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December 2, 2025

| | |
|----------------|--------------|
| ALL TOWN FUNDS | \$688,658.27 |
|----------------|--------------|

| | |
|----------------------|--------------|
| WASTEWATER OPERATING | \$269,973.21 |
|----------------------|--------------|

| | |
|---------------|-------------|
| WATER UTILITY | \$16,482.57 |
|---------------|-------------|

| | |
|-------------|-------------|
| STORM WATER | \$14,360.89 |
|-------------|-------------|

| | |
|---------------------------|--------------|
| PAYROLL 11/20/25, 12/1/25 | \$320,951.72 |
|---------------------------|--------------|

TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA

ORDINANCE NO. 1521

AN ORDINANCE AMENDING TOWN SALARY ORDINANCE NO. 1481 ESTABLISHING JOBS AND SALARIES TO BE PAID CERTAIN OFFICES, POSITIONS, AND JOBS WITHIN THE TOWN OF CEDAR LAKE FOR THE YEAR 2026, AND REPEALING ALL ORDINANCES, OR PARTS THEREOF, IN CONFLICT THEREWITH.

WHEREAS, pursuant to the provisions of Title 36 of the Indiana Code, as amended from time to time, the salaries, wages, and compensation of the Town Council, Clerk-Treasurer, Municipal Employees, Wastewater Utility Employees, Storm Water Utility Employees, Waterworks Utility Employees, Boards, Commissions, and Inspectors shall be as the Town Council, by Ordinance, may direct; and

WHEREAS, the Town Council of the Town of Cedar Lake, Lake County, Indiana, finds it appropriate to set forth a schedule of salaries, wages, and compensation for said Officers, Employees, Boards, Commissions, Inspectors and Compensated Volunteers for the calendar year **2026**.

NOW, THEREFORE, BE IT ORDAINED that the schedule of salaries, wages, and compensation be established for the calendar year by the Town Council as attached as **Exhibit “A”**:

In addition to the above salary schedules, the following definitions of Employment and Services shall apply to all Appointed and Elected positions.

Employment, as defined by the provisions of IC 22-4-8 *et seq.*, as amended from time to time, subject to the other provisions of this Town Salary Ordinance, also as amended from time to time, means service, including service in interstate commerce performed for remuneration or under any contract of hire, written or oral, expressed, or implied. Services performed by an individual for remuneration shall be deemed to be employment subject to this Ordinance, as amended from time to time, irrespective of whether the common-law relationship of master and servant exists.

Services as defined by the provisions of IC 22-4-8 *et seq.*, as amended from time to time, subject to the other provisions of this Town Salary Ordinance, also as amended from time to time, shall be considered an individual’s entire service performed as an employee of the Town, including any services performed which are subject to contribution solely by reason of liability for any federal tax against which credit may be taken for contributions paid into a state unemployment compensation fund. However, services performed after December 31, 1977, by an individual in the any of the following capacities is excluded as services for employment purposes:

1. An elected official;
2. A member of a legislative body or of the judiciary of a state or political subdivision;
3. An employee serving on a temporary basis in the case of fire, snow, storm, earthquake, flood, or similar emergency;
4. An individual in a position which, under the laws of the State, is designated as:
 - a. A major non-tenured policymaking or advisory position; or
 - b. A policymaking or advisory position the performance of the duties of which ordinarily does not require more than eight (8) hours per week.

- c. Service performed after March 31, 1981, by an individual whose service is part of an unemployment work relief or work training program assisted or financed in whole by any federal agency or an agency of this state or a political subdivision of this state, by an individual receiving such work relief or work training is excluded.

Pension: All full-time employees, including the Clerk-Treasurer, shall participate in the Indiana Public Retirement System (INPRS) and have their 3% mandatory member contribution deducted from each pay. The employer contribution rate for 2026 is 11.2%.

1977 Police Officers' and Firefighters Retirement Fund ('77 Fund): Employees participating in the 1977 Police Officers' and Firefighters Retirement Fund shall have their 6% mandatory member contribution deducted from each pay. The employer contribution rate for 2026 is 23.3%.

For 2026, the Certified Police Pension salary is \$76,131.64 plus \$1,950.00 longevity, for an annual total of \$78,081.64.

For 2026, the Certified Fire Pension salary is \$71,159.92 plus \$1,950.00 longevity, for an annual total of \$73,109.92.

Longevity Pay: In addition to the above salary schedules and added definitions, the following longevity pay shall apply to all full-time employees, and the Clerk-Treasurer, including sworn officers of the Metropolitan Police Department, and sworn officers of the Fire Department. Longevity pay is considered a benefit of payment based upon an amount of time of service in employment to the Town.

| | |
|----------------------------|-----------------|
| After 3 years of service: | \$15.00 per pay |
| After 8 years of service: | \$30.00 per pay |
| After 13 years of service: | \$45.00 per pay |
| After 16 years of service: | \$60.00 per pay |
| After 19 years of service: | \$75.00 per pay |

