

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

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, Pete Lindemulder, Ted Bilski and Randy Niemeyer, County Councilpersons, together with Tom O'Donnell and Ray Szarmach, County Council Attorneys. Councilman Charlie Brown was absent.

In the Matter of Minutes – December 9, 2025

Hamm made the motion, seconded by Bilski, to approve. Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1-absent.

In the Matter of Reorganization – President

Cid opened nominations.

Brewer nominated Christine Cid for Council President.

No additional nominations were received.

Cid declared herself as Council President.

In the Matter of Reorganization – Vice President

Cid opened nominations.

Hamm nominated Ronald Brewer.

No additional nominations were received.

Cid declared Ronald Brewer as Vice-President.

Acknowledgments/Announcements:

Hamm made a motion, seconded by Niemeyer to amend the agenda to add a special meeting for a Public Hearing regarding Project Tempo, to be held on January 29, 2026, at 2:00 P.M. Majority voted yes. Brown was absent. Motion to amend the agenda to add a special meeting for a Public Hearing regarding Project Tempo, to be held on January 29, 2026, at 2:00 P.M. carried 6-yes, 1-absent. Location to be announced.

Cid expressed congratulations to Lake County Prosecutor Bernard Carter for receiving the Powell-Feller Award, the highest distinction bestowed by the Indiana Prosecuting Attorneys Council (IPAC).

ORDINANCE #1516

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
County General Fund 1001		
<u>Criminal Courts 3002</u> 61120 Professionals	\$12,291.00	NO ACTION
<u>Juvenile Court/C.A.S.A. 4006</u> 61120 Professionals	\$286,253.00	\$286,253.00

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

C.A.S.A. Fund 1706

Juvenile Court/C.A.S.A. 4006

61120 Professionals	-\$286,248.00	-\$286,248.00
61330 PERF – Deduction	-\$1,004.00	-\$1,004.00
61340 Group Insurance – Deduction	-\$145,000.00	-\$145,000.00
61360 Workman's Comp. – Deduction	-\$4,550.00	-\$4,550.00

Supplemental Adult Probation Fund 2143

Lake Superior Court County Division Room 1 4002

63190 Other Professional Service	\$30,000.00	\$30,000.00
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LC R.D.F. For Juveniles Fund 4392

Juvenile Detention Center 8003

61290 Supplemental Pay	\$6,000.00	NO ACTION
61320 FICA – Deduction	\$852.00	“”
61330 PERF – Deduction	\$459.00	“”

LC Sheriff's Comprehensive Highway Injury Reduction Program (CHIRP) Fund 9275

Sheriff 8001

61100 Overtime	\$60,950.00	\$60,950.00
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Family Recovery Court Grant Fund 9345

Juvenile Court 4005

61290 Supplemental Pay	-\$24,000.00	-\$24,000.00
61320 FICA – Deduction	-\$1,836.00	-\$1,836.00
61330 PERF – Deduction	-\$3,408.00	-\$3,408.00
63232 Travel – Meals	-\$325.00	-\$325.00
63234 Travel – Trans/Other	-\$1,950.00	-\$1,950.00
63235 Travel – Mileage	-\$125.00	-\$125.00
63310 Printing	-\$500.00	-\$500.00
63910 Dues & Subscriptions	-\$100.00	-\$100.00
63920 Food & Lodging	-\$700.00	-\$700.00
63995 Other Services & Charges	-\$2,452.00	-\$2,452.00

Family Recovery Court Grant Fund 9345

Juvenile Court 4005

62410 Other Supplies	\$1,700.00	\$1,700.00
63190 Other Professional Service	\$33,696.00	\$33,696.00

LC Health Dept. Autism Trauma and Injury Prevention Grant Fund 9435

Health Department 9306

62290 Other Supplies	\$9,000.00	\$9,000.00
63310 Printing	\$1,000.00	\$1,000.00

LC Superior Court Juvenile Mental Health Problem Solving Court Grant Fund 9355

Juvenile Court 4005

63233 Travel – Lodging	-\$700.00	-\$700.00
63234 Travel – Trans/Other	-\$1,300.00	-\$1,300.00
63235 Travel – Mileage	-\$300.00	-\$300.00
63995 Other Services & Charges	-\$2,000.00	-\$2,000.00

LC Superior Court Juvenile Mental Health Problem Solving Court Grant Fund 9355

Juvenile Court 4005

62410 Other Supplies	\$5,000.00	\$5,000.00
63231 Travel – Registration	\$300.00	\$300.00

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

Sup. Court IV Prob. Sol/Drug Court Fund 9426

Superior Court IV 4001

62410 Other Supplies	\$2,300.00	\$2,300.00
63190 Other Professional Service	\$7,000.00	\$7,000.00
63231 Travel – Registration	\$1,000.00	\$1,000.00
63235 Travel – Mileage	\$1,000.00	\$1,000.00
63920 Food & Lodging	\$700.00	\$700.00

Adopted this 13th day of January, 2026.

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
<u>Hobart Township Assessor 2004</u>		
County General Fund 1001		
From: 1001-61190 Part-Time	\$10,120.00	\$10,120.00
To: 1001-61130 Technicians	\$5,850.00	\$5,850.00
1001-61160 Office & Clerical	\$4,270.00	\$4,270.00

Lake Sup Crt-County Division Room 1 4002

County General Fund 1001		
From: 1001-61120 Professionals	\$31,122.00	\$31,122.00
To: 1001-63190 Other Professional Service	\$31,122.00	\$31,122.00

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 13th day of January, 2026.Additionals

Made Motion Seconded

County General Fund 1001

Criminal Courts 3002	NO ACTION
(\$12,291)	

County General Fund 1001

Juvenile Court/C.A.S.A. 4006			
(\$286,253)	Hamm	Brewer	Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1-absent.

C.A.S.A. Fund 1706

Juvenile Court/C.A.S.A. 4006			
(-\$436,802)	Hamm	Brewer	Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1-absent.

Supplemental Adult Probation Fund 2143

Lake Superior Court County Division Room 1 4002			
(\$30,000)	Hamm	Bilski	Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1-absent.

LC R.D.F. For Juveniles Fund 4392

Juvenile Detention Center 8003	NO ACTION
(\$7,311)	

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.LC Sheriff's Comprehensive Highway Injury Reduction Program (CHIRP) Fund 9275Sheriff 8001
(\$60,950)

Niemeyer

Brewer

Majority voted yes.
Brown was absent.
Motion to approve
carried 6-yes, 1-absent.Family Recovery Court Grant Fund 9345Juvenile Court 4005
(-\$35,396)

Hamm

Brewer

Majority voted yes.
Brown was absent.
Motion to approve
carried 6-yes, 1-absent.Family Recovery Court Grant Fund 9345Juvenile Court 4005
(\$35,396)

Hamm

Bilski

Majority voted yes.
Brown was absent.
Motion to approve
carried 6-yes, 1-absent.LC Health Dept. Autism Trauma and Injury Prevention Grant Fund 9435Health Department 9306
(\$10,000)

Niemeyer

Hamm

Majority voted yes.
Brown was absent.
Motion to approve
carried 6-yes, 1-absent.LC Superior Court Juvenile Mental Health Problem Solving Court Grant Fund 9355Juvenile Court 4005
(-\$4,300)

Hamm

Bilski

Majority voted yes.
Brown was absent.
Motion to approve
carried 6-yes, 1-absent.LC Superior Court Juvenile Mental Health Problem Solving Court Grant Fund 9355Juvenile Court 4005
(\$5,300)

Hamm

Brewer

Majority voted yes.
Brown was absent.
Motion to approve
carried 6-yes, 1-absent.Sup. Court IV Prob. Sol/Drug Court Fund 9426Superior Court IV 4001
(\$12,000)

Hamm

Bilski

Majority voted yes.
Brown was absent.
Motion to approve
carried 6-yes, 1-absent.Transfers

Made Motion Seconded

Hobart Township Assessor 2004County General Fund 1001
(\$10,120)

Bilski

Hamm

Majority voted yes.
Brown was absent.
Motion to approve
carried 6-yes, 1-absent.Lake Sup Crt-County Division Room 1 4002County General Fund 1001
(\$31,122)

Hamm

Bilski

Majority voted yes.
Brown was absent.
Motion to approve
Carried 6-yes, 1-absent.

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.In the Matter of Criminal Courts 3002 – Revised 144 – County General Fund 1001 – Effective (01-11-2026)

Hamm made the motion, seconded by Brewer, to approve the following with an effective date of 1-11-2026:

	<u>Present</u>	<u>Proposed</u>	<u>Difference</u>
12428-010 Probation Officer	\$59,642.00	\$65,459.00	\$5,817.00
12428-013 Probation Officer	\$42,311.00	\$45,548.00	\$3,237.00
12428-014 Probation Officer	\$37,311.00	\$40,548.00	\$3,237.00

Majority voted yes. Brown was absent. Motion to approve Revised 144 with an effective date of 1-11-2026 carried 6-yes, 1-absent.

In the Matter of L.C. Superior Court IV 4001 – Create New Line Items – Sup. Court IV Prob. Sol/Drug Court Fund 9426

Hamm made the motion, seconded by Bilski, to approve the creation of the following new line items:

63231 Travel – Registration
63920 Food & Lodging

Majority voted yes. Brown was absent. Motion to approve creation of new line items carried 6-yes, 1-absent.

In the Matter of Lake Sup. Ct. County Div. Rm. 1 4002 – Create New Line Item – Supplemental Adult Probation Fund 2143

Hamm made the motion, seconded by Bilski, to approve the creation of the following new line item:

63190 Other Professional Service

Majority voted yes. Brown was absent. Motion to approve creation of new line item carried 6-yes, 1-absent.

In the Matter of Juvenile Court 4005 – Revised 144 – County General Fund 1001 – Effective (12-15-2025)

Hamm made the motion, seconded by Bilski, to approve the following Revised 144 with an effective date of 12-15-2025:

	<u>Present</u>	<u>Proposed</u>	<u>Difference</u>
12560-001 Intensive Probation Supervisor	\$86,719.00	\$61,628.00	-\$25,091.00
11238-001 Referee	NO ACTION		

Majority voted yes. Brown was absent. Motion to approve Revised 144 with an effective date of 12-15-2025 carried 6-yes, 1-absent.

In the Matter of Juvenile Detention Center 8003 – Revised 144 – LC R.D.F. For Juveniles Fund 4392

	<u>Present</u>	<u>Proposed</u>	<u>Difference</u>
39002-002 Supplemental Pay	\$0.00	\$6,000.00	\$6,000.00

NO ACTION.

In the Matter of Juvenile Court/C.A.S.A. 4006 – Create New Line Item – County General Fund 1001

Hamm made the motion, seconded by Bilski, to approve the creation of the following new line item:

61120 Professionals

Majority voted yes. Brown was absent. Motion to approve creation of new line item carried 6-yes, 1-absent.

In the Matter of Sheriff 8001 – Create New Line Item – LC Sheriff's Comprehensive Highway Injury Reduction Program (CHIRP) Fund 9275

Niemeyer made the motion, seconded by Lindemulder, to approve the creation of the following new line item:

61100 Overtime

Majority voted yes. Brown was absent. Motion to approve creation of new line item carried 6-yes, 1-absent.

In the Matter of Health Department 9306 – Create New Line Items – LC Health Dept. Autism Trauma and Injury Prevention Grant Fund 9435

Niemeyer made the motion, seconded by Hamm, to approve the creation of the following new line item:

62290 Other Supplies
63310 Printing

Majority voted yes. Brown was absent. Motion to approve creation of new line item carried 6-yes, 1-absent.

In the Matter of Health Department 9306 – Presentation – Health First Indiana – LC Health Department Update

The Council received a presentation from Administrator Sheila Paul concerning Health First Indiana initiatives. A copy of the presentation is available for review via the link below.

Health Dept January 2026 Presentation.pptx
(<file:///CPC3590/Users/murrajl/Documents/Health%20Dept%20January%202026%20Presentation.pptx>)

In the Matter of Grant Application & Grant Approval – Grant Oversight Committee – Federal Emergency Management Agency – 2026 Hazardous Materials Emergency Preparedness Grant – New Grant Award

Niemeyer made the motion, seconded by Lindemulder, to approve. Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1-absent.

In the Matter of County Council 6001 – Citizen Appointments – County Domestic Violence Fatality Review Team

Cid opened nominations.

Hamm nominated Shanda Hanft (Survivor of Domestic Violence) and Michelle Arnold (Health Department).

No additional nominations were received.

Cid appointed Shanda Hanft (Survivor of Domestic Violence) and Michelle Arnold (Health Department) to the County Domestic Violence Fatality Review Team.

In the Matter of County Council 6001 – Citizen Appointments – Lake Ridge Fire Protection District

Cid opened nominations.

Bilski nominated Tim Kuiper and Tanya Tribble.

No additional nominations were received.

Cid appointed Tim Kuiper and Tanya Tribble to the Lake Ridge Fire Protection District.

In the Matter of County Council 6001 – Citizen Appointments – Library Boards – Lowell

Cid opened nominations.

Bilski nominated Dana Foland.

No additional nominations were received.

Cid appointed Dana Foland to the Lowell Library Board.

In the Matter of County Council 6001 – Citizen Appointments – Parks & Recreations Board – Democrat

Cid opened nominations.

Bilski nominated Mike Toth.

No additional nominations were received.

Cid appointed Mike Toth to the Parks and Recreation Board (Democrat).

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.In the Matter of County Council 6001 – Citizen Nomination – County Economic Development Commission

Cid opened nominations.

Bilski nominated Nicholas Triana.

No additional nominations were received.

Cid appointed Nicholas Triana to the County Economic Development Commission.

In the Matter of County Council 6001 – Citizen Nomination – Economic Development Commission

Cid opened nominations.

Bilski nominated John Jordan (Crown Point), Jordan D. Wilson (Gary), Michael Ball (Griffith), Debra Rockymore (Hobart), Manny Fausto (Lowell), George Shinkan (Munster) and James Katona (Schererville).

No additional nominations were received.

Cid appointed John Jordan (Crown Point), Jordan D. Wilson (Gary), Michael Ball (Griffith), Debra Rockymore (Hobart), Manny Fausto (Lowell), George Shinkan (Munster) and James Katona (Schererville) to the Economic Development Commission.

In the Matter of County Council 6001 – Councilmanic Posts – County Plan Commission

Cid opened nominations.

Hamm nominated Randy Niemeyer and Charlie Brown as his proxy.

No additional nominations were received.

Cid appointed Randy Niemeyer and Charlie Brown as his proxy to the County Plan Commission.

In the Matter of County Council 6001 – Councilmanic Posts – Data Processing Board

Cid opened nominations.

Bilski nominated Charlie Brown, Randy Niemeyer and Scott Schmal (Admin).

No additional nominations were received.

Cid appointed Charlie Brown, Randy Niemeyer and Scott Schmal (Admin) to the Data Processing Board.

In the Matter of County Council 6001 – Councilmanic Posts – Grant Oversight Committee

Cid opened nominations.

Hamm nominated Christine Cid, Pete Lindemulder and Ronald G. Brewer Sr.

No additional nominations were received.

Cid appointed Christine Cid, Pete Lindemulder and Ronald G. Brewer Sr. to the Data Processing Board.

