

**Enrolled Memorandum of the Meeting  
Study Session/Meeting (In person)  
Thirtieth Town Council of Highland  
Monday, January 13, 2025**

The Thirtieth Town Council of the Town of Highland, Lake County, Indiana met in a study session on **Monday, January 13, 2025**, immediately at the adjournment of the January 13, 2025 Plenary Meeting (7:30 O'clock P.M)., in the regular place, the Highland Municipal Building, 3333 Ridge Road, Highland, Indiana.

\*This meeting was convened as an in person meeting and lived streamed to the Town of Highland Facebook. Facebook permits the public to observe and record the proceedings but allows no interaction between and among the Town Council and members of the public. The public is able to participate in person. All Councilors were simultaneously seen and heard. Councilor Turich, Councilor Robertson, Councilor Black, Councilor Philip Scheeringa all participated in person. Councilor Georgeff was absent.

**Silent Roll Call:** Councilors Doug Turich, Alex Robertson, Tom Black, Philip Scheeringa, were present in person as indicated. Councilor George Georgeff was absent. The Clerk-Treasurer, Mark Herak was present to memorialize the proceedings. *A quorum was attained.*

*Officials Present:* IT Director Ed Dabrowski, Alex Brown, Superintendent of Parks and Metropolitan Police Chief Ralph Potesta were in person.

x. **Discussion:** Appointments.

*Unless otherwise noted, all terms expire on the 1<sup>st</sup> Monday in January 2025 and or until a successor is appointed or qualified, not exceeding ninety (90) days.*

With the absence of Councilor Georgeff, the Council decided not to take up appointments at this time but wait until the next plenary meeting or until Councilor George Georgeff' s return, with the exception of the Town Representative to the Lake County Public Safety Commission which is meeting this week.

• **Statutory Boards and Commissions**

*Executive Appointments (May be made in meeting or at another time)*

1. **Municipal Plan Commission** (1) appointment to be made by Town Council President. *(Note: Currently held by Toya Smith, (D) term ending 1<sup>st</sup> Monday January 2025.) No more than two (2) of any party. Current composition is two (2) Republicans, two (2) Democrats. Term is four (4) years.*

*Toya Smith (appointed by the Plan Commission to the Advisory Board of Zoning Appeals)*

*(Term co-extensive with her Plan Commission term – 1<sup>st</sup> Monday in January 2025)*

2. **Redevelopment Commission** (3) appointments to be made by Town Council President. *(Note: Currently held by George Georgeff, Alex Robertson and Tom Black, all expiring 1<sup>st</sup> Monday in January 2025 and up to 90 days after term expires if no action)*
3. **Waterworks Board of Directors:** (1) appointment to be made by Town Council President. *(Note: Currently held by Peggy Phillips (R), term ending 1<sup>st</sup> Monday January 2025). Term is for three (3) years. Current composition of the board is two Republicans and three Democrats. No more than three of any one party under state law. The Clerk-Treasurer said he has not heard from Peggy if her desire is to see reappointment.*
4. **Board of Sanitary Commissioners:** (2) appointments to be made by Town Council President. *(Currently held by Greg Cieslak (R) and Richard Garcia (D), term ending 1<sup>st</sup> Monday January 2025 and up to 90 days after term expires if no action.) Term is for four (4) years. Current composition of the Board is three (3) Democrats and two (2) Republicans. There can be no more than 3 from any one party.*

**Regional Statutory Appointments.**

5. **Economic Development Commission.** (1) Appointment to be made by the municipal executive, but requiring nomination from the Town Council. *(Currently held by Blane Roberts, term ending 1<sup>st</sup> Monday February 2025 and up to 90 days after term expires if no action)*
6. **Northwestern Regional Planning Commission (NIRPC).** (1) No action necessary unless a change is desired. Town Council President is appointing authority. Must be an elected official who resides in the Town. *(Current serving: Tom Black.) Must be a member of the Town Council. Term is co-extensive with term on council unless legislative body acts otherwise*
7. **Joint Board of Delegates of the Interlocal Ethics Entity.** (1) Appointed by Municipal Executive *(Currently serving: Tom Black)* No term. Notifying in case the Council President wants to recall and appoint someone else. *Must be a member of the Town Council. Term is co-extensive with term on council unless legislative body acts otherwise*
8. **Lake County Convention and Visitors Bureau Board of Directors.** (1) Appointment by Town Council President. **(NOT DUE UNTIL JUNE 30 2025)** *(Currently serving Christine Cash) Appointing authority must give sole consideration to individuals who are knowledgeable about or employed as executives or managers in Hotel, Motel, Banking, Real Estate and hospitality. Cannot hold an elected or appointed political office*

**Home Rule Commissions or Boards**

9. **Community Events Commission Multi-year positions:** (1) appointment to be made by the Town Council President. **Term: 4 years.** *(Note: Currently vacant)*

10. **Main Street Bureau Board of Directors.** Town Council President appointment. (1) Appointment. Town Council Representative must be a member of the Town Council. *Term co-extensive with term of appointee. (Note: Currently serving is Alex Robertson)*
11. **Tree Board.** (2) Appointments to be nominated by the Town Council but appointed by the Town Council President. *(Note: Currently held by Richard Underkofler and Blane Roberts, term ending 1<sup>st</sup> Monday January 2025). Term is for three (3) years*
  - a. Nomination by the Town Council. *(The council would pass a motion to nominate.)*
  - b. Appointment by executive. *(If nominee is acceptable, the Town Council President may appoint.)*
  - **Tree Board Chairperson.** The Town Council President also appoints the Chairperson to be selected from the membership of the board. (See HMC Section 8.25.030 (C)) *(Currently held by James Colias.)*
12. **Committee and Liaison Assignments.** *Assignments made by Town Council President. (Custom and Convention)*

#### **Legislative Appointments**

1. **Municipal Plan Commission** *(Note: Appointees may be elected or appointed officials or employees of the Town. No action necessary as incumbents continue to serve unless the legislative body acts to change. Currently serving: Morgan Wright (municipal employee); Bernie Zemen (appointed official, he is a member of the Water Board); Doug Turich (elected official). The term of office of a member (who is appointed from the membership of a legislative body, a public board or commission or as an employee) is co-extensive with the member's term of office on that body, board, or council, or term of employment. , Unless the appointing authority, at its first regular meeting in any year, appoints another to serve as its representative, the current appointee serves for another year . (Pursuant to IC 36-7-4-217)*
2. **Advisory Board of Zoning Appeals:** (1) appointment to be made by Fiscal Body. *(Note: Currently held by David Helms, term ending 1<sup>st</sup> Monday January 2025). Term is for three (3) years.*

*Toya Smith (appointed by the Plan Commission to the Advisory Board of Zoning Appeals)*  
*(Term co-extensive with her Plan Commission term – 1<sup>st</sup> Monday in January 2025)*
3. **Park and Recreation Board.** (1) appointment to be made by the Town Council. *(Note: Current appointee is Carlos Aburto (D), term ending 1<sup>st</sup> Monday January 2025) Term is for*

*four (4) years. (Current composition is 2 democrats and 2 republicans. Not more than 2 members may be of the same party.)*

4. **Town Board of Metropolitan Police Commissioners.** (2) appointments to be made by the Town Council. (Note: Current appointees are Mike Danko (R) and Larry Moses (R), term ending 1<sup>st</sup> Monday January 2025). Term is for three (3) years. (Current composition for these five citizen positions is three (3) democrats and two (2) republicans)
- 5 **Redevelopment Commission.** (2) appointments to be made by the Town Council. (Note: current appointees are Doug Turich and Philip Scheeringa.)

#### Regional Statutory Appointments

6. **Lake County Solid Waste Management District Board of Directors.** (1) No action necessary unless a change is desired. (Note: Currently serving Tom Black) Must be a member of the Town Council. Term is co-extensive with term on council unless legislative body acts otherwise.

#### Home Rule Commissions

7. **Main Street Bureau Board:** (17) appointments to be made by the Town Council. (Note: Current Appointees are: Renee Reinhart, Ben Reinhart, Diane Barr-Roumbus, James Roumbus, Sandy McKnight, Al Simmons, Sandy Ray, Ben Tomera, Laura Pilewski and Desiree Biro, term ending 1<sup>st</sup> Monday January 2025). Term is for two (2) years.
8. **Community Events Commission Multi-year positions:** (4) appointments to be made by the Town Council. **Term: 4 years.** (Note: Currently vacant)  
  
*Single year positions:* (9) appointments to be made by the Town Council. **Term: 1 year.** (Note: Currently serving, Linda Carter, Rachael Carter, Olga Briseno, Jack Rowe, Kathy Camp-Burke and Kelly Bridges)
9. **Traffic Safety Commission:** (5) appointments, which must be comprised of 1 representative from the Fire Department, (1) representative from the Public Works Department (Agency), (1) member from the Town Board of Metropolitan Police Commissioners, and (2) members from the Police Department. Also note, HMC Chapter 10.45 provides that the Police Chief serves as Chief of the Commission regardless of being an appointed member of the commission. (Currently serving, Mike Pipta, Fire Department Representative; Mark Knesek Public Works Department (Agency) representative; Steve Jurczak, Town Board of Metropolitan Police Commissioners representative; Commander John Banasiak, Police Department representative; and Chief Ralph J. Potesta, Police Department representative.)

*"The commission shall also consist of a representative from the town council, which may be held by a single member or alternating between several members of the town council*

*as the town council may direct. Only one member at any given time may participate in a meeting of the traffic safety commission.*

- x. Discussion: Update from Tom Brown on the status of the insurance.

The January 13, 2025 plenary meeting agenda was amended to include this topic as several premiums were due January 1 and the next plenary meeting wasn't until the 27<sup>th</sup> of January and Tom Brown was concerned about a lapse in coverage and the Town did not want to be without insurance coverage.

Tom Brown passed out the following information during the plenary meeting.

Memorandum of Meeting  
Monday, January 13, 2025

**Tom Brown**

---

**From:** Tom Brown  
**Sent:** Tuesday, January 7, 2025 12:37 PM  
**To:** mherak@highland.in.gov  
**Subject:** Highland - auto ID cards & updated schedules  
**Attachments:** 1.1.2025 Highland Property Schedule incl PITO EDP for 1.1.25 - FINAL.xlsx; 1.1.2025 Highland IM Schedule - 1.3.25 FINAL.xlsx; 1.1.2025 Highland Auto Schedule as of 1.3.25 for 1.1.25- FINAL.xlsx

Mark –

We have auto ID cards to drop off.

ID CARDS

Regarding ID cards, drop off at Town Hall or at each department?

