has the authority to determine the compensation and duties of a Consultant Attorney (Consultant). The purpose of this Contract is to spell out the duties of the Consultant and to enumerate compensation that is consistent with the Council's authority.

WITNESSETH THAT:

NOW, THEREFORE, the parties hereto mutually agree as follows:

1. Employment of Consultant Attorney.
  - A. In accordance with I.C. 36-2-3-10(a) and I.C. 36-2-3.5-5(b)(2), the LAKE COUNTY COUNCIL as the fiscal and legislative body of Lake County, hereby employs the consulting services of Law Office of Ray L. Szarmach, P.C., 2115 W. Lincoln Hwy., Merrillville, IN, 46410.
  - B. The Consultant hereby agrees to perform the services for the compensation indicated in this agreement.
2. Scope of Fixed Fee Service. The Consultant shall do, perform, and carry out in a good and professional manner the following services in paragraph 2 for the fixed fee of Five Thousand (\$5,000.00) Dollars per month for a total of Sixty Thousand (\$60,000.00) Dollars per year. Consultant will receive an office expense in the amount of Two Thousand (\$2,000.00) Dollars per month:
  - A. The Consultant will provide secretary and paralegal services as required.
  - B. Legally advise the Council and/or its departments when requested by the Council of duties and authority.
  - C. Attend all meetings of the Council, and Council committees when requested.
  - D. Prepare opinions, reports and documents for the Council as requested.
  - E. Devote such hours as are necessary for the performance of the

obligations of the Consultant as outlined in the fixed fee section of the contract.

- F. The fixed fee payable to the Consultant under this section is payable out of the Legal Services line item in the Council's General Fund Budget or such other line items under the control of the Council. The fee of Five Thousand (\$5,000.00) Dollars shall be paid monthly.
- G. The office expense payable to the Consultant under this section is payable out of the Legal Services line item in the Council's General Fund Budget or such other line items under the control of the Council. The fee of Two Thousand (\$2,000.00) Dollars shall be paid monthly.

3. Representation in Litigation.

- A. Subject to the approval of the Council and the Attorney for the Council, the Consultant shall legally represent or designate a representative for the Council as the County fiscal and legislative body in all possible, potential, threatened and actual litigation to include litigation or threats of litigation against the Council as a political subdivision and in any cases filed by the Council as Plaintiff.
- B. The Consultant shall exercise his discretion after consultation with the Council in determining who shall represent which defendants in all litigation filed against the County and or Lake County Council.
- C. The Consultant shall keep the Council up-to-date on all proceedings so as to permit the Council to make informed judgments at action stages in any controversy or litigation.
- D. Unless designated otherwise, the Consultant will act as Council's lead counsel.
- E. The amount of a fee for representation for in Court litigation shall be determined by the Council on a case by case basis.

4. Time of Performance. The services to be performed hereunder by the Consultant shall be undertaken and completed in such sequence as to assure their expeditious completion and best carry out the purposes of the agreement.

5. Changes. The Council may, from time to time, require changes in the scope of the services of the Consultant to be performed hereunder. Such changes, which are mutually agreed upon by and between the Council and the Consultant, shall be incorporated in a written amendment to this agreement.

6. Termination of Agreement. Either party may terminate this agreement, with or without cause, by giving thirty (30) days written notice to the other

party and specifying the effective date of termination.

7. **Accomplishment of Project.** The Consultant shall commence, carry on, and complete the project with all practicable dispatch, in a sound economical and efficient manner, in accordance with the provisions thereof and all applicable laws.
8. **Provisions Concerning Certain Waivers.** Subject to applicable law, any right or remedy which the Council may have under this contract may be waived in writing by the Council by a formal waiver, if, in the judgment of the Council, this contract, as so modified, will still conform to the terms and requirements of pertinent laws.
9. **Matters to be Disregarded.** The titles of the several sections, subsections, and paragraphs set forth in this contract are inserted for convenience of reference only and shall be disregarded in construing or interpreting any of the provisions of this contract.
10. **Completeness of Contract.** This contract and any additional or supplemental document or documents incorporated herein by specific reference contain all the terms and conditions agreed upon by the parties hereto, and no other agreements, oral or otherwise, regarding the subject matter of this contract or any part thereof shall have any validity or bind any of the parties hereto.
11. **Council Not Obligated to Third Parties.** The Council shall not be obligated or liable hereunder to any party other than the Consultant.
12. **When Rights and Remedies Not Waived.** In no event shall the making by the Council of any payment to the Consultant constitute or be construed as a waiver by the Council of any breach of covenant, or any default which may then exist, on the part of the Consultant, and the making of any such payment by the Council while any such breach or default shall exist in no way impair or prejudice any right or remedy available to the Council in respect to such breach or default.
13. **Personnel.** The Consultant represents that he has, secured at his own expense, all staff, office equipment and facility required in performing the services under this agreement. Such personnel shall not be employees of or have any contractual relationship with the Council. All of the services required hereunder will be performed by the Consultant or under his supervision, and all personnel engaged in the work shall be fully qualified to perform such services.
14. **Equal Opportunity and Affirmative Action.** The Consultant agrees by the execution of this contract that in regards to its operations:

- A. No person shall, on the grounds of race, color, national origin or sex, be excluded from participation, be denied the benefits of, or be subject to discrimination.
- B. The principles of equal opportunity in employment and delivery of services are applicable and commits to a policy and practice of nondiscrimination and affirmation action based upon age, military service, ancestry, color, national origin, physical handicap, political affiliation, race, religion and sex.
- C. The provisions of the Affirmative Action Program adopted by the Council and Board of Commissioners of the County of Lake on May 31, 1977, as applicable are incorporated by reference as part of this agreement.
- D. The provisions of all Federal Civil Rights laws and the Indiana Civil Rights Law as applicable are incorporated by reference as part of this agreement.
- E. Breach of any of the equal opportunity and/or nondiscrimination provisions of the agreement remedy available to the Council in respect to such breach or default.
- F. Where applicable, nondiscriminatory clauses and affirmative action clauses shall be made a part of any agreement, contract or lease between the Consultant and any organization, corporation, subcontractor or other legal entity that benefits from the funds paid to the Consultant by this agreement.

15. Miscellaneous Provisions.

- A. This agreement represents the entire understanding between the parties, and modifications of this agreement shall not be effective unless reduced to writing and signed by both parties. In the event any portion of portions of this agreement are found to be void and voidable portions; these portions shall be stricken and the remaining portions enforced;
- B. Consultant may not subcontract any part of the work covered herein without the prior written consent of the Council.
- C. The Consultant is personally responsible for paying any fines or sanction penalties which any Judge or Administration Board orders the Consultant personally to pay because of the actions of the Council Consultant in violating applicable procedural rules, the rules of professional conduct, and/or the rules of the administrative board. These sums will not be reimbursed by the Council, or any of its elected or appointed officials or employees.
- D. The Consultant shall be deemed an independent contractor and not an employee of the Council, and shall not file any claim under Workers Compensation or Occupation Disease against the Council for any injury or disease arising from the performance of this contract.

E. Any dispute arising under this consulting contract shall be submitted to binding arbitration as the sole and exclusive remedy of either party.

16. Extension. This contract may be extended by agreement of the parties.

17. Notice. Any notice, bills, invoices, or reports required by this agreement shall be sufficient if sent by the parties in the United States mail, postage paid, to the addresses noted below:

Law Office of Ray L. Szarmach, P.C. Attorney at Law 2115 W. Lincoln Hwy. Merrillville, IN 46410	Lake County Council 2293 N. Main St. Crown Point, IN 46307
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18. Conflict of Interest. The following provisions of Lake County Council Ordinance No. 1356C are incorporated as part of this contract.

A. The Council has the right to prohibit activity it deems in conflict of interest with Council's employment. Activities are to be monitored by the official. (Ord. 1356C, passed 1-8-13).

B. Neither Council employee whose job description included the provision of legal services nor any person, partnership or corporation of any type, acting as a contract agent to provide legal services for the Council, its elected officials, its appointed officials, employees, departments, agencies or agents shall represent any person, partnership or corporation of any type in any manner in or out of court in a proceeding, claim, or action where the legal services provided for the client seeking in part legal redress against the Council or Lake County Government, its elected officials, its appointed officials, employees, departments, agencies or agents.

C. The prohibition against legal representation outlined in the paragraph above shall be placed in all Council contracts for legal services. If the restriction on legal representation is violated, the contract with the Council shall be null and void and any monies paid under the contract after the violation shall be deemed unearned and shall be repaid to the Council with eight (8%) percent interest.

19. Information Availability.

A. Information that is the property of the Lake County Council shall be made available in accordance with the Indiana Open Records Law, I.C. 5-15-5.1-1, et. seq.

B. The Council members recognize and acknowledge that in the course of performing the services provided hereunder it may have access to

certain confidential or proprietary information of Consultant and Consultant's business and computer operations. The Council members hereby agree that it will not, at any time during or after the term of this agreement disclose any such confidential or proprietary information to any person unless required by law or upon obtaining the prior written consent of Consultant.

20. E-Verification.

- A. I.C. 22-5-1.7 Chapter 1.7, Public Contract Services, Business Entities; Unauthorized Aliens.
- B. I.C. 22-5-1.7-2 "Contractor" as used in this chapter, "contractor" means a person that has or is attempting to enter into a public contract for services with a state agency or political subdivision.
- C. I.C. 22-5-1.7-3 "E-Verify program" as used in this chapter, "E-Verify program" means the electronic verification of work authorization program of the Illegal Immigration Reform and Immigration Responsibility Act of 1996 (P.L. 104-208), Division C, Title IV'S 403(a), as amended, operated by the United States Department of Homeland Security or a successor work authorization program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work authorization status of newly hired employees under the Immigration Reform and Control.
- D. I.C. 22-5-1.7-4 "Person" as used in this chapter, "person" means an individual, a corporation, a limited liability company, a partnership, or another legal entity.
- E. I.C. 22-5-1.7-5 "Political subdivision" as used in this chapter, "political subdivision" has the meaning set forth in I.C. 36-1-2-13.
- F. I.C. 22-5-1.7-6 "Political contract for services" as used in this chapter, "public contract for services" means any type of agreement between a state agency or a political subdivision and a contractor for the procurement of services.
- G. I.C. 22-5-1.7-0 "Unauthorized alien" as used in this chapter, "authorized alien" has the meaning set forth in 8 U.S.C. 1324a(h)(3).
- H. I.C. 22-5-1.7-11 Contractors with public contract for services required to use E-Verify program; business entities that receive certain grants required to use E-Verify program Sec. 11. (a) This subsection applies only to a public contract for services entered into or renewed after June 30, 2011. A state agency or political subdivision may not enter into or renew a public contract for services with a contractor unless:
  - 1. The public contract contains:
    - A. A provision requiring the contract to enroll in and

verify the work eligibility status of all newly hired employees of the contractor through the E-Verify program; and

B. A provision that provides that a contract is not required to verify the work eligibility status of all newly hired employees of the contractor through the E-Verify program if the E-Verify program no longer exists; and

2. The contractor signs an affidavit affirming that the contractor does not knowingly employ an unauthorized alien.

(a) A state agency or political subdivision may not award a grant of more than One Thousand (\$1,000.00) Dollars to a business entity unless the business entity:

1. Signs a sworn affidavit that affirms that the business entity has enrolled and is participating in the E-Verify program;
2. Provides documentation to the state agency or political subdivision that the business entity has enrolled and is participating in the E-Verify program; and
3. Signs an affidavit affirming that the business entity does not knowingly employ an unauthorized alien.

I. I.C. 22-5-1.7-15 Certification by subcontractor. If a contractor uses a subcontractor to provide services for work the contractor is performing under a public contract for services, the subcontractor shall certify to the contractor in a manner consistent with federal law that the subcontractor, at the time of certification:

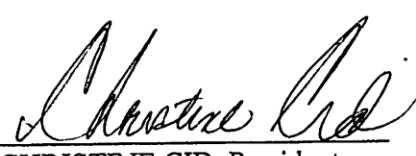
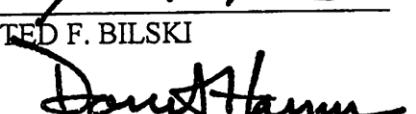
1. Does not knowingly employ or contract with an unauthorized alien;
2. Has enrolled and is participating in the E-Verify program.

J. Affidavit by contractor. By execution of this contract I swear under the penalties of perjury that my company does not knowingly employ an unauthorized alien.

21. I hereby certify that I am not engaged in investment activities in Iran per I.C. 5-22-16.5-13.

IN WITNESS WHEREOF, the Council and the Consultant have executed this Agreement as of the date first written above.

LAKE COUNTY COUNCIL

  
CHRISTINE CID, President  
  
TED F. BILSKI  
  
DAVID HAMM

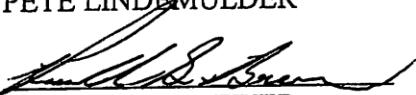
No

RANDELL C. NIEMEYER

  
CHARLIE BROWN

No

PETE LINDEMULDER

  
RONALD G. BREWER

CONSULTANT ATTORNEY

LAW OFFICE OF RAY L.  
SZARMACH, P.C.

BY:   
RAY L. SZARMACH

In the Matter of Consulting Contracts and Agreements – Law Offices of Shana D. Levinson

Bilski made the motion, seconded by Hamm, to approve.

Niemeyer – What are your key roles? What do you contribute?

Levinson – This is the same contract from last year from the litigation arm of the council. Since I've been here, I have defended us in two cases: one on an appeal and one in court that is still pending in Lake Superior court. There is the constitutional claim that we tried to champion, unsuccessfully, on whether probation officers' salaries should be paid from the county or from the state. We made our very best argument. Litigation is such that some days you spend all of your time doing it. I have tried my best, and hopefully you all are satisfied with it. I am here to answer any research questions and to work as a team with attorney O'Donnell. Just anything that I can be of assistance to.