In the Matter of County Council 6001 – Councilmanic Posts – Lake County Child Abuse Prevention Council

Cid opened nominations.

Bilski nominated David Hamm.

No additional nominations were received.

Cid appointed David Hamm to the Lake County Child Abuse Prevention Council.

County Council

2026 Regular Meeting

January 13, 2026

10:00 A.M.

In the Matter of County Council 6001 – Councilmanic Posts – Insurance Review Board

Cid opened nominations.

Brewer nominated David Hamm and Scott Schmal (Admin).

No additional nominations were received.

Cid appointed David Hamm and Scott Schmal (Admin) to the Insurance Review Board.

In the Matter of County Council 6001 – Councilmanic Posts – Northwestern Indiana Regional Plan Commission (NIRPC)

Cid opened nominations.

Hamm nominated Randy Niemeyer.

No additional nominations were received.

Cid appointed Randy Niemeyer to the Northwestern Indiana Regional Plan Commission (NIRPC).

In the Matter of County Council 6001 – Councilmanic Posts – Real Estate Disposal Committee

Cid opened nominations.

Brewer nominated Christine Cid and Pete Lindemulder.

No additional nominations were received.

Cid appointed Christine Cid and Pete Lindemulder to the Real Estate Disposal Committee.

In the Matter of County Council 6001 – Councilmanic Posts – Solid Waste District Board

Cid opened nominations.

Hamm nominated Christine Cid and Pete Lindemulder with Ronald G. Brewer Sr. as proxy.

No additional nominations were received.

Cid appointed Christine Cid and Pete Lindemulder with Ronald G. Brewer Sr. as proxy to the Solid Waste District Board.

In the Matter of County Council 6001 – Approval of Data Board Nominees

Hamm nominated the following:

Auditor	Linda Midkiff
Coroner	David J. Pastrick
County Assessor	Jerri Floyd
County Clerk	Michael A. Brown
Lake Superior Court	John M. Sedia, Judge
Treasurer	Priscilla Kirrin
Sheriff	Commander Brad Bosse
Recorder	Regina M. Pimental
Surveyor	Bill Emerson
Prosecutor	Hogir Saeed

No additional nominations were received.

Cid appointed Auditor Linda Midkiff, Coroner David J. Pastrick, County Assessor Jerri Floyd, County Clerk Michael A. Brown, Lake Superior Court John M. Sedia, Judge, Treasurer Priscilla Kirrin, Sheriff Commander Brad Bosse, Recorder Regina M. Pimental, Surveyor Bill Emerson, Prosecutor Hogir Saeed to the data board.

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

In the Matter of County Council 6001 – Collective Bargaining Agreement – 2026 Collective Bargaining Agreement between Lake County Government and International Brotherhood of Electrical Workers Local Union 21

Bilski made the motion, seconded by Hamm, to approve. Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1-absent.

**2026 Collective Bargaining Agreement
Between Lake County Government**



and

**International Brotherhood of Electrical Workers
Local Union 21**



ARTICLE 1
RECOGNITION

- 1.01 Lake County 911 (referred to as "LC 911") recognizes The International Brotherhood of Electrical Workers Local Union 21 (referred to as "Union") as the exclusive bargaining agent for those employees whose occupations are represented by the Union and with the title of Dispatcher (also referenced as "employee(s)"). The Union hereby certifies that it represents a majority of the Dispatchers to whom this Agreement applies, and that the Union is the acknowledged, designated and the selected collective bargaining agent of such employees.
- 1.02 LC 911 further agrees that in the event the work currently performed by Dispatchers within Lake County 911, is moved to another facility under the jurisdiction of Lake County Government, LC 911 will recognize the Union as the collective bargaining agent for those employees which perform the relocated work.
- 1.03 LC 911 and the Union (collectively referred to as the "Parties") recognize that it is in the best interests of both Parties, the employees and the public that all dealings between them be, and continue to be, characterized by mutual responsibility and respect. To insure that this relationship continues and improves, LC 911 and the Union, and their respective representatives at all levels, shall apply the terms of this Agreement fairly, in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the Bargaining Unit. Each party shall bring to the attention of all employees in the Unit, including new hires that their purpose is to conduct themselves in a spirit of responsibility and respect for the measures they have agreed upon to ensure adherence to this purpose.
- 1.04 In a desire to restate their respective policies, neither LC 911 nor the Union shall unlawfully discriminate against any employee because of such employee's race, color, religion, sex, age, union status, sexual orientation or national origin, or because the employee is an individual with a disability, a disabled veteran, or other protected classification recognized by applicable Federal, State or local law. It is mutually agreed that no discrimination shall be practiced by LC 911 or the Union against any employee because of membership or non-membership in the Union, or by LC 911 against any member or officer of the Union because of lawful activities on behalf of the Union.
- 1.05 The use of the masculine or feminine gender, or any titles which connote gender in this Agreement, shall be construed as including all genders and not as a sex limitation. When a word is used in the singular or plural number, either number, the singular or plural of that word, shall apply.
- 1.06 The Union recognizes the Employer's sole right to hire, employ, promote, manage and direct the workforce, subject to the terms of this Agreement. It further acknowledges management's right to discipline, discharge and layoff for just cause, but the Union shall have the right in cases of discharge, discipline, or layoff, to investigate the reasons therefore and to protest such discharge, discipline or layoff through the grievance procedure.

**ARTICLE 2
SAFETY**

- 2.01 LC 911 will continue to make reasonable provisions for the safety and health of its employees during the hours of his/her employment. The employees will be expected to cooperate with LC 911 in keeping the County premises, and especially restrooms, clean and sanitary.
- 2.02 LC 911 will advise the Union of any on-the-job accidents involving a Union member.
- 2.03 Safety is a concern to the Parties. LC 911 and the Union mutually recognize the need for a work environment in which safe operations can be achieved in accomplishing all phases of work, and the need to promote better understanding and acceptance of the principles of safety on the part of all employees to provide for his/her own safety and that of their fellow employees and the general public.
- 2.04 In connection with any safety activities, LC 911 agrees to reimburse associated transportation expenses for authorized time spent by active employees for attendance of training during the employee's scheduled shift at the employee's basic wage rate, or overtime rate when applicable.

ARTICLE 3 SENIORITY

3.01 Seniority shall be defined as the date of hire by Lake County Government. The parties recognize that employees who worked for Lake County prior to consolidation shall retain their seniority. If more than one employee has the same hire date, ties shall be resolved based on the credited years of service prior to employment at LC 911. Full-time employees will be considered more senior to part-time employees. In the event the date and work week classification are the same, the employee's date of birth shall be used, where dates beginning on January 1st to have greater seniority.

3.02 Seniority shall be used in determining layoffs, shift bids, vacation and other working conditions where all other applicable factors are relatively equal.

3.03 LC 911 will provide the union with a seniority list setting forth each employee's seniority date prior to posting. Once agreed to, the seniority list shall not be subject to the grievance procedure.

3.04 During the term of the Agreement: LC 911 will deduct from each employee's paycheck each month the appropriate union dues, agency fees, initiation fees, or any authorized increase thereof, for each employee in the bargaining unit who has filed with LC 911 a voluntary, written authorization form and shall pay over to the Union each month the total amount thus deducted from all employees. LC 911 shall furnish the Union a monthly statement showing the following information for each employee having a voluntary, written authorization form on file:

- Amount of dues and/or fees collected
- Union eligible employees for whom LC 911 has not made a dues and/or fees deduction and an explanation.
- A list of employees with name, classification, rate of pay, and mailing address who are engaged or transferred into LC 911 and are eligible for Union membership.
- Upon hiring an employee or upon the request of the Union, it shall be understood that the Employer will notify the Union of said hire on the monthly statement.
- With 60 days advance notice, an employee following IBEW and Lake County procedures may revoke their voluntary dues deduction by notifying the Union and LC 911 by certified mail-return receipt requested.

The Parties recognize Indiana's right to work laws. Although the County has an established policy to accept collective bargaining if chosen by its employees, nothing in this section shall prohibit employees from seeking to decertify representation as provided by law and following the established policy, Ordinance Establishing Collective Bargaining Units for County Employees, (Ordinance No. 1199B).

3.05 While this agreement is in effect LC 911 will deduct from the employee's pay check of all employees' covered by this agreement voluntary contributions to COPE (Committee on Political Education). COPE shall notify LC 911 of the amounts designated by each contributing employee that are to be deducted from his/her paycheck for all weeks worked. The phrase "weeks worked" excludes any other than a week in which an employee earned a wage. LC 911 shall transmit to the COPE fund on a monthly basis, in one check the total amount deducted along with the name of the employee on whose behalf a deduction was made.

3.06 The union agrees to indemnify and hold harmless LC 911 and member communities, its elected representatives, officers, administrators, agents, and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability (monetary or otherwise) that arise out of or by reason of any action taken or not taken by LC 911 for the purpose of complying with the provisions of this Article, or in reliance on any written deduction authorization furnished under this Article.

ARTICLE 4
NO STRIKE & NO LOCKOUT

4.01 It is understood between the Parties that the services to be performed by the employees covered by this Agreement are essential to the health, safety, and welfare of the citizens of Lake County, Indiana, and therefore the Union agrees that it will not take part in, assist, or advocate a strike, work stoppage, slowdowns, picketing or interference with or departures from the performance of duties against the LC 911. LC 911 agrees that it will not do anything to lockout or prevent the performance of the said services by the said employees insofar as the services are required in the safe operation to the citizens of Lake County.

4.02 Should any such employee engage in any strike or slowdown, without the authority and not as the result of the call of the Union, the Parties shall cooperate to enable LC 911 to carry on its operations without interruption or other injurious effect. It is understood that the Union will not condone participation in a sympathy strike in conjunction with any other personnel of any other employer. Such cooperation on the part of the Union shall include ordering the employees to desist from such strike or slowdown. Given the emergency nature of the work performed, the parties acknowledge that Lake County 911 has the right to take appropriate discipline against any employee who engages in a strike or slowdown, including but not limited to termination.

4.03 This Article is not intended to prohibit employees from participating in Union activities provided that the activities will not hinder the safe operation of LC 911 and are not a violation of any law.

ARTICLE 5
UNION RIGHTS

5.01 LC 911 agrees that accredited representatives of the Union, whether Local Union representative, steward, or Officer of the Union shall have reasonable access to the Lake County Dispatch Center to meet with bargaining unit employee(s) during management agreed to meetings, breaks and lunches. The representative shall not in any way disturb employees who are working and will not be allowed in the radio room without the consent of the Executive Director or his/her designee.

5.02 LC 911 shall provide bulletin boards for the Union's use, without charge. Location of the boards shall be mutually decided upon by the Union and LC 911 Executive Director or Deputy Director at places where employees covered by this Agreement work or assemble. The Union agrees to post notices about the following matters only: elections, meetings, reports, other official Union business and notices of Union social and recreational activities. The Union agrees not to post or permit to be posted controversial material or material of a derogatory nature regarding the LC 911 or its personnel, and agrees to the immediate removal of such postings if requested by management, subject to the grievance procedure.

5.03 LC 911 will recognize Stewards selected in accordance with the Union rules and regulations as the Union representatives of the employees in the respective groups for which they are chosen. LC 911 also recognizes that the displacing of a Steward is the function of the Union. The Union will notify the LC 911 of the identity of Stewards and of any change in Stewards' status.

5.04 LC 911 agrees that it will not promote or transfer any Union officer, Steward, or other equivalent titles of the Union (even though the previously mentioned Union representative is agreeable thereto) which affects the employee's existing status as a duly certified local Union representative of the Union, without first notifying the Union. LC 911 shall give the Union prior written notice of the promotion or transfer to avoid any conflict with their steward's duties. The Union shall keep LC 911 advised in writing of the names of all representatives coming within the scope of this Section at the proper Union-Supervisor level.

5.05 Each newly hired employee or existing Lake County Employee transferred into LC 911 will be introduced by a supervisor to the appropriate Local Union representative and the Local Union representative will have up to 30 minutes to confer with the employee. Time spent in such meetings during the employee's regularly scheduled hours shall be paid.

5.06 LC 911 agrees to permit authorized Union representatives who are also employees to confer with representatives of the LC 911 without loss of pay during such employees' regularly scheduled working hours. No meeting at the workplace shall disrupt or take place without the consent of management. In addition, such employees shall suffer no loss in pay for reasonable time spent during such regularly scheduled working hours.

5.07 LC 911, insofar as work schedules permit, agrees to grant to any employee who is a Union Officer, Steward, or properly designated representative of the Union the necessary time off without pay to transact business of the Union, provided that the LC 911 Supervisor is given reasonable advance notice of such absence. Affected employees shall provide at least 7 days advance notice to the Director or Deputy Director or his designee and are encouraged to utilize vacation or compensatory time whenever possible to reduce any burden upon LC 911 operations.

5.08 Excused absences for Union business include absences by Union officers or properly designated representatives of the Union to perform administrative duties concerning their Local. In addition, such duties are understood to include attendance at conventions and training classes associated with those administrative duties by those officials, Stewards, or by their designated representatives. Affected employees shall provide at least 7 days advance notice to the Director or Deputy Director or his designee and are encouraged to utilize vacation or compensatory time whenever possible to reduce any burden upon LC 911 operations.

5.09 Requests for leaves of absence for Union business shall be made as far in advance as possible. Such requests shall be submitted to the Director or Deputy Director for approval and such requests shall be granted provided that all eligibility requirements are met and at least seven (7) days advance notice is provided. Should a leave of absence extend to one full month in which no work is performed, the affected employee shall be responsible for the full cost of his/her health insurance.

ARTICLE 6
CLASSIFICATION AND TREATMENT
OF PART-TIME EMPLOYEES

6.01 The classification of a regular part-time employee is based on the County's definition of part-time employment which defines such work as an employee who averages no more than twenty-nine (29) hours per week in any given calendar quarter. The minimum qualification to remain Part-Time will be at least 48 hours per quarter.

6.02 Part-time employees are not eligible for the provisions set in this collective bargaining agreement which include but are not limited to health insurance, paid vacation, sick time, personal time, or holiday pay.

6.03 Except for payment for overtime hours worked, all hours worked by a part-time employee shall be paid at the rates established such rates shall not exceed that of the full-time employees.

6.04 Overtime hours worked in excess of 40 hours per 7 day work cycle shall be paid at the rate of one and one-half (1 ½) times the basic hourly wage rate including applicable differentials for all hours worked. It is understood that part-time employees may be scheduled hours to reduce the need to mandate overtime.

6.05 During the meetings called by the Union-Management Committee, LC911 shall discuss changes or anticipated changes with the Union in membership reports including work week classification. The Parties will use their best efforts to maintain a sufficient number of full-time employees.

6.06 Part-time employees and Full-time employees will have the opportunity to change work classifications subject to the following conditions:

- Any change may only occur with the permission and approval of management
- An employee moving from part-time to full-time status shall be subject to completing a ninety (90) day probationary period and shall be given the 30 minutes described in Article 5.05.
- Time served in a part-time position is generally not counted for the purposes of seniority; however, if all parties are agreeable thereto and on a case by case basis, previous time worked for LC 911 may be taken into consideration; the decision of which shall be solely that of LC 911 and not subject to the grievance process.

