

**Enrolled Minutes of the Thirty-First Regular Meeting or Special Meeting
For the Thirtieth Highland Town Council Regular Plenary
Business Meeting (In person) Monday, March 24, 2025**

The Thirtieth Town Council of the Town of Highland, Lake County, Indiana met in its regular plenary session on Monday, March 24, 2025 at 6:30 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. Councilor Georgeff, Councilor Doug Turich, Councilor Alex Robertson, Councilor Tom Black, all participated in person. Councilor Scheeringa was absent.

Pursuant to HMC Section 2.05.130(A)(2), the Town Council considered and reviewed the agenda in an informal proceeding in the plenary meeting room before the president called the meeting to order.

The Town Council President George Georgeff presided over the meeting. The Town Clerk-Treasurer, Mark Herak, was present to memorialize the proceedings. The meeting was opened with Councilor George Georgeff reciting the Pledge of Allegiance to the Flag of the United States of America and offering a prayer.

Roll Call: Present on roll call were Councilors George Georgeff, Doug Turich, Alex Robertson, Thomas Black were present as indicated, with Councilor Scheeringa being absent. Clerk-Treasurer, Mark Herak was also present. A quorum was attained.

Additional Officials Present: Alex Brown, CPRP, Superintendent of Parks and Recreation Metropolitan Police Chief Ralph Potesta; Redevelopment Director Maria Becerra; Mike Pipta, Fire Chief; Ed Dabrowski, Director of Information Technology, Kenneth J. Mika, Building Commissioner, Mark Knesek, Public Works Director, John Reed, Attorney with JPR Legal Services were present.

Guests: Theresa Badovich (remotely) and Robin Carlascio (remotely) of the Idea Factory were also present.

Minutes of the Previous Meetings: The minutes of the March 10, 2025 Plenary meeting were approved by general consent.

Special Orders: None

Comments from the Public or Visitors:

Larry Kondrat, Highland, asked about the social worker position that was on tonight's agenda up for adoption by the Council. He said, if he understood it correctly, this person

would be stationed in the schools. He was advised yes. He said he thought it was a great idea but how are we going to pay for this?

The Clerk-Treasurer said the School Town of Highland was going to contribute \$15,000 toward the position's salary. Part of the salary is going to come from Opioid Settlement money but cautioned that this is not a sustainable long-term source as the Town receives maybe \$50,000 a year. He said another source would be fund-raising activities. He said the Griffith program sustains itself through fund-raising activities.

Larry related the story of how President Clinton put 100,000 cops on the street, paid for by the federal government for three (3) years but once the funding ran out the Town's had to pay the officer's salary going forth. He said he didn't want to see that happen with this position.

The Clerk-Treasurer said all this might be a mute-point if SB1 is adopted. Not only with SB1 restrict growing the Town's budget but will also cause a reduction in services. In addition, the Town will have to find alternate funding sources

Larry cautioned the Council to be sure you have the funding in place before moving forward. The governor has said if he doesn't like the amendments, he'll veto the bill and bring the legislatures back into session.

Staff Reports: None were filed.

Communications:

Restaurant Crawl March 25th

Chamber of Commerce Breakfast with the Easter Bunny – March 29, 2025

Arts & Craft Sale at the Lincoln Center – April 5, 2025

Spring Clean-up May 20, 2025

Appointments:

• Statutory Boards and Commissions

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

Regional Statutory Commissions or Boards

- 1. 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 Boards and Commissions

Legislative Appointments

1. **Advisory Board of Zoning Appeals:** (1) appointment to be made by Fiscal Body. *(Note: Currently held by David Helms, term ending 1st Monday January 2025). Term is for three (3) years.*

Regional Statutory Commissions or Boards

2. **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

5. **Main Street Bureau Board:** (17) appointments to be made by the Town Council. Term: Two years ending 1 Jan 2027. *Currently serving are Alex Robertson, Diane Barr-Roumbus, James Roumbus Sandy McKnight, Al Simmons, Ben Reinhart, Sandy Ray, Ben Tomera and Desiree Biro.*

General Orders and Unfinished Business: None

New Business:

1. **Proposed Ordinance No. 1808-D:** 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 a change to the Staffing Authority of the Highland Metropolitan Police Department Creating the Position of Police Social Worker and the Associated Pay Provision within the Metropolitan Police Department.