SCHEDULES

I believe we made significant progress on the auto, property, and equipment schedules, with those changes being retroactive to 1.1.25. Both Alex Brown and Mark Knesek provided rationale for deviating in a few areas from our initial discussion. I thought it best to run with certainty, aware you may wish to take this further (remove additional items) after reviewing where we're at. I do not have overall cost adjustment currently. Summarily:

Buildings – **removed** \$222,051 in value

Contents – **added** \$427,480 in contents value (Lincoln Center – increased contents from \$572,520 to \$1,000,000)

Property in the Open – **removed** 258,044 in value

Equipment – **removed** \$688,011 in values; **added** \$29,000 in values (two parks dept mowers)

Auto – **added** two vehicles and one trailer (12.18, 12.19 and 12.27.2024) totaling \$214,425 in value

Auto – **removed** physical damage coverage on (20) vehicles &/or trailers, totaling \$782,754 in value

Auto – **increased deductibles** on (19) vehicles valued \$100,000 or greater – from \$1,000 to \$2,500

**Tom Brown**

Brown Insurance Group

W: 219.972.6060 C: 219.678.6060

Memorandum of Meeting  
Monday, January 13, 2025

2025 Statement of Property Values for:				Town of Highland, IN						
Tract	Blkd#	Occupancy	Address	City	State	Zip	Appraised Building Incr. by 7.9% on 8/2/24	Contents	Total	Valuation
6	7	Sheppard Park - Skate Park	9217 Labie Rd	Highland	IN	46332	\$0		De-Not-Insure	
7	6	Sharp Ball Field Dugout-1	8072 Kennedy Ave	Highland	IN	46332	\$5,837		De-Not-Insure	
8	9	Sharp Ball Field Dugout-2	8074 Kennedy Ave	Highland	IN	46332	\$5,837		De-Not-Insure	
9	8	Sharp Ball Field Dugout-3	8074 Kennedy Ave	Highland	IN	46332	\$5,837		De-Not-Insure	
9	9	Sharp Ball Field Dugout-4	8076 Kennedy Ave	Highland	IN	46332	\$5,837		De-Not-Insure	
5	4	Meadows Park - Dugout-1	8400 Southmoor Ave	Highland	IN	46332	\$14,430		De-Not-Insure	
5	5	Meadows Park - Dugout-2	8400 Southmoor Ave	Highland	IN	46332	\$14,430		De-Not-Insure	
5	6	Meadows Park - Dugout-3	8400 Southmoor Ave	Highland	IN	46332	\$14,430		De-Not-Insure	
5	7	Meadows Park - Dugout-4	8400 Southmoor Ave	Highland	IN	46332	\$14,430		De-Not-Insure	
2	2	VPS-Building (Shed)	3001 Ridge Road	Highland	IN	46332	\$43,151		De-Not-Insure	
4	3	Recreative Facility-43	8000 Parish Ave	Highland	IN	46332	\$45,799		De-Not-Insure	
7	7	Homestead Park - Dugout-4	8000 Parish Ave	Highland	IN	46332	\$45,799		De-Not-Insure	
10	7	Lincoln Center - Playground Equipment (Childcare Center)	2450 Lincoln St	Highland	IN	46332	\$17,745		De-Not-Insure	
7	4	Homestead Park - Dugout-2	8000 Parish Ave	Highland	IN	46332	\$17,745		De-Not-Insure	
7	5	Homestead Park - Dugout-1	8004 Wickler Park Drive	Highland	IN	46332	\$17,745		De-Not-Insure	
11	4	Sharp Athletic Field - 20X24 Metal Picnic Shelter	8074 Kennedy Ave	Highland	IN	46332	\$22,443		De-Not-Insure	
9	8	Homestead Park - Storage	8000 Parish Ave	Highland	IN	46332	\$25,432	\$0	RC	
17	3	One Car Garage for Police - deleted?	3333 Ridge Road	Highland	IN	46332	\$27,165	\$0	RC	
5	9	Meadows Park - Playground Equipment - North	9400 Southmoor Ave	Highland	IN	46332	\$28,054	\$0	RC	
8	6	Markley Park - Electric Building	9217 Labie Road	Highland	IN	46332	\$28,777	\$0	RC	
28	1	Markley Park - Bunting Cages	9500 Satic Ct.	Highland	IN	46332	\$28,824	\$0	RC	
20	1	Lift Station	9037 Parish Ave	Highland	IN	46332	\$29,701	\$0	RC	
12	3	Dog Pound	2715 Hart Road	Highland	IN	46332	\$35,124	\$0	RC	
5	8	Meadows Park - Picnic Shelter	7941 Municipal Dr (5th & Little Cal. River)	Highland	IN	46332	\$35,848	\$0	RC	
29	1	Jaycee Park - Palyground Equipment	3400 Southmoor Ave	Highland	IN	46332	\$35,877	\$0	RC	
9	2	Sharp Ball Field - Picnic Shelter	8040 101st St.	Highland	IN	46332	\$37,031	\$0	RC	
3	2	Sharp Athletic Field - Metal Picnic Shelter 720 Sq Ft	8071 Kennedy Ave	Highland	IN	46332	\$39,081	\$0	RC	
3	1	Fuel Island Canopy	8001 Parish Ave	Highland	IN	46332	\$39,188	\$0	RC	
31	1	Little Turtle Park - Little Tikes Play Systems Playground Eq	3201 LeForte St	Highland	IN	46332	\$39,276	\$0	RC	
35	1	Terrace Park - Playground Equipment	8071 Kennedy Ave	Highland	IN	46332	\$39,276	\$0	RC	
2	1	Sharp Athletic Field Playground Equipment	2030 Lincoln Ave	Highland	IN	46332	\$40,398	\$0	RC	
2	3	Meadows Park - Picnic Shelter	9400 Southmoor Ave	Highland	IN	46332	\$44,886	\$0	RC	
21	1	Lift Station	3720 Aft Ct.	Highland	IN	46332	\$46,753	\$0	RC	
10	2	Lincoln Center - Playground Equipment	2450 Lincoln St	Highland	IN	46332	\$49,459	\$0	RC	
34	1	Parit Park - Miracle Car Stage Play Sys	9040 Cottage Grove Ave	Highland	IN	46332	\$50,497	\$0	RC	
7	3	Homestead Park - Shelter	8000 Parish Ave	Highland	IN	46332	\$50,497	\$0	RC	
7	5	Homestead Park - Playground Equipment	8000 Parish Ave	Highland	IN	46332	\$55,547	\$0	RC	
8	5	Markley Park - Little Tikes P/G Equip	9500 Satic Ct.	Highland	IN	46332	\$56,108	\$0	RC	
26	1	Bathroom in Downtown Highland Parking lot   Bike Trial	2724 Highway Ave	Highland	IN	46332	\$56,108	\$0	RC	
30	1	Lakeside Park - Miracle Play Sys Trainers/Swings (2 Play S)	3046 97th Place	Highland	IN	46332	\$56,108	\$0	RC	
32	1	Northwood Park - Playground Structure by Gametime	2432 81st Street	Highland	IN	46332	\$56,108	\$0	RC	
33	1	Orchard Park - Playground Equipment	8720 Orchard Dr	Highland	IN	46332	\$56,108	\$0	RC	
6	3	Sheppard Park - Picnic Shelter	9217 Labie Road	Highland	IN	46332	\$58,018	\$0	RC	
6	3	Markley Park - Picnic Shelter	9500 Satic Ct.	Highland	IN	46332	\$58,018	\$0	RC	
6	6	Sheppard Park - Playground by Gametime w/ Craw Tube/L	9217 Labie Rd	Highland	IN	46332	\$60,392	\$0	RC	
8	2	Markley Park - Press Box	9500 Satic Ct.	Highland	IN	46332	\$61,719	\$20,800	RC	
5	10	Meadows Park - Playground Equipment - South	8400 Southmoor Ave	Highland	IN	46332	\$67,390	\$0	RC	
7	2	Meadows Park - Wave Shelter	8000 Parish Ave	Highland	IN	46332	\$69,175	\$0	RC	
12	2	Fire Training Center	7941 Municipal Dr (5th & Little Cal. River)	Highland	IN	46332	\$72,982	\$0	RC	
4	4	Main Square - Kid Builder Castle Playground	3001 Ridge Road	Highland	IN	46332	\$75,185	\$0	RC	
1	4	Lift Station	7941 Municipal Dr (5th & Little Cal. River)	Highland	IN	46332	\$77,082	\$0	RC	
36	1	White Oak Park - Playground Equipment	2020 Branwood Lane	Highland	IN	46332	\$78,551	\$0	RC	