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

Holiday Pay: Holidays (full days, 8 hours) to be observed with pay as follows for all full-time civilian employees, and the Clerk-Treasurer. Holidays are New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, and the day after, Christmas Eve and Christmas Day. If a holiday occurs on Saturday, the Friday before such day shall be designated as holiday with pay, and if the holiday occurs on Sunday, the Monday after such day shall be designated as holiday with pay. Primary and General Election days are granted as paid holidays only when there is an election year. Any hours an employee is required to work on a paid holiday, those hours will be paid at the overtime rate. *Refer to the Police Department Standard Operating Procedure (SOP) concerning Sworn Police Officers.*

| | | | |
|--------------------|---------------------------|---------------------|------------------------|
| Thurs, Jan 1, 2026 | New Year's Day | Mon, Sep 7, 2026 | Labor Day |
| Mon, Jan 19, 2026 | Martin Luther King Day | Tues, Nov 3, 2026 | General Election Day |
| Mon, Feb 16, 2026 | Presidents' Day | Wed, Nov 11, 2026 | Veterans' Day |
| Fri, Apr 3, 2026 | Good Friday | Thurs, Nov 26, 2026 | Thanksgiving Day |
| Tues, May 5, 2026 | Primary Election Day | Fri, Nov 27, 2026 | Day after Thanksgiving |
| Mon, May 25, 2026 | Memorial Day | Thurs, Dec 24, 2026 | Christmas Eve |
| Fri, Jul 3, 2026 | Independence Day Observed | Fri, Dec 25, 2026 | Christmas Day |

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

| | | | |
|--------------------|------------------|---------------------|------------------------|
| Thurs, Jan 1, 2026 | New Year's Day | Thurs, Nov 26, 2026 | Thanksgiving Day |
| Fri, Apr 18, 2026 | Good Friday | Fri, Nov 27, 2026 | Day after Thanksgiving |
| Fri, Apr 3, 2026 | Easter | Thurs, Dec 24, 2026 | Christmas Eve |
| Mon, May 25, 2026 | Memorial Day | Fri, Dec 25, 2026 | Christmas Day |
| Sat, Jul 4, 2026 | Independence Day | Thurs, Dec 31, 2026 | New Year's Eve |
| Mon, Sep 7, 2026 | Labor Day | | |

Group Health Insurance: All full-time employees, and the Clerk-Treasurer, shall be provided health, vision, and dental insurance at the cost of 10% of the monthly premium charged and paid by the Town, payable monthly. The Town will pay 90% of the monthly premium charged to the Town for such coverage. Notwithstanding anything in the foregoing sentence to the contrary, the Town employee shall pay 10% of the monthly premium charged to the Town for whatever coverage the employee selects.

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

Recording Secretary Compensation: Full-time employees acting as Recording Secretary for a Board or Commission shall be paid their regular hourly rate from the appropriate budget, and may qualify for overtime compensation.

Waiver of Payment and Compensation: Per IC 36-5-3-6, only Elected Officials can waive receipt of payment of compensation for services. Any waivers shall be in written submission to the Clerk-Treasurer before January 1 of the year covered by the notice. The Official understands that the notice is irrevocable beginning January 1 of the year covered. Upon receipt of such waiver, the Clerk-Treasurer shall report the same to the Town Council.

Emergency Fire Service Response: All Employees of the Town who are also delineated as Members of the Cedar Lake Volunteer Fire Department, a not-for-profit entity, shall be permitted to respond to any fire or emergency-related call which the Town Volunteer Fire Department ordinarily and necessarily responds to while said Employee is engaged in his/her duties and responsibilities as a Town Employee. In the event an Employee elects to respond to the fire or emergency-related call for which the Town Volunteer Fire Department ordinarily responds, then said Employee shall be paid the regular wage or salary which the Employee is entitled to under the terms and provisions of this Ordinance, as amended from time to time, without loss or penalty. In the event an Employee elects to respond to a fire or emergency-related call while working as a Town Employee, that Employee shall not be entitled to receipt of, nor shall be paid by the Town Volunteer Fire Department, and the only compensation of the Employee shall be that of the wages or salaries to which that Employee is entitled and no other.

Bi-weekly wages for all hourly and salaried employees may be lower than stated. Bi-weekly amounts stated are not to exceed. Hourly rates shown for employees may be rounded.

All existing Ordinances, or parts thereof, in conflict with the provisions of this Ordinance, are hereby deemed null, void, and of no legal effect, and are specifically repealed.

If any section, clause, provision, or portion of this Ordinance shall be held to be invalid or unconstitutional by any Court of competent jurisdiction, such decision shall not affect any other section, clause, provision, or portion of this Ordinance.

This Ordinance shall take effect, and be in full force and effect, from and after its passage by the Town Council of the Town of Cedar Lake, Lake County, Indiana, in conformance with applicable law.

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

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

Robert Carnahan, Ward 1

Julie Rivera, Ward 2

Nick Recupito, Ward 3

Chuck Becker, Ward 4

Greg Parker, Ward 5

Mary Joan Dickson, At-Large

ATTEST:

Richard C Thiel Jr., At-Large

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

Margo Nagy, IAMC, CMC, CPS, CMO
Clerk-Treasurer

TOWN OF CEDAR LAKE

EXHIBIT A

SCHEDULE OF 2026 SALARIES AND WAGES

| Department | Employee Description | Position Type | Pay Base | 2026 Bi-Weekly Maximum | 2026 Hourly Maximum | GEN (%) | MVH (%) | LCSW (%) | WW (%) | WTR (%) | SWD (%) | RDC (%) | Parks (%) | Total (%) |
|---|---|---------------|----------------|------------------------|---------------------|--|---------|----------|--------|---------|---------|---------|-----------|-----------|
| Clerk-Treasurer | Clerk-Treasurer - No Credentials | Elected | Salary-Exempt | \$ 2,287.78 | | 50.0% | 0.0% | 0.0% | 22.0% | 18.0% | 5.0% | 5.0% | 0.0% | 100.0% |
| | Clerk-Treasurer - CPFIM | Elected | Salary-Exempt | \$ 2,968.27 | | 50.0% | 0.0% | 0.0% | 22.0% | 18.0% | 5.0% | 5.0% | 0.0% | 100.0% |
| | Chief Deputy - CMO | Full-time | Salary-Exempt | \$ 2,231.47 | | 50.0% | 0.0% | 0.0% | 22.0% | 18.0% | 5.0% | 5.0% | 0.0% | 100.0% |
| | Deputy Clerk - No Credentials | Full-time | Hourly | | \$ 23.33 | 0.0% | 0.0% | 0.0% | 55.0% | 33.0% | 12.0% | 0.0% | 0.0% | 100.0% |
| | Deputy Clerk - IAMC | Full-time | Hourly | | \$ 24.93 | 0.0% | 0.0% | 0.0% | 55.0% | 33.0% | 12.0% | 0.0% | 0.0% | 100.0% |
| | Payroll/Benefits Clerk | Full-time | Hourly | | \$ 20.86 | 35.0% | 0.0% | 0.0% | 30.0% | 30.0% | 5.0% | 0.0% | 0.0% | 100.0% |
| | Town/Utility Billing Clerk | Full-time | Hourly | | \$ 17.00 | 18.0% | 0.0% | 0.0% | 36.0% | 36.0% | 10.0% | 0.0% | 0.0% | 100.0% |
| <i>The Clerk-Treasurer is not required to report hours worked per IC 36-5-3-2, but the Clerk-Treasurer may voluntarily report hours and participate in all of the various employee benefits programs afforded regular full-time employees, less mandated deductions and withholdings.</i> | | | | | | | | | | | | | | |
| Town Council & Administration | Town Manager | Full-time | Salary-Exempt | \$ 3,641.61 | | 50.0% | 0.0% | 0.0% | 20.0% | 20.0% | 5.0% | 5.0% | 0.0% | 100.0% |
| | Technology Director | Full-time | Salary-Exempt | \$ 3,432.69 | | 50.0% | 0.0% | 0.0% | 15.0% | 15.0% | 15.0% | 5.0% | 0.0% | 100.0% |
| | Deputy IT/GIS Coordinator | Full-time | Salary-Exempt | \$ 2,575.00 | | 50.0% | 0.0% | 0.0% | 15.0% | 15.0% | 15.0% | 5.0% | 0.0% | 100.0% |
| | Administrative Assistant | Full-time | Hourly | | \$ 22.81 | 50.0% | 0.0% | 0.0% | 20.0% | 20.0% | 5.0% | 5.0% | 0.0% | 100.0% |
| | Town Council President | Elected | Monthly | ---- \$1,208.55 | per month ---- | 50.0% | 0.0% | 0.0% | 20.0% | 20.0% | 10.0% | 0.0% | 0.0% | 100.0% |
| | Town Council Member | Elected | Monthly | ---- \$1,114.05 | per month ---- | 50.0% | 0.0% | 0.0% | 20.0% | 20.0% | 10.0% | 0.0% | 0.0% | 100.0% |
| | Custodian | Full-time | Hourly | | \$ 18.95 | 60.0% | 0.0% | 0.0% | 20.0% | 20.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Recording Secretary | Full-time | Hourly | | \$ 19.52 | 50.0% | 0.0% | 0.0% | 15.0% | 15.0% | 15.0% | 5.0% | 0.0% | 100.0% |
| | Utility Account Specialist | Part-time | Hourly | | \$ 100.00 | 0.0% | 0.0% | 0.0% | 42.0% | 42.0% | 16.0% | 0.0% | 0.0% | 100.0% |
| Planning, Zoning & Building | Building Administrator | Full-time | Salary-Exempt | \$ 2,570.63 | | 70.0% | 0.0% | 0.0% | 20.0% | 0.0% | 5.0% | 5.0% | 0.0% | 100.0% |
| | Building Coordinator | Full-time | Hourly | | \$ 22.30 | 70.0% | 0.0% | 0.0% | 20.0% | 0.0% | 5.0% | 5.0% | 0.0% | 100.0% |
| | Planning Secretary | Full-time | Hourly | | \$ 17.87 | 70.0% | 0.0% | 0.0% | 20.0% | 0.0% | 5.0% | 5.0% | 0.0% | 100.0% |
| | Building Inspector | Full-time | Hourly | | \$ 32.14 | 70.0% | 0.0% | 0.0% | 20.0% | 0.0% | 5.0% | 5.0% | 0.0% | 100.0% |
| | On-Call Building Inspector | On-Call | Per Inspection | | \$ 22.15 | 50.0% | 0.0% | 0.0% | 20.0% | 20.0% | 5.0% | 5.0% | 0.0% | 100.0% |
| Public Works (Streets & Utilities) | Operations Director | Full-time | Salary-Exempt | \$ 3,432.69 | | 0.0% | 30.0% | 0.0% | 25.0% | 25.0% | 20.0% | 0.0% | 0.0% | 100.0% |
| | Mechanic | Full-time | Hourly | | \$ 30.85 | 0.0% | 25.0% | 0.0% | 25.0% | 25.0% | 25.0% | 0.0% | 0.0% | 100.0% |
| | Superintendent - PW | Full-time | Hourly | | \$ 31.44 | 0.0% | 40.0% | 10.0% | 25.0% | 0.0% | 25.0% | 0.0% | 0.0% | 100.0% |
| | Superintendent - WW | Full-time | Hourly | | \$ 31.44 | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Superintendent - Water | Full-time | Hourly | | \$ 31.44 | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Foreman/Technician - WW | Full-time | Hourly | | \$ 30.85 | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Foreman/Technician - Water | Full-time | Hourly | | \$ 28.02 | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Foreman - PW | Full-time | Hourly | | \$ 27.04 | 0.0% | 40.0% | 20.0% | 20.0% | 0.0% | 20.0% | 0.0% | 0.0% | 100.0% |
| | Foreman - WW | Full-time | Hourly | | \$ 27.04 | 0.0% | 0.0% | 0.0% | 50.0% | 50.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Foreman - Water | Full-time | Hourly | | \$ 27.04 | 0.0% | 0.0% | 0.0% | 50.0% | 50.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Crew Leader - PW | Full-time | Hourly | | \$ 25.13 | 0.0% | 25.0% | 0.0% | 25.0% | 25.0% | 25.0% | 0.0% | 0.0% | 100.0% |
| | Crew Leader - Storm | Full-time | Hourly | | \$ 25.13 | 0.0% | 50.0% | 0.0% | 0.0% | 0.0% | 50.0% | 0.0% | 0.0% | 100.0% |
| | Crew Worker | Full-time | Hourly | | \$ 23.28 | ----- Dependent on assigned job duties ----- | | | | | | | | N/A |
| | Administrative Assistant | Full-time | Hourly | | \$ 20.09 | 0.0% | 33.0% | 0.0% | 23.0% | 23.0% | 21.0% | 0.0% | 0.0% | 100.0% |
| <i>Public Works & Parks and Recreation employees that hold the following certifications will receive the stated additional amount per hour. DSM or WTR 2 may be combined with one CDL certification.</i> | | | | | | | | | | | | | | |
| | IN DSM-Distribution System Medium License | Full-time | Hourly | | \$ 1.50 | | | | | | | | | |
| | WT2 | Full-time | Hourly | | \$ 1.70 | | | | | | | | | |
| | CDL A | Full-time | Hourly | | \$ 1.25 | | | | | | | | | |
| | CDL B | Full-time | Hourly | | \$ 1.00 | | | | | | | | | |
| | Pesticide Applicator Category 8 | Full-time | Hourly | | \$ 0.75 | | | | | | | | | |
| <i>On-Call Duty - A scheduled employee will be paid \$70.00. The employee shall be compensated for a minimum of one (1) hour of work when called in.</i> | | | | | | | | | | | | | | |
| <i>Uniform Allowance - Salaried and full-time crew are to receive \$350, payable annually with the last pay of September included with regular pay.</i> | | | | | | | | | | | | | | |