ARTICLE 7
VACATIONS, HOLIDAYS & PAID TIME OFF

- 7.01 Full-time dispatchers shall be eligible for vacation time as provided in Ordinance NO. 1356C-2 and will be eligible for the full number of weeks or days on January 1st based on years of service for each year of this agreement.
- 7.02 A yearly vacation schedule (January 1st through December 31st) shall be posted by November 1st of each year with the intent to have employees select vacation by seniority by the end of December. The following year's vacation schedule shall be posted on or before January 1st. Vacation changes must be submitted in writing and approved by LC 911 supervisor and notification given to the appropriate Union representative.
- 7.03 Vacation time may be placed into reserve at the employee's request to be scheduled later. Vacation time is expected to be used during the vacation year; however vacation time may be carried over into the following vacation year with the approval from LC 911 management with notification given to the appropriate Union representative.
- 7.04 Full-time employees shall be entitled to sick/personal time as defined by the LC employee handbook.
- 7.05 Scheduled and Approved vacations shall not be changed or canceled without written approval from the LC 911 supervisor and notification given to the appropriate Union representative.
- 7.06 Compensatory time shall not be accumulated beyond one hundred (100) hours and any earned and banked compensatory time that has not been scheduled and approved will be utilized prior to an employee entering into a no pay status.
- 7.07 Dispatchers who leave employment for any reason shall receive payment for any unused but accrued vacation and any accrued compensatory time.
- 7.08 Dispatchers shall be excused from work for jury duty or other court duty providing that the reason is not of their own doing (charges, indictment, etc.) without loss of pay.
- 7.09 Bereavement Leave shall be granted as defined in the Lake County Employee Handbook in full workday increments.
- 7.10 Holiday allowances shall be paid as defined in the Lake County Employee Handbook, and if an employee is scheduled to work on the Holiday, the employee will be paid at the employee's holiday rate of one and one-half (1 ½) for all hours worked on that day in addition to the holiday pay.

The below listed holidays are recognized as holiday days for all employees covered by this collective bargaining agreement.

New Year's Day	Martin Luther King Day	President's Day
Easter Sunday	Memorial Day	Juneteenth (June 19 th)
Independence Day	Labor Day	Columbus Day
Veterans Day	Thanksgiving Day	Day after Thanksgiving
Christmas Eve	Christmas Day	New Year's Eve

- A.) Any employee working overtime on a holiday shall be paid two (2) times the rate for all overtime hours actually worked on the holiday.
- B.) LC911 shall recognize actual holidays rather than observed dates as the dates in which holiday pay and overtime shall be applied.

7.11 All Employees are eligible for a day off with pay for their birthday after completing their probationary period. In the event that that multiple employees are requesting off and the time off would impact operations, the employee may select another day off with pay.

7.12 Employees, unless granted otherwise as noted in 7.03, will not carry vacation over to the following year. Although compensatory time may be carried over to a maximum of 100 hours, it shall be the responsibility of management to encourage its use, and if necessary schedule compensatory time accordingly.

7.13 Conversion to Flexible Schedule- If an employee is assigned to a compressed or flexible schedule (a schedule where an employee normally works more than eight hours a day or fewer than five workdays per week), that employee's vacation days, personal time, and/or suspension time are converted to hours rather than days.

ARTICLE 8
SCHEDULING, OVERTIME, AND COMPENSATORY TIME

8.01 This Article is intended as a basis of calculating overtime payments, compensation for time worked and scheduling practices. For purposes of calculating hourly rate, salaries will be based upon a 2080 hour work year and 80 hour pay cycle.

8.02 The normal workweek (Monday through Sunday) shall consist of 40 hours per work week. LC 911 will provide 30 calendar days prior notice for any change in normal shift hours. This shall not apply to changes in shift due to emergency staffing needs. An employee's normal workday shall include a half hour (1/2) paid meal break per shift and a 15 minute paid break for every 4 hours worked. LC 911 and the Union may mutually agree to changes in this Section. LC 911 will make all reasonable efforts to accommodate scheduled lunch breaks. Breaks and lunches may not be used as a substitute for coming in late or leaving early. Remedies for a cancelled lunch break that cannot be rescheduled during the same shift will have an equal amount of time added to the employee's compensatory time bank.

8.03 Employees will be paid at the overtime rate 1-1/2 times the hourly rate of pay for all hours worked in excess of forty (40) hours per week. For purposes of computing overtime, the term "hours worked" shall include:

- Time worked during scheduled days
- Time worked on a holiday
- Time spent in meetings
- Time spent in training
- Time spent traveling for LC911 Business away from the center
- Time spent in court for LC 911 Business
- Time spent in bargaining

Assignment of overtime shall follow the guidelines set out in this Article.

8.04 LC 911 will make reasonable efforts to avoid long duration shifts and unscheduled hours; however, an employee may be required to work more consecutive hours than originally scheduled, until that employee's replacement arrives, or in the event of an emergency. Employees will only be mandated to work overtime in continuation with hours currently scheduled. Nothing in this Article is intended to prevent an employee from volunteering to work additional overtime hours.

8.05 LC 911 will make schedules available to Dispatchers to select their desired shifts. Shifts will be awarded by seniority (as that term is defined by this agreement), except that LC 911 may alter shift assignment of employees to balance experience, qualifications, and/or training on a shift. The schedules shall be posted and made available 30 days in advance. In the event of an opening on a permanent shift, shift bids will be accepted and offered to the most senior employee. The most senior employee will have the first selection continuing selections through to the least senior employee. Employees may agree to trade

shift assignments. Shift switches must be submitted in advance of the scheduled shift and shall be approved the Director or Deputy Director or designee. All shift switches must be between equally qualified dispatchers. All shifts switched will be at no additional cost to LC 911. Shift switches with less than 24 hours' notice that are denied shall not be subject to the grievance procedure. Shift switches shall be approved unless said switch will cause an unbalance of experience and performance.

- 8.06 Requests for use of compensatory time may not be made until the time is earned and banked. Compensatory time may be used in blocks of 2 hours, unless the balance is less than two hours (in such cases the employee may schedule the use of the remaining balance). Requests for the use of compensatory time will not be denied unless too many other employees are already scheduled off on that shift. Compensatory time banks will be reviewed at least annually. Scheduled compensatory time off will not be cancelled except in the case of emergency circumstances. At the sole discretion of the employer and if funds are available, employees with more than 100 hours in a compensatory bank may sell back to the employer hours of unused compensatory time at the then-current rate of pay. Any amount sold by the employee will be deducted from the employee's compensatory time bank. When funds are not available the employee and appropriate union representative will be notified when the compensatory time will be scheduled.
- 8.07 A minimum of 2 hours pay at the overtime rate will be paid for all emergency call out situations. A dispatcher must report within 90 minutes from the time called for an emergency call out, or the dispatcher will notify management to contact the next available Dispatcher to avoid any delay. Once a dispatcher accepts overtime, he/she shall not be able to cancel the callout and is subject to discipline if the employee fails to show.

Overtime will be maintained through one (1) list serving for two (2) purposes.
Work schedules shall be posted or made available for all members to view.
The Overtime list shall be made available to employees on at least a monthly basis:

Voluntary Overtime

When overtime is available LC 911 will first solicit for qualified volunteers using an availability list. Employees may sign the availability list if they are interested in volunteering for overtime. Once the list is established, the first request shall be made based on seniority. Subsequently, the employee who has the fewest overtime hours shall be given priority provided they are qualified for the work available. If multiple employees are qualified for the work available, seniority shall be given priority.

Only in cases of emergency may an employee volunteering to work on an originally scheduled off day, be required to work additional mandatory overtime.

Mandated Overtime

Overtime shifts not covered using the above voluntary availability list may require LC911 employees to be mandated overtime. LC911 will solicit qualified employees, part-time employees, and supervisors to reduce mandated overtime. Employees may find other qualified coworkers to cover mandated overtime shifts. Any coverage changes or trades will require advance management approval. When mandated overtime cannot be avoided, assignment will take into consideration qualified employees who are not already on long duration shifts, rest period between the next shifts, and the amount of overtime already assigned to the employee using the above-described list by requiring the employee that is available to work mandated overtime, and who has worked the least number of overtime hours, to work. Seniority shall serve as the determining factor in the event of a tie breaker between two employees' overtime hours. After the overtime is posted, employees may still volunteer for the open shifts. Overtime assignments can only be changed with the agreement (all such changes will be documented in writing) of the person desiring to work the overtime and the person forced to work the overtime and prior notice to the appropriate supervisor. At the employee's request mandated overtime may be substituted for compensatory time at the rate of 1 and $\frac{1}{2}$ times the hours worked with advance approval from management.

ARTICLE 9
BONUSES & ADDERS

- 9.01 Employees who are scheduled to work on the weekend (consisting of 7am Friday through 7am on Monday) will be paid a shift adder of \$1.00 per hour.
- 9.02 LC 911 may require Dispatchers to travel to other work locations for court, training, or work. When so assigned, the employee will be provided transportation or reimbursed for obtaining their own transportation for total mileage at the IRS mileage rate. Travel time will be considered as time worked when the distance is greater than their normal commute.
- 9.03 Employees shall be entitled to any longevity bonus if offered by Lake County in recognition of cumulative service with LC 911. Such additional compensation shall be paid per the following schedule and in accordance with the Longevity Ordinance in effect.

Completed Years Of Service	Amount Per Year
5	\$220.00
10	\$320.00
15	\$440.00
20	\$620.00
25	\$920.00
30	\$1,220.00

- 9.04 LC 911 shall offer an adder to employee(s) chosen to serve or assist with training of new or current employees consisting of one- quarter(1/4) hour of compensatory time for each two (2) hour assignment as a trainer. Management shall discuss with the Union the assignments of these positions. Additional awards may be provided to trainer(s) and trainee(s) as described in section 9.06.
- 9.05 Non-probationary full-time employees shall be awarded one (1) hour of personal compensatory time for each calendar month worked without a dependability infraction.
- 9.06 The LC911 Recognition Committee will be represented by a collection of employees from within the organization including, but not limited to, Telecommunicators, trainers, union stewards, supervisors, and administrators. The Committee will meet at least quarterly to discuss methods to improve retention and morale across the organization. The Committee may provide employees with additional awards for excellent performance.

ARTICLE 10
TRAINING AND LAYOFF

10.01 The Parties recognize the benefits in offering to employees, training and retraining programs for personal or career development. LC 911 shall offer training and retraining programs to employees for personal or career development to better the community.

- (A) Representatives from LC 911 and the Union will be assigned by their respective party to the Training Advisory Board.
- (B) Employees may be asked about their interest in their personal development or preparing themselves for career progression opportunities or job changes within Lake County.
- (C) Training may be generic in nature as opposed to job specific and shall cover technical, clerical and other fundamental skills.
- (D) Participation by employees in the personal or career development training program shall be voluntary.
- (E) Successful completion by an employee of any training or courses offered pursuant to such program will be taken into account by LC 911 when considering the employee for an upgrade or transfer.

10.02 The Training Advisory Board shall meet once a quarter unless mutually agreed to otherwise. The executive director shall set the meeting schedule for the Training Advisory Board.

10.03 Selected educational institutions may be utilized to deliver services, courses and programs. The Training Advisory Board will make recommendations for institutions, services, courses and programs.

10.04 Employees participating in these programs can be reimbursed for fees and textbook costs annually upon successful completion of approved courses and programs if approved by the Executive Director. The amounts of any refunds, charges for negligence, and outside assistance (grants, remissions, scholarships, veteran's assistance, etc.) shall be deducted from the Program payments if made.

Work Force Reductions

10.05 LC 911 shall advise the Union in writing of all contemplated work force reductions, including the number of employees who will be laid off. LC 911 will discuss with the Union as to a formula or plan for work force reductions during the 10-day period following the written notice of the work force reduction, or a shorter time period if conditions necessitate. If LC 911 and the Union are unable to reach an agreement within such period, work force reductions shall be made as follows (all in inverse order of seniority):

1. Contractors shall be terminated first;
2. And then part-time employees;
3. Thereafter full-time employees.

10.06 LC 911 will provide the Union with a list of employees identified for layoff.

10.07 Only in cases of layoff, shall a termination payment be made, consisting of any Vacation Days, Compensatory Days and Sick/Personal Days to which the employee is eligible at the time of leaving shall be paid to employee(s) laid off, or may be paid at the discretion of LC 911 to an employee whose services are terminated for reasons such as inadaptability or inability to properly perform assigned job duties.

10.08 LC 911 shall canvass employees asking if they are willing to accept Voluntary Termination Payments and voluntarily terminate their employment in an effort to reduce the amount of employees forced into a layoff.

10.09 If additions to the work force are required, LC 911 shall proceed as follows before hiring new regular employees. LC 911 shall offer reemployment for up to two (2) years from the date of layoff in order of seniority to regular full-time and part-time Laid off employees in the following order:

1. Former employees from LC 911 who were qualified by experience at the time of separation from payroll to perform the duties of an available job.
2. Former employees from LC 911 who were not qualified by experience at the time of separation from payroll to perform the duties of an available job, but can successfully complete training and must demonstrate qualifications to the satisfaction of LC 911 which shall be identical to those LC 911 requires of newly hired employees.

10.10 Former employees must keep LC 911 and the Union informed of the telephone number and address at which they can be reached.

10.11 Employees who are not eligible for a service pension and whose employment is terminated as a result of layoff shall continue to remain eligible for coverage for up to 21 months under the Health Care Plan Medical Expense Plan. Employees will be eligible for coverage at Lake County's expense for a period of 3 months following the month in which employment is terminated. The employee may elect to continue such coverage for an additional 18 months at the employee's expense by paying the monthly premium amount. Payment of extended medical coverage by the LC 911 may be counted as part of any obligation of the County required by the Consolidated Omnibus Budget Reconciliation Act ("COBRA") of 1986.

Union-Management Committee

- 10.12 LC 911 will designate a representative or representatives of Management to meet with the Business Manager of the Union, or his designee, and not more than an additional 3 representatives designated by the Union. Union and Management representatives will be known as the Union-Management Committee. It shall be the function of the Union-Management Committee to study and make recommendations to the Parties hereto with respect to such matters as may be presented to the Union-Management Committee relating to any of Lake County 911's plans or practices affecting the health, welfare and working conditions of employees. Excepted from this list shall be any benefit provided through the County's health insurance plan or a benefit set by ordinance. In addition, as may be required, matters regarding employment changes in LC 911 will be reviewed by the Union-Management Committee as provided herein.
- 10.13 Meetings may be called from time to time on reasonable notice by either the Union or LC 911. The Committee may, at its discretion and by mutual agreement, create ad hoc committees to address issues such as safety, training and development and health care cost containment. Such committees shall present their findings to the Union-Management Committee as often as the Union-Management Committee deems necessary.

ARTICLE 11
SALARIES & BENEFITS

11.01 This Agreement shall be subject to and subordinated to any applicable present and future Ordinance, Federal, and/or State laws, and the invalidity of any provision(s) of this Agreement by reason of any such existing or future law shall not affect the validity of the surviving provisions of this agreement. In the event of a determination pursuant to this Article occurs, the parties hereto will meet within thirty (30) days of such determination and attempt to negotiate a lawful alternative to the affected provision. Such discussions will include but are not limited to, annual wage increases with intended or possible changes affecting Lake County employee wages.