Memorandum of Meeting  
Monday, January 13, 2025

Loc#	Bldg#	Occupancy	Address	City	State	Zip	Appraised Building	Contents	Total	Valuation			
							incr. by 7.9% on 8/2/24						
19	1	Lift Station	9301 South 5th St	Highland	IN	46322	\$80,182	\$0	\$80,182	RC			
8	4	Markley Park - Storage Building	9500 Saric Ct	Highland	IN	46322	\$82,069	\$10,400	\$92,469	RC			
17	2	Police Dept Garage - delete?	3333 Ridge Road	Highland	IN	46322	\$86,449	\$0	\$86,449	RC			
25	2	North Drive Pump Station	8044 North Drive	Highland	IN	46322	\$86,590	\$0	\$86,590	RC			
22	1	Lift Station	9120 Grace St	Highland	IN	46322	\$88,917	\$0	\$88,917	RC			
18	1	Lift Station	3512 Laporte St. (across street)	Highland	IN	46322	\$80,693	\$0	\$80,693	RC			
24	1	Pump Station	9925 Express Dr	Highland	IN	46322	\$100,686	\$0	\$100,686	RC			
6	1	VPS Building	9217 Liable Road	Highland	IN	46322	\$110,349	\$12,480	\$122,829	RC			
6	5	Sheppard Park - Concession Stand	9217 Liable Road	Highland	IN	46322	\$120,524	\$20,800	\$141,324	RC			
8	1	Markley Park - Concession Stand	9500 Saric Ct	Highland	IN	46322	\$125,650	\$20,800	\$146,450	RC			
7	1	Homestead Park - Concession Building	8000 Parrish Ave	Highland	IN	46322	\$142,083	\$20,800	\$162,883	RC			
23	1	Lift Station	2000 Lincoln St	Highland	IN	46322	\$153,176	\$0	\$153,176	RC			
13	1	Lift Station	2000th Block & 37th Pl	Highland	IN	46322	\$169,921	\$0	\$169,921	RC			
9	1	Sharp Ball Field - Concession Stand	8071 Kennedy Ave	Highland	IN	46322	\$172,349	\$26,000	\$198,349	RC			
5	2	Meadows Park - Concession Stand	9400 Southmoor Ave	Highland	IN	46322	\$196,971	\$20,800	\$217,771	RC			
3	3	Salt Barn	8001 Kennedy Ave	Highland	IN	46322	\$197,597	\$0	\$197,597	RC			
11	2	Lift Station - Sample Building	8004 Wicker Park Drive	Highland	IN	46322	\$202,226	\$0	\$202,226	RC			
3	4	Parks & Recreation Building	8001 Kennedy Ave	Highland	IN	46322	\$339,863	\$54,080	\$393,943	RC			
4	2	Main Square - Bathrooms/Concession Stand	3001 Ridge Road	Highland	IN	46322	\$484,471	\$20,800	\$505,271	RC			
5	1	Parks & Recreation Garage	9400 Southmoor Ave	Highland	IN	46322	\$500,149	\$36,400	\$536,549	RC			
11	1	Lift Station	8004 Wicker Park Drive	Highland	IN	46322	\$721,700	\$0	\$721,700	RC			
12	1	Lift Station	7941 Municipal Dr (5th & Little Cal. River)	Highland	IN	46322	\$885,417	\$0	\$885,417	RC			
9	10	Pump Station	8071 / (8005?) Kennedy Ave	Highland	IN	46322	\$887,629	\$0	\$887,629	RC			
4	1	Main Square - Gazebo	3001 Ridge Road	Highland	IN	46322	\$919,373	\$5,720	\$925,093	RC			
25	1	North Drive Pump Station	8044 North Drive	Highland	IN	46322	\$2,290,944	\$0	\$2,290,944	RC			
2	1	Fire Station #2 (South Station)	2647 45th Street	Highland	IN	46322	\$2,473,554	\$36,400	\$2,509,954	RC			
9	11	Water Tank #2	8071 Kennedy Ave	Highland	IN	46322	\$2,708,290	\$0	\$2,708,290	RC			
9	12	Water Tank #1	8071 Kennedy Ave	Highland	IN	46322	\$2,708,290	\$0	\$2,708,290	RC			
15	1	Water Tank 500,000 Gallon	3750 Ridge Road (Ridge & Kleinman)	Highland	IN	46322	\$2,741,092	\$0	\$2,741,092	RC			
3	1	Maintenance Garage	8001 Kennedy Ave	Highland	IN	46322	\$2,745,990	\$130,000	\$2,875,990	RC			
1	1	Fire Station #1 (Central Station)	2801 Highway Ave	Highland	IN	46322	\$3,555,348	\$98,800	\$3,654,148	RC			
14	1	1 Million Gal Water Tank, Radio Tower Attached	2321 Teakwood Circle (US 41 overpass)	Highland	IN	46322	\$4,695,376	\$0	\$4,695,376	RC			
17	1	Municipal Building / Town Hall	3333 Ridge Road	Highland	IN	46322	\$6,077,316	\$796,130	\$6,873,446	RC			
16	1	Police Station	3315 Ridge Rd.	Highland	IN	46322	\$15,095,965	\$0	\$15,095,965	RC			
10	1	Lincoln Center / Field House / Community Center	2450 Lincoln St	Highland	IN	46322	\$24,139,140	\$1,000,000	\$25,139,140	RC			
	1	Highway of Flags Veteran Memorial Park (on corner)	(incl in FLAGs below)	Highland	IN	46322		\$0	\$0	RC			
							\$78,043,861	\$2,331,210	\$80,375,071				
							\$222,051 reduction	\$427,480 Increase					
Excluded from the Replacement Cost Values above: Architectural Fees, Excavation, Filling, Foundations below the lowest floor / below the surface, Underground Sewage, Piping and Wiring.													
			Various Locations / Parks / Fields	Highland	IN	46322	\$	6,131,307					
<b>Property In The Open (PITO)</b>													
							\$7,900						
								\$33,364					
							\$63,746						
								\$892,248					
								\$2,125,030					
								\$169,472					
								\$63,745					
							US 41		\$87,384				
								\$63,745					
							Various Locations / Parks / Fields	Highland	IN	46322	\$	3,534,988	\$258,044 reduction



Memorandum of Meeting  
 Monday, January 13, 2025

Loc#	Bldg#	Occupancy	Address	City	State	Zip	Appraised Building incr. by 7.9% on 8/2/24	Contents	Total	Valuation
<b>Property: Loss of Rents &amp; Loss Payee Schedule</b>										
Loc	Bldg#	Loss Payee Name	Address	City	State	Zip	Loss of Rents			
10	All	Lincoln Center Building Corp.	2450 Lincoln St	Highland	IN	46322	\$2,000,000			
16	All	Highland Public Building Corp.	3333 Ridge Rd	Highland	IN	46322	\$2,000,000			
							\$4,000,000			
<b>EDP (Electronic Data Property)</b>										
							Total Blanket Limit (\$10,000 Deductible)		\$1,113,685	
							Deductible		10,000	
		POLICY HOLDER NAME								
		POLICY HOLDER SIGNATURE								
		DATE:								

Memorandum of Meeting  
Monday, January 13, 2025

Property Values for property in the open:					Town of Highland, IN			
Loc	Bldg	Street	Occupancy	Limit	TYPE	Value per item	Excluded	
1	1	2904 Highway Ave	Fire Station #1 (Central Station)		EMERGENCY SIREN		\$43,240.00	
2	1	2647 45th Street	Fire Station #2 (South Station)		FLAGPOLE		\$4,766.00	
3	1	8001 Kennedy Ave	Maintenance Garage		SIGN	\$10,592.00		
					FLAGPOLE		\$4,766.00	
					FENCING		\$65,670.00	
4	1	3001 Ridge Road	Main Square - Gazebo		LIGHTING	\$109,230.00		
					FLAGPOLE		\$4,766.00	
					SIGN	\$59,580.00		
5	2	9400 Southmoor	Meadows Park		FENCING	\$229,052.00		
					FIELD LIGHTING	\$529,600.00		
6	1	9217 Liable Road	VIPS Building		FENCING		\$4,766.00	
					EMERGENCY SIREN		\$43,240.00	
					LIGHTING		\$16,888.00	
6	3	9217 Liable Road	Sheppard Park - Picnic Shelter		FENCING		\$69,907.00	
					FIELD LIGHTING		\$231,700.00	
7	1	8000 Parrish Ave	Homestead Park		FENCING	\$218,460.00		
					FIELD LIGHTING	\$463,400.00		
					FLAGPOLE	\$9,930.00		
8	1	9401 Saric Ct.	Markley Park		FENCING	\$264,634.00		
					FIELD LIGHTING	\$463,400.00		
					FLAGPOLE	\$4,766.00		
9	1	8005 Kennedy Avenue	Sharp Ball Field		FENCING	\$280,138.00		
					FIELD LIGHTING	\$331,000.00		
					FLAGPOLE	\$3,972.00		
					SIGN	\$39,720.00		
9	4	8005 Kennedy Avenue	Pump Station		LIGHTING		\$69,510.00	
					FENCING		\$43,692.00	
					EMERGENCY SIREN		\$19,860.00	
10	1	2450 Lincoln St	Lincoln Center / Field House / Community Center		FENCING		\$45,880.00	
					LIGHTING	\$129,100.00		
					FLAGPOLE	\$4,766.00		
					SIGN	\$59,580.00		
11	1	8004 Wicker Park Drive	Lift Station		FENCING		\$27,800.00	
12	1	5th St & Little Calumet Riv	Lift Station		FENCING		\$9,110.00	
					LIGHTING		\$19,860.00	
13	1	2000th Block & 37th Pl	Lift Station		FENCING		\$3,972.00	
14	1	US 41	1 Million Gal Water Tank, Radio Tower Attached		FENCING		\$38,130.00	
					EMERGENCY SIREN		\$43,240.00	
15	1	Ridge Road & Kleinman	Water Tank 500,000 Gallon		FENCING		\$19,065.00	
16	1	3315 Ridge Rd.	Police Station		FLAGPOLE	\$9,930.00		
					LIGHTING	\$99,300.00		
17	1	3333 Ridge Road	Municipal Building / Town Hall		FLAGPOLE		\$4,634.00	
18	2	Main Square & Ridge Rd	Decorative Founlains (1)					
<b>PITO (Property In The Open)</b>								
		2004 Sculpture for Town Dedication - @ Trailhead			RDG-\$7,900	on Prop		
		Flags/Poles			Parks	on Prop	\$33,364	
		Emergency Sirens			Parks-\$72,900	on Prop		
		Fencing (Ball Fields, Back Stops, Tennis Courts, etc)			Parks	on Prop	\$992,248	
		Exterior Lighting (Parks, Fields, Street Lights)			Parks	on Prop	\$2,125,030	
		Signs		\$0.00	Parks	on Prop	\$169,472	
		Welcome Sign			Parks	on Prop	\$63,745	
		Highland Sign US 41			Parks	on Prop	\$87,384	
		Electric Score Boards (Sharp, Homestead, Meadows, Markley & Sheppard Park)			Parks	on Prop	\$63,745	
<b>Total PITO (\$2,500 Deduct Various Locations / Parks / Fields</b>					<b>Highland</b>	<b>IN</b>	<b>46322</b>	<b>\$ 3,534,988</b>

Memorandum of Meeting  
Monday, January 13, 2025

Statement of Equipment Values for:				Town of Highland, IN		OLD		FINAL	
Item #	Category	Status/Description (must include year, make, model, serial # if scheduled)	Department	Contractors Misc. Articles	Deductible	Contractors Misc. Articles			
A	Contractors Equipment	Scheduled See List Below		\$0	2500				
B	Miscellaneous Articles	Scheduled See List Below		\$100,000	2500				
C	Borrowed Equipment	Unscheduled Leased/Borrowed Equipment		\$90,000	2500				
D	Unscheduled Equip.	Unscheduled Baner: German Shepherd DOB 8/28/2019		\$15,000					
E	Police Dog	Scheduled Baner: German Shepherd DOB 8/28/2019							
1	Misc Articles	Scheduled 1493 DeftBlidlar		\$5,040	Do not insure				\$5,040
2	Misc Articles	Scheduled 2003 Radio-WA/Ammonia		\$7,632	Do not insure				\$7,632
3	Misc Articles	Scheduled SEARCH CAMER		\$6,300	Do not insure				\$6,300
4	Misc Articles	Scheduled 2014 Polaris 800 Ranger Boat #4X4HR76A3E2556369		\$11,780	2500				\$11,780
5	Misc Articles	Scheduled 2003 Generac 35K Generator		\$13,988	2500				\$13,988
6	Misc Articles	Scheduled Additional Equipment on Trucks 5221 & 5124 (Quantity - 2)		\$19,000	2500				\$19,000
7	Misc Articles	Scheduled 2001 Base Radio W/Remote		\$19,620	2500				\$19,620
8	Misc Articles	Scheduled 2001 Hurst Equip-Jaws of Life W/Power Unit & Alarm		\$33,843	2500				\$33,843
9	Misc Articles	Scheduled 1999 Air Compressor		\$35,000	2500				\$35,000
10	Misc Articles	Scheduled Various Equipment on Rescue 5131, Trucks 5221 & 5124 (Quantity - 3)		\$56,000	2500				\$56,000
11	Misc Articles	Scheduled 2019 HURST JAWS OF LIFE/SC35BE25 JAWS (550K Engine, 50K Rescure 1)		\$81,000	2500				\$81,000
12	Misc Articles	Scheduled 2020 Turnout Gear (40 Sets: \$350 coat/pants; 300 helmet; 400 boots; 150 gloves; 175 hood)		\$130,000	2500				\$130,000
13	Misc Articles	Scheduled 2018 MSA G1 Self Contained Breathing Apparatus (40 Units Purchased 5-1-18)		\$181,500	2500				\$181,500
14	Misc Articles	Scheduled 2002 700000-Hand-Air-Compressor-#160385692963		\$287,280	2500				\$287,280
15	Misc Articles	Scheduled 2002 700000-Hand-Air-Compressor-#160385692963		\$3,995	Do not insure				\$3,995
16	Misc Articles	Scheduled 2002 Frontier-4x4-2pc-Front-End-#160385692963		\$3,900	Do not insure				\$3,900
17	Misc Articles	Scheduled 2002 Frontier-4x4-2pc-Front-End-#160385692963		\$1,650	Do not insure				\$1,650
18	Misc Articles	Scheduled 2002 Frontier-4x4-2pc-Front-End-#160385692963		\$1,457	Do not insure				\$1,457
19	Misc Articles	Scheduled 2002 Frontier-4x4-2pc-Front-End-#160385692963		\$3,552	Do not insure				\$3,552
20	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$3,000	Do not insure				\$3,000
21	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$3,414	Do not insure				\$3,414
22	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$3,773	Do not insure				\$3,773
23	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
24	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
25	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
26	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
27	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
28	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
29	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
30	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
31	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
32	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
33	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
34	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
35	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
36	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
37	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
38	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
39	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
40	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
41	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
42	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
43	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
44	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
45	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
46	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
47	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
48	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
49	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
50	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
51	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
52	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
53	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
54	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000
55	Misc Articles	Scheduled 2021-Frontier-RC2048-4LT-Type-Relay-Cutler-#14XFC200XKM121612-		\$5,000	Do not insure				\$5,000