TOWN OF CEDAR LAKE

EXHIBIT A

SCHEDULE OF 2026 SALARIES AND WAGES

| Department | Employee Description | Position Type | Pay Base | 2026 Bi- Weekly Maximum | 2026 Hourly Maximum | GEN (%) | MVH (%) | LCSW (%) | WW (%) | WTR (%) | SWD (%) | RDC (%) | Parks (%) | Total (%) |
|--|--|---------------|---------------|-------------------------------|------------------------|---------|---------|----------|--------|---------|---------|---------|-----------|-----------|
| Parks and Recreation | Parks and Recreation Superintendent | Full-time | Salary-Exempt | \$ 3,076.92 | | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Recreation Coordinator | Full-time | Salary-Exempt | \$ 2,277.89 | | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Administrative Assistant | Full-time | Hourly | | \$ 22.81 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Maintenance Foreman | Full-time | Hourly | | \$ 27.03 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Park Crew Worker | Full-time | Hourly | | \$ 23.28 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Open Space Groundskeeper | Part-time | Hourly | | \$ 15.91 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Program Instructor | Part-time | Per class | ----- \$50.00 | per class ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Recreation Aide | Part-time | Hourly | | \$ 13.40 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Soccer Referee | Part-time | Hourly | | \$ 13.40 | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 100.0% |
| | On-Call Duty - A scheduled employee will be paid \$70.00. The employee shall be compensated for a minimum of one (1) hour of work when called in. | | | | | | | | | | | | | |
| | Uniform Allowance - Full-time employees are to receive \$350, payable annually with the last pay of September included with regular pay. | | | | | | | | | | | | | |
| Boards and Commissions | Board of Safety | Part-time | Per meeting | --- \$114.00 | per meeting --- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | JMOB | Part-time | Per meeting | --- \$114.00 | per meeting --- | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Storm Water Management | Part-time | Per meeting | --- \$114.00 | per meeting --- | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 100.0% |
| | Plan Commission | Part-time | Per meeting | --- \$114.00 | per meeting --- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | BZA | Part-time | Per meeting | --- \$114.00 | per meeting --- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | RDC | Part-time | Per meeting | --- \$114.00 | per meeting --- | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 100.0% |
| | Unsafe Building Commission | Part-time | Per meeting | --- \$114.00 | per meeting --- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Park Board | Part-time | Per meeting | --- \$114.00 | per meeting --- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Boards and commissions are paid per meeting attended, payable semi-annually in July and December. | | | | | | | | | | | | | | |
| Members of the Town Council are not entitled to receive additional compensation for service on boards or commissions. | | | | | | | | | | | | | | |
| Police | Police Chief | Full-time | Salary-Exempt | \$ 3,432.69 | | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Deputy Chief | Full-time | Hourly | | \$ 41.49 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Commander | Full-time | Hourly | | \$ 40.40 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Sergeant | Full-time | Hourly | | \$ 37.85 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Corporal | Full-time | Hourly | | \$ 36.90 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Patrolman First Class | Full-time | Hourly | | \$ 36.12 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Patrolman | Full-time | Hourly | | \$ 35.16 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Probationary Patrolman | Full-time | Hourly | | \$ 31.25 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Code Enforcement Officer | Part-time | Hourly | | \$ 22.30 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Administrative Assistant | Full-time | Hourly | | \$ 24.31 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | FT Clerk | Full-time | Hourly | | \$ 20.91 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | PT Clerk | Part-time | Hourly | | \$ 19.93 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Crossing Guard | Part-time | Hourly | | \$ 15.96 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | VIPS Stipend | Volunteer | Per Call Out | | \$ 16.75 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | VIPS Lieutenant | Volunteer | Stipend | ----- \$1,000.00 | annually ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | VIPS Sergeant | Volunteer | Stipend | ----- \$500.00 | annually ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Police Officer First Class* | | | \$ 2,928.14 | | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

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

Sworn non-exempt employees are due overtime after 86 hours worked per pay period.