11.02 Where Lake County Government introduces or intends to introduce a change that affects the terms and conditions or security of employment of employees covered by this Agreement, and/or alters the basis upon which this Agreement was negotiated, it is agreed:

- That said change and impact adjustment shall be discussed between the bargaining representatives of the parties to this agreement and shall be subject to the Article 12.
- That Lake County 911 will provide the Union ninety (90) days' notice in writing of any intended change that affects the terms and conditions of this Agreement.
- That Lake County will assume responsibility with regard to employees who may be affected by said change, which includes but is not limited to retraining, updating, and upgrading skills and accrued compensation under FLSA.

11.03 The wage of Dispatchers shall be paid according to the chart below as follows. Upon certification, and with County Commissioner approval, employees shall be increased to the corresponding wage rate. The parties acknowledge that the Department's budget may limit the number of dispatchers allowed in each Level, and a dispatcher may not receive advancement unless a vacancy at that level is available. LC911 Executive Director and/or their designee agree to review with the Union monthly to discuss vacancies and adjustments at all wage levels.

11.04 Dispatchers who were hired prior to this agreement will remain at the level of pay achieved prior to its adoption, and without suffering a loss, until a vacancy in the next Wage Level becomes available. A list of all adjusted employees' pay has been provided with the chart that follows. Vacancies will be filled with qualified Dispatchers by seniority.

11.05 Once adjustment is made, dispatchers will only receive an increase in pay by:

1. Moving to a higher Experience Level
2. An increase negotiated in collective bargaining.
3. Through an ordinance adopted by the Lake County Council.

11.06 Newly hired employees may be placed at higher Levels on the chart that follows provided that such placement will not prevent a senior "Qualified" employee from filling that position. New hire placement above the training level will be at the sole discretion of Lake County.

Wage Chart for Telecommunicator/Dispatcher

<u>Position</u>	<u>2026 Hourly</u>	<u>2027 Hourly</u>	<u>Points*</u>	<u>Available</u>
<u>Training</u>	<u>\$23.00</u>	<u>\$24.00</u>	N/A	
Level 1 Experience	<u>\$24.00</u>	<u>\$25.00</u>	<u>1 Point</u>	<u>35</u>
Level 2 Experience	<u>\$26.00</u>	<u>\$26.50</u>	<u>4 Points</u>	<u>30</u>
Level 3 Experience	<u>\$28.00</u>	<u>\$28.50</u>	<u>8 Points</u>	<u>25</u>
Level 4 Experience	<u>\$29.50</u>	<u>\$30.00</u>	<u>12 Points</u>	<u>15</u>

*Note: Training rate may be frozen with just cause as discussed with the Union and the Employee.

Levels 2, 3, and 4 vacancies may be capped based on County budget. Future placement in to these positions will be based off "Qualified" employees by seniority. Qualified shall be defined for Levels 2, 3, and 4 with points assigned for each of the 15 possible experience points as follows:

- 1 point for experience as a call taker
- 1 point for each of the 8 police dispatch pods (8 total possible points)
- 1 point for each of the Fire/EMS dispatch pods (3 total possible points)
- 1 point for experience at IDACS
- 1 point for experience as a LC911 Q-Team Member
- 1 point for certification as LC911 CTO Certified Dispatcher

ARTICLE 12
GRIEVANCE & PROBLEM RESOLUTION PROCEDURES

- 12.01 At any meeting between a representative of LC 911 and an employee in which discipline for just cause (including warnings which are to be recorded in the personnel file, suspension, demotion or discharge) is to be announced or investigated, it shall take place within 5-days of the accused infraction. A Union representative shall be present if the employee so requests. A copy of documentation used at the meeting shall be provided to both the employee and union.
- 12.02 All disciplinary records shall not be considered for the purposes of future discipline 12 months after the infraction provided that the employee has shown a sustained correction in the behavior.
- 12.03 In the event LC 911 contemplates the dismissal for just cause of any employee, the LC 911 shall notify the Business Manager or appointed designee of the Local Union involved and review the facts with the Business Manager prior to the actual dismissal.
- 12.04 The Union may request that a Union-Supervisor Review Board be convened relative to the contemplated dismissal. Such a request by the Union must be made to the Executive Director or their Designee at LC911.
- 12.05 The Board will meet within 10 days from the original notification of contemplated dismissal unless extended by mutual agreement. It is the Parties' intent that the employee shall attend the Board meeting except in unusual circumstances either Party may request that the employee not be present at the meeting. The purpose of the Board meeting will be to review the facts that are available concerning the contemplated dismissal and to permit the employee (or in his/her absence, the Union) to present any facts which the employee believes should be brought to LC 911's attention when considering the matter and for the Parties to attempt to resolve the issue. The Parties agree to work together to provide reasonable security for the safety of Board participants when either party determines that a need for such security exists.
- 12.06 If after the meeting of the Board, LC 911 dismisses the employee, the Union may elect to:
 - (A) To advance the matter to impartial arbitration as provided in this Article, if the employee was present at the Board meeting; or
 - (B) To advance the matter to Step 3 of the grievance procedure as provided in this Article, if the employee was not present at the Board meeting;
 - (C) Withdraw the grievance without setting precedent.
- 12.07 In the event that the Union provides LC 911 with notification of a desire to hold a Union - Supervisor Review Board and no meeting is held, the Union will be notified within 10 days from the original notification of contemplated dismissal, that either the employee is being dismissed or that circumstances warrant further investigation. If the employee is so

dismissed, the Union may appeal the dismissal under the grievance procedure as provided in this Article.

12.08 Should differences arise between LC 911 and the Union, such matters shall be processed according to the grievance procedures set forth in this Section. LC 911 and the Union recognize and confirm that the grievance procedures set forth in this Section, and, where applicable, "Arbitration" set forth in the Sections following, provide for the mutually agreed upon and exclusive forums for resolution and settlement of employee disputes during the term of this Agreement. Neither LC 911 nor the Union, its Local or Representatives, will attempt either directly or indirectly by means other than the grievance and/or arbitration procedures to bring about the resolution of any issue which is a subject for disposition through such procedures. It shall be the objective of both LC 911 and the Union to settle any grievance promptly and at the lowest step of the grievance procedure.

(A) Any individual employee who has a complaint may first consult with his/her immediate supervisor. If the complaint is not resolved then any individual employee shall have the right to present grievances to LC 911 and such grievances may be settled without the intervention of the Union, so long as the settlement is not inconsistent with the terms of this Agreement and provided that the Union has been given an opportunity to be present at such settlement. After an employee has referred a grievance to the Union and the Union representative has so informed LC 911 that the Union represents that employee, LC 911 shall not discuss or settle such grievance directly with said employee initiating the grievance unless a Union representative is given an opportunity to be present.

(B) The grievance procedure shall consist of three steps:

Step 1 - A grievance shall be presented to LC911.

Step 2 - A grievance appeal may be made to the next higher-level LC911 representative.

Step 3 - Notice of a further appeal shall be made in writing to the Executive Director at LC911.

(C) Any resolution of a grievance at Step 1, 2 or 3 shall be final and binding for the particular grievance involved, however, a resolution at Step 1 or 2 shall not be used as a precedent by either party.

(D) The decision of LC 911 at Steps 1, 2 and 3 shall be given to the Union within 10 days of the close of the grievance meeting, or within a mutually agreed upon later date.

(E) Upon mutual agreement of the Parties, any single grievance may initially be heard at any step of the grievance procedure without having been heard at either Step 1 or 2, however, in no event shall Step 3 be omitted or bypassed.

- (F) All meetings will be held at a mutually agreed time and date. LC 911 will establish the place of the meeting considering the convenience of both parties.
- (G) Each party recognizes the right of the other to investigate the circumstances surrounding any grievance or accident and agrees to cooperate with the other in such investigations. LC 911 and the Union shall keep each other informed regarding the personnel who are authorized to represent them in grievance meetings.

12.09 An issue subject to arbitration shall be submitted to arbitration at the request of the Union, provided the Union has notified the Executive Director or their Designee at LC911 within 30 calendar days of the date of the final decision rendered at Step 3 under the grievance procedure or following a Union - Supervisor Review Board dismissal, of its desire for arbitration.

12.10 Within 10 days of LC 911's receipt of the Union's request for arbitration, the Parties will select an arbitrator by alternately striking names from a permanent panel of 10 arbitrators to be established jointly by the parties, with each party appointing five (5) members of the panel. Replacement of panel members will be made by the appropriate appointing party. Either party may demand replacement of an arbitrator on the panel, which shall be effective after the arbitrator has concluded all matters that were assigned to him or her. The parties shall either agree upon an arbitrator from the permanent panel or alternatively strike names on the panel until one name remains.

12.11 Hearings shall commence as quickly as possible following the designation and availability of the arbitrator and shall be carried to conclusion without unnecessary delay. LC 911 and the Union shall attempt to agree upon and reduce such issue or issues to writing at or before the commencement of the hearings. The hearing and decision of the arbitrator shall be confined to the issue or issues presented and the arbitrator shall not, as part of any decision, impose upon the Parties any obligation to arbitrate a subject which has not been agreed upon in this Agreement as a topic for arbitration. The arbitrator shall render the decision in writing within 30 calendar days following receipt of the Parties' briefs and the record in the case is closed. The award of the arbitrator shall be final and binding upon the Parties, subject to law, and LC 911 and the Union agree to abide by the decision of the arbitrator.

12.12 The arbitrator shall have no authority to add to, subtract from, or change any of the terms of this Agreement. To clarify under Indiana law, (See Ind. Code § 36-8-22-1 *et seq*) any such settlement or award shall recognize that *Deficit Financing is Prohibited* in order to be an effective settlement consistent with the terms of this Agreement.

12.13 The compensation and expenses of the arbitrator and the general expenses of the arbitration such as transcripts, hearing rooms, etc., shall be shared equally by LC 911 and the Union. However, transcript costs shall be shared only if both parties order a transcript. Each party shall bear the expense of its representatives and witnesses.

12.14 Time requirements in this article may be extended at the request of either party.

ARTICLE 13
ATTENDANCE

13.01 An employee who is unable to report for work shall report the reason for the absence to LC911 at least four (4) hours before the regular starting time for that employee. Failure to provide timely notice for the absence may be considered an absence without pay for the entire shift. Absence due to illness is expected to require the employee to be confined to the employee's residence unless the employee is hospitalized or on the way to or from medical treatment. This restriction applies to the use of time while caring for a family member.

13.02 LC911 and the Union agree that attendance abuse is a serious problem which hampers effective operations of LC911 and penalizes those employees who do not abuse attendance. The parties agree to cooperate to curtail attendance abuse. LC911 retains the right to take corrective action to deal with attendance. Corrective steps may include, but are not limited to, discipline up to and including dismissal.

ARTICLE 14
AGREEMENT & COLLECTIVE BARGAINING

- 14.01 This Agreement shall become effective as of 12:00 a.m. Central Daylight Time on January 1st, 2026, and shall remain in effect until 11:59 p.m. Central Daylight Time on December 31st, 2027.
- 14.02 Either party may serve upon the other, a written notice of its desire to negotiate changes in this Agreement. Bargaining with respect to a new Agreement will normally take place during the 60 days prior to the department's budget approval unless otherwise mutually agreed to by the Parties. If neither party serves timely notice upon the other, this Agreement shall automatically renew for successive one-year periods until timely notice is provided at the end of each one-year period.
- 14.03 All collective bargaining shall be conducted between authorized representatives of the Union as designated by its Business Manager or by a person empowered to act in the Business Manager's behalf and authorized representatives of LC 911.
- 14.04 Unless mutually agreed otherwise, up to 3 authorized representatives on the Union's bargaining team who are LC 911 employees not on leave of absence for Union business, shall be paid by LC 911 for time spent in collective bargaining sessions in an amount not to exceed his/her basic wage rate per day.
- 14.05 It is the intention of LC 911 and the Union, with respect to future collective bargaining of replacement agreements, to conduct negotiations in such a manner as to reach a new agreement on or before the termination date of the present Agreement.
- 14.06 Any agreements reached as a result of collective bargaining by representatives of the Parties to this Agreement shall become binding and effective only upon signature of the authorized representatives of the Parties as designated respectively by the Business Manager of the Union and by the LC 911 Representative or by persons empowered to act in their behalf.
- 14.07 LC 911 agrees to have this Agreement printed by a union printer and to provide copies requested by the Union at the time of printing. LC 911 shall pay for the first 150 copies requested by the Union at the time of printing. The costs of all additional copies requested by the Union shall be paid for by the Union. LC 911 shall pay for Lake County requested copies unless LC 911 and the Union mutually agree to an exception.
- 14.08 If any provision of this Agreement is invalid because it is contrary to any law, the law shall replace that provision and the remaining provisions shall not be affected.

County Council

2026 Regular Meeting

January 13, 2026

10:00 A.M.

IN WITNESS WHEREOF, each of the parties hereto, by its duly authorized representatives, has executed this document set forth below.

AGREED:

FOR LAKE COUNTY INDIANA COMMISSIONERS:

FOR THE UNION:

Commissioner 1st District
Kyle W. Allen Sr.

Paul T. Wright
President-Business Manager Local 21
International Brotherhood of Electrical Workers

Commissioner 2nd District
Jerry Tippy

Commissioner 3rd District
Michael C. Repay

Lake County Auditor
Peggy Holinga Katona

Lake County Bargaining Committee

Corbin Bish

Mark Swiderski

Christine Trajkovski

Maegan Vargas

Local 21 Bargaining Committee

Byron Bonham III

Heather Brown

Roshanta Jackson

Stephanie Sandilla

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

IN WITNESS WHEREOF, each of the parties hereto, by its duly authorized representatives, has executed this document set forth below.

AGREED: Signed by Lake County Council on 1/13/2026

FOR LAKE COUNTY INDIANA COUNCIL:

Donald Hamm

1st District Councilman

David Hamm

Ronald G. Brewer, SR.

2nd District Councilman

Ronald G Brewer, SR

'Absent'

Charlie Brown

3rd District Councilman

Charlie Brown

Pete Lindemulder

Christine Cjd

5th District Councilwoman

Christine Cjd

Ted Bilski

6th District Councilman

Ted Bilski

Randy Niemeyer

7th District Councilman

Randy Niemeyer

FOR THE UNION:

Paul T. Wright

President-Business Manager Local 21
International Brotherhood of Electrical Workers

Lake County Bargaining Committee

Corbin Bish

Mark Swiderski

Christine Trajkovski

Maegan Vargas

Local 21 Bargaining Committee

Byron Bonham III

Heather Brown

Roshanta Jackson

Stephanie Sandilla

County Council

2026 Regular Meeting

January 13, 2026

10:00 A.M.

In the Matter of Resolution Recognizing Robby Ballentine a Finalist for the 2025 William V. Campbell Trophy

Niemeyer made the motion, seconded by Hamm, to approve. Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1-absent.