Memorandum of Meeting  
Monday, January 13, 2025

70	Misc Articles	Scheduled	Multi-Sensor Camera - Kennedy Ave. & Duluth (Sharp)	Police	\$4,200	Do not insure	\$4,200	
71	Misc Articles	Scheduled	Multi-Sensor Dome Camera - Ridge Rd. & Prairie	Police	\$4,200	Do not insure	\$4,200	
73	Misc Articles	Scheduled	Point to Point Network - Ridge Rd. & Prairie	Police	\$4,200	Do not insure	\$4,200	
81	Misc Articles	Scheduled	Verizon Cardpoint Cell Modems - US 41 & Meijer (Quantity - 2)	Police	\$4,200	Do not insure	\$4,200	
58	Misc Articles	Scheduled	HikVision Cameras - Ridge Rd. & Kleinman Rd. (Quantity - 4)	Police	\$2,400	Do not insure	\$2,400	
54	Misc Articles	Scheduled	Cameras - 45th & Prairie (Quantity - 4)	Police	\$4,000	Do not insure	\$4,000	
78	Misc Articles	Scheduled	Reaper-SD LPR Camera - 45th & Prairie	Police	\$4,000	Do not insure	\$4,000	
61	Misc Articles	Scheduled	License Plate Rear VLP & Box - Ridge Rd. & Kleinman Rd.	Police	\$4,500	Do not insure	\$4,500	
62	Misc Articles	Scheduled	License Plate Rear VLP & Box - Ridge Rd. & Prairie	Police	\$4,500	Do not insure	\$4,500	
63	Misc Articles	Scheduled	License Plate Rear VLP & Box - Kennedy Ave. & Duluth	Police	\$4,500	Do not insure	\$4,500	
64	Misc Articles	Scheduled	License Plate Rear VLP and box - 45th & Prairie	Police	\$4,500	Do not insure	\$4,500	
65	Misc Articles	Scheduled	License Plate Rear VLP and box - US 41 & Meijer	Police	\$4,500	Do not insure	\$4,500	
59	Misc Articles	Scheduled	Hikvision HD LPR Cameras - Ridge Rd. & Prairie (Quantity - 4)	Police	\$4,800	Do not insure	\$4,800	
55	Misc Articles	Scheduled	Cameras - Kennedy Ave. & Duluth (Quantity - 5)	Police	\$5,000	Do not insure	\$5,000	
56	Misc Articles	Scheduled	Cameras - Ridge Rd. & Prairie (Quantity - 5)	Police	\$5,000	Do not insure	\$5,000	
57	Misc Articles	Scheduled	Cameras - US 41 & Meijer (Quantity - 5)	Police	\$5,000	Do not insure	\$5,000	
47	Misc Articles	Scheduled	438846 EV 411 Radar Feedback Speed Signs (Solar) (Quantity - 2)	Police	\$6,200	Do not insure	\$6,200	
66	23 Misc Articles	Scheduled	Mavic 2 Enterprise Advanced Drones #1581E4GCK18R0B09CR	Police	\$7,158	2500	\$7,158	
66	24 Misc Articles	Scheduled	Mavic 2 Enterprise Advanced Drones #1581E4GCK3BF0A0Y012	Police	\$7,158	2500	\$7,158	
60	25 Misc Articles	Scheduled	HikVision LPR HD LPR Cameras - Ridge Rd. & Kleinman Rd. (Quantity - 6)	Police	\$7,200	2500	\$7,200	
48	Misc Articles	Scheduled	4485-00067 Scale Plaza Model 100 Radar Speed Signs (Battery Powered) (Quantity - 2)	Police	\$8,862	Do not insure	\$8,862	
75	26 Misc Articles	Scheduled	Reaper HD LPR Cameras - 45th & Prairie (Quantity - 2)	Police	\$12,000	2500	\$12,000	
76	27 Misc Articles	Scheduled	Reaper HD LPR Cameras - Kennedy Ave. & Duluth (Quantity - 2)	Police	\$12,000	2500	\$12,000	
69	28 Misc Articles	Scheduled	Motorola Apex 7000XE Dual Band Portable Radio (Quantity - 3)	Police	\$14,700	2500	\$14,700	
77	29 Misc Articles	Scheduled	Reaper HD LPR Cameras - US 41 & Meijer (Quantity - 4)	Police	\$24,000	2500	\$24,000	
68	30 Misc Articles	Scheduled	Motorola Apex 7000 Dual Band Portable Radio (Quantity - 50)	Police	\$240,000	2500	\$240,000	
84	Contractors Equipment	Scheduled	4983 Kohler Generator #427423-74-53-57	Public Works	\$4,000	Do not insure	\$4,000	
110	Contractors Equipment	Scheduled	2020 Drone (To check water towers & river outfall inspections)	Public Works	\$4,900	Do not insure	\$4,900	
100	Contractors Equipment	Scheduled	2014 Arrowmaster V (Arrow Board) #8407482	Public Works	\$4,000	Do not insure	\$4,000	
101	Contractors Equipment	Scheduled	2014 Arrowmaster V (Arrow Board) #8407485	Public Works	\$4,000	Do not insure	\$4,000	
83	Contractors Equipment	Scheduled	4978 Smith Air Compressor #150M1459	Public Works	\$5,000	Do not insure	\$5,000	
85	Contractors Equipment	Scheduled	4986 Peabody Barnes 407 Pump #58720-S-366	Public Works	\$5,000	Do not insure	\$5,000	
91	Contractors Equipment	Scheduled	2024 Mug A Bug Mosquito Sprayer #304058828	Public Works	\$7,980	Do not insure	\$7,980	
109	Contractors Equipment	Scheduled	2017 Creechite Dows Tail Trailer #473878268H000009	Public Works	\$8,400	Do not insure	\$8,400	
96	31 Contractors Equipment	Scheduled	2008 John Deere Gator XLV 850D All Terrain Vehicle #MOXUVDX021955	Public Works	\$14,082	2500	\$14,082	
112	32 Contractors Equipment	Scheduled	2021 InstALERT ATSIATS-S/Trailer Message Board #1B 9AF1159MP825496	Public Works	\$14,995	2500	\$14,995	
113	33 Contractors Equipment	Scheduled	2021 InstALERT ATSIATS-S/Trailer Message Board #1B 9AF511XMP825524	Public Works	\$14,995	2500	\$14,995	
87	34 Contractors Equipment	Scheduled	4604 Case Skid Steer Skid Steer #JAF0102404	Public Works	\$19,020	Do not insure	\$19,020	
90	35 Contractors Equipment	Scheduled	2004 American Roads Leaf Vac #1A6TC23344M274011	Public Works	\$24,500	Do not insure	\$24,500	
106	36 Contractors Equipment	Scheduled	2013 Vermeer S650TX Mini Skid Steer #1VR807042D1000473	Public Works	\$22,853	2500	\$22,853	
92	37 Contractors Equipment	Scheduled	2006 American Roads Leaf Vac #1A6TC23344M274009	Public Works	\$27,660	Do not insure	\$27,660	
97	38 Contractors Equipment	Scheduled	2008 Vermeer Chipper #1VR2161V81001265	Public Works	\$31,900	2500	\$31,900	
111	39 Contractors Equipment	Scheduled	2020 Godwin 4" Pump #16MBB0917LD080322	Public Works	\$32,000	2500	\$32,000	
103	40 Contractors Equipment	Scheduled	2012 Spaulding Mfg. Crack Sealer 130 Crack Sealer #4S9PT1821CM097732	Public Works	\$33,282	2500	\$33,282	
99	41 Contractors Equipment	Scheduled	2011 American Roads Leaf Vac #1A7TC2828BM22744004	Public Works	\$34,500	2500	\$34,500	
102	42 Contractors Equipment	Scheduled	2011 Falcon Asphalt hot patch #1F0P414248M039162	Public Works	\$34,500	Do not insure	\$34,500	
104	43 Contractors Equipment	Scheduled	2013 Chemack TOA5-80T28-SB Hose Reel #38847-01	Public Works	\$37,740	2500	\$37,740	
108	44 Contractors Equipment	Scheduled	2017 Bobcat Excavator - E321 Mini Excavator #AUJ112420	Public Works	\$40,297	2500	\$40,297	
94	45 Contractors Equipment	Scheduled	2007 Case 580 Super M (4x4) Backhoe #N7C428054	Public Works	\$48,106	2500	\$48,106	
107	46 Contractors Equipment	Scheduled	2017 American Roads Leaf Vac 1A9ATCG28HC274158 #W912524933886	Public Works	\$56,470	2500	\$56,470	
105	47 Contractors Equipment	Scheduled	2024 Vermeer MFG BC1500 Cummins 130HP DSL #1VRD1BAE0R1051772	Public Works	\$81,515	2500	\$81,515	
86	48 Contractors Equipment	Scheduled	1988 1988 John Deere 690DLC Excavator #DW690DLS17757	Public Works	\$83,900	2500	\$83,900	
89	49 Contractors Equipment	Scheduled	2002 GMC C8500 Dump Truck #1GDP7H1CR2J512146	Public Works	\$88,649	Remove (auto)	\$88,649	
88	50 Contractors Equipment	Scheduled	2004 GMC C8500 Dump Truck #1GDP7H1C8145068683	Public Works	\$89,234	Remove (auto)	\$89,234	
98	51 Contractors Equipment	Scheduled	2009 Case 621E Loader #N9F20801Z	Public Works	\$95,260	2500	\$95,260	
52	Contractors Equipment	Scheduled	2023 Case 580 SV 4WD Backhoe, serial NZH110634, including equipment	Public Works	\$115,000	2500	\$115,000	
53	Contractors Equipment	Scheduled	2023 Case 621 G Wheel Loader, serial JEEN0621TFP256484, including equipment	Public Works	\$180,000	2500	\$180,000	
TOTALS							\$2,624,873	\$688,011 Removed \$29,000 Added