Police Grants - Full-time officers shall receive 1.5 times their hourly rate of pay in addition to their regular salary for work performed as outlined for each specific grant.

Uniform Allowance - Full-time officers are to receive \$1,500 paid semi-annually with the first pays of June and December and included with regular pay.

VIPS Stipend - December through May activity payable first pay July. June through November activity payable first pay in December. VIPS Officer Stipends payable semi-annually on the first pays in July and December.

TOWN OF CEDAR LAKE

EXHIBIT A

SCHEDULE OF 2026 SALARIES AND WAGES

| Department | Employee Description | Position Type | Pay Base | 2026 Bi-Weekly Maximum | 2026 Hourly Maximum | GEN (%) | MVH (%) | LCSW (%) | WW (%) | WTR (%) | SWD (%) | RDC (%) | Parks (%) | Total (%) |
|------------|----------------------------|---------------|---------------|------------------------|---------------------|---------|---------|----------|--------|---------|---------|---------|-----------|-----------|
| Fire | Fire Chief | Full-time | Salary-Exempt | \$ 3,432.69 | | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Deputy Chief | Full-time | Hourly | | \$ 39.43 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Battalion Chief | Full-time | Hourly | | \$ 27.00 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Captain FF/Paramedic | Full-time | Hourly | | \$ 25.98 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Firefighter/Paramedic** | Full-time | Hourly | | \$ 25.82 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Firefighter/EMT | Full-time | Hourly | | \$ 20.28 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | EMS Billing Clerk | Full-time | Hourly | | \$ 19.31 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Firefighter/Paramedic | Part-time | Hourly | | \$ 25.00 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Firefighter/EMT | Part-time | Hourly | | \$ 22.00 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Division Chief Marine Unit | Part-time | Hourly | | \$ 15.91 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| | Firefighter | Part-time | Hourly | | \$ 15.91 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |

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

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

Non-exempt sworn members are due overtime after 106 hours worked per pay period.

Volunteer Fire Department

| | | | | | | | | | | | | | | |
|------------------------|-----------|--------------|---------------------------------|--------|------|------|------|------|------|------|------|------|------|--------|
| Training Officer | Volunteer | Stipend | ----- \$1,000.00 annually ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Fire Inspector | Volunteer | Stipend | ----- \$1,000.00 annually ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Assistant Chief | Volunteer | Stipend | ----- \$750.00 annually ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Battalion Chief | Volunteer | Stipend | ----- \$500.00 annually ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Captain | Volunteer | Stipend | ----- \$300.00 annually ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Lieutenant | Volunteer | Stipend | ----- \$200.00 annually ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Car/Clothing Allowance | Volunteer | Stipend | ----- \$200.00 annually ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Fire Response | Volunteer | Per Call-Out | ----- \$16.75 per callout ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |
| Training Pay | Volunteer | Per Session | ----- \$16.75 per callout ----- | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 100.0% |

Volunteer fire dispatch and training pay compensation activity from December through May payable in July, June through November activity payable in December.

Stipends are paid semi-annually with the first pay in July and December.

Notes:

All wages for hourly employees may be lower than stated.

Bi-weekly wages for salaried employees may be lower than stated. Bi-weekly amounts stated are not to exceed.

Hourly and bi-weekly rates shown for employees may be rounded.

Distributions may be adjusted beyond percentages shown based on type of work performed and budgetary constraints.

TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA

ORDINANCE NO.: 1523

AN ORDINANCE AMENDING THE TOWN BOARD OF SAFETY POWER AND AUTHORITY IN CEDAR LAKE TOWN CODE §34.182, REPEALING ALL TOWN ORDINANCES AND TOWN CODE SECTIONS AND PROVISIONS, OR PARTS THEREOF, IN CONFLICT HEREWITH, AND ALL MATTERS RELATED THERETO.

WHEREAS, the Town Council, of the Town of Cedar Lake, Lake County, Indiana (hereinafter, the "Town Council"), has reviewed the provisions of the Town Code, and specifically §34.182 pertaining to Powers and Duties of the Town Board of Safety; and

WHEREAS, the Town Council has been informed and advised that Cedar Lake Town Code §34.182, adopted by establishment Ordinance No.1353 establishes that the Board of Safety has certain specified Powers and Authority, under statutory authority of the Indiana Code; and

WHEREAS, the Town Council has reviewed and examined the terms and provisions of said Town Code §34.180, as well as applicable provisions of the Indiana Code, and as a consequence, as determined it prudent to update said Town Code provisions for Powers and Authority of the Town Board of Safety and to amend such Board of Safety Powers and Authority rules, regulations, and provisions in accordance with said review analysis as aforesaid; and

WHEREAS, the Town Council, upon its discernment and review, and input of the Town Administrative Staff Department now concurs and agrees that it is appropriate, advisable, and in the best interests of the residents and citizens of the Town to amend Town Code §34.182 pertaining to the Powers and Authority of the Town Board of Safety hereafter.