O'Donnell – Other than vast municipal knowledge, Shana is also one of the few lawyers that write appeals and prosecute them. That is a value and skill set that she brings.

Cid – I feel that if we have a litigation case, and we really need the expertise, then we can hire that person and start contracting. I don't believe we need a contract right now with Shana. This is a way for us to be a little more financially responsible because we don't have these litigations often.

Majority voted yes. Cid, Lindemulder and Niemeyer voted no. Motion to approve carried 4-yes, 3-no.

**LAW OFFICE OF SHANA D. LEVINSON  
CONSULTING CONTRACT**

THIS AGREEMENT, entered into this 9th day of December, 2025, effective from January 1, 2026 to December 31, 2026, by and between the LAW OFFICES OF SHANA D. LEVINSON, (hereinafter called "Consultant") and the LAKE COUNTY COUNCIL (hereinafter called "Council").

Under the statutory provisions in I.C. 36-2-3-10(a) and I.C. 36-2-3.5-5(b)(2), the COUNCIL has the authority to determine the compensation and duties of a Consultant Attorney (Consultant). The purpose of this Contract is to spell out the duties of the Consultant and to enumerate compensation that is consistent with the Council's authority.

WITNESSETH THAT:

NOW, THEREFORE, the parties hereto mutually agree as follows:

1. Employment of Consultant Attorney.
  - A. In accordance with I.C. 36-2-3-10(a) and I.C. 36-2-3.5-5(b)(2), the LAKE COUNTY COUNCIL as the fiscal and legislative body of Lake County, hereby employs the consulting services of Law Office of Levinson & Levinson, 384 W. 80<sup>th</sup> Place, Merrillville, Indiana 46410.
  - B. The Consultant hereby agrees to perform the services for the compensation indicated in this agreement.
2. Scope of Fixed Fee Service. The Consultant shall do, perform, and carry out in a good and professional manner the following services in paragraph 2 for the fixed fee of Six Thousand Two Hundred Fifty (\$6,250.00) Dollars per month for a total of Seventy-Five Thousand (\$75,000.00) Dollars per year.
  - A. Consultant shall legally advise the Council and/or its departments when requested by the Council of duties and authority.
  - B. Attend all meetings of the Council, and Council committees when requested.
  - C. Prepare opinions, reports and documents for the Council as requested.
  - D. Devote such hours as are necessary for the performance of the obligations of the Consultant as outlined in the fixed fee section of the contract.

E. The fixed fee payable to the Consultant under this section is payable out of the Legal Services line item in the Council's General Fund Budget or such other line items under the control of the Council. The fee of Six Thousand Two Hundred Fifty (\$6,250.00) Dollars shall be paid monthly.

3. Representation in Litigation.

- A. Subject to the approval of the Council and the Attorney for the Council, the Consultant shall legally represent or designate a representative for the Council as the County fiscal and legislative body in all possible, potential, threatened and actual litigation to include litigation or threats of litigation against the Council as a political subdivision and in any cases filed by the Council as Plaintiff.
- B. The Consultant shall exercise his discretion after consultation with the Council in determining who shall represent which defendants in all litigation filed against the County and or Lake County Council.
- C. The Consultant shall keep the Council up-to-date on all proceedings so as to permit the Council to make informed judgments at action stages in any controversy or litigation.
- D. Unless designated otherwise, the Consultant will act as Council's lead counsel.
- E. The amount of a fee for representation for in Court litigation shall be determined by the Council on a case by case basis.

4. Time of Performance. The services to be performed hereunder by the Consultant shall be undertaken and completed in such sequence as to assure their expeditious completion and best carry out the purposes of the agreement.

5. Changes. The Council may, from time to time, require changes in the scope of the services of the Consultant to be performed hereunder. Such changes, which are mutually agreed upon by and between the Council and the Consultant, shall be incorporated in a written amendment to this agreement.

6. Termination of Agreement. Either party may terminate this agreement, with or without cause, by giving thirty (30) days written notice to the other party and specifying the effective date of termination.

7. Accomplishment of Project. The Consultant shall commence, carry on, and

complete the project with all practicable dispatch, in a sound economical and efficient manner, in accordance with the provisions thereof and all applicable laws.

8. **Provisions Concerning Certain Waivers.** Subject to applicable law, any right or remedy which the Council may have under this contract may be waived in writing by the Council by a formal waiver, if, in the judgment of the Council, this contract, as so modified, will still conform to the terms and requirements of pertinent laws.
9. **Matters to be Disregarded.** The titles of the several sections, subsections, and paragraphs set forth in this contract are inserted for convenience of reference only and shall be disregarded in construing or interpreting any of the provisions of this contract.
10. **Completeness of Contract.** This contract and any additional or supplemental document or documents incorporated herein by specific reference contain all the terms and conditions agreed upon by the parties hereto, and no other agreements, oral or otherwise, regarding the subject matter of this contract or any part thereof shall have any validity or bind any of the parties hereto.
11. **Council Not Obligated to Third Parties.** The Council shall not be obligated or liable hereunder to any party other than the Consultant.
12. **When Rights and Remedies Not Waived.** In no event shall the making by the Council of any payment to the Consultant constitute or be construed as a waiver by the Council of any breach of covenant, or any default which may then exist, on the part of the Consultant, and the making of any such payment by the Council while any such breach or default shall exist in no way impair or prejudice any right or remedy available to the Council in respect to such breach or default.
13. **Personnel.** The Consultant represents that he has, secured at his own expense, all staff, office equipment and facility required in performing the services under this agreement. Such personnel shall not be employees of or have any contractual relationship with the Council. All of the services required hereunder will be performed by the Consultant or under his supervision, and all personnel engaged in the work shall be fully qualified to perform such services.
14. **Equal Opportunity and Affirmative Action.** The Consultant agrees by the execution of this contract that in regards to its operations:

- A. No person shall, on the grounds of race, color, national origin or sex, be excluded from participation, be denied the benefits of, or be subject to discrimination.
- B. The principles of equal opportunity in employment and delivery of services are applicable and commits to a policy and practice of nondiscrimination and affirmation action based upon age, military service, ancestry, color, national origin, physical handicap, political affiliation, race, religion and sex.
- C. The provisions of the Affirmative Action Program adopted by the Council and Board of Commissioners of the County of Lake on May 31, 1977, as applicable are incorporated by reference as part of this agreement.
- D. The provisions of all Federal Civil Rights laws and the Indiana Civil Rights Law as applicable are incorporated by reference as part of this agreement.
- E. Breach of any of the equal opportunity and/or nondiscrimination provisions of the agreement remedy available to the Council in respect to such breach or default.
- F. Where applicable, nondiscriminatory clauses and affirmative action clauses shall be made a part of any agreement, contract or lease between the Consultant and any organization, corporation, subcontractor or other legal entity that benefits from the funds paid to the Consultant by this agreement.

15. Miscellaneous Provisions.

- A. This agreement represents the entire understanding between the parties, and modifications of this agreement shall not be effective unless reduced to writing and signed by both parties. In the event any portion of portions of this agreement are found to be void and voidable portions; these portions shall be stricken and the remaining portions enforced;
- B. Consultant may not subcontract any part of the work covered herein without the prior written consent of the Council.
- C. The Consultant is personally responsible for paying any fines or sanction penalties which any Judge or Administration Board orders the Consultant personally to pay because of the actions of the Council Consultant in violating applicable procedural rules, the rules of professional conduct, and/or the rules of the administrative board. These sums will not be reimbursed by the Council, or any of its elected or appointed officials or employees.
- D. The Consultant shall be deemed an independent contractor and not an employee of the Council, and shall not file any claim under

Workers Compensation or Occupation Disease against the Council for any injury or disease arising from the performance of this contract.

- E. Any dispute arising under this consulting contract shall be submitted to binding arbitration as the sole and exclusive remedy of either party.
- 16. Extension. This contract may be extended by agreement of the parties.
- 17. Notice. Any notice, bills, invoices, or reports required by this agreement shall be sufficient if sent by the parties in the United States mail, postage paid, to the addresses noted below:

Law Offices of Shana D. Levinson  
Attorney at Law  
384 W. 80<sup>th</sup> Place  
Merrillville, IN 46410

Lake County Council  
2293 N. Main St.  
Crown Point, IN 46307

- 18. Conflict of Interest. The following provisions of Lake County Council Ordinance No. 1356C are incorporated as part of this contract.
  - A. The Council has the right to prohibit activity it deems in conflict of interest with Council's employment. Activities are to be monitored by the official. (Ord. 1356C, passed 1-8-13).
  - B. Neither Council employee whose job description included the provision of legal services nor any person, partnership or corporation of any type, acting as a contract agent to provide legal services for the Council, its elected officials, its appointed officials, employees, departments, agencies or agents shall represent any person, partnership or corporation of any type in any manner in or out of court in a proceeding, claim, or action where the legal services provided for the client seeking in part legal redress against the Council or Lake County Government, its elected officials, its appointed officials, employees, departments, agencies or agents.
  - C. The prohibition against legal representation outlined in the paragraph above shall be placed in all Council contracts for legal services. If the restriction on legal representation is violated, the contract with the Council shall be null and void and any monies paid under the contract after the violation shall be deemed unearned and shall be repaid to the Council with eight (8%) percent interest.

19. Information Availability.

- A. Information that is the property of the Lake County Council shall be made available in accordance with the Indiana Open Records Law, I.C. 5-15-5.1-1, *et. seq.*
- B. The Council members recognize and acknowledge that in the course of performing the services provided hereunder it may have access to certain confidential or proprietary information of Consultant and Consultant's business and computer operations. The Council members hereby agree that it will not, at any time during or after the term of this agreement disclose any such confidential or proprietary information to any person unless required by law or upon obtaining the prior written consent of Consultant.

20. E-Verification.

- A. I.C. 22-5-1.7 Chapter 1.7, Public Contract Services, Business Entities; Unauthorized Aliens.
- B. I.C. 22-5-1.7-2 "Contractor" as used in this chapter, "contractor" means a person that has or is attempting to enter into a public contract for services with a state agency or political subdivision.
- C. I.C. 22-5-1.7-3 "E-Verify program" as used in this chapter, "E-Verify program" means the electronic verification of work authorization program of the Illegal Immigration Reform and Immigration Responsibility Act of 1996 (P.L. 104-208), Division C, Title IV'S 403(a), as amended, operated by the United States Department of Homeland Security or a successor work authorization program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work authorization status of newly hired employees under the Immigration Reform and Control.
- D. I.C. 22-5-1.7-4 "Person" as used in this chapter, "person" means an individual, a corporation, a limited liability company, a partnership, or another legal entity.
- E. I.C. 22-5-1.7-5 "Political subdivision" as used in this chapter, "political subdivision" has the meaning set forth in I.C. 36-1-2-13.
- F. I.C. 22-5-1.7-6 "Political contract for services" as used in this chapter, "public contract for services" means any type of agreement between a state agency or a political subdivision and a contractor for the procurement of services.
- G. I.C. 22-5-1.7-0 "Unauthorized alien" as used in this chapter, "authorized alien" has the meaning set forth in 8 U.S.C. 1324a(h)(3).

H. I.C. 22-5-1.7-11 Contractors with public contract for services required to use E-Verify program; business entities that receive certain grants required to use E-Verify program Sec. 11. (a) This subsection applies only to a public contract for services entered into or renewed after June 30, 2011. A state agency or political subdivision may not enter into or renew a public contract for services with a contractor unless:

1. The public contract contains:
  - A. A provision requiring the contract to enroll in and verify the work eligibility status of all newly hired employees of the contractor through the E-Verify program; and
  - B. A provision that provides that a contract is not required to verify the work eligibility status of all newly hired employees of the contractor through the E-Verify program if the E-Verify program no longer exists; and
2. The contractor signs and affidavit affirming that the contractor does not knowingly employ an unauthorized alien.

(a) A state agency or political subdivision may not award a grant of more than One Thousand (\$1,000.00) Dollars to a business entity unless the business entity:

1. Signs a sworn affidavit that affirms that the business entity has enrolled and is participating in the E-Verify program;
2. Provides documentation to the state agency or political subdivision that the business entity has enrolled and is participating in the E-Verify program; and
3. Signs an affidavit affirming that the business entity does not knowingly employ an unauthorized alien.

I. I.C. 22-5-1.7-15 Certification by subcontractor. If a contractor uses a subcontractor to provide services for work the contractor is performing under a public contract for services, the subcontractor shall certify to the contractor in a manner consistent with federal law that the subcontractor, at the time of certification:

1. Does not knowingly employ or contract with an unauthorized alien;
2. Has enrolled and is participating in the E-Verify program.

J. Affidavit by contractor. By execution of this contract I swear under the penalties of perjury that my company does not knowingly employ an unauthorized alien.

21. I hereby certify that I am not engaged in investment activities in Iran per I.C. 5-22-16.5-13.

IN WITNESS WHEREOF, the Council and the Consultant have executed this Agreement as of the date first written above.

LAKE COUNTY COUNCIL

No.  
CHRISTINE CID, President

  
CHARLIE BROWN

  
DAVID HAMM

No.  
PETE LINDEMULDER

  
RONALD C. BREWER, SR.

  
TED F. BILSKI

No.  
RANDELL C. NIEMEYER

CONSULTANT ATTORNEY

LAW OFFICE OF  
SHANA D. LEVINSON

  
BY:   
SHANA D. LEVINSON

In the Matter of Consulting Contracts and Agreements – Linda S. Garcia-Marmolejo Attorney at Law

Bilski made the motion, seconded by Hamm, to approve.

Niemeyer – What do you contribute to the process?