POLICY HOLDER NAME \_\_\_\_\_

POLICY HOLDER SIGNATURE \_\_\_\_\_

DATE: \_\_\_\_\_

Memorandum of Meeting  
Monday, January 13, 2025

Year	Make	Model	DEPT	VIN (17 digits)	Class Codes*	Cost New	Valuation	Deductibles	Loss Payee or		
								Comp	Coll	Additional Insured	
46	2018	Ford	PPT - Explorer	Police	1FMSK8ARJG58330	7911-	\$41,640	ACV	1,000	1,000	
47	2018	Ford	PPT - Explorer	Police	1FMSK8ARJG42832	7911-	\$41,640	ACV	1,000	1,000	
104	2018	Chevrolet	Van - Express 2500	PW - Street	1GCWGBFP6J1187729	014-990	\$24,000	ACV	1,000	1,000	
25	2019	Dodge	PPT - Charger	Police	2C3CDXKT9K685930	7911-	\$42,995	ACV	1,000	1,000	
26	2019	Chevrolet	Truck - Silverado LD 1500	Parks	2GCVKNEC3K1178458	014-990	\$38,400	ACV	1,000	1,000	
48	2019	Dodge	PPT - Charger	Police	2C3CDXKT0KH685931	7911-	\$42,995	ACV	1,000	1,000	
49	2019	Dodge	PPT - Charger	Police	2C3CDXKT2KH685932	7911-	\$42,995	ACV	1,000	1,000	
50	2019	Dodge	PPT - Charger	Police	2C3CDXKT2KH682285	7911-	\$42,995	ACV	1,000	1,000	
51	2019	Dodge	PPT - Charger	Police	2C3CDXKT9KH685927	7399-	\$35,495	ACV	1,000	1,000	
52	2019	Dodge	PPT - Charger	Police	2C3CDXKT2KH685929	7399-	\$35,495	ACV	1,000	1,000	New \$39,954; Equip. \$13,598
114	2019	Chevrolet	Dump Truck - Silverado 3500	PW - Water	1GB3KVC5K148523	214-790	\$39,985	ACV	1,000	1,000	
120	2019	Freightliner	Truck - M2 106		1FVACVFD5KH4843	314-990	\$162,737	REPL COST	2,500	2,500	
123	2019	Jeep	Cherokee (black - detective)	Police	1C4PJMBX6D217349	7911	\$22,000	ACV	1,000	1,000	
1	2020	Dodge	PPT - Durango	Building Insp.	1C4RDJF9L3C308037	7399-	\$34,870	ACV	1,000	1,000	
2	2020	Dodge	PPT - Durango	Building Insp.	1C4RDJF9L3C368361	7911-	\$42,370	ACV	1,000	1,000	
3	2020	Dodge	PPT - Durango	Building Insp.	1C4RDJF9L3C368865	7911-	\$42,370	ACV	1,000	1,000	
53	2020	Dodge	PPT - Charger	Police	1C4RDJF9L3C368866	7911-	\$42,370	ACV	1,000	1,000	
91	2020	Chevrolet	Truck - Silverado 1500	PW - Sewer	3GCUYAEF1G287491	014-990	\$38,595	ACV	1,000	1,000	LP Crossroads Bank, ISAOA
95	2020	Chevrolet	Truck - Silverado 2500HD	PW - Solid Wat	1GCVLE74L220226	014-990	\$36,900	ACV	1,000	1,000	plow \$7,000/bed cover \$3,000
105	2020	Chevrolet	Truck - Silverado 2500HD	PW - Street	1GCVLE70L220126	014-990	\$36,900	ACV	1,000	1,000	
54	2021	Ford	PPT - Explorer	Police	1FMSK8AB5MGA64347	7399-	\$43,667	ACV	1,000	1,000	
55	2021	Ford	PPT - Explorer	Police	1FMSK8AB7MGA64348	7399-	\$43,667	ACV	1,000	1,000	
56	2021	Ford	PPT - F150	Police	1FTFW1P87MKF00273	7911-	\$52,146	ACV	1,000	1,000	
57	2021	Ford	PPT - Explorer	Police	1FMSK8AB7MGC33543	7911-	\$51,290	ACV	1,000	1,000	
58	2021	Ford	PPT - Explorer	Police	1FMSK8AB6MGC33274	7911-	\$51,290	ACV	1,000	1,000	
59	2021	Ford	PPT - Explorer	Police	1FMSK8AB6MGC33243	7911-	\$51,290	ACV	1,000	1,000	
106	2021	Ford	Transit 350HD w/Camera Equip. - Sewer Operations	PW - Street	1FTR548XMK469894	014-990	\$200,000	ACV	2,500	2,500	US Bank Equipment
60	2022	Ford	Explorer	Police	1FMSK8AB0NGC23924	7911	\$32,872	ACV	1,000	1,000	
61	2022	Ford	Explorer	Police	1FMSK8AB7NGC43880	7911	\$32,872	ACV	1,000	1,000	
62	2022	Ford	Explorer	Police	1FMSK8AB5NGC42565	7911	\$32,872	ACV	1,000	1,000	US Bank Equipment
63	2022	Ford	Explorer	Police	1FMSK8AB8NGC42562	7911	\$32,872	ACV	1,000	1,000	US Bank Equipment
64	2022	Dodge	Charger	Police	2C3CDXK61NH232585	7911	\$34,929	ACV	1,000	1,000	
65	2022	Dodge	Charger	Police	2C3CDXK61NH232586	7911	\$34,929	ACV	1,000	1,000	
66	2022	Dodge	Charger	Police	2C3CDXK61NH232588	7911	\$34,929	ACV	1,000	1,000	
107	2022	Ford	F-350	PW - Street	1FT8X3B64NEC67749	214-990	\$47,585	ACV	1,000	1,000	
108	2022	Chevrolet	2500 HD	Parks	1GC4YLE72NF357640	014-990	\$41,595	ACV	1,000	1,000	
122	2022	KIA	KS Sedan	Police	5XXG84J21NG130136	7911	\$23,000	ACV	1,000	1,000	US Bank Equipment
4	2023	E-One	75' Aerial w/ Typhoon Chassis (Engine 5222)	Fire	4ENLAA48XP1005277	7909	\$1,030,462	REPL COST	2,500	2,500	US Bank Equipment
5	2023	Dodge	Durango	Fire	1C4SDJF78PC674023	7908	\$41,627	REPL COST	1,000	1,000	US Bank Equipment
27	2023	Chevrolet	Silverado - 2500HD	Parks	2GC1YME76P1718460	014-990	\$52,000	REPL COST	1,000	1,000	
28	2023	Tractor Supply	Mower Trailer	Parks	4YMBU2024PG030495	69499	\$9,500	REPL COST	1,000	1,000	US Bank Equipment
67	2023	Ford	Explorer Police Interceptor utility	Police	1FMSK8AB0PGB37256	7911	\$72,847	REPL COST	1,000	1,000	
68	2023	Ford	Explorer Police Interceptor utility	Police	1FMSK8ABXPGB37331	7911	\$72,847	REPL COST	1,000	1,000	
69	2023	Ford	Explorer Police Interceptor utility	Police	1FMSK8AB1PGB37282	7911	\$72,847	REPL COST	1,000	1,000	
70	2023	Ford	Explorer Police Interceptor utility	Police	1FMSK8AB6PGB37253	7911	\$42,847	REPL COST	1,000	1,000	
71	2023	Ford	Explorer Police Interceptor utility	Police	1FMSK8AB4PGB37845	7911	\$42,847	REPL COST	1,000	1,000	
72	2023	Ford	Explorer Police Interceptor utility	Police	1FMSK8AB2PGB37780	7911	\$42,847	REPL COST	1,000	1,000	
73	2023	Ford	Explorer Police Interceptor utility	Police	1FMSK8AB6PGB37519	7911	\$42,847	REPL COST	1,000	1,000	
6	2024	Chevrolet	Tahoe	Fire	1GNSKLEDORR195577	7908	\$50,992	REPL COST	1,000	1,000	
74	2024	Dodge	Durango	Police	1C4RDJF93RC184285	7911	\$53,553	REPL COST	1,000	1,000	
75	2024	Dodge	Durango	Police	1C4RDJF93RC184284	7911	\$53,553	REPL COST	1,000	1,000	
76	2024	Dodge	Durango	Police	1C4RDJF93RC184286	7911	\$53,553	REPL COST	1,000	1,000	
80	2024	Honda	Pioneer 700	Police/ non-plat	1HFVE0268R4900827	7912	\$17,471	REPL COST	1,000	1,000	
81	2024	Honda	Pioneer 700	Police/ non-plat	Z1HFVE0268R4900429	7912	\$16,651	REPL COST	1,000	1,000	
82	2024	New Elgin	Pelican NP	Public Works	SN: NP42944		\$319,860	REPL COST	2,500	2,500	
115	2024	Ford	F550	Streets/ Parks	1FDUF5HT4PD09780	214-990	\$148,000	REPL COST	2,500	2,500	12.18.24
83	2025	Chevrolet	Silverado - 1500	Public Works	3GCNKAE9SG139110	014-990	\$57,000	REPL COST	1,000	1,000	12.19.24
121	2025	Darkhorse	Trailer - Enclosed	Parks	7LZBE2024SW119510	69499	\$9,425	ACV	1,000	1,000	12.21.24
POLICY HOLDER NAME							Total Value	\$8,492,966			
POLICY HOLDER SIGNATURE											
DATE:											



Action from the January 13, 2025 Town Council Plenary Meeting on this subject:

There was other discussions amongst the Council and the best course with such a small window was to have Mr. Brown meet with the Clerk-Treasurer and review and if the Clerk-Treasurer finds the premiums reasonable, he be authorized to sign.

Councilor Robertson moved that if after meeting and reviewing the proposed package discussed above, if the Clerk-Treasurer determines the premiums to be reasonable, to authorize the Clerk-Treasurer to sign the policies. Council Turich seconded. Upon a roll call vote, there were four (4) affirmatives and no negatives, the motion passed.

x. Discussion: Appropriation Enactment No. 2025-01: An Enactment Appropriating Additional Monies in Excess of the Annual Budget For the General Fund in the amount of \$51,000, All Pursuant To I.C. 6-1.1-18, I.C. 36-5-3-5, Et Seq.