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

SECTION ONE: That Cedar Lake Town Code §34.182, entitled **POWERS; AUTHORITY**, of the Town Board of Safety Powers and Authority Town Code Section, be amended to read and provide hereafter as follows, namely:

"§ 34.182. Powers; authority.

The Board of Safety shall have and possess all of the rights, power, and authority to the extent and in the manner provided a Board of Metropolitan Police Commissioners by I.C. 36-8-9-1 et seq., I.C. 36-8-3-4, and as provided by any other State law or legal regulation or requirement, as the provisions are now in force and effect, or as such provisions may be hereafter amended, except that civilian radio operators and other non-sworn members of the Police and Fire Departments shall be appointed by the Chief of the respective Public Safety Department. The Board of Safety shall adopt rules and regulations concerning policies and procedures governing the hiring, firing, promotion and demotion of members and employees of the Police and Fire Departments. The appointment of employees shall be subject to approval by the Town Council. The rules and regulations of the Board of Safety are made a part of this Section, and the Board of Safety may amend said rules and regulations from time to time as it sees fit."

SECTION TWO: That all Town Code provisions of Town Code Section 34.182 not amended or replaced hereby are ratified and reaffirmed in all respects as amended to date.

SECTION THREE: If any section, clause, provision, or portion of this Ordinance shall be held to be invalid or unconstitutional by any Court of competent jurisdiction, such decision shall not affect any other section, clause, provision, or portion of this Ordinance.

SECTION FOUR: That all existing Ordinances and Town Code provisions, or parts thereof, in conflict with the provisions of this Amending Ordinance, are hereby deemed null, void and of no legal effect, and are specifically repealed.

SECTION FIVE: That this Ordinance shall take effect, and be in full force and effect, from and after its passage and adoption by the Town Council of the Town of Cedar Lake, Lake County, Indiana, in conformance with applicable law.

ALL OF WHICH IS PASSED AND ADOPTED THIS ____ DAY OF _____, 2025, BY THE TOWN COUNCIL OF THE TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA.

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

Nick Recupito, President

Greg Parker, Vice-President

Robert H. Carnahan, Member

Julie A. Rivera, Member

Mary Joan Dickson, Member

Richard C. Thiel Jr, Member

Chuck Becker, Member

ATTEST:

JENNIFER N. SANDBERG, IAMCA, CMC, CPFIM
Clerk-Treasurer



November 26, 2025

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

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

RE: Approval of Moving Forward with 2026 Vehicle Purchases

Dear Cedar Lake Town Council:

At the Wednesday, November 26, 2025 Cedar Lake Board of Safety Public Meeting, the Board discussed their support of the Police Department moving forward with the purchase of four (4) 2026 vehicles.

The Cedar Lake Board of Safety made motion and voted 4 to 1 sending Favorable Recommendation to the Cedar Lake Town Council to approve the Cedar Lake Police Department to proceed with the purchase of vehicles.

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

Sincerely,


TOWN OF CEDAR LAKE BOARD OF SAFETY


Norman Stick, Chairman


Lester Kaper, Vice-Chairman


David Villalobos, Member


Barbara Littles, Member


Larry Nagy, Member



November 26, 2025

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

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

RE: Approval of Moving Forward with Firearms Purchases

Dear Cedar Lake Town Council:

At the Wednesday, November 26, 2025 Cedar Lake Board of Safety Public Meeting, the Board discussed their support of the Police Department moving forward with the purchase of new firearms.

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

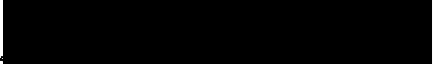
Please consider this at your next Town Council meeting for approval. If you have any questions, please let us know.

Sincerely,

TOWN OF CEDAR LAKE BOARD OF SAFETY


Norman Stick, Chairman


Lester Kaper, Vice-Chairman


David Villalobos, Member


Barbara Littles, Member


Larry Nagy, Member

CALENDAR YEAR 2026

AMBULANCE/EMS AND FIRE PROTECTION SERVICES AGREEMENT

The Parties, Hanover Township of Lake County, Indiana, a unit of local government ("the Township"), and the Town of Cedar Lake, Indiana, an Indiana Municipal Corporation, ("the Town"), enter this Agreement with terms set forth as follows:

RECITALS

1. The TOWNSHIP includes areas within the municipal boundaries of the TOWN, and other areas outside the municipal boundaries of the TOWN. "Service Territory" means all areas of the Township outside the municipal boundaries of the TOWN that are located: IN THE UNINCORPORATED AREAS OF HANOVER TOWNSHIP SOUTH OF US 231 109TH AVE, FROM STATE LINE TO CLINE AVE, TO 149TH.
2. The TOWNSHIP seeks to protect and safeguard the lives of persons within its jurisdictional boundaries by having available to its citizens and residents, ambulance, fire, and emergency medical services to respond to emergencies.
3. The TOWN, through its elected Town Council, agrees to make the Town of Cedar Lake Municipal Fire Department available to provide fire, ambulance, and emergency medical services to the TOWNSHIP.
4. The TOWNSHIP and the TOWN each seek to guard against potential conflicts, problems, or disagreements by setting forth in writing the terms of this AGREEMENT to protect and safeguard lives within the TOWNSHIP by having fire and emergency medical services available for TOWNSHIP residents and citizens during emergencies.