Marmolejo – At this time what I am responsible for are the county ordinances. I keep them in order, making sure they get published for the American Legal Publishing Company. That includes the hard copy for the different departments that are interested in having them in their office. I also am available and have answered questions regarding ordinances. If there was something that was overruled or if there is a question about it, I answer that. I work with human resources regarding ordinances. I attend all council meetings to keep abreast of what is going on with the council. In my past experience when working with Ray (Szarmach), I handled research, legal writing, and collaboration on drafting legal documents.

Majority voted yes. Lindemulder and Niemeyer voted no. Motion to approve carried 5-yes, 2-no.

LINDA S. GARCIA-MARMOLEJO  
ATTORNEY AT LAW  
CONSULTING CONTRACT

THIS AGREEMENT, entered into this 9<sup>th</sup> day of December, 2025, effective from January 1, 2026 to December 31, 2026, by and between the LINDA S. GARCIA-MARMOLEJO, Attorney at Law (hereinafter called "Consultant") and the LAKE COUNTY COUNCIL (hereinafter called "Council").

Under the statutory provisions in I.C. 36-2-3-10(a) and I.C. 36-2-3.5-5(b)(2), the COUNCIL has the authority to determine the compensation and duties of a Consultant Attorney (Consultant). The purpose of this Contract is to spell out the duties of the Consultant and to enumerate compensation that is consistent with the Council's authority.

WITNESSETH THAT:

NOW, THEREFORE, the parties hereto mutually agree as follows:

1. Employment of Consultant Attorney.
  - A. In accordance with I.C. 36-2-3-10(a) and I.C. 36-2-3.5-5(b)(2), the LAKE COUNTY COUNCIL as the fiscal and legislative body of Lake County, hereby employs the consulting services of Linda S. Garcia-Marmolejo, Attorney at Law, 6550 W. 85<sup>th</sup> Place, Crown Point, Indiana, 46307.
  - B. The Consultant hereby agrees to perform the services for the compensation indicated in this agreement.
2. Scope of Fixed Fee Service. The Consultant shall do, perform, and carry out in a good and professional manner legally advise and represent the Council, its members and their employees in any situation arising out of the performance of their duties or within the scope of their employment to include, but not limited to attendance at board meetings, for the hourly rate of Ninety (\$90.00) Dollars, not to exceed Forty-Thousand (\$40,000.00) Dollars during the term of this Contract.
3. Termination of Agreement. Either party may terminate this agreement, with or without cause, by giving fourteen (14) days written notice to the other party and specifying the effective date of termination.
4. Council Not Obligated to Third Parties. The Council shall not be obligated or liable hereunder to any party other than the Consultant.

5. **Personnel.** The Consultant represents that he has, secured at his own expense, all staff, office equipment and facility required in performing the services under this agreement. Such personnel shall not be employees of or have any contractual relationship with the Council. All of the services required hereunder will be performed by the Consultant or under his supervision, and all personnel engaged in the work shall be fully qualified to perform such services.
6. **Equal Opportunity and Affirmative Action.** The Consultant agrees by the execution of this contract that in regards to its operations:
  - A. No person shall, on the grounds of race, color, national origin or sex, be excluded from participation, be denied the benefits of, or be subject to discrimination.
  - B. The principles of equal opportunity in employment and delivery of services are applicable and commits to a policy and practice of nondiscrimination and affirmation action based upon age, military service, ancestry, color, national origin, physical handicap, political affiliation, race, religion and sex.
  - C. The provisions of the Affirmative Action Program adopted by the Council and Board of Commissioners of the County of Lake on May 31, 1977, as applicable are incorporated by reference as part of this agreement.
  - D. The provisions of all Federal Civil Rights laws and the Indiana Civil Rights Law as applicable are incorporated by reference as part of this agreement.
  - E. Breach of any of the equal opportunity and/or nondiscrimination provisions of the agreement remedy available to the Council in respect to such breach or default.
  - F. Where applicable, nondiscriminatory clauses and affirmative action clauses shall be made a part of any agreement, contract or lease between the Consultant and any organization, corporation, subcontractor or other legal entity that benefits from the funds paid to the Consultant by this agreement.
7. **Miscellaneous Provisions.**
  - A. This agreement represents the entire understanding between the parties, and modifications of this agreement shall not be effective unless reduced to writing and signed by both parties. In the event any portion of portions of this agreement are found to be void and voidable portions; these portions shall be stricken and the remaining portions enforced;
  - B. Consultant may not subcontract any part of the work covered herein without the prior written consent of the Council.

- C. The Consultant is personally responsible for paying any fines or sanction penalties which any Judge or Administration Board orders the Consultant personally to pay because of the actions of the Council Consultant in violating applicable procedural rules, the rules of professional conduct, and/or the rules of the administrative board. These sums will not be reimbursed by the Council, or any of its elected or appointed officials or employees.
- D. The Consultant shall be deemed an independent contractor and not an employee of the Council, and shall not file any claim under Workers Compensation or Occupation Disease against the Council for any injury or disease arising from the performance of this contract.
- E. Any dispute arising under this consulting contract shall be submitted to binding arbitration as the sole and exclusive remedy of either party.

8. Extension. This contract may be extended by agreement of the parties.

9. Notice. Any notice, bills, invoices, or reports required by this agreement shall be sufficient if sent by the parties in the United States mail, postage paid, to the addresses noted below:

Linda S. Garcia-Marmolejo  
Attorney at Law  
6550 W. 85<sup>th</sup> Place  
Crown Point, IN 46307

Lake County Council  
2293 N. Main St.  
Crown Point, IN 46307

10. Conflict of Interest. The following provisions of Lake County Council Ordinance No. 1356C are incorporated as part of this contract.

- A. The Council has the right to prohibit activity it deems in conflict of interest with Council's employment. Activities are to be monitored by the official. (Ord. 1356C, passed 1-8-13).
- B. Neither Council employee whose job description included the provision of legal services nor any person, partnership or corporation of any type, acting as a contract agent to provide legal services for the Council, its elected officials, its appointed officials, employees, departments, agencies or agents shall represent any person, partnership or corporation of any type in any manner in or out of court in a proceeding, claim, or action where the legal services provided for the client seeking in part legal redress against the Council or Lake County Government, its elected officials, its appointed officials, employees, departments, agencies or agents.
- C. The prohibition against legal representation outlined in the paragraph above shall be placed in all Council contracts for legal

services. If the restriction on legal representation is violated, the contract with the Council shall be null and void and any monies paid under the contract after the violation shall be deemed unearned and shall be repaid to the Council with eight (8%) percent interest.

11. Information Availability.

- A. Information that is the property of the Lake County Council shall be made available in accordance with the Indiana Open Records Law, I.C. 5-15-5.1-1, et. seq.
- B. The Council members recognize and acknowledge that in the course of performing the services provided hereunder it may have access to certain confidential or proprietary information of Consultant and Consultant's business and computer operations. The Council members hereby agree that it will not, at any time during or after the term of this agreement disclose any such confidential or proprietary information to any person unless required by law or upon obtaining the prior written consent of Consultant.

12. E-Verification.

- A. I.C. 22-5-1.7 Chapter 1.7, Public Contract Services, Business Entities; Unauthorized Aliens.
- B. I.C. 22-5-1.7-2 "Contractor" as used in this chapter, "contractor" means a person that has or is attempting to enter into a public contract for services with a state agency or political subdivision.
- C. I.C. 22-5-1.7-3 "E-Verify program" as used in this chapter, "E-Verify program" means the electronic verification of work authorization program of the Illegal Immigration Reform and Immigration Responsibility Act of 1996 (P.L. 104-208), Division C, Title IV'S 403(a), as amended, operated by the United States Department of Homeland Security or a successor work authorization program designated by the United States Department of Homeland Security or other federal agency authorized to verify the work authorization status of newly hired employees under the Immigration Reform and Control.
- D. I.C. 22-5-1.7-4 "Person" as used in this chapter, "person" means an individual, a corporation, a limited liability company, a partnership, or another legal entity.
- E. I.C. 22-5-1.7-5 "Political subdivision" as used in this chapter, "political subdivision" has the meaning set forth in I.C. 36-1-2-13.
- F. I.C. 22-5-1.7-6 "Political contract for services" as used in this chapter, "public contract for services" means any type of agreement between a state agency or a political subdivision and a contractor for the procurement of services.
- G. I.C. 22-5-1.7-0 "Unauthorized alien" as used in this chapter,

“authorized alien” has the meaning set forth in 8 U.S.C. 1324a(h)(3).

H. I.C. 22-5-1.7-11 Contractors with public contract for services required to use E-Verify program; business entities that receive certain grants required to use E-Verify program Sec. 11. (a) This subsection applies only to a public contract for services entered into or renewed after June 30, 2011. A state agency or political subdivision may not enter into or renew a public contract for services with a contractor unless:

1. The public contract contains:
  - A. A provision requiring the contract to enroll in and verify the work eligibility status of all newly hired employees of the contractor through the E-Verify program; and
  - B. A provision that provides that a contract is not required to verify the work eligibility status of all newly hired employees of the contractor through the E-Verify program if the E-Verify program no longer exists; and
2. The contractor signs an affidavit affirming that the contractor does not knowingly employ an unauthorized alien.

(a) A state agency or political subdivision may not award a grant of more than One Thousand (\$1,000.00) Dollars to a business entity unless the business entity:

1. Signs a sworn affidavit that affirms that the business entity has enrolled and is participating in the E-Verify program;
2. Provides documentation to the state agency or political subdivision that the business entity has enrolled and is participating in the E-Verify program; and
3. Signs an affidavit affirming that the business entity does not knowingly employ an unauthorized alien.

I. I.C. 22-5-1.7-15 Certification by subcontractor. If a contractor uses a subcontractor to provide services for work the contractor is performing under a public contract for services, the subcontractor shall certify to the contractor in a manner consistent with federal law that the subcontractor, at the time of certification:

1. Does not knowingly employ or contract with an unauthorized alien;
2. Has enrolled and is participating in the E-Verify program.

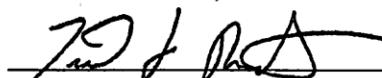
J. Affidavit by contractor. By execution of this contract I swear under the penalties of perjury that my company does not knowingly employ an unauthorized alien.

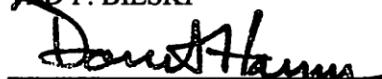
13. I hereby certify that I am not engaged in investment activities in Iran per I.C. 5-22-16.5-13.

IN WITNESS WHEREOF, the Council and the Consultant have executed this Agreement as of the date first written above.

LAKE COUNTY COUNCIL

  
CHRISTINE CID, President

  
TED F. BILSKI

  
DAVID HAMM

No \_\_\_\_\_  
RANDELL C. NIEMEYER

  
CHARLIE BROWN

No \_\_\_\_\_  
PETE LINDEMULDER

  
RONALD G. BREWER

CONSULTANT ATTORNEY

BY:   
LINDA S. GARCIA-MARMOLEJO

In the Matter of Resolution Recognizing December as National Human Rights Month

The gavel was assumed by Council Vice President Ronald Brewer.

Cid made the motion, seconded by Bilski, to approve. Majority voted yes. Motion to approve carried 7-0.

RESOLUTION NO. 25-56

RESOLUTION RECOGNIZING  
DECEMBER AS NATIONAL HUMAN RIGHTS MONTH

WHEREAS, on December 10, 1948 the United Nations General Assembly crafted the Universal Declaration of Human Rights (UDHR) which enshrines the inalienable rights that everyone is entitled to as a human being—regardless of race, color, religion, sex, language, political or other opinion, national or social origin, birth or other status; and

WHEREAS, Human Rights Day is observed on December 10<sup>th</sup> each year, marking the anniversary of the UDHR's adoption—which is the most translated document in the world, available in more than 500 languages; and

WHEREAS, it is important to acknowledge that people of different cultures and creeds are still people and we must be careful of differentiating ourselves from our fellow humans so much that we forget this core truth; and

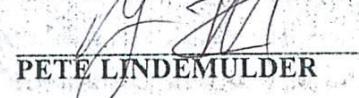
WHEREAS, in the decades since the adoption of the UDHR, human rights have become more recognized and more guaranteed across the globe through advocacy, education and reflection, teaching about human rights, promoting social justice campaigns and encouraging community engagement; and

WHEREAS, as a common standard of achievement for all peoples and all nations, the UDHR is a global blueprint for international, national, and local laws and policies; and

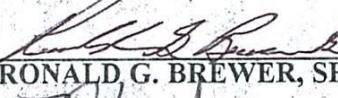
WHEREAS, the Lake County Council recognizes that the fight for rights and equality never ends and encourages residents to stand up for equality, justice and the dignity of all humans.

NOW, THEREFORE, BE IT RESOLVED that the Lake County Council hereby recognizes December as National Human Rights Month and December 10, 2025 as Human Rights Day.

SO RESOLVED THIS 9<sup>th</sup> day of December, 2025.

  
DAVID HAMM  
  
RANDELL C. NIEMEYER  
  
PETE LINDEMULDER

  
CHRISTINE CID - President

  
CHARLIE BROWN  
  
RONALD G. BREWER, SR.  
  
TED F. BILSKI

Members of the Lake County Council

In the Matter of Resolution Permitting Lake County Sheriff to Pay Outstanding 2023 and 2024 Invoices/Debts from the 2025 Budget

Brown made the motion, seconded by Brewer, to approve. Majority voted yes. Motion to approve carried 7-0.

RESOLUTION NO. 25-57

**RESOLUTION PERMITTING LAKE COUNTY SHERIFF TO PAY OUTSTANDING 2023 and 2024 INVOICES/DEBTS FROM THE 2025 BUDGET**

WHEREAS, the Sheriff's Department of Lake County is currently operating in the 2025 Budget; and

WHEREAS, the following invoices/debts which were incurred in the Budget years of 2023 and 2024 have not been paid:

<u>1001-8001-63188</u>	<u>Employment Testing</u>
Powers Health Occupational Health	\$ 5,929.00; and

WHEREAS, the Sheriff's Department desires to pay the above invoices/debts due.