RESOLUTION NO. 26-01

RESOLUTION RECOGNIZING ROBBY BALLENTINE
A FINALIST FOR THE 2025 WILLIAM V. CAMPBELL TROPHY

WHEREAS, Crown Point resident Robby Ballentine graduated from Andrean High School and is presently a senior at DePauw University; and

WHEREAS, a gifted wide receiver on the Depauw Tigers' Football Team, Robby Ballentine has matched his on-field success with outstanding work in the classroom, earning a near-perfect 3.92 GPA as a biochemistry major; and

WHEREAS, a 2024 First Team Academic All-American, Ballentine earned a place on the North Coast Athletic Conference Scholar-Athlete Honor Roll and has been recognized six times on both the Tiger Pride Honor Roll and Depauw's Dean's List; and

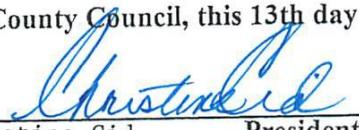
WHEREAS, a 2024 D3football.com Second Team All-American, Ballentine has twice made the First Team All-NCAC list; breaking the NCAC single-season record for receiving touchdowns last season and is the school's all-time leader in touchdown receptions; and

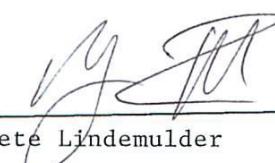
WHEREAS, the National Football Foundation & College Hall of Fame's William V. Campbell Trophy is college football's premier scholar-athlete award that annually recognizes an individual as the absolute best in the nation for his combined academic success, football performance and exemplary leadership; and

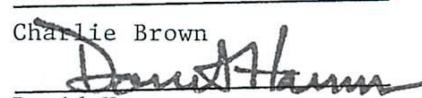
WHEREAS, Robby Ballentine was named one of 16 finalists for the 2025 William V. Campbell Trophy announced by the National Football Foundation & College Hall of Fame.

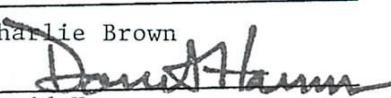
NOW, THEREFORE, LET IT BE RESOLVED THAT THE Lake County Council recognizes Robby Ballentine for being named one of 16 finalists for the 2025 William V. Campbell Trophy awarded by the National Football Foundation & College Hall of Fame; and that a copy of this Resolution be spread on the official records of the Lake County Council, and an official copy be delivered to Robby Ballentine.

SO RESOLVED by the Lake County Council, this 13th day of January, 2026.

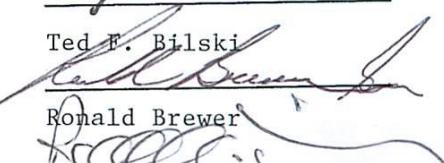

 Christine Cid, President

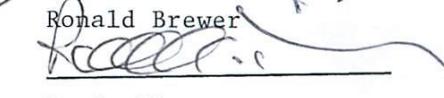

 Pete Lindemulder
 ABSENT


 Charlie Brown


 David Hamm


 Ted F. Bilski


 Ronald Brewer


 Randy Niemeyer

Members of Lake County Council

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.In the Matter of Resolution Honoring the Andrean High School Football Team IHSAA Class 2A State Football Champions

Bilski made the motion, seconded by Hamm, to approve. Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1,-absent.

RESOLUTION NO. 26-02

**RESOLUTION HONORING THE ANDREAN
HIGH SCHOOL FOOTBALL TEAM
IHSAA CLASS 2A STATE FOOTBALL CHAMPIONS**

WHEREAS, students and scholars from Lake County, Indiana, have consistently excelled in all matters throughout the State and Country; and

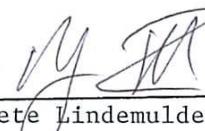
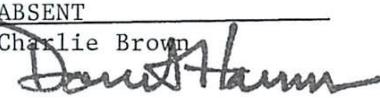
WHEREAS, Lake County has generously sent forth its spirited youth to compete in contests in this State, the Nation and the World; and

WHEREAS, Lake County is justly proud of its sons and daughters who have so willingly taken upon themselves the hardships and disciplines, both physical and mental, which successful participation in competition demands; and

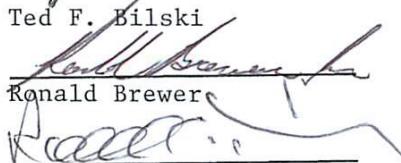
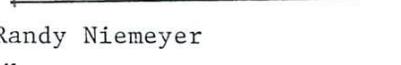
WHEREAS, Andrean High School's Football Team known as the 59ers, with a season record of 13-1; won the IHSAA Class 2A State Football Championship on November 29, 2025 with a 7-0 win over Brownston Central at Lucas Oil Stadium in Indianapolis, Indiana, capturing their fourth State Title.

NOW, THEREFORE, LET IT BE RESOLVED that the Lake County Council, and all citizens of Lake County who are represented by this august body, extend congratulations and praise to the students, teachers, coaches and trainers but most particularly to the young men of the Andrean High School Football Team, known as the 59ers for their capture of the IHSAA Class 2A State Football Championship; that a copy of this Resolution be spread on the official records of the Lake County Council, and an official copy be delivered to the ANDREAN HIGH SCHOOL FOOTBALL TEAM.

DATED THIS 13th day of January, 2026.


 Christine Cid President

 Pete Lindemulder
 ABSENT

 Charlie Brown

 David Hamm


 Ted F. Bilski

 Ronald Brewer

 Randy Niemeyer

Members of the Lake County Council

In the Matter of Resolution Recognizing January as National Blood Donor Month

Brewer made the motion, seconded by Hamm, to approve. Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1,-absent.

RESOLUTION NO. 26-03

RESOLUTION RECOGNIZING
JANUARY AS NATIONAL BLOOD DONOR MONTH

WHEREAS, more than 50 years ago, January was designated as 'National Blood Donor Month' to honor voluntary blood donors and encourage more people to donate blood, especially during times when blood supplies are historically low; and

WHEREAS, the need for a diverse and consistent blood supply in our communities is critical, yet supplies often fall short, making volunteer blood donors the cornerstone of a safe and stable blood supply to meet the medical needs of patient; and

WHEREAS, a blood transfusion occurs every two seconds in the United States, but only three percent of the eligible population donate blood, leading to chronic shortages that expose the vulnerabilities in the nation's blood supply and highlight the need for inclusion in emergency preparedness plans; and

WHEREAS, according to the Red Cross, nearly 2.7 million people in the U.S. volunteer to donate blood and platelets every year which are available for distribution to hospitals through the Red Cross 24 hours a day, seven days a week; and

WHEREAS, blood transfusions are given to patients in all kinds of circumstances, including serious injuries, surgeries, child-birth, anemia, blood disorders, cancer treatments and many others; this consistent demand makes National Blood Donor Month an integral piece of the puzzle; and

WHEREAS, the Northwest Chapter of the American Red Cross Indiana Region serves over 1.8 million people across 23 counties: Benton, Carroll, Cass, Clinton, Elkhart, Fountain, Fulton, Jasper, Lake, LaPorte, Marshall, Montgomery, Newton, Parke, Porter, Pulaski, Putnam, Tippecanoe, Vermillion, Warren, White, Starke, St. Joseph.

WHEREAS, the Lake County Council urges all citizens to support the cause of blood donation by spending an hour giving blood, donors can aid their community and help save lives, each blood and platelet donation can save the lives of as many as three people .

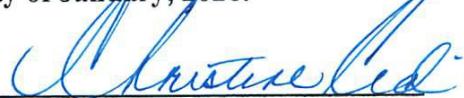
NOW, THEREFORE, BE IT RESOLVED that the Lake County Council hereby recognizes January as National Blood Donor Month; this January be a hero in your community and contact the Northwest Chapter of the American Red Cross Indiana Region to find the closest blood drive or blood donation center in your area.

SO RESOLVED THIS 13th day of January, 2026.

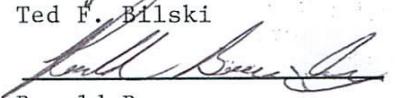
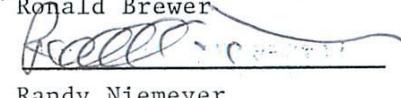

 Pete Lindemulder

ABSENT


 Charlie Brown
 David Hamm


 Christine Cid

- President


 Ted F. Bilski

 Ronald Brewer

 Randy Niemeyer

Members of the Lake County Council

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

In the Matter of Resolution to Approve Transfer of \$126,634.26 from Lake County CASA Program's General Fund, Fund No. 1001-4006 to CASA/Guardian AD Litem Fund, Fund No. 1706-4006

Hamm made the motion, seconded by Brewer, to approve. Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1-absent.

RESOLUTION NO.²⁶⁻⁰⁴

**RESOLUTION TO APPROVE TRANSFER OF \$126,634.26 FROM
LAKE COUNTY CASA PROGRAM'S GENERAL FUND, FUND NO. 1001-4006
TO CASA/GUARDIAN AD LITEM FUND, FUND NO. 1706-4006**

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 CASA Program requests the transfer of \$126,634.26, from the Lake County CASA Program's General Fund, Fund No. 1001-4006 to the CASA/Guardian Ad Litem Fund, Fund No. 1706-4006; representing a correction to a current negative balance in the Matching Grant Fund, Fund No. 1706-4006 caused by insufficient funds for payroll and benefits; the transfer will result in a zero balance in Fund 1706-4006; and

WHEREAS, the Lake County Council desires to transfer the sum of \$126,634.26, from the Lake County CASA General Fund, Fund No. 1001-4006 to the CASA/Guardian Ad Litem Fund, Fund No. 1706-4006.

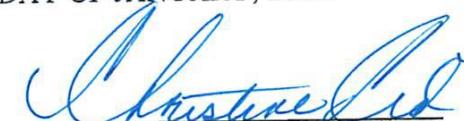
NOW, THEREFORE, LET IT BE RESOLVED AS FOLLOWS:

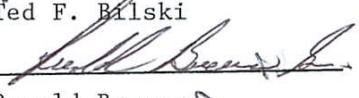
That the sum of \$126,634.26 is hereby transferred from the Lake County CASA Program's General Fund, Fund No. 1001-4006 to the CASA/Guardian Ad Litem Fund, Fund No. 1706-4006.

SO RESOLVED THIS 13th DAY OF JANUARY, 2025.


 Pete Lindemulder

 David Hamm
 ABSENT
 Charlie Brown


 Christine Cid - President

 Ted F. Bilski

 Ronald Brewer

 Randy Niemeyer

Members of the Lake County Council

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

In the Matter of Resolution Permitting Lake County Sheriff to Pay Outstanding 2023, 2024 and 2025 Invoices/Debts from the 2026 Budget

Niemeyer made the motion, seconded by Lindemulder, to approve.

Cid reported that she will submit a request to the Sheriff's Office regarding audit reports and associated findings.

Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1,-absent.

RESOLUTION NO. 26-05

RESOLUTION PERMITTING LAKE COUNTY SHERIFF TO PAY OUTSTANDING 2023, 2024 AND 2025 INVOICES/DEBTS FROM THE 2026 BUDGET

WHEREAS, the Sheriff's Department of Lake County is currently operating in the 2026 Budget; and

WHEREAS, the following invoices/debts which were incurred in the Budget years of 2023, 2024 and 2025 have not been paid:

<u>1001-8001-63190</u>	<u>Other Professional Service</u>
Donald J. Smith, C.P.A.	\$ 6,210.00; and

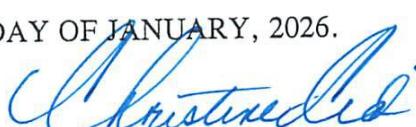
WHEREAS, the Sheriff's Department desires to pay the above invoices/debts due.

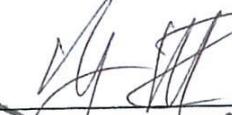
NOW, THEREFORE, LET IT BE RESOLVED AS FOLLOWS:

That the Lake County Sheriff's Department shall pay from its 2026 Budget the following invoices/debts incurred in the calendar years 2023, 2024 and 2025 as follows:

<u>1001-8001-63190</u>	<u>Other Professional Service</u>
Donald J. Smith, C.P.A.	\$ 6,210.00

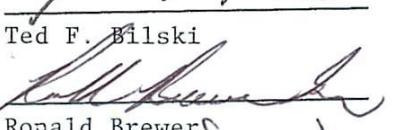
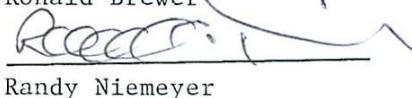
SO RESOLVED THIS 13TH DAY OF JANUARY, 2026.


Christine Cid President


Pete Lindemulder

David Hamm

ABSENT
Charlie Brown


Ted F. Bilski

Ronald Brewer

Randy Niemeyer

Members of the Lake County Council

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

In the Matter of Ordinance Amending the Lake County 2026 Salary Ordinance, Ordinance No. 1513E, Reorganizing Positions in the Hobart Township Assessor's Office (1001-2004)

Bilski made the motion, seconded by Hamm, to approve on First Reading. Majority voted yes. Cid voted no. Brown was absent. Motion to approve on First Reading carried 5-yes, 1-no and 1-absent.

Bilski made the motion, seconded by Hamm, to Suspend Rules. Majority voted yes. Brown was absent. Motion to Suspend Rules carried 6-yes, 1-absent.

Bilski made the motion, seconded by Hamm, to approve on Second Reading. Majority voted yes. Cid voted no. Brown was absent. Motion to approve on Second Reading carried 5-yes, 1-no and 1-absent.

ORDINANCE NO. 1513E-1

ORDINANCE AMENDING THE LAKE COUNTY
2026 SALARY ORDINANCE, ORDINANCE NO. 1513E,
REORGANIZING POSITIONS IN THE
HOBART TOWNSHIP ASSESSOR'S OFFICE (1001-2004)

WHEREAS, on October 14, 2025, the Lake County Council adopted the Lake County 2026 Salary Ordinance, Ordinance No. 1513E; and

WHEREAS, the Lake County Council now desires to amend Ordinance No. 1513E to establish a revised Form No. 144 to reorganize positions for the Hobart Township Assessor's Office (1001-2004), retroactive to January 1, 2026.

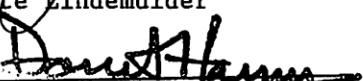
NOW, THEREFORE, LET IT BE ORDAINED AS FOLLOWS:

That it be ordained by the Lake County Council that the attached Form No. 144, Exhibit "A", reorganizing positions in the Hobart Township Assessor's Office (1001-2004), is hereby approved, retroactive to January 1, 2026.

SO ORDAINED THIS 13th DAY OF JANUARY, 2026.