COVENANTS

In consideration of the mutual promises set forth below, the Parties agree as follows:

1. **RECITALS INCORPORATED.** The Parties incorporate the above Recitals as an integral part of this AGREEMENT.
2. **TERM OF AGREEMENT.** The TOWN agrees to provide fire, ambulance, and emergency medical services to the TOWNSHIP through the Cedar Lake, Town Municipal Fire Department to protect and safeguard lives during fire and medical emergencies within the TOWNSHIP, for a term commencing January 1, 2026, and ending on December 31, 2026.

3. **AMOUNT AND MANNER OF- PAYMENT.** The TOWNSHIP agrees to pay the sum of \$ 185,000.00 to the TOWN for the fire and emergency medical services under this AGREEMENT. The Township must make Payments semi-annually in equal amounts of \$ 92,500.00 immediately within 7 days of its receipt by the TOWNSHIP of its semi-annual property tax settlements, which customarily occur on approximately June 30 and December 30 of each calendar year. Additionally, the TOWNSHIP agrees to pay additional amounts from the TOWNSHIP Cumulative Firefighting Equipment Fund distribution received by the TOWNSHIP during the term of this AGREEMENT for Firefighting Equipment Purchase(s) and other statutorily lawful permitted uses for such funds, as the TOWNSHIP in its discretion may authorize. The TOWNSHIP must pay such authorized additional purchases directly to the vendors involved.

4. **MAINTENANCE AND USE OF TOWNSHIP EQUIPMENT.**

Equipment must be uniform and consistent. "Use" means any use during emergency response to emergency dispatches under the organizational claim and process for the TOWN Municipal Fire Department.

In further consideration of the services provided by the TOWN to the TOWNSHIP, the TOWNSHIP has provided certain trucks and equipment to the TOWN for use by the TOWN as provided in this AGREEMENT. The TOWN agrees to provide adequate storage and housing for TOWNSHIP equipment and trucks within the territory of the TOWNSHIP.

The TOWN agrees to provide for ladder, pump and other testing, insurance, fuel, lubrication, and all repairs and normal maintenance for the TOWNSHIP trucks and related equipment.

5. **TITLE TO EQUIPMENT PURCHASED WITH TOWNSHIP FUNDS.**

The Parties agree that any emergency services apparatus and other equipment purchased with Cumulative Firefighting Equipment funds provided by the TOWNSHIP is TOWNSHIP property titled in the name of the TOWNSHIP, subject to the terms of this AGREEMENT.

6. **ADDITIONAL PAYMENT/COMPENSATION** The Parties acknowledge that in the course of providing fire and emergency medical services, the TOWN Municipal Fire Department may bill service charges and fees to the persons receiving such fire and emergency medical services. The TOWNSHIP agrees that the TOWN may continue the billings and service charges issued to persons receiving fire and emergency medical services, and may retain all fees and services charges collected for those services as additional compensation under this AGREEMENT.

The Parties agree that fair and reasonable rates are established for fire and emergency medical services provided. A copy of the rate schedule for these services is attached and incorporated by reference. The TOWN must notify the TOWNSHIP of (1) any proposed changes to the fee schedule during the term of this AGREEMENT and (2) the dates and times of all meetings for which the proposed changes are on the agenda to allow the TOWNSHIP an opportunity to address the proposed changes. The Parties further agree to comply with all applicable requirements of the State of Indiana Board of Accounts and the State of Indiana Department of Local Government Finance regarding all such fees and charges.

7. **AUTO AID AGREEMENTS,** The TOWN agrees to maintain certain auto aid agreements for High Target Hazard Areas and Critical EMS calls within the TOWNSHIP protection areas as requested by the TOWNSHIP under the terms of this AGREEMENT. The TOWN and TOWNSHIP each agree to comply with all laws, regulations, and legal requirements in participating in this initiative.
8. **REPORTING,** The TOWN agrees to provide a monthly accounting of the services provided under the terms of this AGREEMENT, including the number of calls and types of services rendered to the unincorporated areas of the TOWNSHIP. Additionally, the TOWN agrees to provide the TOWNSHIP with weekly, monthly, annual reports detailing all maintenance performed on the TOWNSHIP'S vehicles under this agreement.
9. **INSURANCE. INDEMNIFICATION AND HOLD HARMLESS,** The TOWN agrees that the consideration of the AGREEMENT paid by the TOWNSHIP to the TOWN includes payment for insurance, insurance benefits, and insurance coverage for the members of the TOWN'S Municipal Fire Department. The TOWN agrees to provide, at its own expense, public liability and property damage insurance in amounts acceptable to the TOWNSHIP. If the TOWN carries the maximum amount of such insurance under Indiana law, that amount is per se acceptable to the TOWNSHIP.

The TOWN agrees to indemnify and hold the TOWNSHIP, its Agents, Officials, Employees, Volunteers, Representatives, Attorneys, elected and appointed Officials, Successors and Assigns, harmless from all injury, liability, loss, damage, suits, costs, expenses, or claims of any nature or kind, resulting directly or indirectly from duties or services performed under this AGREEMENT, or arising out of any negligent or intentional acts or omissions of any of its Officials, Representatives, Agents, Attorneys, elected or appointed Officials, Members, Employees, Volunteers, Successors, and Assigns, and

agrees to reimburse the TOWNSHIP for any loss or expenses consequently incurred. Each Party additionally agrees to insure separately for errors and omissions their respective officers, elected and appointed, involved in the approval, authorization, and provision of public services provided under this AGREEMENT.