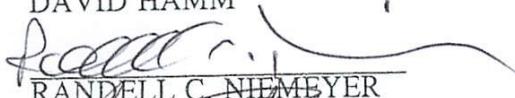
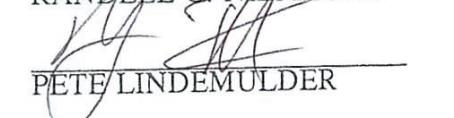
NOW, THEREFORE, LET IT BE RESOLVED AS FOLLOWS:

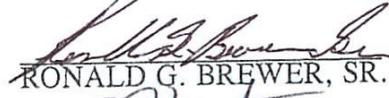
That the Lake County Sheriff's Department shall pay from its 2025 Budget the following invoices/debts incurred in the calendar years 2023 and 2024 as follows:

<u>1001-8001-63188</u>	<u>Employment Testing</u>
Powers Health Occupational Health	\$ 5,929.00

SO RESOLVED THIS 9TH DAY OF DECEMBER, 2025,

  
CHRISTINE CID, President

  
DAVID HAMM  
  
RANDELL C. NIEMEYER  
  
PETE LINDEMULDER

  
CHARLIE BROWN  
  
RONALD G. BREWER, SR.  
  
TED F. BIELSKI

Members of the Lake County Council

In the Matter of Resolution to Approve the Transfer of \$287,500.00 from CEDIT Fund, Fund No. 4012 to Lake Debt Service of 2025 SRF Bond, Fund No. 4359

Brewer made the motion, seconded by Hamm, to approve. Majority voted yes. Motion to approve carried 7-0.

RESOLUTION NO. 25-58

**RESOLUTION TO APPROVE THE TRANSFER OF \$287,500.00  
FROM CEDIT FUND, FUND NO. 4012 TO LAKE  
DEBT SERVICE OF 2025 SRF BOND, FUND NO. 4359**

WHEREAS, the Lake County Council by Resolution may permit the transfer to a fund from another fund with sufficient money on deposit in the County; and

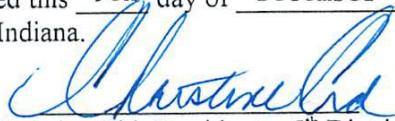
WHEREAS, the Board of Commissioners request the transfer of \$287,500.00 from the CEDIT Fund, Fund No. 4012 to SRF Fund, Fund No. 4359, Department 6002.

WHEREAS, the Lake County Council desires to transfer \$287,500.00 from the CEDIT Fund, Fund No. 4012 to SRF Fund, Fund No. 4359, Department 6002, representing reimbursement pursuant to Ordinance No. 1492E adopted on February 13, 2024.

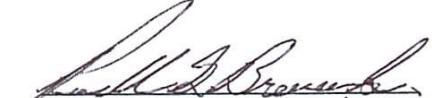
NOW THEREFORE BE IT RESOLVED AS FOLLOWS:

That the sum of \$287,500.00 is hereby transferred from the CEDIT Fund, Fund No. 4012 to SRF Fund, Fund No. 4359, Department 6002 representing reimbursement to the Debt Service Reserve Account pursuant to Ordinance No. 1492E.

So Resolved, Passed and adopted this 9th day of December, 2025 by the Lake County Council, Lake County, Indiana.

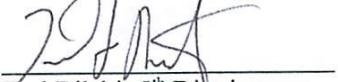
  
Christine Cid, President - 5<sup>th</sup> District

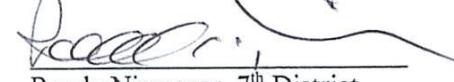
  
David Hamm, Vice-President - 1<sup>st</sup> District

  
Ronald G. Brewer, Sr., 2<sup>nd</sup> District

  
Charlie Brown, 3<sup>rd</sup> District

  
Pete Lindenmulder, 4<sup>th</sup> District

  
Ted Bilski, 5<sup>th</sup> District

  
Randy Niemeyer, 7<sup>th</sup> District

Members of the Lake County Council

In the Matter of Resolution to Approve Transfers to Group Employee Benefits Self Insurance Accrual Fund, Fund 1001-9999-26514; Non-Reverting Self Insurance Liability Fund, Fund 4541-6002-63420; and Jail Inmate Medical Fund, Fund 4414-6002

Brewer made the motion, seconded by Hamm, to approve. Majority voted yes. Motion to approve carried 7-0.

**RESOLUTION NO. 25-59**

**RESOLUTION TO APPROVE TRANSFERS TO  
GROUP EMPLOYEE BENEFITS SELF INSURANCE  
ACCRUAL FUND, FUND 1001-9999-26514; NON-REVERTING SELF  
INSURANCE LIABILITY FUND, FUND 4541-6002-63420;  
AND JAIL INMATE MEDICAL FUND, FUND 4414-6002**

**WHEREAS**, the Lake County Council by Resolution may permit the transfer to a fund from another fund with sufficient money on deposit in the County; and

**WHEREAS**, the Lake County Council desires to transfer funds not to exceed the following amounts: Group Employee Benefits Self Insurance Accrual Fund \$10,540,000.00, Non-Reverting Self Insurance Liability Fund \$1,000,000.00 and Jail Inmate Medical Fund \$435,500.00:

\$1,000,000.00	From Fund 1001 Commissioner's Department 6002 Line Item 61340 Group Insurance Deduction to Self Insurance Liability Fund 4541-6002-63420
\$3,875,000.00	From Fund 1001 Commissioner's Department 6002 Line Item 61340 Group Insurance Deduction to Group Insurance Non-Reverting Reverting Accrual Fund 1001-9999-26514
\$600,000.00	From Fund 1001 Commissioner's Department 6002 Line Item 61320 FICA to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$1,500,000.00	From Fund 1001 Commissioners Department 6002 Line Item 61330 PERF Deduction to Group Insurance Non-Reverting Accrual Fund 1001-9999-26514
\$900,000.00	From Fund 1014 Commissioner's 911 Operating Fund Department 9305 Line Item 61340 Group Insurance Deduction to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$200,000.00	From Fund 1001 Clerk's Department 1001 Line Item 61160 Office & Clerical to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$120,000.00	From Fund 1001 Auditor's Department 1002 Line Item 61160 Office & Clerical to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$170,000.00	From Fund 1001 Assessor's Department 2001 Line Item 61130 Technicians to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$900,000.00	From Fund 1001 Comb. Elections & Registration Department 5001 Line Item 61196 Election Day Workers to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$125,000.00	From Fund 1001 Comb. Elections & Registration Department 5001 Line Item 61280 Seasonal Employees to Group Insurance Non Reverting Accrual Fund 1001-9999-26514

\$100,000.00	From Fund 1001 Comb. Elections & Registration Department 5001 Line Item 63210 Freight & Express to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$1,400,000.00	From Fund 1001 Jail Department 8002 Line Item 61140 Protective Services to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$200,000.00	From Fund 1001 Detention Center Department 8003 Line Item 61120 Professionals to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$100,000.00	From Fund 1001 Detention Center Department 8003 Line Item 63920 Food & Lodging to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$160,000.00	From Fund 1001 Prosecutor's Department 9001 Line Item 61125 Discretionary Salaries to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$190,000.00	From Fund 1001 HVAC Department 9312 Line Item 61120 HVAC Professionals to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$335,500.00	From Fund 1001 Commissioners Department 6002 Line Item 63120 Medical & Hospital Services to 4414 Jail Inmate Medical Non-Reverting Fund
\$100,000.00	From Fund 1001 Commissioners Department 6002 Line Item 63958 Public Trans. to 4414 Jail Inmate Medical Non-Reverting Fund

which transfers represent reimbursements.

NOW, THEREFORE, LET IT BE RESOLVED AS FOLLOWS:

That the following funds are hereby transferred representing excess balances as follows:

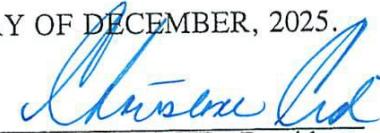
\$1,000,000.00	From Fund 1001 Commissioner's Department 6002 Line Item 61340 Group Insurance Deduction to Self Insurance Liability Fund 4541-6002-63420
\$3,875,000.00	From Fund 1001 Commissioner's Department 6002 Line Item 61340 Group Insurance Deduction to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$600,000.00	From Fund 1001 Commissioner's Department 6002 Line Item 61320 FICA to Group Insurance Non Reverting Accrual Fund 1001-9999-26514

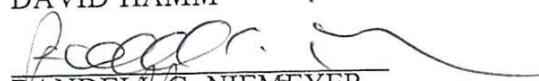
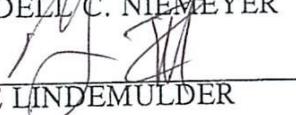
\$1,500,000.00	From Fund 1001 Commissioners Department 6002 Line Item 61330 PERF Deduction to Group Insurance Non-Reverting Accrual Fund 1001-9999-26514
\$900,000.00	From Fund 1014 Commissioner's 911 Operating Fund Department 9305 Line Item 61340 Group Insurance Deduction to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$200,000.00	From Fund 1001 Clerk's Department 1001 Line Item 61160 Office & Clerical to Group Insurance Non Reverting Accrual Fund 1001- 9999-26514
\$120,000.00	From Fund 1001 Auditor's Department 1002 Line Item 61160 Office & Clerical to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$170,000.00	From Fund 1001 Assessor's Department 2001 Line Item 61130 Technicians to Group Insurance Non Reverting Accrual Fund 1001- 9999-26514
\$900,000.00	From Fund 1001 Comb. Elections & Registration Department 5001 Line Item 61196 Election Day Workers to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$125,000.00	From Fund 1001 Comb. Elections & Registration Department 5001 Line Item 61280 Seasonal Employees to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$100,000.00	From Fund 1001 Comb. Elections & Registration Department 5001 Line Item 63210 Freight & Express to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$1,400,000.00	From Fund 1001 Jail Department 8002 Line Item 61140 Protective Services to Group Insurance Non Reverting Accrual Fund 1001- 9999-26514
\$200,000.00	From Fund 1001 Detention Center Department 8003 Line Item 61120 Professionals to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$100,000.00	From Fund 1001 Detention Center Department 8003 Line Item 63920 Food & Lodging to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$160,000.00	From Fund 1001 Prosecutor's Department 9001 Line Item 61125 Discretionary Salaries to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$190,000.00	From Fund 1001 HVAC Department 9312 Line Item 61120 HVAC Professionals to Group Insurance Non Reverting Accrual Fund 1001-9999-26514
\$335,500.00	From Fund 1001 Commissioners Department 6002 Line Item 63120 Medical & Hospital Services to 4414 Jail Inmate Medical Non- Reverting Fund

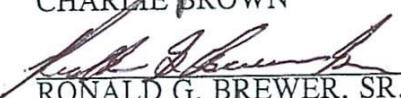
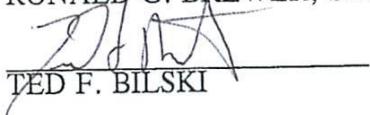
\$100,000.00 From Fund 1001 Commissioners Department 6002 Line Item 63958  
Public Trans. to 4414 Jail Inmate Medical Non-Reverting Fund

which transfers represent reimbursement.

SO RESOLVED THIS 9th DAY OF DECEMBER, 2025.

  
CHRISTINE CID

  
DAVID HAMM  
  
RANDELL C. NIEMEYER  
  
PETE LINDEMULDER

  
CHARLIE BROWN  
  
RONALD G. BREWER, SR.  
  
TED F. BILSKI

Members of the Lake County Council

In the Matter of Declaratory Resolution for the Designation of an Economic Revitalization Area (Venture One LLC)

Brewer made the motion, seconded by Hamm, to approve. Majority voted yes. Motion to approve carried 7-0.

**RESOLUTION 25-60**

**DECLARATORY RESOLUTION FOR THE DESIGNATION OF AN  
ECONOMIC REVITALIZATION AREA  
(VENTURE ONE LLC)**

**WHEREAS**, the County Council (“Council”) of Lake County, Indiana (“County”) finds that areas exist within the County that cannot be corrected by regulatory processes or the ordinary operations of private enterprise and have become undesirable for, or impossible of normal development and occupancy because of lack of development, cessation of growth, deterioration of improvements, character of occupancy, age obsolescence, substandard buildings, or other factors which have impaired values or prevent a normal development of property or use of property; and

**WHEREAS**, Indiana Code 6-1.1-12.1, *et seq.* provides for the fiscal body of a county, city or town: (1) to make certain determinations and to make designations of Economic Revitalization Areas (ERA) within its jurisdiction, and (2) under I.C. 6-1.1-12.1-17, *et seq.*, to establish subsequent deductions from assessed valuation for real estate improvements and qualified personal property within said ERA; and

**WHEREAS**, the Council has been requested by Venture One LLC, (the “Applicant”) to designate pursuant to 6-1.1-12.1, *et seq.*, the following area (the “ERA”) an economic development area:

Legal Description - Exhibit “A” & Map/Plat - Exhibit “B” attached; and

**WHEREAS**, the area of the ERA is located within the proper jurisdiction of the Council for the purposes set forth in I.C. 6-1.1-12.1-2.5; and

**WHEREAS**, the Applicant is planning to construct a one million square foot distribution facility (“Project”), as further described in Applicant’s Statement of Benefits submitted to the Council; and

**WHEREAS**, the Project consists of a new structure on unimproved real estate in the area of the ERA and of new personal property capital improvements; and

**WHEREAS**, on the date of the filing of the Statement of Benefits with the Council, the Project has not been initiated; and

**WHEREAS**, the Council has considered the following factors under I.C. 6-1.1-12.1-17 in connection with the Project: (i) the total amount of the investment in real property as a part of the Project; (ii) the number of new full-time equivalent job positions, (iii) the average wage of the new employees resulting from the Project compared to the state minimum wage, and (iv) the infrastructure requirements for the Applicant’s investment under the Project; and

**WHEREAS**, The Council has reviewed the Statement of Benefits and finds the Project: (i) is reasonable and appropriate in compliance with its purpose under Indiana Code 3-7-14, (ii) conforms to the comprehensive plan for the County, and (iii) is a public utility and will be to the benefit, health and welfare of all citizens and taxpayers of the County.