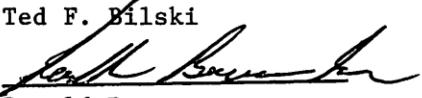
No _____

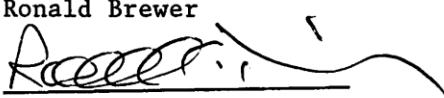
 Christine Cid President

 Pete Lindemulder

 David Hamm

 ABSENT
 Charlie Brown


 Ted F. Bilski


 Ronald Brewer


 Randy Niemeyer

Members of the Lake County Council

Form Prescribed by State Board of Accounts

County Form No. 144 (1971)

**STATEMENT OF SALARIES AND WAGES
PROPOSED TO BE PAID OFFICERS AND EMPLOYEES
CALENDAR YEAR 2026**

HOBART TWP ASSESSOR, 2004, LAKE County, Indiana
(Name of Office, Department, Board Agency)

The following statement shows the salaries and wages proposed to be paid to officers and employees of the above named office, department, board or agency during the calendar year 2026

Effective Date: 01/01/2026

FULL TIME SALARIED OFFICERS AND EMPLOYEES

<u>Title of Position or Employee Classification</u>	<u>JOB CODE # AND POSITION #</u>	<u>\$ PRESENT</u>	<u>\$ PROPOSED</u>	<u>\$ DIFFERENCE</u>
13154001 DEPUTY ASSESSOR		\$ 43,050.00	\$ -	\$ (43,050.00)
13xxx002 ASSESSMENT SPECIALIST (CNL)		\$ -	\$ 46,400.00	\$ 46,400.00
16625001 FIELD DEPUTY		\$ 42,000.00	\$ -	\$ (42,000.00)
13XXX 001 FIELD SPECIALIST (CNL)		\$ -	\$ 46,400.00	\$ 46,400.00
13062001 ASSESSMENT SPECIALIST		\$ 46,200.00	\$ 46,400.00	\$ 200.00
		\$ -	\$ -	\$ -
13154002 DEPUTY ASSESSOR		\$ 44,100.00	\$ -	\$ (44,100.00)
16XXX001 DEPUTY ASSESSOR(CNL)		\$ -	\$ 46,270.00	\$ 46,270.00
		\$ -	\$ -	\$ -
		\$ -	\$ -	\$ -
Totals		\$ 176,350.00	\$ 185,470.00	\$ 10,120.00

PART TIME AND HOURLY RATED EMPLOYEES

<u>Title of Position or Employee Classification</u>	<u>Rate of Pay</u>
	\$ _____
	\$ _____
	\$ _____
	\$ _____
	\$ _____

*Show rate of pay per month, week, day, hour, etc.

Submitted by:

John May Jr. — PG
(Signature)

Hobart Twp Assessor
(Title)

Date December 18 2025**NOTES:**

- (1) This statement must be filed IN DUPLICATE with the County Auditor on or before July 1 each year for salaries and wages to be paid in the ensuing year.
- (2) The number and salaries to be paid full time officers and employees must be fixed by the County Council. The rates of pay for part time and hourly employees shall likewise be fixed by the County Council but the number to be employed is limited only by the funds appropriated therefore; thus, the amount to be requested in the budget for part time and hourly employees need not be included in this statement.
- (3) The County Auditor shall complete the reverse side of this of this form and return one copy to the officer or head of the department, board or agency within 3 days after action thereon by the County Council.

Ex. A.

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.In the Matter of Ordinance Amending the Lake County 2026 Salary Ordinance, Ordinance No. 1513E, Creating Five New Positions in the Lake County Juvenile CASA Department (1001-4006)

Hamm made the motion, seconded by Brewer, to approve on First Reading. Majority voted yes. Brown was absent. Motion to approve on First Reading carried 6-yes, 1-absent.

Hamm made the motion, seconded by Brewer, to Suspend Rules. Majority voted yes. Brown was absent. Motion to Suspend Rules carried 6-yes, 1-absent.

Hamm made the motion, seconded by Bilski, to approve on Second Reading. Majority voted yes. Brown was absent. Motion to approve on Second Reading carried 6-yes, 1-absent.

ORDINANCE NO. 1513E-2

ORDINANCE AMENDING THE LAKE COUNTY
2026 SALARY ORDINANCE, ORDINANCE NO. 1513E,
CREATING FIVE NEW POSITIONS IN THE
LAKE COUNTY JUVENILE CASA DEPARTMENT (1001-4006)

WHEREAS, on October 14, 2025, the Lake County Council adopted the Lake County 2026 Salary Ordinance, Ordinance No. 1513E; and

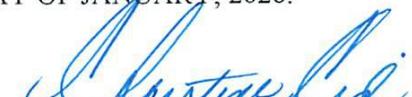
WHEREAS, the Lake County Juvenile CASA Department is requesting creation of five new positions in the general fund for the reason that 1706-4006 grant ran out of funds and the current positions in the grant must be moved to the general fund effective January 1, 2026; and

WHEREAS, the Lake County Council now desires to amend Ordinance No. 1513E to establish a revised Form No. 144 creating five new positions for the Lake County Juvenile CASA Department (1001-4006), retroactive to January 1, 2026.

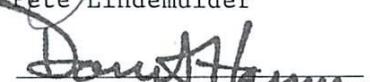
NOW, THEREFORE, LET IT BE ORDAINED AS FOLLOWS:

That it be ordained by the Lake County Council that the attached Form No. 144, Exhibit "A", creating five new positions in the Lake County Juvenile CASA Department (1001-4006), is hereby approved, retroactive to January 1, 2026.

SO ORDAINED THIS 13th DAY OF JANUARY, 2026.

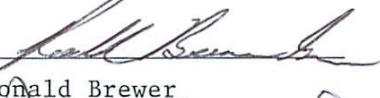

Christine Cid President

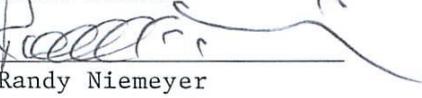

Pete Lindemulder


David Hamm

ABSENT
Charlie Brown


Ted F. Bilski


Ronald Brewer


Randy Niemeyer

Members of the Lake County Council

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

Form Prescribed by State Board of Accounts

County Form No. 144 (1971)

**STATEMENT OF SALARIES AND WAGES
PROPOSED TO BE PAID OFFICERS AND EMPLOYEES
CALENDAR YEAR 2021**

Lake County Juvenile CASA - 4006 , **LAKE** County, Indiana
(Name of Office, Department, Board Agency)

The following statement shows the salaries and wages proposed to be paid to officers and employees of the above named office, department, board or agency during the calendar year 2026 (Calendar Year)

FULL TIME SALARIED OFFICERS AND EMPLOYEES

Title of Position or Employee Classification

JOB CODE # AND POSITION #	\$ PRESENT	\$ PROPOSED	\$ DIFFERENCE
12014- 100 1	.00	109002.00	109002
12013- 100 1	.00	46227.00	46227
12013- 100 1	.00	44881.00	44881
12013- 100 1	.00	44881.00	44881
12013- 100 1	.00	41262.00	41262
			0
			0
			0
			0
			0
Total(s):	0	286253	286253

PART TIME AND HOURLY RATED EMPLOYEES

Title of Position or Employee Classification

*Show rate of pay per month, week, day, hour, etc.

Submitted by:

Date 12/15/25

CASA Director
(Title)

NOTES:

(1) This statement must be filed IN DUPLICATE with the County Auditor on or before July 1 each year for salaries and wages to be paid in the ensuing year.

(2) The number and salaries to be paid full time officers and employees must be fixed by the County Council. The rates of pay for part time and hourly employees shall likewise be fixed by the County Council but the number to be employed is limited only by the funds appropriated therefor; thus, the amount to be requested in the budget for part time and hourly employees need not be included in this statement.

(3) The County Auditor shall complete the reserve side of this of this form and return one copy to the officer or head of the department, board or agency within 3 days after action thereon by the County Council.

Ex. A.

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

In the Matter of Ordinance Amending the Lake County 2026 Salary Ordinance, Ordinance No. 1513E, Reducing the Salary for Five Positions in the Lake County Juvenile CASA Department (1706-4006)

Hamm made the motion, seconded by Bilski, to approve on First Reading. Majority voted yes. Brown was absent. Motion to approve on First Reading carried 6-yes, 1-absent.

Hamm made the motion, seconded by Bilski, to Suspend Rules. Majority voted yes. Brown was absent. Motion to Suspend Rules carried 6-yes, 1-absent.

Hamm made the motion, seconded by Bilski, to approve on Second Reading. Majority voted yes. Brown was absent. Motion to approve on Second Reading carried 6-yes, 1-absent.

ORDINANCE NO. 1513E-3

ORDINANCE AMENDING THE LAKE COUNTY
2026 SALARY ORDINANCE, ORDINANCE NO. 1513E,
REDUCING THE SALARY FOR FIVE POSITIONS IN THE
LAKE COUNTY JUVENILE CASA DEPARTMENT (1706-4006)

WHEREAS, on October 14, 2025, the Lake County Council adopted the Lake County 2026 Salary Ordinance, Ordinance No. 1513E; and

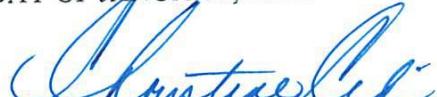
WHEREAS, the Lake County Juvenile CASA Department is requesting a reduction in five salary positions in the State Matching Grant Fund (Fund 1706) for the reason that 1706-4006 grant will not support the salaries; and

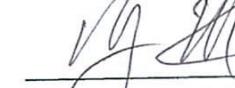
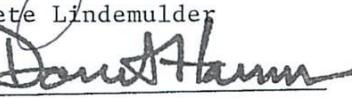
WHEREAS, the Lake County Council now desires to amend Ordinance No. 1513E to establish a revised Form No. 144 reducing the salary of five positions for the Lake County Juvenile CASA Department (1706-4006), retroactive to January 1, 2026.

NOW, THEREFORE, LET IT BE ORDAINED AS FOLLOWS:

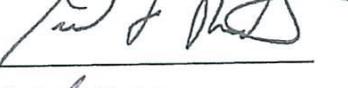
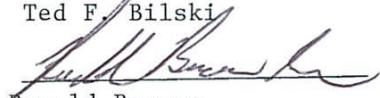
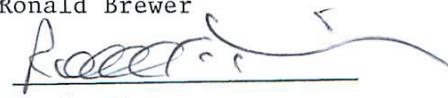
That it be ordained by the Lake County Council that the attached Form No. 144, Exhibit "A", reducing the salary of five positions for the Lake County Juvenile CASA Department (1706-4006), is hereby approved, retroactive to January 1, 2026.

SO ORDAINED THIS 13th DAY OF JANUARY, 2026.


Christine Cid President


Pete Lindemulder

David Hamm
ABSENT

Charlie Brown


Ted F. Bilski

Ronald Brewer

Randy Niemeyer

Members of the Lake County Council

Form Prescribed by State Board of Accountants

County Form No. 144 (1973)

**STATEMENT OF SALARIES AND WAGES
PROPOSED TO BE PAID OFFICERS AND EMPLOYEES
CALENDAR YEAR 2021**

Lake County Juvenile DASA-4096 LAKE Lake County, Indiana
(Name of Office, Department, Board/Agency)

FULL TIME SALARIED OFFICERS AND EMPLOYEES

Title of Position or Employee Classification

PART TIME AND HOURLY RATED EMPLOYEES

Title of Position or Employee Classification

*Show rate of pay per month, week, day, hour, etc.

Submitted by:

ISignature

Date 12/15/25

NOTES:

NOTES: This statement must be filed IN DUPLICATE with the County Auditor on or before July 1 each year for salaries and wages to be paid in the ensuing year.

(1) The number and salaries to be paid full time officers and employees must be fixed by the County Council. The rates of pay for part time and hourly employees shall likewise be fixed by the County Council but the number to be employed is limited only by the funds appropriated therefore; thus, the amount to be requested in the budget for part time and hourly employees need not be included in this statement.

(2) The County Auditor shall complete the reverse side of this of this form and return one copy to the officer or head of the department, board or agency within 3 days after action thereon by the County Council.

Ex. A.

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

In the Matter of a General Ordinance of Lake County, Indiana, Authorizing the Issuance and Sale of Bonds of the County in the Aggregate Principal Amount Not to Exceed \$7,000,000, for the Purpose of Funding Certain Judgments and Settlements Entered Against the County, Together with Expenses in Connection with the Issuance of Bonds on Account thereof, and Appropriating the Proceeds Derived from the Sale of Such Bonds for Such Purpose

Brewer made the motion, seconded by Bilski, to approve on First Reading ONLY. Majority voted yes. Niemeyer voted no. Brown was absent. Motion to approve on First Reading ONLY carried 5-yes, 1-no and 1-absent.

In the Matter of Lake County Mileage Rate Ordinance for 2026 – Deferred December 2025

Brewer made the motion, seconded by Hamm, to approve on First Reading. Majority voted yes. Brown was absent. Motion to approve on First Reading carried 6-yes, 1-absent.

Brewer made the motion, seconded by Hamm, to Suspend Rules. Majority voted yes. Brown was absent. Motion to Suspend Rules carried 6-yes, 1-absent.

Brewer made the motion, seconded by Hamm, to approve on Second Reading. Majority voted yes. Brown was absent. Motion to approve on Second Reading carried 6-yes, 1-absent.

ORDINANCE NO. 1516C

LAKE COUNTY MILEAGE RATE ORDINANCE FOR 2026

WHEREAS, the Lake County Council establishes the mileage rate for County employees entitled to expenses for use of their vehicles; and

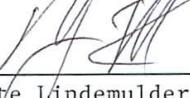
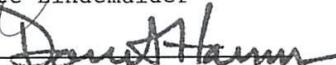
WHEREAS, the Lake County Council desires to reflect the mileage rate established by the Federal government for its employees; and

WHEREAS, the Federal mileage rate established for the year 2026 is 72.5 cents per mile.

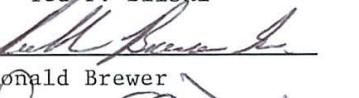
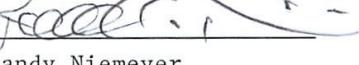
NOW, THEREFORE, LET IT BE ORDAINED that the Lake County Council does hereby establish the rate of 72.5 cents per mile for County employees entitled to receive mileage expenses for use of their vehicles for the year 2026, effective January 1, 2026.

SO ORDAINED this 13th day of January, 2026.


Christine Cid President


Pete Lindemulder

David Hamm
ABSENT

Charlie Brown


Ted F. Bilski

Ronald Brewer

Randy Niemeyer

Members of the Lake County Council

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.In the Matter of Ordinance Requiring Project Labor Agreements for Projects Receiving Economic Incentives – Deferred December 2025

Attorney Szarmach requested that the council defer this item to the Special Meeting on January 29, 2026 at 2:00 P.M.

Brewer made the motion, seconded by Bilski, to postpone to the January 29, 2026 Special Meeting. Majority voted yes. Brown was absent. Motion to postpone to January 29, 2026 carried 6-yes, 1-absent.

In the Matter of an Ordinance to Establish Responsible Business Practices and Submission Requirements for Projects Receiving Economic Incentives from Lake County, Indiana and Rescinding, Repealing and Replacing Ordinance No. 1468B

Attorney Szarmach requested that the council defer this item to the Special Meeting on January 29, 2026 at 2:00 P.M.

Brewer made the motion, seconded by Bilski, to postpone to the January 29, 2026 Special Meeting. Majority voted yes. Brown was absent. Motion to postpone to January 29, 2026 carried 6-yes, 1-absent.