Councilor Black introduced and moved the consideration of Ordinance No. 1808-D at the same meeting of introduction. Councilor Turich seconded. Upon a roll call vote, a unanimous vote being necessary to consider the Ordinance on the same night of introduction, there were four (4) affirmatives and no negatives. The motion passed. The Ordinance could be considered at the same meeting of its introduction.

Councilor Black moved the passage and adoption of Ordinance No. 1808-D at the same meeting of its introduction. Councilor Robertson seconded. Upon a roll call vote, a two-thirds vote being necessary, there were four (4) affirmative votes and no negatives. The motion passed. Ordinance No. 1808-D was passed and adopted upon the signature of the municipal executive at the same meeting of its introduction.

**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 a change to the Staffing Authority of the Highland Metropolitan Police Department Creating the Position of Police Social Worker and the Associated Pay Provision within the Metropolitan Police 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 Metropolitan Police Department of: **POLICE SOCIAL WORKER**; and

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

Section 1. That Section 10 of Ordinance No. 1808 be amended by adding the position of and pay provision for a Police Social Worker position which shall be numbered as Section 10 (F)(7) and read as follows:

Section 10. *Metropolitan Police 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 **Metropolitan Police Department** as follows:

(7) Police Social Worker	(1)	\$2,192.00 -	\$2,769.00
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Section 2. That Section 10 of Ordinance No. 1808 be amended by adding the position of Police Social Worker position to Section 10 (F)(6) and read as follows:

Section 10. *Metropolitan Police 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 **Metropolitan Police Department** as follows:

Matron or Clerk Duty or Police Social Worker (call-out) hourly rate - 2 hour minimum

Section 3. That all portions of ordinances in conflict with this ordinance are hereby repealed and are of no further force nor effect;

Section 4. That a job description be on file for any position created and authorized by this ordinance and maintained on file with the Metropolitan Police Department and the Office of the Clerk-Treasurer;

Section 5. 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 6. (A) This Ordinance shall become effective and shall remain in full force and effect beginning *after its passage and adoption* pursuant to any constraints 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 on the 24th day of March 2025. Consideration on same day or at same meeting of introduction sustained a vote of 4 in favor and 0 opposed, pursuant to IC 36-5-2-9.8.

DULY ORDAINED and ADOPTED this 24th Day of March 2025, by the Town Council of the Town of Highland, Lake County, Indiana, having been passed by a vote of 4 in favor and 0 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)

2. **Resolution No. 2025-07:** A Resolution Articulating The "Sense Of The Town Council" Recognizing the Highland Neighbors for Sustainability as an Advisory Associate Partner Organization to the Town of Highland and urging all citizens to participate in initiatives or programs that improved the environmental quality and well-being of the Town of Highland.

Councilor Robertson moved for the passage and adoption of Resolution No. 2025-07 Councilor Turich seconded. Upon a roll call vote, there were four (4) affirmatives, 0 Negatives. The motion passed. Resolution No. was passed and adopted upon the signature of the municipal executive.

SENSE of the TOWN COUNCIL RESOLUTION
RESOLUTION NO. 2024-06

A RESOLUTION ARTICULATING THE "SENSE OF THE TOWN COUNCIL" REGARDING THE HIGHLAND NEIGHBORS FOR SUSTAINABILITY TO MAKE A GOOD FAITH EFFORT TO WORK TOGETHER WITH THE TOWN COUNCIL AND OTHER TOWN BODIES TO PROMOTE ENVIRONMENTAL SUSTAINABILITY

WHEREAS, The Town of Highland was incorporated to provide certain public services to the residents of this community, for whom their elected public servants commit their judgment to promote the general welfare and common public good, and;

WHEREAS, The Highland Town Council, as the fiscal and legislative body of the Town of Highland, from time to time, encounters issues of public import which warrant an expression from the elected representatives as part of the public discourse on environmental matters, and;