## NOW, THEREFORE, LET IT BE RESOLVED AS FOLLOWS:

The Lake County Council finds: (i) the area of the ERA is within the proper jurisdiction of the County and (ii) the area of the ERA cannot be corrected by regulatory processes or the ordinary operations of private enterprise and have become undesirable for, or impossible of normal development and occupancy because of lack of development, cessation of growth, deterioration of improvements, character of occupancy, age obsolescence, substandard buildings, or other factors which have impaired values or prevent a normal development of property or use of property.

Based on the information in the Statement of Benefits describing the Project, the Council makes the following findings:

- (a) The estimate of the value of the Project is reasonable for projects of that nature.
- (b) The estimate of the number of individuals who will be employed can be reasonably expected to result from the proposed Project.
- (c) The estimate of the annual salaries of those individuals who will be employed can be reasonably expected to result from the proposed Project.
- (d) The other benefits about which information was requested are benefits that can be reasonably expected to result from the proposed Project.
- (e) The totality of benefits is sufficient to justify the granting of real and personal property tax deductions.

Based on its determinations of considerations and findings, the Council declares the following area to be an "economic revitalization area" pursuant to I.C. 6-1.1-12.1, et. Seq.

Under I.C. 6-1.1-12.1-3, 4 and 4.5, et seq., based on the information in the Applicant's Statement of Benefits and its determinations of considerations and findings, the Council approves and allows real property tax deductions on up to One Hundred Twenty Million Dollars (\$120,000,000) of real property improvements and personal property tax deductions on up to Twenty-Five million Dollars (\$25,000,000) of new personal property investment with respect to the Project. Under I.C. 6-1.1-12.1-17 et seq., the Council also approves the real and personal property tax deductions to be provided over a seven (7) year period as follows:

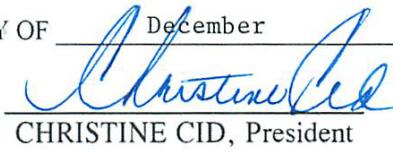
<u>Year of Deduction</u>	<u>Amount of Deduction</u>
1st	100%
2nd	85%
3rd	70%
4th	55%
5th	40%
6th	25%
7th	10%

Notwithstanding anything to the contrary contained herein, the granting of the real and personal property tax deductions is subject to any and all agreements that may be executed between the Applicant and Lake County and that may submitted with the Applicant's Statement of Benefits.

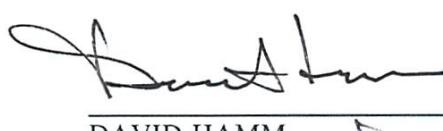
Pursuant to I.C. 6-1.1-12.1-2.5, there shall be published notice (the "Notice") of the adoption and substance of this Resolution in accordance with I.C. 5-3-1, which Notice shall name a date for the public hearing on the matter ("Public Hearing"). After hearing public comment, the Council may take final action on the proposed designation. A copy of this resolution shall be filed with and shall be available for inspection in the office of the Assessor of Lake County, Indiana.

Pursuant to I.C. 6-1.1-12.1-2.5, a copy of the Notice and a statement containing substantially the same information as a statement of benefits shall be filed with officers of each taxing unit that has authority to levy property taxes in the geographic area where the ERA is located who are authorized to fix budgets, tax rates and levies under I.C. 6-1.1-17-5 at least ten (10) days prior to the date of the Public Hearing. After considering the evidence, the designating body shall take final action determining whether the qualifications for an economic revitalization area have been met and confirming, modifying and confirming, or rescinding the resolution. This determination is final except that an appeal may be taken and heard as provided under I.C. 6-1.1-12.1-2.5 (d) and (e).

ADOPTED THIS 9<sup>th</sup> DAY OF December, 2025.



CHRISTINE CID, President



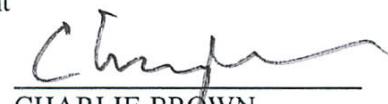
DAVID HAMM



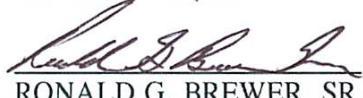
RANDELL C. NIEMEYER



PETE LINDEMULDER



CHARLIE BROWN

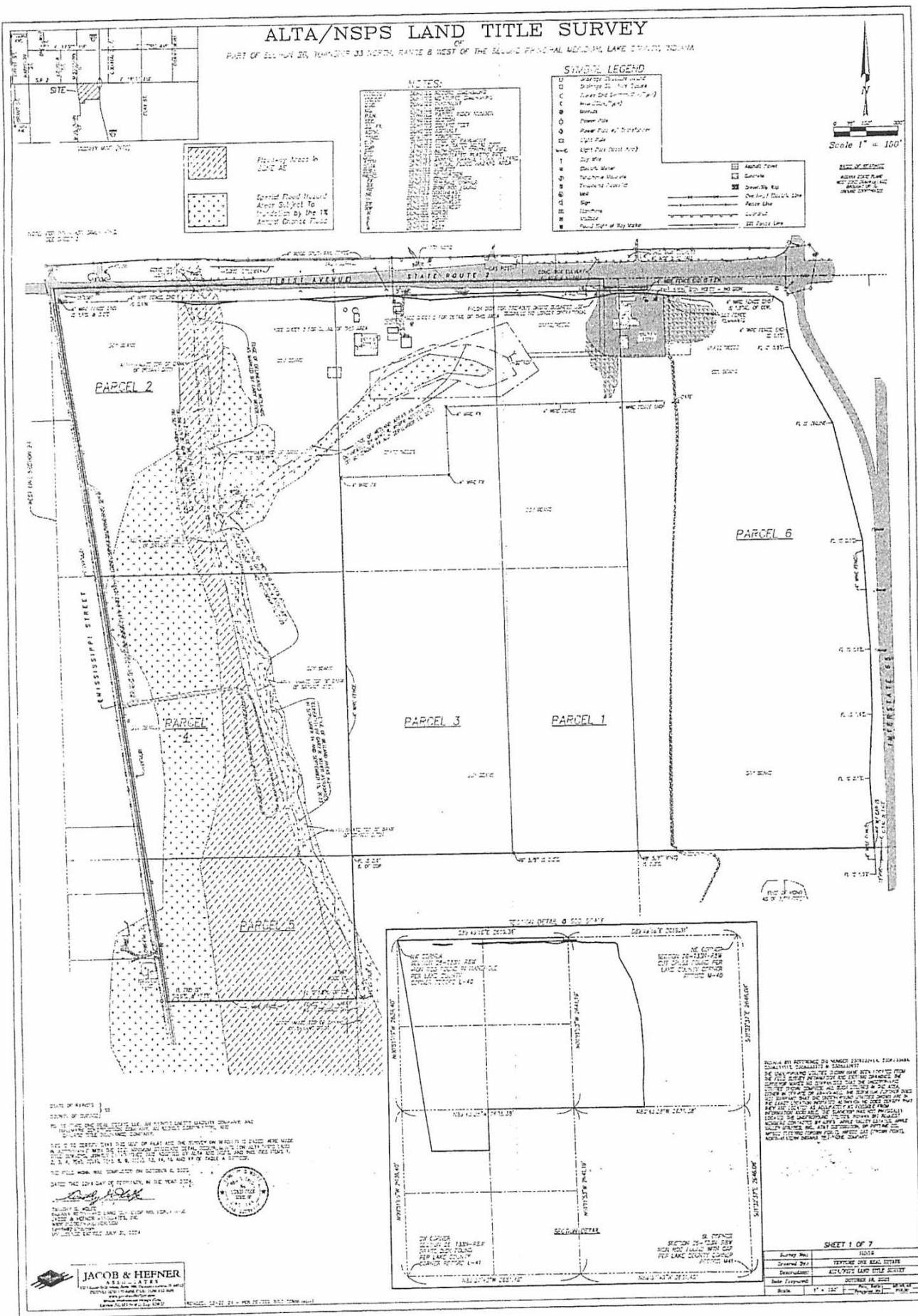


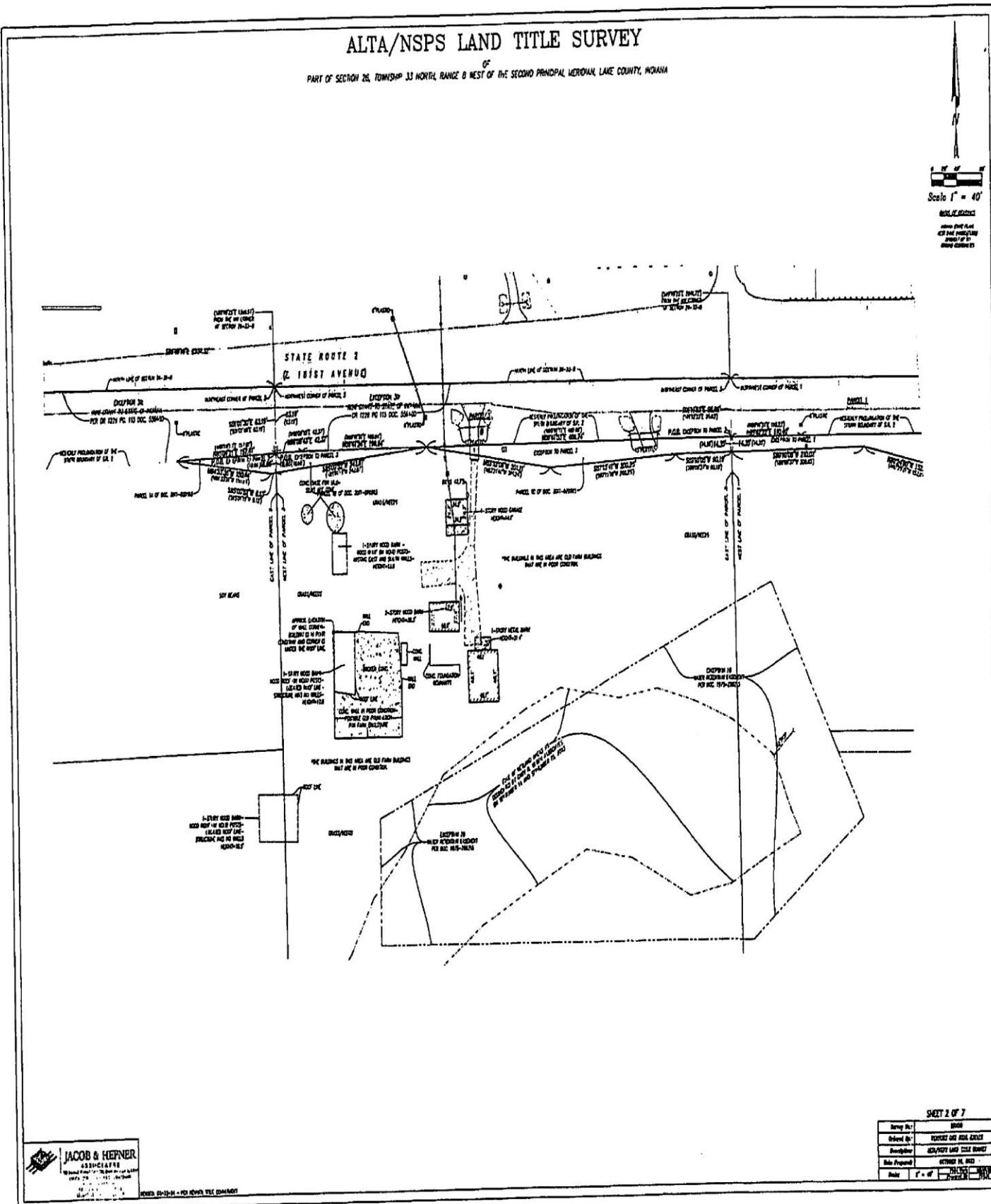
RONALD G. BREWER, SR.