After a brief explanation by the Clerk-Treasurer, Councilor Scheeringa then opened up the discussion to the Council asking if the Council had any comments and feedback on Appropriation Enactment No. 2025-01. The Council didn't have any questions.

Hearing no further discussion, the Council President advised the Clerk-Treasurer to keep Appropriation Enactment No. 2025-01 on the January 27, 2025 plenary meeting agenda.

**Town of Highland  
Appropriation Enactment  
Enactment No. 2025-01**

**AN ENACTMENT APPROPRIATING ADDITIONAL MONIES IN EXCESS OF THE ANNUAL BUDGET for the GENERAL FUND ALL PURSUANT TO I.C. 6-1.1-18, and I.C. 36-5-3-5.**

**WHEREAS**, Following a public hearing advertised pursuant to I.C. 5-3-1, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget for the **General Fund**;

**WHEREAS**, It has been determined that such additional appropriations as may be approved by this enactment, will not increase the levies set under I.C. 6-1.1-17, all pursuant to I.C. 36-5-3-5;

**NOW, THEREFORE BE IT ENACTED** by the Town Council of the Town of Highland, Lake County, Indiana, as follows:

**Section 1.** That for the expenses of said municipality, the following additional sums of money are hereby appropriated and ordered set apart out of the **General Fund** herein named and for the purposes herein specified, subject to the laws governing the same:

GENERAL FUND

Acct. No. 1101-0007-36001 Fire Department Equipment Repairs	\$22,246.36
Acct. No. 1101-0007-36003 Fire Department Building Repairs	\$28,753.64
<i>Total 300 Series:</i>	\$51,000.00

**Fund Total:** \$51,000.00

**Section 2.** That the Clerk-Treasurer is hereby authorized and instructed to inform the Department of Local Government Finance of this action and that these monies be made available for expenditure pursuant to I.C. 6-1.1-18.

**Section 3.** That in satisfaction and for the purposes of the provisions set out in I.C. 36-5-2-9.6, I.C. 36-5-3-5, I.C. 36-5-4-2, this enactment shall be deemed properly filed and introduced before the Town Council at a regular or special meeting, properly called and convened pursuant to I.C. 5-1.5-14 *et seq.*

Introduced and Filed on 13th day of January 2025. Consideration on same day or at same meeting of introduction was not considered, pursuant to IC 36-5-2-9.8.

**DULY ORDAINED AND ADOPTED** this 27<sup>rd</sup> Day of January 2025, by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of in favor and opposed and abstention.

TOWN COUNCIL of the TOWN of  
HIGHLAND, INDIANA

---

George Georgeff, President (IC 36-5-2-10)

ATTEST:

---

Mark Herak  
Clerk-Treasurer (IC 33-42-4-1; IC 36-5-6-5)

x. **Discussion:** Community Crossings Matching Grant Fund – Financial Commitment Letter January 2025 call. Awaiting on the NIES Engineering to complete the street estimate

The Public Works Director informed the Council that the Town Engineer was still compiling the list of streets. He said the application has to be turned in by the end of the



month, so he asked the Council to place the item on the January 27, 2025 plenary meeting agenda.

After that brief explanation by the Public Works Director, Councilor Scheeringa then opened up the discussion to the Council asking if the Council had any comments and feedback regarding the Community Crossings Matching Grant Fund – Financial Commitment Letter January 2025 call. The Council didn't have any questions.

Hearing no further discussion, the Council President advised the Clerk-Treasurer to place the Community Crossings Matching Grant Fund – Financial Commitment Letter January 2025 call on the January 27, 2025 plenary meeting agenda.

**x. Discussion:** Proposed Salary Amendment to Ordinance No. 1808, compensation for the Liaison to the Highland Council of Community Events Committee: 1808-A; 1808-B; 1808-C; 1808-D.

The Clerk-Treasurer gave a brief explanation regarding the various ordinances being proposed which he represented were the views of various Council members. Councilor Scheeringa then opened up the discussion to the Council asking if the Council had any comments and/or feedback regarding the salary compensation for the Liaison to the Highland Council of Community Events Committee.

Councilor Turich began by saying he is in favor with Ordinance No. 1808-A. I've discussed this before that with the new responsibilities of the HCCE, which we will be placing on this individual, in addition to their current duties, this position should pay equal to the Recreation Director. This is my recommendation but I'd like to hear from the other Councilors.

Councilor Robertson said he thought Ordinance 1808-C, specialty pay, would be easier to transition if this person decides that this is something that they no longer want to do, and it needs to be passed to another person in the department. My other concern is that with the amount of money that was originally on the table, having served as liaison and with the HCCE already in place and operating status quo, there's really not that much work to justify that sort of pay increase. I have a hard time justifying that additional increase in salary.

Councilor Turich countered by saying Alex, you were the liaison last year and you know how much work is involved. And you got to figure that the work load will increase over the next few years as we try to figure everything out and stabilize the group and grow the festival. There are a lot of opportunities. In addition to this person's normal responsibilities, she is taking on the additional responsibilities of the HCCE and not giving anything up. There are a lot of extra hours involved, not only during the festival but also the extra meetings she'll have to attend. She attended the HCCE's last meeting and it lasted three (3) hours.

Councilor Robertson said he didn't think that we should start out with such a large pay increase right out of the gate. If this person attains the growth you make mention, is her salary going to continue to increase to point that the extra pay is greater than the Council's.

Councilor Turich said if you look at the responsibilities of the person that's already in that position currently has and then compare with the additional responsibilities they will take on, he felt that this person will be doing more and have more responsibilities than the current Recreation Director.

Councilor Robinson said he expects that person will be doing a lot more, no doubt. He said when he was liaison, he tried to do as much as I could and he was hopeful, this person could do even more.

Councilor Turich said the increase came from several discussions and he thought Alex was present at most. He said, Alex Brown recommended the increase in pay and since he is the leader of that organization and the leader of that group, he has an understanding of what the activities are expected of this person. It was his recommendation and he is the Superintendent and it is hard for me to disagree with him. He said he could see paying less if this person was giving up ½ of their responsibilities but they're not, they're assuming more responsibilities. He felt it justifies that increase in pay.

Councilor Robertson said he could if there was no HCCE for this person to lean on or do the planning the HCCE does but since there is still a committee operating as status quo, that large of increase isn't justified.

Councilor Turich said this person is going to be the main point or central point of contact. They are expected to handle these conversations and manage the process.

Park Superintendent Brown said, the Council keeps saying this person. He was really uncomfortable that we are doing this in a public meeting. He was shocked it wasn't being conducted in an executive session.

Attorney Reed answered that the executive session is really for interviews or discipline. Anything that would be protected. He said I can understand where Alex is coming from but since we are talking about adjusting a salary or range, that should be done in the public.

Alex Brown said in his opinion, you should never create a position and a salary ordinance amendment because you have one person capable of doing something because if that person that's being discussed decides to move on, you wouldn't be able to backfill with the same level of talent. The person should be rewarded with additional pay for additional responsibilities and that is why specialty pay works better. If the next person hired can't do it, the specialty pay isn't paid. He said, he still thinks the position needs to be created, separately for this position but the Council wasn't willing to do that. If this person leaves, we're gonna have to go back to square one.

Councilor Turich felt by paying this individual equivalent to the current Recreation Director's salary, if this individual left, it would not be too difficult to fill. He felt there are many people out there who work for that salary.

Alex Brown said if you created this person as a recreation director, you would have two (2) recreation directors, which is unprecedented. We'd be the only department in the country with 2 people having the same title, but it doesn't mean we can't do it. If this person keeps their other recreation responsibilities and someone wants to speak to their supervisor, who is their supervisor? Currently, Dave would handle it. If there's a problem with Dave, Alex handles it.

Councilor Turich said that Alex could handle complaints.

Alex said you want me to handle problems in preschool or summer camp or the youth dance and daddy daughter dance? I'm a highly paid individual and your proposing I deal with somebody that's upset with a field trip location for summer camp. He said he is in favor of specialty pay for this but he said he still would like to create a special events coordinator for the Town but the Council wasn't willing to do that.

Councilor Scheeringa asked, if we created the position of Special Events Coordinator and the person currently being talked about would fill that position, who would handle her current responsibilities?

Alex Brown said we would still have to hire a third recreation supervisor. We've had a recreation supervisor for over twenty-six years. He still felt the position should be under the control of the Park Department.

Councilor Turich said that is adding a whole another position with a full salary and benefits. He believed Alex had projected that cost to be around \$100,000. He asked which of these ordinances were for specialty pay and the ordinance for creating the new position. He was advised the ordinance for specialty pay is 1808-C and the ordinance for the new position is 1808-B. The Clerk-Treasurer said he placed a TBD when it came to salary as the Council would have to determine that.

Councilor Scheeringa asked Alex Brown, in a perfect world, if we went with the specialty pay, as in the police department, the individual selected would be still making the higher rate of pay but only without the title. He thought Alex would want that.

In support of specialty pay versus making a second recreation director, Alex Brown said he has no idea if this person's going to have more children. Are they going to be gone on maternity leave for 4 to 6 months. He was reminded by Attorney Reed that you don't want to use that as decision criteria as we definitely can't talk about. Alex said, if what you're saying is set in stone, a second recreation director position, now that position is unassignable. He said he could give the Council 100 scenarios where that person can be out for 6 months or 8 months. If the specialty pay is there, it just moves to somebody else. You can take that line item and assign it to another individual. But if that second

recreation director is out, we've already assigned that salary to them that doesn't change and if we assign someone else to perform the responsibilities, per our policy, after 30 days performing the task, that person gets paid the same, so now we're paying two (2) people. He said the problem with increasing the range of recreation supervisors is that one of your supervisors is drastically required to do more than the rest of them are doing and all supervisors do special events. He said that is one of the reasons he's against calling the new position a Special Events Supervisor because every supervisor runs special events.

Councilor Turich reiterated that this person should be a recreation director and it will take a lot of talk to talk me out of it. I realize that I am one vote but I'm willing to die on the hill.

Councilor Scheeringa said he is studying everything everyone is saying. I know we're in a hurry to do this as you want to pass it this month. This is the purpose of a study session to have this type of conversations, to iron out our differences and come to a plan that we all agreed to and then move forward. He asked Councilor Turich if they had an employee in mind and have you spoken to that employee. Councilor Turich acknowledged they did as he and Councilor Robertson along with Alex Brown met with this employee. He said they never talked about title, only about salary, which she agreed to.

Councilor Robertson asked, if this person decides they don't want it any longer or can't perform the duties, if it is specialty pay, can that specialty pay be paid to another town employee outside of the Park Department. He was advised yes the salary ordinance would have to be changed.

Councilor Turich said we are already talking about this person not fulfilling their responsibilities or how we can readjust. It doesn't show a lot of confidence to him for that employee. He then referenced the police department and their management structure in place. He said there was almost no difference between one layer and another layer. How do they manage? We recognized and gave different pay raises to cause a separation. It's almost the same here but we don't want to change the title. He felt you needed to change the title.