WHEREAS, Managing our natural resources in a sustainable manner is essential for the health and well-being of all people, as well as future generations, and;

WHEREAS, Nature and the plant and animal life that occupy the ecosystem, which share the Earth, offer not only an intrinsic value but also contribute to the well-being of our economy, culture, and way of life, and;

WHEREAS, Environmental Sustainability benefits a town economically, socially, and environmentally, and;

WHEREAS, Businesses, Community Leader's and Citizens should partner together to improve the environmental quality of our community by working together to create a clean and safe environment for current and future generations, and;

WHEREAS, The Highland Neighbors for Sustainability wishes to provide volunteer services to the Town of Highland regarding Environmental Sustainability Issues by coordinating and educating the general public on initiatives that improve the environmental quality of the Town of Highland, and;

WHEREAS, The Highland Neighbors for Sustainability wishes to assist the Town of Highland in applying for grants with various governmental entities, foundations, and corporations that benefit the Town of Highland environmentally, and;

WHEREAS, The Highland Neighbors for Sustainability wishes to assist the Town of Highland by presenting educational materials, holding meetings and lectures regarding Environmental Sustainability efforts as they apply to issues such as the use of alternative energy sources, proper waste disposal, composting, recycling, repurposing, and promoting native ecological flora and fauna in the Town of Highland.

NOW THEREFORE BE IT RESOLVED AS FOLLOWS:

1. The prefatory statements above are herein incorporated by reference.
2. The Highland Town Council shall recognize the Highland Neighbors for Sustainability as an Advisory Associate Partner Organization for the Civil Town of Highland.
3. The Highland Neighbors for Sustainability may assist in educating the citizens of the Town of Highland on best practices concerning environmentally sustainable operations.
4. The Highland Town Council encourages the Highland Neighbors for Sustainability to utilize the Gazebo Express and submit editorial pieces for publication in the Gazebo Express regarding Environmental Sustainability.
5. The Highland Town Council, through the Redevelopment Commission, will assist the Highland Neighbors for Sustainability for the purpose of applying for grants with various governmental entities, foundations, corporations.
6. All grant applications must be approved by the Highland Town Council prior to submission.
7. The Redevelopment Director or Assistant will act as a professional staff liaison between the Highland Neighbors for Sustainability and the Highland Town Council in the cooperation and coordination of attaining grants.
8. The Highland Town Council member who serves as Liaison to the Redevelopment Commission will also serve as the liaison between the Highland Town Council and the Highland Neighbors for Sustainability.
9. This Resolution continues the initial probationary period of the Neighbors for Sustainability for an additional year through the end of 2025, and will be revisited on or before the end of 2025, at which time the Highland Town Council will explore the

formation of a Sustainability Commission. However, the Highland Town Council may decide to unilaterally terminate this partnership at any time with or without cause.

10. This *Sense of the Town Council of Highland Resolution* is not a bargained for exchange but rather a gratuitous promise from the Highland Town Council that is not supported by consideration of any kind. Moreover, this *Sense of the Town Council of Highland Resolution* shall not be construed as a grant of any authority and/or property right to any member of the Highland Neighbors for Sustainability or to the Highland Neighbors for Sustainability organization, as a whole.

11. The Highland Neighbors for Sustainability are not employees of the Town of Highland and the Highland Neighbors for Sustainability cannot act on behalf of or bind the Town of Highland without the express written consent and approval of the majority of the Legislative Body of the Town of Highland.

12. The Town of Highland by and through its elected officers now wishes to offer a *distinct* public expression on the public importance of this matter.

13. That the Highland Town Council hereby recognizes the Neighbors for Sustainability as an Advisory Associate Partner Organization with no other purpose, express or implied unless expressly modified.

14. That the Highland Town Council is supportive of measures that further promote Environmental Sustainability.

15. That it is further the sense of the Highland Town Council to urge all citizens to participate in initiatives or programs that improve the environmental quality and well-being of the Town of Highland.