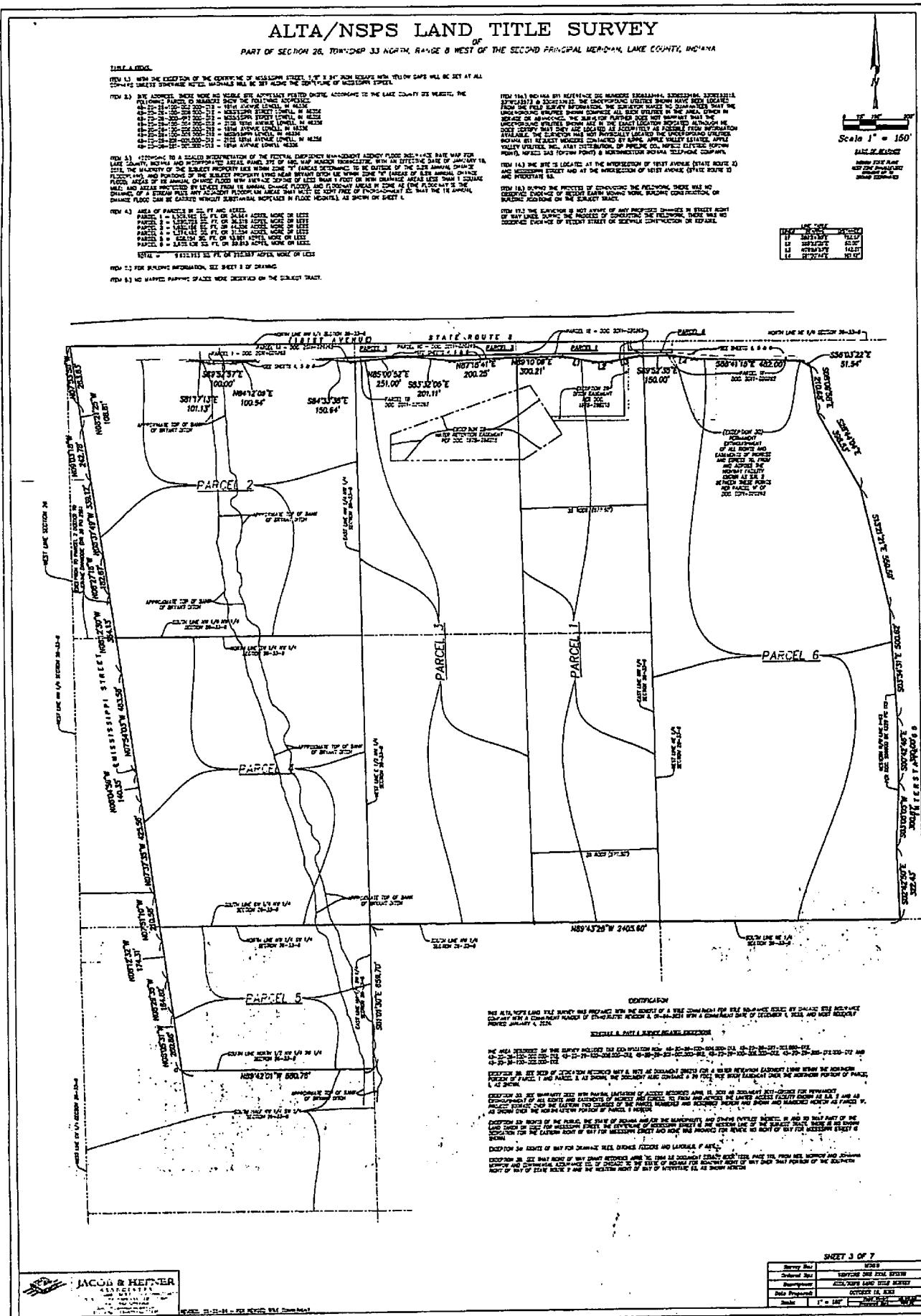


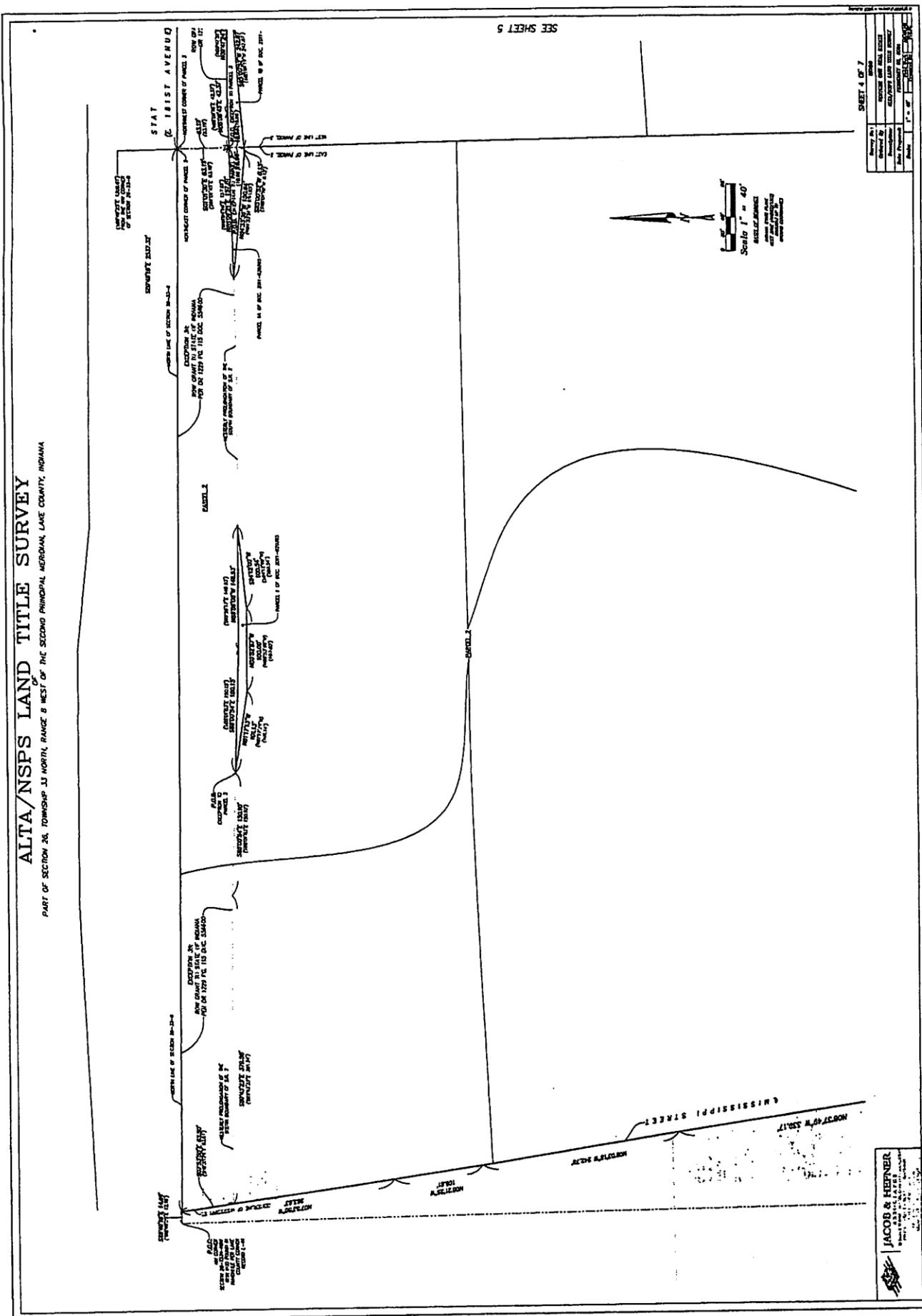
TED F. BILSKI

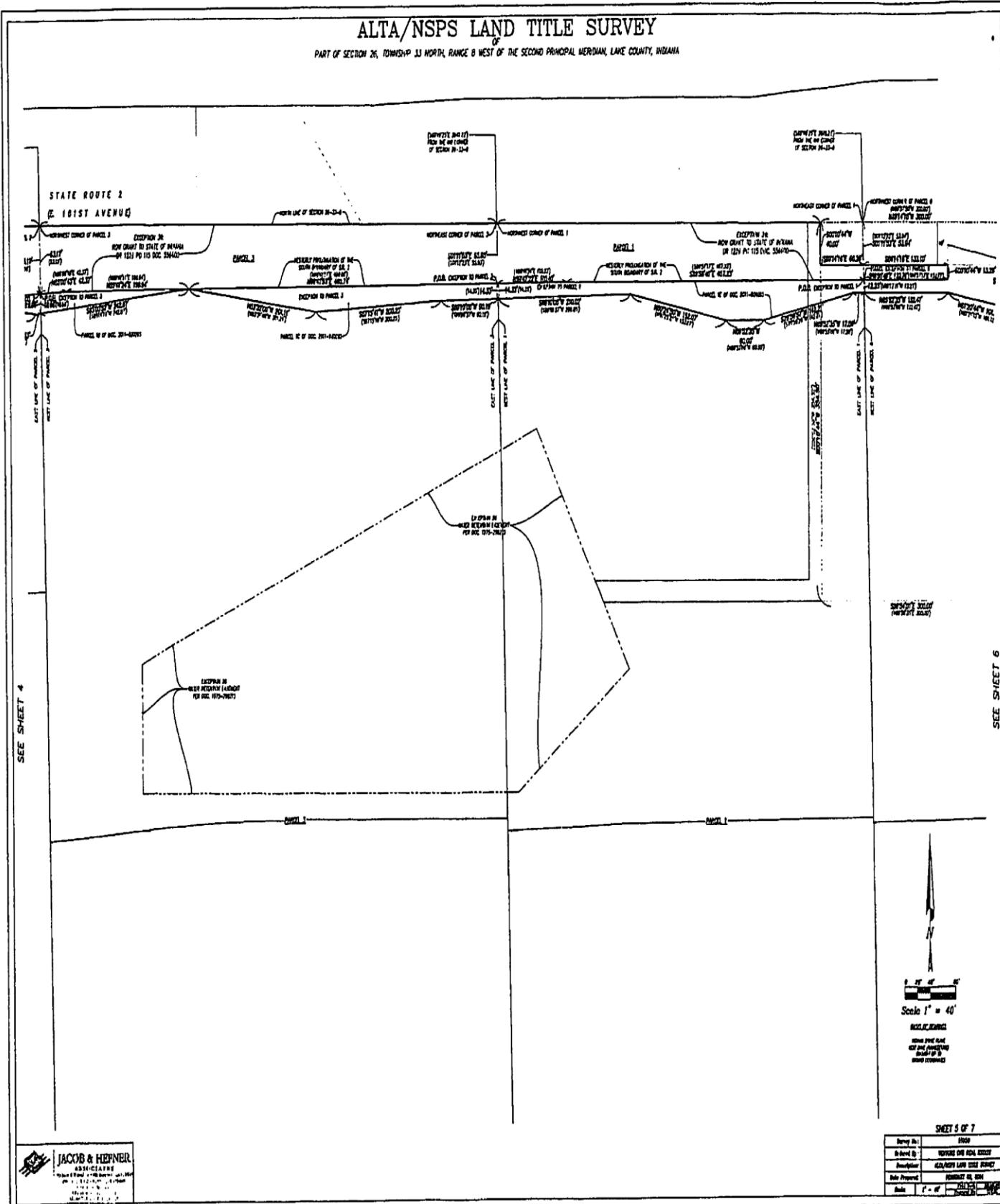
Members of the Lake County Council

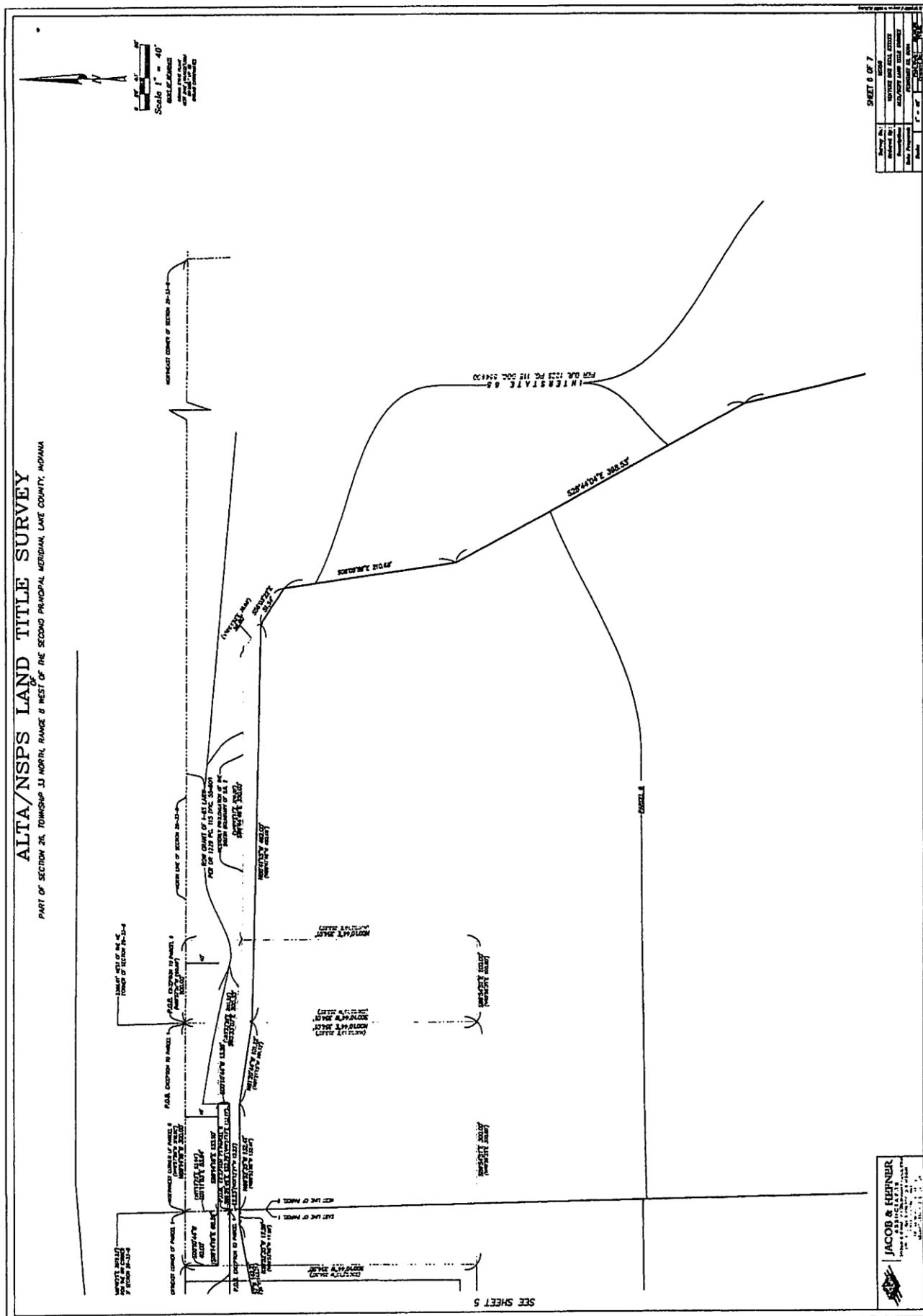














In the Matter of Lake County Council's Resolution Requesting Statewide 911 Services and Enhanced Prepaid Wireless Telecommunications Service Charge be placed on The Indiana General Assembly's Legislative Agenda

Brewer made the motion, seconded by Hamm, to approve. Majority voted yes. Motion to approve carried 7-0.