The TOWNSHIP agrees to indemnify and hold the TOWN, its Agents, Officials, Employees, Volunteers, Representatives, Attorneys, elected and appointed Officials, Successors and Assigns, harmless from all injury, liability, loss, damage, suits, costs, expenses, or claims of any nature or kind, resulting directly or indirectly from duties or services performed under this AGREEMENT, or arising out of any negligent or intentional acts or omissions of any of its Officials, Representatives, Agents, Attorneys, elected or appointed Officials, Members, Employees, Volunteers, Successors, and Assigns, and agrees to reimburse the TOWN for any loss or expenses consequently incurred. Each Party additionally agrees to insure separately for errors and omissions their respective officers, elected and appointed, involved in the approval, authorization, and provision of public services provided under this AGREEMENT.

10. **ALLOWANCES AND OTHER INSURANCE REQUIREMENTS.** The TOWN releases the TOWNSHIP from furnishing any clothing, allowance, or insurance (including life, disability, income, health, medical, and any other kind) to or for the benefit of any Member, Volunteer or Employee of the TOWN Municipal Fire Department. The TOWN agrees to indemnify and hold the TOWNSHIP, its Agents, Officials, Employees, Volunteers, Representatives, Attorneys, elected and appointed Officials, Successors, and Assigns, harmless from all claims arising from the failure of the TOWNSHIP to provide such insurance or allowances in reliance on this provision.

These mutual duties to indemnify survive the termination of this AGREEMENT and apply to any legal action relating to or arising from this AGREEMENT.

11. **LIMITATION ON DUTIES.** The duties of the TOWN Municipal Fire Department are limited to providing firefighting and emergency medical services during fire and medical emergencies to protect and safeguard lives. Any operation of the TOWN Fire Department beyond the normal duties required under this AGREEMENT must be performed at the express direction and discretion of the TOWN Municipal Fire Department.
12. **COOPERATION AND GRIEVANCES.** To promote the goals and objectives of this AGREEMENT effectively, the Parties agree to cooperate in all possible matters with each other, and if grievances arise between them, to settle those grievances immediately by communications between the President of the Town Council of the TOWN, and the Trustee of the TOWNSHIP.
13. **TERMINATION.** The TOWNSHIP has the right to terminate this AGREEMENT if during its term the TOWN relocates the site where it currently stores the TOWNSHIP's fire trucks. After such an event occurs, the TOWNSHIP may terminate this AGREEMENT by providing the TOWN with 30 days' written notice that it is exercising this provision. On the date specified

in that written notice, all payments and obligations cease except those specified to continue.

14. **LEGAL.** This document contains all terms of the Parties' Agreement, and no other writing contains any other terms of this Agreement. No right or duty under this Agreement may be assigned or delegated other than as expressly provided in this document, and no provision of this Agreement may be amended unless all Parties agree in a signed writing. If any provision of this Agreement is held invalid or unenforceable by a court of competent jurisdiction, that holding does not affect any other provision of this Agreement. Indiana law applies to this Agreement, and the Indiana state courts have exclusive jurisdiction over all disputes arising under this Agreement.
15. **PUBLIC MEETING ACTION (TOWN).** This AGREEMENT is executed by the Town Council of the TOWN OF CEDAR LAKE, LAKE COUNTY, INDIANA, after action at a duly noticed Public Meeting of the Town Council of the Town of Cedar Lake, Lake County, Indiana, a Municipal Corporation, on the _____ day of _____, 2025, at which by a vote of _____ in favor, _____ and _____ against, approved and authorized entry into this AGREEMENT, and whereby the Members of the Town Council, and the Town Clerk Treasurer, respectively, were duly authorized to execute, attest, and deliver this AGREEMENT.
16. **PUBLIC MEETING ACTION (TOWNSHIP).** This AGREEMENT is executed by the Trustee and TOWNSHIP ADVISORY BOARD of HANOVER TOWNSHIP, LAKE COUNTY, INDIANA, after action at a duly noticed Public Meeting of the Trustee and Township Board of Hanover Township of Lake County, Indiana, a unit of local government, on the _____ day of _____, 2025, by a vote of _____ in favor, and _____ against, approved and authorized entry into this AGREEMENT and the Trustee and Members of the Township Board, respectively were duly authorized to execute, attest, and deliver this AGREEMENT.
17. **COUNTERPARTS.** The Parties may execute this AGREEMENT in counterparts, each of which when executed constitutes an original, and all of which together constitute one and the same AGREEMENT.

[SIGNATURES ON FOLLOWING PAGES]

IN WITNESS WHEREOF, the Parties by their duly authorized Elected Officials, have caused, this AGREEMENT to be executed this _____ day of _____, 2025

HANOVER TOWNSHIP,
LAKE COUNTY, INDIANA,
a Unit of Local Government

By: _____
Kevin Toth, Township Trustee

By: _____
Richard H. Niemeyer, President

By: _____
Charles Kortokrax, Vice-President

By: _____
Marilyn Kaper, Secretary

IN WITNESS WHEREOF, the Parties by their duly authorized Officials, have caused this AGREEMENT to be executed this _____ day of _____, 2025

TOWN OF CEDAR LAKE,
LAKE COUNTY, INDIANA,
A Municipal Corporation

By: _____
Nick Recupito, Town Council President

By: _____
Greg Parker, Town Council Vice- President

By: _____
Robert H Carnahan, Town Council Member

By: _____
Mary Joan Dickson, Town Council Member

By: _____
Julie A Rivera, Town Council Member

By: _____
Chuck Becker, Town Council Member

By: _____
Richard C Thiel, Jr, Town Council Member

ATTEST:

By: _____
Jennifer N. Sandberg, IAMCA, CMC, CPFIM,
Clerk Treasurer