In the Matter of County Highway Ordinance Petitions for Establishment and Posting of Stop Signs – Recommendation of Ordinance for Stop-Sign Installation North Bound and South Bound County Line Road to Stop for 137th Avenue

Niemeyer made the motion, seconded by Bilski, to approve on First Reading. Majority voted yes. Brown was absent. Motion to approve on First Reading carried 6-yes, 1-absent.

Niemeyer made the motion, seconded by Hamm, to Suspend Rules. Majority voted yes. Brown was absent. Motion to Suspend Rules carried 6-yes, 1-absent.

Niemeyer made the motion, seconded by Bilski, to approve on Second Reading. Majority voted yes. Brown was absent. Motion to approve on Second Reading carried 6-yes, 1-absent.

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ORDINANCE 1516A
STOP FORM

ORDINANCE PETITION
FINDING OF FACT
THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF LAKE HAVE BEEN

REQUESTING THE ESTABLISHMENT OF STOP SIGN(S) AT THE FOLLOWING DESCRIBED INTERSECTION(S)

North and South bound County Line Road TO STOP FOR 137th Avenue

TO STOP FOR

TO STOP FOR

FINDING OF FACT:

1) AN ENGINEERING STUDY WAS PERFORMED BY THE LAKE COUNTY HIGHWAY DEPARTMENT UNDER THE DIRECTION OF THE LAKE COUNTY HIGHWAY ENGINEER (AN INDIANA LICENSED PROFESSIONAL ENGINEER) IN ACCORDANCE WITH THE INDIANA UNIFORM TRAFFIC MANUAL FOR STREETS AND HIGHWAYS AS REQUIRED BY INDIANA CODE 9-21-3. THE STUDY WAS COMPLETED ON November 5, 2024 AND HAS DETERMINED THAT THE STOP SIGN(S) (ARE) (ARE NOT) WARRANTED AT THE ABOVE DESCRIBED LOCATION(S) IN UNINCORPORATED LAKE COUNTY, INDIANA.

2) AFTER A REVIEW OF THE LAKE COUNTY HIGHWAY DEPARTMENT BUDGET IT HAS BEEN DETERMINED THAT THE EXPENDITURE OF FUNDS FOR THE PURCHASE AND INSTALLATION OF TRAFFIC CONTROL DEVICES (ARE) (ARE NOT) JUSTIFIED ACCORDING TO THE ENGINEERING STUDY AND THE INDIANA UNIFORM TRAFFIC MANUAL AT THE ABOVE DESCRIBED LOCATION(S). SEE ATTACHED ENGINEERING STUDY.

THEREFORE BE IT RESOLVED THAT THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF LAKE BASED UPON THE ABOVE FINDING OF FACTS AND OTHER RELEVANT FACTS RECOMMEND THE ORDINANCE PETITION BE APPROVED (X) DENIED ()

RECOMMENDED TO THE BOARD OF COUNTY COMMISSIONERS

LAKE COUNTY SHERIFF 11-12-2025
LAKE COUNTY HIGHWAY SUPERINTENDENT 11-7-2025
LAKE COUNTY HIGHWAY ENGINEER 11-7-2025

THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF LAKE

THIS 19th DAY OF November 2025
LAKE COUNTY COMMISSIONER, DISTRICT 1
LAKE COUNTY COMMISSIONER, DISTRICT 2 Michael Repay
LAKE COUNTY COMMISSIONER, DISTRICT 3

NOW, THEREFORE, LET IT BE ORDAINED THAT BASED UPON THE ABOVE FINDING OF FACTS AND OTHER RELEVANT FACTS THE PETITION TO ESTABLISH AND POST (A) STOP SIGN(S) AT THE ABOVE DESCRIBED LOCATION(S) IS APPROVED () DENIED ()

SO ORDAINED THIS 13th DAY OF January 2025
LAKE COUNTY COUNCIL MEMBER, DISTRICT 1
LAKE COUNTY COUNCIL MEMBER, DISTRICT 2
LAKE COUNTY COUNCIL MEMBER, DISTRICT 3
LAKE COUNTY COUNCIL MEMBER, DISTRICT 4
LAKE COUNTY COUNCIL MEMBER, DISTRICT 5
LAKE COUNTY COUNCIL MEMBER, DISTRICT 6
LAKE COUNTY COUNCIL MEMBER, DISTRICT 7

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

DocuSign Envelope ID: 50FE0EC3-3136-439B-93A5-6FA4CAE24D47

INTER-OFFICE MEMORANDUM

DATE: November 5th, 2025

TO: Ron Gregory, Superintendent

FROM: Duane Alverson, Engineer

RE: Request for 4-Way Stop – North and South bound County Line Road to Stop for 137th Avenue.County Line Road is the through street with East and West bound 137th Ave stopping for County Line Road.Per the 11th Edition of the Manual on Uniform Traffic Control Devices (MUTCD), the following criteria for multi-way stop control intersections should be met:**Section 2B.12 All-Way Stop Control****Standard:** This satisfaction of an all-way stop control warrant or warrants shall not in itself require the installation of all-way stop control at an unsignalized intersection.**Guidance:** The decision to establish all-way stop control at an unsignalized intersection should be based on an engineering study. The engineering study for all-way stop control should include an analysis of factors related to the existing operation and safety at the intersection, the potential to improve these conditions, and the applicable factors contained in the following all-way stop control warrants:**Section 2B.13 Warrant A - Crash Experience****A. Minimum crash levels:**

1. For a four-leg intersection, there are five or more reported crashes in a 12-month period or six or more reported crashes in a 36-month period that are correctable by all-way stop control OR
2. For a three-leg intersection, there are four or more reported crashes in a 12-month period or five or more reported crashes in a 36-month period that are correctable by all-way stop control.

Section 2B.14 Warrant B - Sight Distance

- B. All-way stop control may be installed at an intersection where an engineering study indicates that sight distance on the minor-controlled approaches controlled by a STOP sign is not adequate for a vehicle to turn onto or cross the major (uncontrolled) road.

Section 2B.15 Warrant C - Transition to a signal or roundabout

- C. All-way stop control may be installed at locations where all-way stop control is an interim measure that can be installed to control traffic while arrangements are being made for the installation of a traffic control signal or roundabout at the intersection.

Section 2B.16 Warrant D - 8-hour volumes**D. Minimum volumes:**

1. The vehicular volumes entering the intersection from the major street approaches (total of both approaches) average at least 300 vehicles per hour for any 8 hours of an average day; AND
2. The combined vehicular, pedestrian, and bicycle volume entering the intersection from the minor street approaches (total of both approaches) averages at least 200 units per hour for the same 8 hours; however,

County Council

2026 Regular Meeting

January 13, 2026

10:00 A.M.

DocuSign Envelope ID: 50FE0EC3-3136-439B-93A5-6FA4CAE24D47

3. If the 85th-percentile approach speed of the major-street traffic exceeds 40 mph, the minimum vehicular volume warrants are 70 percent of the values provided in items 1 and 2.

Section 2B.17 Warrant E - Other Factors

1. The need to control left-turn conflicts, OR
2. An intersection of two residential neighborhood collector (through) streets of similar design and operating characteristics where all-way stop control would improve operation of the intersection, OR
3. Where pedestrian and/or bicyclist movements support the installation of all-way stop control, OR
4. Other relevant factor(s), under the advice of an engineer.

The intersection of 137th Avenue and County Line Road meets the minimum guidelines/warrants for a multi-way stop control intersection for North and South bound County Line Road to Stop for 137th Avenue in accordance with the accident history outlined in section B.

Currently this intersection warrants a 4-way stop control in accordance with the criteria above from the 2011 IMUTCD, and as such I recommend the installation of Stop signs for North and South bound County Line Road to Stop for 137th Avenue.

If you have any questions, please contact me.

Respectfully Submitted,

Duane A. Alverson, P.E.
Engineer

DocuSign Envelope ID: 50FE0EC3-3136-439B-93A5-6FA4CAE24D47



AWSC Warrant Criteria and Study Findings							
Met?	Warrant Criteria	MUTCD Warrants Met?		Basis for Installation:			
		Yes	No	A, B	Crash data, sight distance		
Yes	A. Reported Crashes: # of intersection legs: 1			Correctable Intersection Crashes			
No	B. Do drivers have sufficient departure sight distance when stopped on all minor-road approaches?			12 Month Crashes: 5	36 Month Crashes: 13		
No	C. Is a signal or roundabout project scheduled for installation?			Either Condition Met? Yes			
No	D. Minimum Volumes: Criteria 1. Major road approach volumes (total of both) at least 300 vph for min. 8 hours? Criteria 2. Combined ped, bike, and veh. volume on minor approaches (total of all) at least 200 units per hour for the same 8 hours as criteria C-1? Criteria 3. If the 85th percentile speed on the major road exceeds 40 mph, may use 70% of the values in C-1 and C-2.			No			
No	E. Other Factor(s)? No (please describe)						
Major road 85th percentile speed (mph): 57.07							
Time Period	From	To	Major Road: Both App. (VPH)	Minor Road: Both App. (VPH)	C-1 (70%)	C-2 (70%)	Both Met?
1	6:00	7:00	57	84	No	No	No
2	7:00	8:00	89	125	No	No	No
3	8:00	9:00	90	102	No	No	No
4	9:00	10:00	103	63	No	No	No
5	10:00	11:00	69	70	No	No	No
6	11:00	12:00	72	67	No	No	No
7	12:00	13:00	80	50	No	No	No
8	13:00	14:00	81	59	No	No	No
9	14:00	15:00	102	111	No	No	No
10	15:00	16:00	216	148	No	Yes	No
11	16:00	17:00	130	153	No	Yes	No
12	17:00	18:00	95	136	No	No	No
13	18:00	19:00	85	85	No	No	No
14	19:00	20:00	55	56	No	No	No
15	20:00	21:00	42	22	No	No	No
16	21:00	22:00	12	17	No	No	No

This worksheet is intended to assist local agencies in determining appropriate traffic control at intersections, but should not replace sound engineering judgement.
The user of this worksheet should have training and knowledge in the application of traffic engineering, or be under the supervision of an engineer with that knowledge.

INLTAP AWSC Worksheet
Call 765-414-2164 for assistance.

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

In the Matter of County Highway Ordinance Petitions for Establishment and Posting of Stop Signs –
Recommendation of Ordinance Petition to Repeal a Portion of Ordinance 1283C to No Weight Limit
Colorado Street from State Road 2 to 173rd Avenue

Niemeyer made the motion, seconded by Hamm, to approve on First Reading. Majority voted yes. Brown was absent. Motion to approve on First Reading carried 6-yes, 1-absent.

Niemeyer made the motion, seconded by Lindemulder, to Suspend Rules. Majority voted yes. Brown was absent. Motion to Suspend Rules carried 6-yes, 1-absent.

Niemeyer made the motion, seconded by Lindemulder, to approve on Second Reading. Majority voted yes. Brown was absent. Motion to approve on Second Reading carried 6-yes, 1-absent.

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Ordinance 1516B

WEIGHT FORM

ORDINANCE PETITION

FINDING OF FACT

THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF LAKE HEREBY REQUEST THE ESTABLISHMENT AND POSTING OF A NO-POSTED WEIGHT LIMIT AND OVER THE FOLLOWING DESCRIBED ROADS BE APPROVED (DENIED).
Repeal a Portion of Ordinance 1283C Weight Limit

Colorado Street FROM: State Road 2 TO: 173rd Avenue

NO WEIGHT LIMIT

BASED UPON THE FOLLOWING FINDING OF FACT :

1) AN ENGINEERING STUDY WAS CONDUCTED BY THE LAKE COUNTY HIGHWAY DEPARTMENT ON _____ UNDER THE DIRECTION OF THE LAKE COUNTY HIGHWAY ENGINEER (AN INDIANA LICENSED PROFESSIONAL ENGINEER) IN ACCORDANCE WITH THE INDIANA UNIFORM TRAFFIC MANUAL FOR STREETS AND HIGHWAYS AS REQUIRED BY INDIANA CODE 9-21-3 AND HAS DETERMINED THAT A NO-POSTED WEIGHT LIMITS (ARE) (NOT) WARRANTED AT THE ABOVE DESCRIBED LOCATION (S) IN UNINCORPORATED LAKE COUNTY, INDIANA.

2) AFTER A REVIEW OF THE LAKE COUNTY HIGHWAY DEPARTMENT BUDGET IT HAS BEEN DETERMINED THAT THE EXPENDITURE OF FUNDS FOR THE PURCHASE AND INSTALLATION OF TRAFFIC CONTROL DEVICES (ARE) (NOT) JUSTIFIED ACCORDING TO THE ENGINEERING STUDY AND THE INDIANA UNIFORM TRAFFIC MANUAL AT THE ABOVE DESCRIBED ROAD (S).

NOW THEREFORE BE IT RESOLVED THAT THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF LAKE BASED UPON THE ABOVE FINDING OF FACTS PETITION THE LAKE COUNTY COUNCIL OF THE COUNTY OF LAKE TO ESTABLISH NO-POSTED WEIGHT LIMIT ORDINANCE (S) AT THE ABOVE DESCRIBED ROADS.

RECOMMENDED TO THE BOARD
OF COUNTY COMMISSIONERS BY:

THE LAKE COUNTY SHERIFF

LAKE COUNTY HIGHWAY SUPERINTENDENT

LAKE COUNTY HIGHWAY ENGINEER

SEE ATTACHED ENGINEERING REPORT

COUNTY COUNCIL
January 13, 2026

COUNTY APPROVAL DATE

BOARD OF COUNTY COMMISSIONERS
OF THE COUNTY OF LAKE:

Michael Repay

COUNTY COMMISSIONER

PRESIDENT

COUNTY COMMISSIONER

COUNTY COMMISSIONER

November 19, 2025

DATED

COUNTY REJECTION DATE

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

DocuSign Envelope ID: 50FE0EC3-3136-439B-93A5-6FA4CAE24D47

WEIGHT FORM

ORDINANCE NO 1283C

ORDINANCE PETITION
FINDING OF FACT

1283C

THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF LAKE HEREBY REQUEST THE ESTABLISHMENT AND
POSTING OF A 15 TON WEIGHT LIMIT AND OVER THE FOLLOWING DESCRIBED ROADS BE APPROVED (REMOVED)

IOWA	FROM	S.R. 231	TO	E. 153rd AVENUE
SOUTH GROVE ROAD	FROM	E. 153rd AVENUE	TO	E. 157th AVENUE
COLORADO ST.	FROM	E. 157th AVE.	TO	S.R. 2

PETITIONED BY LAKE COUNTY HIGHWAY DEPARTMENT—EMERGENCY REQUEST

BASED UPON THE FOLLOWING FINDING OF FACT:

1) AN ENGINEERING STUDY WAS CONDUCTED BY THE LAKE COUNTY HIGHWAY DEPARTMENT ON 11-14-2006 UNDER THE DIRECTION OF THE LAKE COUNTY HIGHWAY ENGINEER (AN INDIANA LICENSED PROFESSIONAL ENGINEER) IN ACCORDANCE WITH THE INDIANA UNIFORM TRAFFIC MANUAL FOR STREETS AND HIGHWAYS AS REQUIRED BY INDIANA CODE 9-21-3 AND HAS DETERMINED THAT A 15 TON WEIGHT LIMITS (ARE) WARRANTED AT THE ABOVE DESCRIBED LOCATION (S) IN UNINCORPORATED LAKE COUNTY, INDIANA.