Councilor Scheeringa said he's not opposed to either way. He was trying to take in what the department head wanted. He wanted to understand Alex's reasoning. He then asked Alex Brown, if I understand the dialog, it is not the money, it is the title and reporting structure that are the issues.

Alex Brown said at the last study session, Councilor Turich did not want this person having to report to Dave. I don't know how that is possible as this person is still in charge of recreation programs. She still should have to report to the Recreation Director. She still has deadlines that are due for getting stuff in the brochure and getting everything on Facebook. Does he not have authority over her anymore with her still being in charge of recreation programs.

Councilor Turich said it almost sounds as if we're afraid to make a decision. He said, I just want to do what it takes to get done in the most expedient manner and make everyone happy, the employee and the park director. If it involves either adding a line item for this amount of money to be paid to the person that Alex says is gonna do the job or you create a new title in a new position. Councilor Turich reiterated he will make a motion to adopt ordinance no. 1808-A at the Council's next plenary meeting.

Councilor Scheeringa said he would like to speak to the employee first before I say I'm going to support option A,B,C or D. He said he will make a decision within the next two (2) weeks and advise the Clerk-Treasurer what option to put on the agenda.

Councilor Turich said he just doesn't understand why we made a a change to help the police department separate themselves and not willing to do the same thing here? It seems like we are tip toeing around the issue. We want to set up chain of command. We want to make sure that there's disparity between the pay. We've done this with other departments. This person is taking on additional responsibility above and beyond their duties. The current recreation director has recreation programs. This person will have recreation programs.

Councilor Scheeringa said because the Chief of Police was in favor of that decision. In this case, the Park Director is not in favor of option A. That is why we hired our department heads, to run their department. If the police chief or public works director or park director says this is bad, I'm going to take their word. We give the department heads the autonomy to run their department. I'm not saying I'm in favor of one or another. All I'm saying is I need to get more information. I'm going to do my due diligence and contact this employee and see what this person has to say.

Alex Brown said based upon this discussion, you are really voting on is should Alex run his department or should I tell Alex how to run his department and should Phil Scheeringa go talk to the employee. The answer is no. He should go through Alex and the park board. He added that if we had a town manager, he would go ballistic with the direction of this discussion.

Councilor Robertson said he is having trouble understanding why that person would become an equal with the recreation director and I haven't heard a reason that's convinced me otherwise.

**ORDINANCE No. 1808-A  
of the  
TOWN of HIGHLAND, INDIANA**

**AN ORDINANCE to AMEND ORDINANCE No. 1808 to ESTABLISH THE WAGE and SALARY RATES of the ELECTED OFFICERS, the NON-ELECTED OFFICERS, and the EMPLOYEES of the TOWN of HIGHLAND, INDIANA**

**PARTICULARLY REGARDING CHANGE to the STAFFING AUTHORITY of the PARK AND RECREATION DEPARTMENT.**

**WHEREAS**, Title 36, Article 1 Chapter 4 of the Indiana Code confers certain general corporate powers on the several units of government in Indiana;

**WHEREAS**, Section fifteen of that chapter specifically provides that a unit of government may fix the level of compensation of its officers and employees;

**WHEREAS**, I.C. 36-5-3-2 provides in pertinent part that the town legislative body shall provide reasonable compensation for the other town officers and employees;

**WHEREAS**, I.C. 36-5-3-2(b), further provides that the Town Legislative body shall, by ordinance fix the compensation of its own members and the Town Clerk-Treasurer;

**WHEREAS**, I.C. 36-5-3-2(c) still further provides that the compensation of an elected town officer may not be changed in the year for which it is fixed, nor may it be reduced below the amount fixed for the previous year;

**WHEREAS**, The Town Council of the Town of Highland, as the Town Legislative body, now desires to amend the ordinance that was adopted to fix the compensation of its elected officers, appointed officers and employees of the Town for the year 2024 and thereafter as amended;

**NOW, THEREFORE, BE IT HEREBY ORDAINED** by the Town Council of the Town of Highland, Lake County, Indiana, that the Staffing Authority of the Park and Recreation Department is modified and fixed, pursuant to the provisions indicated herein and as follows:

**Section 1.** That Section 11 (A) of Ordinance No. 1808 be amended by repealing Section 11(A) of that Ordinance in its entirety and replacing with the following section, which shall be numbered as Section 11 (A) and read as follows:

**Section 11.** *Parks and Recreation.* That subject to the provisions of this ordinance, the salary and wages for the non-elected officers and employees of the Town of Highland are hereby fixed for its **Park and Recreation Department** as follows:

<b>(A) Supervisory Staff or Employees</b>	<b>Starting</b>	
<b>Incumbent</b>	<b>Rate</b>	<b>Rate</b>

(1) Superintendent of Parks and Recreation	( 1 )		
With an employer provided vehicle:		\$ 3,371.65	
Without an employer provider vehicle:		\$ 3,571.46	
(2) Director of Recreation	( 2 )	\$2,410.57	\$2,410.57
(3) Recreation Supervisor	( 2 )	\$1,738.64-\$1,792.72	
(4) Director of Parks	(1)	\$2,584.18	\$2,584.18

**Section 2.** That all portions of ordinances in conflict with this ordinance are hereby repealed and are of no further force nor effect;

**Section 3.** That a job description be on file for any position created and authorized by this ordinance and maintained on file with the Park and Recreation Department and the Office of the Clerk-Treasurer;

**Section 4.** That except where otherwise noted herein, other compensation and benefits matters not expressly provided herein for salaried and hourly employees and the Clerk-Treasurer shall be as set forth in the Compensation and Benefits Ordinance, commonly called the Employee Handbook as amended from time to time;

**Section 5.** (A) This Ordinance shall become effective and shall remain in full force and effect *after its passage and adoption* pursuant to any constrains currently in force in Ordinance No. 1808 and until its repeal or amendment by subsequent enactment;

(B) That the Clerk-Treasurer shall have authority to implement the provisions of this ordinance pursuant to the authority expressly set forth in IC 36-5-6-6 (a) (3) & (4).

Introduced and Filed 27<sup>th</sup> day of January 2025. Consideration on same day or at same meeting of introduction was not considered pursuant to IC 36-5-2-9.8.

**DULY ORDAINED and ADOPTED** this 27th Day of January 2025, by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of in favor and opposed.

**TOWN COUNCIL of the TOWN of  
HIGHLAND, INDIANA**

---

George Georgeff, President (IC 36-5-2-10)

Attest:

---

Mark Herak  
Clerk-Treasurer (IC 33-42-4-1; IC 36-5-6-5; IC 36-5-2-10.2)

**ORDINANCE No. 1808-B  
of the  
TOWN of HIGHLAND, INDIANA**

**AN ORDINANCE to AMEND ORDINANCE No. 1808 to ESTABLISH THE WAGE and SALARY RATES of the ELECTED OFFICERS, the NON-ELECTED OFFICERS, and the EMPLOYEES of the TOWN of HIGHLAND, INDIANA PARTICULARLY REGARDING CHANGE to the STAFFING AUTHORITY with the CREATION of a LIASION TO THE COUNCIL OF COMMUNITY EVENTS within the PARK AND RECREATION DEPARTMENT.**

**WHEREAS**, Title 36, Article 1 Chapter 4 of the Indiana Code confers certain general corporate powers on the several units of government in Indiana;

**WHEREAS**, Section fifteen of that chapter specifically provides that a unit of government may fix the level of compensation of its officers and employees;

**WHEREAS**, I.C. 36-5-3-2 provides in pertinent part that the town legislative body shall provide reasonable compensation for the other town officers and employees;

**WHEREAS**, I.C. 36-5-3-2(b), further provides that the Town Legislative body shall, by ordinance fix the compensation of its own members and the Town Clerk-Treasurer;

**WHEREAS**, I.C. 36-5-3-2(c) still further provides that the compensation of an elected town officer may not be changed in the year for which it is fixed, nor may it be reduced below the amount fixed for the previous year;

**WHEREAS**, The Town Council of the Town of Highland, as the Town Legislative body, now desires to amend the ordinance that was adopted to fix the compensation of its elected officers, appointed officers and employees of the Town for the year 2024 and thereafter as amended;



**NOW, THEREFORE, BE IT HEREBY ORDAINED** by the Town Council of the Town of Highland, Lake County, Indiana, that the Staffing Authority of the Park and Recreation Department is modified and fixed, pursuant to the provisions indicated herein and as follows:

**Section 1.** That Section 11 (A) of Ordinance No. 1808 be amended by repealing Section 11(A) of that Ordinance in its entirety and replacing with the following section, which shall be numbered as Section 11 (A) and read as follows:

**Section 11. Parks and Recreation.** That subject to the provisions of this ordinance, the salary and wages for the non-elected officers and employees of the Town of Highland are hereby fixed for its **Park and Recreation Department** as follows:

<b>(B) Supervisory Staff or Employees</b>		<b>Starting</b>	
<b>Incumbent</b>		<b>Rate</b>	<b>Rate</b>
(1) Superintendent of Parks and Recreation	( 1 )		
With an employer provided vehicle:		\$ 3,371.65	
Without an employer provider vehicle:		\$ 3,571.46	
(2) Director of Recreation	( 1 )	\$2,410.57	\$2,410.57
(3) Recreation Supervisor	( 2 )	\$1,738.64-\$1,792.72	
(4) Director of Parks	(1)	\$2,584.18	\$2,584.18
(5) Liaison to the HCCE	(1)	TBD	

**Section 2.** That all portions of ordinances in conflict with this ordinance are hereby repealed and are of no further force nor effect;

**Section 3.** That a job description be on file for any position created and authorized by this ordinance and maintained on file with the Park and Recreation Department and the Office of the Clerk-Treasurer;

**Section 4.** That except where otherwise noted herein, other compensation and benefits matters not expressly provided herein for salaried and hourly employees and the Clerk-Treasurer shall be as set forth in the Compensation and Benefits Ordinance, commonly called the Employee Handbook as amended from time to time;

**Section 5. (A)** This Ordinance shall become effective and shall remain in

full force and effect beginning *after its passage and adoption* pursuant to any constrains currently in force in Ordinance No. 1808 and until its repeal or amendment by subsequent enactment;

(B) That the Clerk-Treasurer shall have authority to implement the provisions of this ordinance pursuant to the authority expressly set forth in IC 36-5-6-6 (a) (3) & (4).

Introduced and Filed 27<sup>th</sup> day of January 2025. Consideration on same day or at same meeting of introduction was not considered pursuant to IC 36-5-2-9.8.

**DULY ORDAINED and ADOPTED** this 27<sup>th</sup> Day of January 2025, by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of in favor and opposed.