Cid requested that office personnel forward the resolution to the delegation.

**RESOLUTION NO. 25-61**

**LAKE COUNTY COUNCIL'S RESOLUTION REQUESTING  
STATEWIDE 911 SERVICES AND ENHANCED PREPAID WIRELESS  
TELECOMMUNICATIONS SERVICE CHARGE BE PLACED ON THE  
INDIANA GENERAL ASSEMBLY'S LEGISLATIVE AGENDA**

**WHEREAS**, pursuant to I.C. 36-2-3.5, *et. seq.*, the Lake County Council is the fiscal and legislative body of Lake County, Indiana; and

**WHEREAS**, pursuant to I.C. 36-2-3.5-5, the Lake County Council may pass all ordinances, orders, resolutions and motions for the Government of Lake County, Indiana; and

**WHEREAS**, Indiana Code 36-8-16.6-11 imposes a 911 service prepaid wireless charge on each retail transaction of One Dollar (\$1); the Statewide 911 Board may increase the charge only one (1) time after April 30, 2023 and before July 1, 2026 in an amount not to exceed ten cents (\$0.10); and

**WHEREAS**, Indiana Code 36-8-16.7-32 imposes a monthly statewide 911 fee on each standard user that is a customer having a place of primary use in Indiana of One Dollar (\$1); the Statewide 911 Board may increase the fee only one (1) time after April 30, 2023 and before July 1, 2026, in an amount not to exceed ten cents (\$0.10); and

**WHEREAS**, the Statewide 911 Board makes distributions to county treasurers which provides for the property development, operation and maintenance of a statewide 911 system; and

**WHEREAS**, it is vitally important to public safety that all Americans have access to emergency systems; and

**WHEREAS**, 911 services have grown both in geographic scope and in the level of service provided. The revenue used to fund 911 services consists almost entirely of fees and surcharges on wireline, wireless, and Voice-over-Internet-Protocol telephone lines. These fees and surcharges generate billions of dollars each year, but 911 service revenues still fall short of estimated annual costs. Expenditures for personnel and for technology maintenance and upgrades have also increased over time; and

**WHEREAS**, the Lake County Council is in favor of increasing the 911 fees to Two Dollars (\$2) and requests the proposed increase be placed on the Indiana General Assembly's legislative agenda.

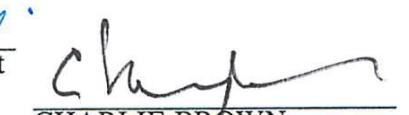
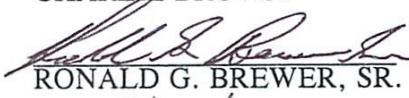
NOW, THEREFORE, LET IT BE RESOLVED AS FOLLOWS:

That the Lake County Council requests that the proposed increase of Two Dollars (\$2) of statewide 911 fees and enhanced prepaid wireless telecommunication service charges be placed on the Indiana General Assembly's legislative agenda.

SO RESOLVED THIS 9TH DAY OF DECEMBER, 2025.

  
DAVID HAMM  
  
RANDELL C. NIEMEYER  
  
PETE LINDEMULDER

CHRISTINE CID, President

  
CHARLIE BROWN  
  
RONALD G. BREWER, SR.  
  
TED F. BILSKI

Members of the Lake County Council

In the Matter of Ordinance Establishing the Lake County Health Department's Autism Trauma and Injury Prevention Grant Fund, A Non-Reverting Fund

Brown made the motion, seconded by Hamm, to approve on First Reading. Majority voted yes. Motion to approve on First Reading carried 7-0.

Brown made the motion, seconded by Hamm, to Suspend Rules. Majority voted yes. Motion to Suspend Rules carried 7-0.

Brown made the motion, seconded by Hamm, to approve on Second Reading. Majority voted yes. Motion to approve on Second Reading carried 7-0.

ORDINANCE NO. 1515A

**ORDINANCE ESTABLISHING THE LAKE COUNTY  
HEALTH DEPARTMENT'S AUTISM TRAUMA AND INJURY  
PREVENTION GRANT FUND, A NON-REVERTING FUND**

**WHEREAS**, pursuant to I.C. 36-2-3.5-5, the County Council shall adopt ordinances to promote efficient County Government; and

**WHEREAS**, pursuant to I.C. 36-2-5-2(b), the County Council shall appropriate money to be paid out of the County Treasury, and money may be paid from the County Treasury only under appropriation made by the County Council, except as otherwise provided as law; and

**WHEREAS**, the Lake County Council desires to establish by ordinance all funds within the County Treasury, from which appropriations and transfers require County Council approval; and

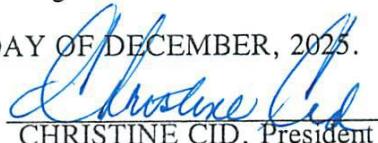
**WHEREAS**, Lake County Health Department has been awarded a grant from the Indiana Department of Health to implement a proposed injury prevention program in the amount of Ten Thousand (\$10,000.00) Dollars addressing elopement by purchasing elopement kit supplies; and

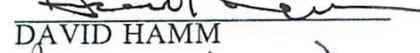
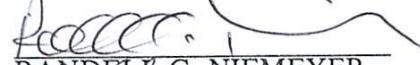
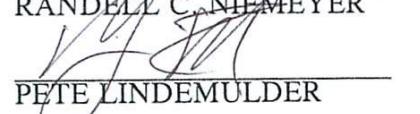
**WHEREAS**, the Lake County Council desires to create a Lake County Health Department's Autism Trauma and Injury Prevention Grant Fund, a non-reverting fund.

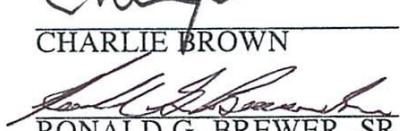
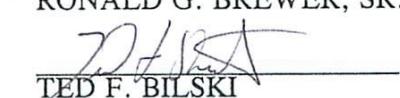
NOW, THEREFORE, LET IT BE ORDAINED AS FOLLOWS:

1. That the Lake County Health Department's Autism Trauma and Injury Prevention Grant Fund, a non-reverting fund, is established for the deposit of Ten Thousand (\$10,000.00) Dollars from the Indiana Department of Health.
2. That pursuant to I.C. 36-2-5-2(b), the County fiscal body shall appropriate all money to be paid out of the fund, except as otherwise provided by law.
3. Any money remaining in the fund at the end of the year shall not revert to any other fund but continues in the Lake County Health Department's Autism Trauma And Injury Prevention Grant Fund, a non-reverting fund.
4. In the event the Lake County Health Department receives additional Autism Trauma and Injury Prevention Grant Fund awards, such grants may be accounted for using the new fund.

SO ORDAINED THIS 9th DAY OF DECEMBER, 2025.

  
CHRISTINE CID, President

  
DAVID HAMM  
  
RANDALL C. NIEMEYER  
  
PETE LINDEMULDER

  
CHARLIE BROWN  
  
RONALD G. BREWER, SR.  
  
TED F. BILSKI

Members of the Lake County Council

**In the Matter of Lake County Part-Time Employees Pay Rate Ordinance for 2026**

Brewer made the motion, seconded by Hamm, to approve on First Reading. Majority voted yes. Motion to approve on First Reading carried 7-0.

Brewer made the motion, seconded by Hamm, to Suspend Rules. Majority voted yes. Motion to Suspend Rules carried 7-0.

Brewer made the motion, seconded by Bilski, to approve on Second Reading. Majority voted yes. Motion to approve on Second Reading carried 7-0.

**ORDINANCE NO. 1515B**

**LAKE COUNTY PART-TIME EMPLOYEES**  
**PAY RATE ORDINANCE FOR 2026**

**WHEREAS**, Lake County employs individuals on a part-time basis in order to provide services to the citizens of Lake County and State of Indiana; and

**WHEREAS**, the Lake County Council desires to establish a schedule of payment for Lake County part-time employees.

**NOW, THEREFORE, LET IT BE ORDAINED BY THE LAKE COUNTY COUNCIL AS FOLLOWS:**

**SECTION I.** A part-time employee is a person who works a portion of the regular daily or monthly schedule, or is not assigned to fill a permanent position created by the Lake County Council, or State or Federal Law.

**SECTION II.** A part-time employee shall not work more than Twenty-nine (29) hours per week in any one or more County office or department, except as permitted by Lake County Ordinance.

**SECTION III.** All part-time employees not covered by the following list shall be paid a minimum rate of \$7.25 per hour, except that part-time employees designated by an individual officeholder or department head as semi-professional may be paid a maximum rate of \$8.00 per hour. The establishment of such a rate shall be at the discretion of the individual officeholder or department head, provided however, that all levels of hourly pay so established must be at fifty cent intervals, unless otherwise provided.

**SECTION IV.** Notwithstanding Section III, the following apply for part-time and hourly named people, at the discretion of the officeholders:

1.	Surveyor	
	a. Part-time Surveyor	\$15.00/hr.
	b. Clerical Personnel	8.00-12.00/hr.
	c. Data Entry Personnel	8.00-12.00/hr.
	d. Survey Field Technician	8.00-15.00/hr.
2.	Calumet/St. John Township Assessor	
	Auditor positions	25.00/hr.
3.	Co. Ass'r (Board of Appeals)	12.00/hr.

4.	Township Assessor/Lake County Assessor Real Estate Deputy	10.00-12.00/hr.
5.	Hobart Township Assessor Real Estate Field Person	10.00-20.00/hr.
6.	Township Assessors & County Assessors Positions for reassessment duties: a. Data Entry Personnel b. Field Personnel I c. Field Personnel II d. Supervisor/Coordinator e. Project Director f. Clerical Personnel f. Photographer	10.00-20.00/hr. 10.00-20.00/hr. 12.00-20.00/hr. 13.00-20.00/hr. 15.00-20.00/hr. 10.00-20.00/hr. 10.00-20.00/hr.
7.	a. Ass't Attys. on contract with the Lake County Council, Lake County Board of Commissioners, Superior or County Courts, or any other dept. of County Government (This section does not apply to salaried attorneys hired under a position established by the Lake County Council, or attorneys who contract at a different rate approved by the Lake County Council and the Lake County Board of Commissioners) b. Attorneys for the Lake County Council or Lake County Board of Commissioners, who are employed as local bond counsel or involved in special litigation for Lake County, Indiana and approved by the Board of Commissioners or County Council c. Legal services for representation of regular presiding judge in lawsuit filed with the Indiana Supreme Court naming the Lake Circuit Court as a Respondent (with a cap at \$3,780.00)	90.00/hr. 150.00/hr. 200.00/hr.
8.	Co. employed Medical Doctors & Dentists	75.00/hr.
9.	Prosecutor's Office: a. Deputy Prosecutors b. Adult Protective Services Invest. c. Semi-prof. law clerks, paralegals, all other investigators d. Secretary e. Administrative Personnel f. Detective/Investigator	7.25-20.00/hr. 7.25-12.00/hr. 7.25-10.00/hr. 7.25-10.00/hr. 10.00-25.00/hr. 30.00-40.00/hr.
10.	Health Dept. a. Clerk b. Special Projects Coordinator c. LHMF Pool & Beach Monitor/Lab Technician d. Seasonal Vector Control Technician e. Part-Time Instrument Chemist f. TB Outreach Assistant g. Vector Control Program Assistant Director/GPS & GIS System Manager h. Immunization Reminder/Recall Clerk i. Seasonal Pool & Beach Monitor	10.00-12.75/hr. 15.00/hr. 20.00/hr. 12.50-15.00/hr. 13.50/hr. 16.00/hr. 20.00/hr. 23.00/hr. 8.00-15.00/hr.

	j. COVID-19 Resources Support Coordinator	20.00/hr.
	k. COVID-19 Testing Site Intake/Registration Staff	15.00-25.00/hr.
	l. COVID-19 Testing Site Nasal Swab Administration & Site Manager	18.00-30.00/hr.
	m. COVID-19 Vaccination Site Staff	15.00-50.00/hr.
11.	Parks & Rec.	
	a. Skilled craft:	7.25-25.00/hr.
	Painter	
	Mechanic	
	Equipment Operator	
	Carpenter	
	Park Technician	
	b. Technical:	7.25-25.00/hr.
	Bookkeeper	
	Interpretive Educator	
	Computer Operator/Programmer	
	Concession Manager	
	Merchandise Manager	
	Lifeguard	
	Admissions	
	Gatekeeper	
	Cook	
	Bartender	
	Miscellaneous park operation & Programming staff	
	c. Security:	
	Off Duty Police Officers	25.00-50.00/hr.
	d. Professional:	
	Assistant Manager	7.25-25.00/hr.
	Landscape Architect	
	Planner	
12.	Election Board	
	a. Clerk	10.00-15.00/hr.
	b. Seasonal Voting Machine Mechanics	10.00-15.00/hr.
13.	Weights & Measures Dept.	
	a. County Inspector	12.00/hr.
	b. Secretary & Technicians	15.00-18.00/hr.
	c. Administrative Assistant	10.46/hr.
14.	Lake County Council	
	a. Secretary	7.25-13.50/hr.
	b. Financial Consultant	30.00-35.00/hr.
15.	Coroner:	
	a. Entry Level Medico Legal Death Investigator	16.00-20.00/hr.
	b. State Certified Medico Legal Death Investigator/Path Assistant	16.00-20.00/hr.
	c. Case Coordinator	16.00-20.00/hr.
	d. Autopsy Photographer	16.00-20.00/hr.