Duly Adopted by the Town Council of the Town of Highland, Lake County, Indiana, this 24th day of March 2025. Having been passed by a vote of 4 in favor and 0 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)

3. **Resolution No. 2025-08:** A Resolution Approving the Highland SS4A Safety Action Plan and Authorizing and Directing the Town Council President of the Town of Highland to affix his signature to and submit the Highland SS4A Safety Plan .

Councilor Black moved for the passage and adoption of Resolution No. 2025-08
Councilor Robertson seconded.

Discussion: Councilor Turich wanted to know what are the next steps? The president affixes his signature and then what happens?

Redevelopment Director Becerra said that part of the grant was a timeframe to submit the final plan to the State. She said if the plan is approved tonight, she will send it to the state. She said she has sent the draft to the State for their review and they responded back with several comments. Once accepted, it allows Highland to participate in the next phase or apply for an implementation grant. Without the plan you can't apply and receive physical dollars for improvements. The plan was the result of meetings with department heads and residents, as well as, surveys. Most of the results from residents were speeding cars going down their streets. The traffic engineer then rated and compiled the comments. They then rated the intersections and came up with suggestions on how to improve those intersections. She said Table 12 highlights the results.

Councilor Turich asked how much have we spent on the plan?

Maria said the grant was for \$240,000 and it is an 80/20 match, so Highland's cost will be \$48,000.

The Clerk-Treasurer said he has submitted invoices totally roughly \$155,000 which are reimbursable.

Councilor Turich said he is looking at Table 12 and it mentions a long term plan. What is meant by a long term plan and how long is it?

Maria said it is an on-going plan. She said the Council agreed to a 40% reduction in fatalities and serious accidents over a twenty (20) year. There will be a task force put together to implement strategies both short and long term.

Councilor Turich read from the report that one of the strategies is to create a culturally relevant traffic safety campaign, aimed at reducing severe injuries and fatalities by addressing, speeding and dangerous driving behavior, such as running red lights and failing to yield. The timeframe is the next one to 3 years. What happens if we don't get the grant or funding? Do we simply put the report on the shelf and leave it? Or do we have to fund within our own Town budget? He said, some of these are great ideas but we're relying on a grant. We pay for a study, \$48,000 of the Town's money, in hopes that an implementation grant will be awarded to the Town.

Maria said the program runs through 2027 but if funds do dry up, INDOT is talking about stepping up and funding some programs, like Indianapolis Blvd. INDOT is talking about doing Indianapolis Blvd from US30 through Hammond.

Councilor Turich wanted to know if we do receive the grants, how will the progress be tracked? He wanted to know if there will be websites? How do we plan on sharing that information to the community? He wanted to know if there was a way to publish the progress? He wanted to know if the implementation plan would be prepared by Town employees or would the Town have to hire another consultant and are they going to have to spend any more money of consultants for this project? He wanted to know how much more will be spent on consultants to get this program across the finish line?

Maria said the Town will prepare the implementation plan and she doesn't anticipate spending anymore money on consultants. She qualified her statement by adding, if we do receive the grant, depending on the expertise required, a consultant may have to be hired, so she couldn't give a definitive response. She said most of the surrounding towns use consultants to win the grants.

Councilor Turich said at the last meeting, Redevelopment asked for an additional appropriation of \$265,000, which is above and beyond your approved budget from last year. He said part was to pay consultant fees. He told Maria that she continues to go above her budget for consultants but he's not seeing results.

Maria responded that the reason for asking for the additional is because the purchase order for the Arsh Group is still open because we haven't received the last invoice. Because the purchase order is still open, not enough money exist in that line to create a new order with the new consultant to complete the comprehensive plan. Since the old plan hasn't been updated in over twenty years, she didn't want to wait until the matter with the Arsh Group was resolved and she asked for an additional appropriation to be able to create the new purchase order with American Structurepoint to complete the comprehensive master plan.

Councilor Turich said he understands that we'll get part of that money back but Maria is asking for an additional \$65,000 above that.