**TOWN COUNCIL of the TOWN of  
HIGHLAND, INDIANA**

---

George Georgeff, President (IC 36-5-2-10)

Attest:

---

Mark Herak  
Clerk-Treasurer (IC 33-42-4-1; IC 36-5-6-5; IC 36-5-2-10.2)

**ORDINANCE No. 1808-C of the  
TOWN of HIGHLAND, INDIANA**

**AN ORDINANCE to AMEND ORDINANCE No. 1808 to ESTABLISH THE WAGE and SALARY RATES of the ELECTED OFFICERS, the NON-ELECTED OFFICERS, and the EMPLOYEES of the TOWN of HIGHLAND, INDIANA PARTICULARLY REGARDING CREATING A CATEGORY SPECIALTY PAY PROVISION WITHIN THE PARK AND RECREATION DEPARTMENT.**

**WHEREAS**, Title 36, Article 1 Chapter 4 of the Indiana Code confers certain general corporate powers on the several units of government in Indiana;

**WHEREAS**, Section fifteen of that chapter specifically provides that a unit of government may fix the level of compensation of its officers and employees;

**WHEREAS**, I.C. 36-5-3-2 provides in pertinent part that the town legislative body shall provide reasonable compensation for the other town officers and employees;

**WHEREAS**, I.C. 36-5-3-2(b), further provides that the Town Legislative body shall, by ordinance fix the compensation of its own members and the Town Clerk-Treasurer;

**WHEREAS**, I.C. 36-5-3-2(c) still further provides that the compensation of an elected town officer may not be changed in the year for which it is fixed, nor may it be reduced below the amount fixed for the previous year;

**WHEREAS**, The Town Council of the Town of Highland, as the Town Legislative body, now desires to amend the ordinance that was adopted to fix the compensation of its elected officers, appointed officers and employees of the Town for the year 2024 and thereafter as amended;

**WHEREAS**, The Town Council of the Town of Highland, as the town legislative body, has been advised that it is necessary create the position in the Park and Recreation Department of: **LIAISON TO THE COUNCIL OF COMMUNITY EVENTS COMMITTEE**; and

**WHEREAS**, The Town Council of the Town of Highland, as the Town Legislative body has been further advised to create a category labelled **Specialty Pay Provision** to include the **LIAISON TO THE COUNCIL OF COMMUNITY EVENTS COMMITTEE** and that the monthly payment should be \$TBD per month, beginning at the time of appointment; and

**NOW, THEREFORE, BE IT HEREBY ORDAINED** by the Town Council of the Town of Highland, Lake County, Indiana, that the category labelled Specialty Pay Provision be created within the Park and Recreation Department, pursuant to the provisions indicated herein and as follows:

**Section 1.** That Section 11 of Ordinance No. 1808 be amended by creating a section labelled Specialty Pay Provision with the following section, which shall be numbered as Section 11 (C) and read as follows:

**Section 11.** *Parks and Recreation.* That subject to the provisions of this ordinance, the salary and wages for the non-elected officers and employees of the Town of Highland are hereby fixed for its **Park and Recreation Department** as follows:

**(C) Specialty Pay Provisions:**

*Specialty Pay:*

- (1) *Liaison to the HCCE* \$ TBD per month

**Section 2.** That all portions of ordinances in conflict with this ordinance are hereby repealed and are of no further force nor effect;

**Section 3.** That a job description be on file for any position created and authorized by this ordinance and maintained on file with the Park and Recreation Department and the Office of the Clerk-Treasurer;

**Section 4.** That except where otherwise noted herein, other compensation and benefits matters not expressly provided herein for salaried and hourly employees and the Clerk-Treasurer shall be as set forth in the Compensation and Benefits Ordinance, commonly called the Employee Handbook as amended from time to time;

**Section 5.** (A) This Ordinance shall become effective and shall remain in full force and effect beginning *after its passage and adoption* pursuant to any constrains currently in force in Ordinance No. 1808 and until its repeal or amendment by subsequent enactment;

(B) That the Clerk-Treasurer shall have authority to implement the provisions of this ordinance pursuant to the authority expressly set forth in IC 36-5-6-6 (a) (3) & (4).

Introduced and Filed 27<sup>th</sup> day of January 2025. Consideration on same day or at same meeting of introduction was not considered pursuant to IC 36-5-2-9.8.

**DULY ORDAINED and ADOPTED** this 27<sup>th</sup> Day of January 2025, by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of in favor and opposed.

**TOWN COUNCIL of the TOWN of  
HIGHLAND, INDIANA**

---

George Georgeff, President (IC 36-5-2-10)

Attest:

---

Mark Herak  
Clerk-Treasurer (IC 33-42-4-1; IC 36-5-6-5; IC 36-5-2-10.2)

**ORDINANCE No. 1808-D  
of the  
TOWN of HIGHLAND, INDIANA**

**AN ORDINANCE to AMEND ORDINANCE No. 1808 to ESTABLISH THE WAGE and SALARY RATES of the ELECTED OFFICERS, the NON-ELECTED OFFICERS, and the EMPLOYEES of the TOWN of HIGHLAND, INDIANA PARTICULARLY REGARDING an Increase to the Compensation Range of the PARK AND RECREATION DEPARTMENT as it pertains to the RECREATION SUPERVISORS(3).**

**WHEREAS**, Title 36, Article 1 Chapter 4 of the Indiana Code confers certain general corporate powers on the several units of government in Indiana;

**WHEREAS**, Section fifteen of that chapter specifically provides that a unit of government may fix the level of compensation of its officers and employees;

**WHEREAS**, I.C. 36-5-3-2 provides in pertinent part that the town legislative body shall provide reasonable compensation for the other town officers and employees;

**WHEREAS**, I.C. 36-5-3-2(b), further provides that the Town Legislative body shall, by ordinance fix the compensation of its own members and the Town Clerk-Treasurer;

**WHEREAS**, I.C. 36-5-3-2(c) still further provides that the compensation of an elected town officer may not be changed in the year for which it is fixed, nor may it be reduced below the amount fixed for the previous year;

**WHEREAS**, The Town Council of the Town of Highland, as the Town Legislative body, now desires to amend the ordinance that was adopted to fix the compensation of its elected officers, appointed officers and employees of the Town for the year 2025 and thereafter as amended;

**NOW, THEREFORE, BE IT HEREBY ORDAINED** by the Town Council of the Town of Highland, Lake County, Indiana, that the Staffing Authority of the Park & Recreation Department is modified and fixed, pursuant to the provisions indicated herein and as follows:

**Section 1.** That Section 11 (A)(3) of Ordinance No. 1808 be amended to read as follows:

**Section 11.** *Park & Recreation Department.* That subject to the provisions of this ordinance, the salary and wages for the non-elected officers and employees of the Town of Highland are hereby fixed for its Park & Recreation Department as follows:

(A)(3) Recreation Supervisor (3) \$1,738.64 - \$TBD

**Section 2.** That all portions of ordinances in conflict with this ordinance are hereby repealed and are of no further force nor effect;

**Section 3.** That except where otherwise noted herein, other compensation and benefits matters not expressly provided herein for salaried and hourly employees and the Clerk-Treasurer shall be as set forth in the Compensation and Benefits Ordinance, commonly called the Employee Handbook as amended from time to time;

**Section 4.** (A) That an emergency exists for the immediate taking effect of this Ordinance which, shall become effective and shall remain in full force and effect from and *after the date of its passage and adoption* pursuant to any constrains currently in force in Ordinance No. 1808 and until its repeal or amendment by subsequent enactment;

**Section 5.** That the provisions set forth in Section 1, shall be effective after adoption and continue thereafter until amended , modified or repealed by passage and adoption of a successor ordinance.

(B) That the Clerk-Treasurer shall have authority to implement the provisions of this ordinance pursuant to the authority expressly set forth in IC 36-5-6-6 (a) (3) & (4).

Introduced and Filed 27th day of January 2025. Consideration on same day or at same meeting of introduction sustained a vote of in favor and opposed and was considered pursuant to IC 36-5-2-9.8.

**DULY ORDAINED and ADOPTED** this 27th Day of January 2025, by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of in favor and   opposed.

**TOWN COUNCIL of the TOWN of  
HIGHLAND, INDIANA**

---

George Georgeff, President (IC 36-5-2-10)

Attest:

---

Mark Herak  
Clerk-Treasurer (IC 33-42-4-1; IC 36-5-6-5;IC 36-5-2-10.2)

**x. Discussion:** Proposed Ordinance No. 1813, reconstituting the Council of Community Events under the jurisdiction under IC 36-10-3-17. You will repeal the creation of the Council of Community Events under the Town Council and re-establish the chapter in Parks & Recreation incorporating the Council of Community Events under Parks & Recreation. I would recommend to the Council to run parallel with Ordinance No. 1813, revising Chapter 11.15 of the municipal code titled Community Events Commission.

The Clerk-Treasurer gave a brief explanation to the Council of the sequence of events that needs to take place moving the HCCE from under the control of the Town Council and placing it under the control of the Park Department. In essence, the HCCE will be abolished under the Town Council and re-established under the Park Department. The Clerk-Treasurer said the problem that he is having completing Ordinance No. 1813 is that in the current ordinance is embedded the by-laws. He said he heard several reiterations of changing the by-laws and rather than trying to decipher and having to create several revisions, only to modify, I would ask that the Council revise the by-laws so they can be incorporated in Ordinance No. 1813.

Councilor Scheeringa then opened up the discussion to the Council asking if the Council had any comments and/or feedback regarding proposed Ordinance No. 1813.

Councilor Turich said he would like to put a new leader in charge of it and let that person help revise the bylaws. Let's create the ordinance to abolish the HCCE reporting to the Town Council and place it under the Park Department. Let the person who oversees the HCCE, work with the HCCE to revise the by-laws.

Alex Brown said the last time, he wrote the by-laws and he's sure he'll do it again.

Councilor Robertson said the HCCE did go over all the by-laws and made revisions which were passed along to Attorney Reed but he has heard nothing back. He said he will pass along the revisions to the person who will oversee the HCCE.

Hearing no further discussion, the Council President asked if the Clerk-Treasurer would be able to finish the ordinance by the next plenary meeting. The Clerk-Treasurer said he will have a draft for the Council to review.

**x. Discussion: Cyber Insurance**

IT Director Ed Dabrowski said he was talking with Clerk-Treasurer regarding cyber insurance. He said he has done some research and is waiting for some data back from the various Lake County police organizations and towns. It seems that a lot of towns and cities in the area don't utilize cyber insurance. It seems like we're paying a premium, and the only benefit is kind of a fake benefit of some sort of help case. He said he would rather take the premium charged and use it to upgrade our system to prevent attacks.

Town Attorney Reed said that it is not a matter of if but when a cyber attack will occur.

The Clerk-Treasurer said that Indiana Department of Technology doesn't require it but the Town's bond rating company (S&P) does.

Councilor Scheeringa asked the IT Director to meet with the Clerk-Treasurer and if the two (2) of you feel that it is not necessary, then don't renew the policy.

Councilor Scheeringa asked if there were any additional agenda items. Hearing none, he adjourned the meeting at 8:35 p.m.