2) AFTER A REVIEW OF THE LAKE COUNTY HIGHWAY DEPARTMENT BUDGET IT HAS BEEN DETERMINED THAT THE EXPENDITURE OF FUNDS FOR THE PURCHASE AND INSTALLATION OF TRAFFIC CONTROL DEVICES (ARE) NOT JUSTIFIED ACCORDING TO THE ENGINEERING STUDY AND THE INDIANA UNIFORM TRAFFIC MANUAL AT THE ABOVE DESCRIBED ROAD (S).

NOW THEREFORE BE IT RESOLVED THAT THE BOARD OF COUNTY COMMISSIONERS OF THE COUNTY OF LAKE BASED UPON THE ABOVE FINDING OF FACTS PETITION THE LAKE COUNTY COUNCIL OF THE COUNTY OF LAKE TO ESTABLISH (REMOVED) A 15 TON WEIGHT LIMIT ORDINANCE (S) AT THE ABOVE DESCRIBED ROADS.

RECOMMENDED TO THE BOARD
OF COUNTY COMMISSIONERS BY:

John J. Schuch
LAKE COUNTY SHERIFF
John J. Schuch
LAKE COUNTY HIGHWAY SUPERINTENDENT
John J. Schuch 11/15/2006
LAKE COUNTY HIGHWAY ENGINEER

SEE ATTACHED ENGINEERING REPORT

John J. Schuch
John J. Schuch
John J. Schuch
John J. Schuch
John J. Schuch

COUNTY COUNCIL

January 9, 2007

COUNTY APPROVAL DATE

BOARD OF COUNTY COMMISSIONERS
OF THE COUNTY OF LAKE:

John J. Schuch
COUNTY COMMISSIONER
John J. Schuch
COUNTY COMMISSIONER
John J. Schuch
COUNTY COMMISSIONER
11/15/06
DATED

Sect. 1A 23-34-8, 24-33-8
26-34-8, 35-34-8, 2-33-8
12-33-8, 11-33-8, 13-33-8
14-33-8, 23-33-8, 24-33-8

COUNTY REJECTION DATE

County Council

2026 Regular Meeting

January 13, 2026

10:00 A.M.

In the Matter of Plan Commission Ordinance No. 2593 – Daniel and Debra Dadlow, Owners, Daniel Dadlow, Petitioner, 12/17/2025, A-1 to RR, Favorable Recommendation, (Vote 9-0)

Lindemulder made the motion, seconded by Niemeyer, to approve. Majority voted yes. Brown and Hamm were absent. Motion to approve carried 5-yes, 2-absent.

**ORDINANCE #2593
OF THE COUNTY OF LAKE**

AN ORDINANCE TO AMEND the Certified Zoning Maps of the County of Lake, Indiana to make provisions for a ZONE CHANGE (Lake County Plan Commission made a favorable recommendation December 17, 2025).

BE IT ORDAINED by the County Council of Lake County, Indiana as follows:

ZONE CHANGE from A-1 (Agricultural Zone) to RR (Rural Residential Zone) owned by Daniel and Debra Dadlow and petitioned by Daniel Dadlow to allow for a proposed residential subdivision on the following described property:

General Location: Located approximately 2/10 of a mile west of White Oak Street on the south side of W. 173rd Avenue in West Creek Township.

LEGAL DESCRIPTION (Record Document #1):

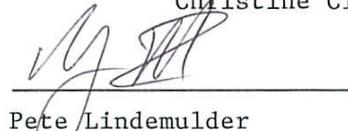
A PARCEL OF LAND IN THE EAST 91 RODS AND 10 FEET OF THE NORTH 70 RODS OF THE NORTH HALF OF THE NORTHEAST QUARTER OF SECTION 19, TOWNSHIP 33 NORTH, RANGE 9 WEST OF THE 2ND PRINCIPAL MERIDIAN, IN LAKE COUNTY, INDIANA, MORE PARTICULARLY DESCRIBED AS FOLLOWS: COMMENCING AT THE NORTHEAST CORNER OF SAID SECTION 19; THENCE NORTH 88 DEGREES 24 MINUTES 43 SECONDS WEST ALONG THE NORTH LINE OF SAID SECTION A DISTANCE OF 1511.50 TO THE WEST LINE OF THE EAST 91 RODS AND 10 FEET OF SAID NORTHEAST QUARTER; THENCE SOUTH 00 DEGREES 16 MINUTES 56 SECONDS WEST ALONG SAID WEST LINE A DISTANCE OF 1155.00 FEET TO THE SOUTH LINE OF THE NORTH 70 RODS OF SAID NORTHEAST QUARTER; THENCE SOUTH 88 DEGREES 24 MINUTES 43 SECONDS EAST ALONG SAID SOUTH LINE A DISTANCE OF 865.64 FEET TO THE WEST LINE OF THE EAST 39 1/7 RODS OF SAID NORTHEAST QUARTER; THENCE NORTH 00 DEGREES 16 MINUTES 56 SECONDS EAST ALONG SAID WEST LINE A DISTANCE OF 755.00 FEET; THENCE NORTH 88 DEGREES 24 MINUTES 43 SECONDS WEST ALONG A LINE PARALLEL WITH THE NORTH LINE OF SAID SECTION A DISTANCE OF 475.00 FEET; THENCE NORTH 00 DEGREES 16 MINUTES 56 SECONDS EAST A DISTANCE OF 400.00 FEET TO THE NORTH LINE OF SAID SECTION; THENCE NORTH 88 DEGREES 24 MINUTES 43 SECONDS WEST ALONG SAID NORTH LINE A DISTANCE OF 390.64 FEET TO THE POINT OF BEGINNING, SAID PARCEL CONTAINING 18.63 ACRES, MORE OR LESS.

IS HEREBY X APPROVED DENIED REMANDED BY THE COUNTY COUNCIL

OF LAKE COUNTY, INDIANA, THIS 13th DAY OF January, 2026.

MEMBERS OF THE LAKE COUNTY COUNCIL


Christine Cid PRESIDENT

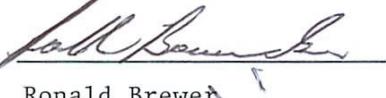

Pete Lindemulder

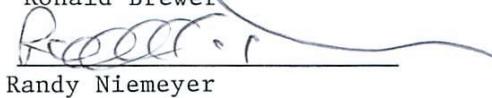
ABSENT

David Hamm

ABSENT


Ted F. Bilski


Ronald Brewer


Randy Niemeyer

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

In the Matter of Plan Commission Ordinance No. 2594 – Kleefisch Living Trust, Owner, Vis Law, LLC, Petitioner, 12/17/2025, A-1 to RR, Favorable Recommendation, (Vote 9-0)

Lindemulder made the motion, seconded by Niemeyer, to approve. Majority voted yes. Brown and Hamm were absent. Motion to approve carried 5-yes, 2-absent.

**ORDINANCE #2594
OF THE COUNTY OF LAKE**

AN ORDINANCE TO AMEND the Certified Zoning Maps of the County of Lake, Indiana to make provisions for a ZONE CHANGE (Lake County Plan Commission made a favorable recommendation December 17, 2025).

BE IT ORDAINED by the County Council of Lake County, Indiana as follows:

ZONE CHANGE from A-1 (Agricultural Zone) to RR (Rural Residential Zone) owned by Kleefisch Living Trust and petitioned by Vis Law, LLC to allow for a proposed residential subdivision on the following described property:

General Location: Located approximately 3/10 of a mile north of W. 161st Avenue on the east side of Hendricks Street, a/k/a 15773 Hendricks Street in Cedar Creek Township.

PARCEL 1

LEGAL DESCRIPTION:

THE SOUTH 30 ACRES OF THE NORTH 35 ACRES OF THE NORTHEAST QUARTER OF THE NORTHEAST QUARTER OF SECTION 7, TOWNSHIP 33 NORTH, RANGE 8 WEST OF THE 2ND PRINCIPAL MERIDIAN, IN LAKE COUNTY, INDIANA.

EXCEPTING THEREFROM:

THE SOUTH TWO HUNDRED FEET (200) OF THE NORTH NINE HUNDRED SIXTY-FIVE FEET (965) OF THE WEST TWO HUNDRED TWENTY FEET (220) OF THE NORTHEAST QUARTER (N.E. 1/4) OF THE NORTHEAST QUARTER (N.E. 1/4) IN SECTION 7, TOWNSHIP 33 NORTH, RANGE 8 WEST OF THE 2ND P.M., THE WEST LINE OF THE ABOVE QUARTER QUARTER SECTION BEING THE CENTER LINE OF A PUBLIC HIGHWAY IN LAKE COUNTY, INDIANA.

IS HEREBY X APPROVED DENIED REMANDED BY THE COUNTY COUNCIL

OF LAKE COUNTY, INDIANA, THIS 13th DAY OF January, 2026.

MEMBERS OF THE LAKE COUNTY COUNCIL

Christine Cid PRESIDENT

ABSENT

David Hamm

ABSENT

Charlie Brown

Pete Lindemulder

Ted F. Bilski

Ronald Brewer

Randy Niemeyer

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

In the Matter of Plan Commission Ordinance No. 2595 – Andy James, Owner/Petitioner, 12/17/2025, A-1 to RR, Favorable Recommendation, (Vote 9-0)

Lindemulder made the motion, seconded by Niemeyer, to approve. Majority voted yes. Brown and Hamm were absent. Motion to approve carried 5-yes, 2-absent.

**ORDINANCE #2595
OF THE COUNTY OF LAKE**

AN ORDINANCE TO AMEND the Certified Zoning Maps of the County of Lake, Indiana to make provisions for a ZONE CHANGE (Lake County Plan Commission made a favorable recommendation December 17, 2025).

BE IT ORDAINED by the County Council of Lake County, Indiana as follows:

ZONE CHANGE from A-1 (Agricultural Zone) to RR (Rural Residential Zone) owned and petitioned by Andy James to allow for a proposed residential subdivision on the following described property:

General Location: Located at the southeast quadrant at the intersection of W. 141st Avenue and Clark Street, a/k/a 14105 Clark Street in Center Township.

PARCEL DESCRIPTION (PER DOCUMENT NO. 2023-517731):

THE NORTHWEST QUARTER OF THE NORTHWEST QUARTER OF SECTION 31, TOWNSHIP 34 NORTH, RANGE 8 WEST OF THE SECOND PRINCIPAL MERIDIAN, IN LAKE COUNTY, INDIANA, EXCEPT THAT PART DESCRIBED AS FOLLOWS:

BEGINNING AT THE NORTHWEST CORNER OF SAID FRACTIONAL SECTION 31; THENCE SOUTH 88° 55' 13" EAST ALONG THE NORTH LINE OF THE FRACTIONAL NORTHWEST QUARTER OF THE NORTHWEST QUARTER OF SAID SECTION 31, A DISTANCE OF 839.91 FEET TO THE TRUE POINT OF BEGINNING OF THIS DESCRIPTION; THENCE CONTINUING SOUTH 88° 55' 13" EAST, ALONG THE NORTH LINE OF THE FRACTIONAL NORTHWEST QUARTER OF THE NORTHWEST QUARTER OF SAID SECTION 31, A DISTANCE OF 227.70 FEET TO THE NORTHEAST CORNER OF THE FRACTIONAL NORTHWEST QUARTER OF THE NORTHWEST QUARTER OF SAID SECTION 31; THENCE SOUTH 0° 18' 27" WEST, ALONG THE EAST LINE OF THE FRACTIONAL NORTHWEST QUARTER OF THE NORTHWEST QUARTER OF SAID SECTION 31, A DISTANCE OF 294.98 FEET TO A POINT; THENCE NORTH 37° 04' 08" WEST, A DISTANCE OF 375.06 FEET TO THE TRUE POINT OF BEGINNING OF THIS DESCRIPTION.

IS HEREBY X APPROVED DENIED REMANDED BY THE COUNTY COUNCIL

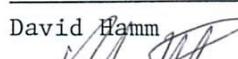
OF LAKE COUNTY, INDIANA, THIS 13th DAY OF January, 2026.

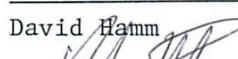
MEMBERS OF THE LAKE COUNTY COUNCIL

Christine Cid PRESIDENT

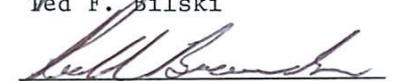
ABSENT
Charlie Brown

ABSENT

David Hamm


Pete Lindemulder



Ted F. Bilski


Ronald Brewer


Randy Niemeyer

County Council

2026 Regular Meeting

January 13, 2026
10:00 A.M.

In the Matter of Plan Commission Ordinance No. 2596 – Charles Niementomski, Owner, Antonio Gaeta, Petitioner, 12/17/2025, A-1 to R-1, Favorable Recommendation, (Vote 9-0)

Lindemulder made the motion, seconded by Niemeyer, to approve. Majority voted yes. Brown was absent. Motion to approve carried 6-yes, 1-absent.

ORDINANCE #2596
OF THE COUNTY OF LAKE

AN ORDINANCE TO AMEND the Certified Zoning Maps of the County of Lake, Indiana to make provisions for a ZONE CHANGE (Lake County Plan Commission made a favorable recommendation December 17, 2025).

BE IT ORDAINED by the County Council of Lake County, Indiana as follows:

ZONE CHANGE from A-1 (Agricultural Zone) to R-1 (Residential Single-dwelling 1) owned by Charles Niementomski and petitioned by Antonio Gaeta to allow for a proposed residential subdivision on the following described property:

General Location: Located at the southwest quadrant at the intersection of E. 123rd Avenue and County Line Road, a/k/a 9009 E. 123rd Avenue in Winfield Township.

LEGAL DESCRIPTION (PER DOCUMENT 1):

THE SOUTH 620 FEET OF THE NORTH 660 FEET OF THE EAST 200 FEET OF THE SOUTH $\frac{1}{2}$ OF THE SOUTHEAST $\frac{1}{4}$ OF SECTION 16, TOWNSHIP 34, RANGE 7 WEST OF THE 2ND PRINCIPAL MERIDIAN IN LAKE COUNTY, INDIANA.

IS HEREBY X APPROVED DENIED REMANDED BY THE COUNTY COUNCIL

OF LAKE COUNTY, INDIANA, THIS 13th DAY OF January, 2026.

MEMBERS OF THE LAKE COUNTY COUNCIL

Christine Cid PRESIDENT

ABSENT

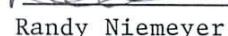
Charlie Brown

David Hamm

Pete Lindemulder


Ted F. Bilski


Ronald Brewer


Randy Niemeyer

County Council

2026 Regular Meeting

January 13, 2026

10:00 A.M.

Additional Council Comments:

The council acknowledged an oversight regarding advertisements for Project Tempo. Consequently, a Special Meeting was scheduled for January 29, 2026, at 2:00 P.M. to ensure compliance.

Council Attorney Tom O'Donnell noted that a public hearing advertisement for Project Tempo is being prepared and will be delivered to the auditor for publication.

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.

President, Lake County Council

ATTEST:

Peggy Holinga Katona,
Lake County Auditor