16.	Lake County Community Development (Weatherization Program)	
	a. Work Crew	7.25-10.00/hr.
	b. Management, Carpenter	10.00-16.00/hr.
17.	Lake Superior Court, County Div. I	
	a. Data Entry Personnel	10.00-18.00/hr.
	b. Bailiff	8.00-18.00/hr.
	c. Secretary	8.00-15.00/hr.
	d. Admin/skilled craft	10.00-20.00/hr.
	e. Clerical personnel	10.00-12.00/hr.
18.	Lake Superior Court, County Div. II	
	a. Clerk	10.00/hr.
	b. Secretary	12.00/hr.
	c. Pauper Attorney	13.00/hr.
	d. Bailiff	Up to a maximum of 20.00/hr.
19.	Lake Superior Court, County Div. III	
	a. Probation monitor	10.00/hr.
	b. Court Reporter	10.00/hr.
	c. Bailiff	Up to a maximum of 20.00/hr.
	d. Secretary/receptionist	Up to a maximum of 20.00/hr.
	e. Bailiff-Veterans Treatment Court	12.00/hr.
20.	Lake Superior Court, County Div. IV	
	All part-time employees	up to a maximum of \$30.00/hr.
21.	Lake Superior Court, Civil Division	
	a. Resource Director	Up to a maximum of \$25.00/hr.
	b. Court Reporter	Up to a maximum of \$25.00/hr.
	c. Secretary/Office Manager	Up to a maximum of \$25.00/hr.
	d. Bailiff	Up to a maximum of \$25.00/hr.
	e. Law Clerks	25.00/hr.
22.	Lake Superior Court, Juvenile Division	
	a. Probation Officer/12428-001	14.7969/hr.
	b. Probation Officer/12428-018	24.2344/hr.
	c. Probation Officer/12428-024	21.3894/hr.
	d. Probation Officer/12428-031	19.4459/hr.
	e. Court Reporter	Up to a maximum of \$17.00/hr.
	f. Bailiff	Up to a maximum of \$15.00/hr.
	g. Secretary	Up to a maximum of \$12.00/hr.
	h. Information Technology Specialist	Up to a maximum of \$25.00/hr.
	I. Maintenance	Up to a maximum of \$20.00/hr.
23.	Lake County Detention Center	
	a. Psychologist	
	(maximum 9 hrs. per week)	53.42/hr.
	b. Court Reporter	10.00/hr.
	c. Off Duty Police Officer	Up to a maximum of 25.00/hr.
	d. Registered Nurse	Up to a maximum of \$40.00/hr.
	e. Detention Officer	Up to a maximum of \$15.00/hr.
	f. Bailiff	Up to a maximum of \$15.00/hr.
24.	Lake Superior Court, Criminal Division	
	a. Probation Officer	20.00/hr.
	b. Secretary	15.00/hr.
	d. Bailiff	20.00/hr.

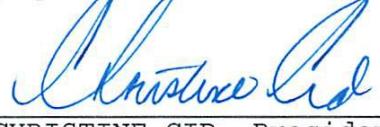
25.	Lake Circuit Court	
	a. Care Provider	10.00/hr.
	b. Law Clerks	12.00/hr.
	c. Doctor of Psychology	75.00/hr.
	d. Clinician (with Master's Degree in Family Therapy)	75.00/hr.
	e. Clerical Personnel	8.00-12.00/hr.
	f. Bailiff	8.00-18.00/hr.
	g. Paralegal	14.00/hr.
	h. Staff Attorney	36.00/hr.
26.	Court Administrator	
	a. Bond Court Judge	90.00/hr.
	b. Administrative Assistant	10.00-12.00/hr.
27.	Clerk of the Circuit Court	
	Clerk/Part-Time	15.00-20.00/hr.
28.	Public Defender's Office	
	a. Law Clerks	17.00/hr.
	b. Paralegals	14.00/hr.
	c. Investigator	14.00/hr.
29.	Lake County Emergency Management	
	a. Coordinator/Project Impact Grant	12.00-15.00/hr.
	b. Administrative Assistant	8.00-12.00/hr.
30.	<b>I. Board of Commissioners</b>	
	a. Comm.'s assistant for Commissioner	
	Real Estate Tax Sales	10.50/hr.
	b. Purchasing Assistant	8.00-12.00/hr.
	c. Finance Manager	27.00/hr.
	<b>II. E-911 Department 2901 - Dispatchers</b>	
	a. Housekeeper	14.00-16.00/hr.
	b. Dispatchers	20.00-25.00/hr.
31.	Lake County Sheriff's Department	
	a. Bookkeeper	15.00-20.00/hr.
	b. Radio Dispatcher (Sheriff)	12.00-15.00/hr.
	c. EMT	15.00-20.00/hr.
	d. Corrections Qualified Mental Health Professional (QMHP)	24.00/hr.
	Additional differential pay for midnight shift-\$3.00	
	e. Health Professional Candidate (QMHP-C)	30.00/hr.
	Additional differential pay for midnight shift - \$3.00	
	f. Health Staff (QMHS)	20.00/hr.
	Additional differential pay for midnight shift - \$3.00	
	g. 0500-Clerks	15.00-20.00/hr.
	h. 0500-Maintenance	10.00-11.00/hr.
	i. Investigator	15.00-20.00/hr.
	j. VIP Grant Employee	34.00/hr.
	k. Certified Nurse Practitioner	74.25/hr.
	l. Criminal Investigator	24.00-30.00/hr.
	m. Court Security	12.00-17.00/hr.
32.	Lake County Public Works Dept.	
	Sign Technician	10.79/hr.
33.	Lake County Recorder	
	Deputy Recorders	15.00-20.00/hr.

34.	Lake County Fairgrounds	
	a. Maintenance Employees	13.00-15.00/hr.
	b. Grounds Keeper (Major Equipment Operator)	13.00-15.00/hr.
	C. Event Coordinator	13.00-15.00/hr.
35.	Lake County Highway Dept.	
	Engineer Intern	12.50-14.00/hr.
36.	Lake County Soil and Water Cons. Dist.	
	Secretary	7.25-13.00/hr.
37.	Auditor's Office	
	a. Accounting Clerks	7.25-10.00/hr.
	b. Administrative Personnel	12.00-20.00/hr.
38.	Treasurer's Office	
	Administrative Personnel	10.00-15.00/hr.
39.	Lake County Plan Commission	
	a. Professional Land Planner	15.00/hr.
	b. Planning & Building Intern	10.00-12.00/hr.
	c. Secondary Building Assistant	
		Up to a maximum of 30.00/hr.
40.	Government Center & Courthouse Depts.	
	a. Technically Trained	11.00-15.00/hr.
	b. All other part-time employees	13.00/hr.
41.	Drainage Board	
	a. Clerical Personnel	8.00-12.00/hr.
	b. Field Personnel I	8.00-12.00/hr.
	c. Field Personnel II	10.00-12.00/hr.
42.	Veterans Service Office	
	Clerk/Secretary	16.00-25.00/hr.
43.	Lake County Court Administered Alcohol and Drug Service Program LADOS Div. 2	
	a. Clerk/Court Intake Representative	12.00-17.00/hr.
	b. Administrative Skilled Craft/Assistant	15.00-20.00/hr.
	c. Certified Addictions Mental Health Professional/Education Instructor	30.00-40.00/hr.
	d. Licensed Clinician, Master's Level, LCAC, LMHC	50.00-55.00/hr.
44.	LADOS, Div. I	
	a. Admin/Skilled Craft	10.00-30.00/hr.
	b. Clerical Personnel	8.00-15.00/hr.
45.	IV-D Juvenile Court, Department 3950	
	a. Court Reporter	Up to a maximum of \$15.00/hr.
	b. Bailiff	Up to a maximum of \$15.00/hr.
	c. Secretary	Up to a maximum of \$12.00/hr.
46.	CASA Program, Department 4150	
	a. Secretary	8.00-10.00/hr.
	b. Technician	8.00-15.00/hr.
	c. CASA Attorney	57.00/hr.
47.	Purdue Cooperative Extension Secretary/Receptionist/Social Media Coordinator	7.25-11.50/hr.

SECTION V. A. In the event any part-time employee of Lake County, Indiana, cannot continue a work assignment due to weather conditions, the employee shall be relieved from the assignment for the balance of the work day and be paid only for the actual time incurred working on the assignment.

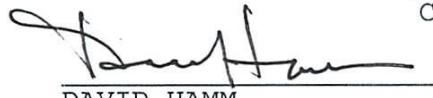
B. In the event any part-time employee of Lake County, Indiana, reports for work and is unable to begin work due to weather conditions the employee shall be relieved for the work day, and be paid for two hours.

SO ORDAINED this 9th day of DECEMBER, 2025.

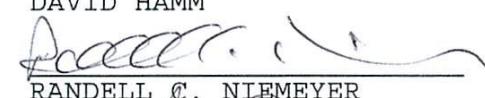


CHRISTINE CID

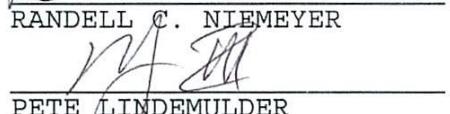
CHRISTINE CID, President



DAVID HAMM



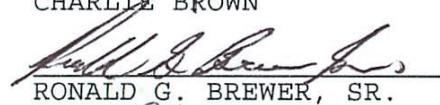
RANDELL C. NIEMEYER



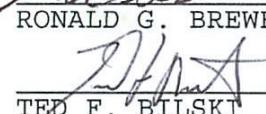
PETE LINDEMULDER



CHARLIE BROWN



RONALD G. BREWER, SR.



TED F. BILSKI

Members of the Lake County Council

In the Matter of Lake County Mileage Rate Ordinance for 2026

O'Donnell – The federal rate has not been set yet.

Brewer made the motion, seconded by Hamm, to postpone to January 13, 2026 regular meeting. Majority voted yes. Motion to postpone to January 13, 2026 carried 7-0.

In the Matter of Ordinance Concerning Holiday Schedule for the Calendar Year of 2026

Brewer made the motion, seconded by Bilski, to approve on First Reading. Majority voted yes. Motion to approve on First Reading carried 7-0.

Brewer made the motion, seconded by Hamm, to Suspend Rules. Majority voted yes. Motion to Suspend Rules carried 7-0.

Brewer made the motion, seconded by Hamm, to approve on Second Reading. Majority voted yes. Motion to approve on Second Reading carried 7-0.

ORDINANCE NO. 1515CORDINANCE CONCERNING HOLIDAY  
SCHEDULE FOR THE CALENDAR YEAR OF 2026

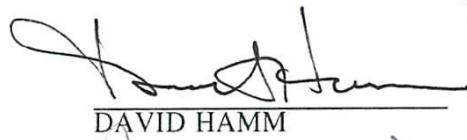
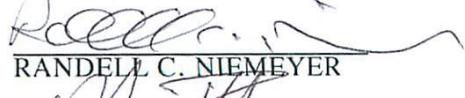
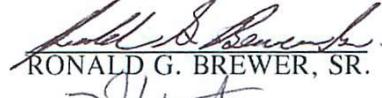
WHEREAS, the Lake County Council pursuant to I.C. 5-10-6-1(b) has authority to establish legal holidays for employees of Lake County, Indiana, and

WHEREAS, the Lake County Council wishes to establish legal holidays for employees of Lake County.

NOW, THEREFORE, LET IT BE ORDAINED by the Lake County Council that the following holidays are established for the employees of Lake County, Indiana:

<u>2026:</u>	New Year's Day	January 1 <sup>st</sup>	Thursday closed
	Martin Luther King, Jr.	January 19 <sup>th</sup>	Monday closed
	President's Day	February 16 <sup>th</sup>	Monday closed
	Good Friday	April 3 <sup>rd</sup>	Friday closed
	Memorial Day	May 25 <sup>th</sup>	Monday closed
	Juneteenth	June 19 <sup>th</sup>	Friday closed
	Independence Day*	July 4 <sup>th</sup>	Saturday closed
	*Observed	July 3 <sup>rd</sup>	Friday closed
	Labor Day	September 7 <sup>th</sup>	Monday closed
	Columbus Day	October 12 <sup>th</sup>	Monday closed
	Veterans Day	November 11 <sup>th</sup>	Wednesday closed
	Thanksgiving Day	November 26 <sup>th</sup>	Thursday closed
		November 27 <sup>th</sup>	Friday closed
	Christmas Eve	December 24 <sup>th</sup>	Thursday closed
	Christmas	December 25 <sup>th</sup>	Friday closed
	New Year's Eve	December 31 <sup>st</sup>	Thursday closed
<u>2027:</u>	New Years Day	January 1 <sup>st</sup>	Friday closed

SO ORDAINED THIS 9<sup>th</sup> DAY OF December, 2025.

  
CHRISTINE CID, President  
DAVID HAMM  
  
RANDELL C. NIEMEYER  
  
PETE LINDEMULDER  
CHARLIE BROWN  
  
RONALD G. BREWER, SR.  


Members of the Lake County Council

In the Matter of Ordinance Requiring Project Labor Agreements for Projects Receiving Economic Incentives

Brewer made the motion, seconded by Hamm, to postpone to January 13, 2026 regular meeting. Majority voted yes. Motion to postpone to January 13, 2026 carried 7-0.

Public Comment:

Denise Dillard, a representative for Gary Public Transportation Corp., discussed their fleet improvement, how they have been focusing more on the environment, collaborating with local communities, and extending their routes. Dillard mentioned that the Gary Public Transportation Corporation has saved \$94,000 by collaborating with NIPSCO. Furthermore, Dillard also expressed gratitude to the council for their contributions and recommended that they consider an annual investment in the Gary Public Transportation Corporation.

There being no further business to come before the Council, it was moved and seconded that this Council does now adjourn, to meet again as required by law.

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President, Lake County Council

ATTEST:

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Peggy Holinga Katona,  
Lake County Auditor