Maria said she doesn't have the numbers in front of her but she would have the numbers by the next meeting. She said that Redevelopment Capital has \$1.7m in cash. We can easily solve the question about additional appropriations by appropriating all that money into the Redevelopment Capital account but the Clerk-Treasurer would rather invest the money. Last year, that the interest earned over \$100,000.

Council Turich said he understands that but his struggles come that we are spending more money on consultants and less on projects and we have two(2) fulltime employees in Redevelopment and we're still spending money on consultants.

Upon a roll call vote, there were three (3) affirmatives, 1 Negative, with Councilors Georgeff, Robertson and Black voting in the affirmative and Councilor Turich voting in the negative. The motion passed. Resolution No. 2025-08 was passed and adopted upon the signature of the municipal executive.

TOWN of HIGHLAND
TOWN COUNCIL RESOLUTION NO. 2025-08

A RESOLUTION APPROVING THE COMPREHENSIVE SAFETY ACTION PLAN (CSAP) (HEREINAFTER CALLED "HIGHLAND SS4A SAFETY ACTION PLAN")AND AUTHORIZING and DIRECTING the TOWN COUNCIL PRESIDENT of the TOWN OF HIGHLAND TO AFFIX HIS SIGNATURE TO AND SUBMIT THE HIGHLAND SS4A SAFETY ACTION PLAN.

Whereas, The life and health of all persons living and traveling within the Town of Highland are the Town's utmost priority; and

Whereas, Making streets safer for all people using all modes of transportation will encourage people to travel on foot, by bicycle, and by public transit, which supports a healthier, more active lifestyle;

Whereas, The Town of Highland submitted on July 5, 2023 a SS4A Grant Application (Safe Streets and Road for All) to the U.S Department of Transportation Federal Highway Administration and Office of Safety; and

Whereas, The U.S Department of Transportation Federal Highway Administration Office of Safety, on October 30, 2023, awarded to the Town of Highland Federal Award No. 693JJ32440219 to develop a Comprehensive Safety Action Plan (CSAP); and

Whereas, The Town of Highland is devoted to reducing traffic fatalities and injuries by enacting a Safe Streets and Roads for all Comprehensive Safety Action Plan (CSAP) ; and

Whereas, The Highland Redevelopment Commission awarded a contract on June 10, 2024 to American Structurepoint, Inc. of Indianapolis, Indiana to prepare a Comprehensive Safety Plan (CSAP); and

Whereas, On January 27, 2025, John Kennedy of American Structurepoint, Inc. of Indianapolis, Indiana presented to and reviewed with the Highland Redevelopment Commission the Highland SS4A Safety Action Plan;

Whereas, After subsequent meetings, the Highland Redevelopment Commission signed off on the Highland SS4A Safety Action Plan; and

Whereas, The Town Council, has been Advised that the Highland Redevelopment Commission has signed off on the Highland SS4A Safety Action Plan and is recommending

approval by the Highland Town Council of the Highland SS4K Safety Plan (CSAP) as prepared by American Structurepoint, Inc. to comply with the terms of the award of Federal Award No. 693JJ32440219; and

Whereas, On February 24, 2025, John Kennedy of American Structurepoint, Inc. of Indianapolis, Indiana presented to and reviewed with the Highland Town Council the Highland SS4A Safety Action Plan;

NOW, THEREFORE, BE IT RESOLVED, by the Town Council of the Town of Highland, Lake County, Indiana:

Section 1. That the Highland SS4A Safety Action Plan as prepared by American Structure Point, Inc. of Indianapolis, Indiana is on file in the Office of the Redevelopment Commission; and

Section 2. American Structurepoint, Inc. of Indianapolis, Indiana has completed the Highland SS4A Safety Action Plan (CSAP) and presented the plan to both the Highland Redevelopment Commission and the Highland Town Council for their review; and

Section 3. The Highland Redevelopment Commission has signed off on the Highland SS4A Safety Action Plan (CSAP) and is recommending to the Highland Town Council to approve the Highland SS4K Safety Action Plan (CSAP) as prepared by American Structurepoint, Inc. of Indianapolis; and

Section 4. That the President of the Highland Town Council be authorized to execute the Plan with his signature on such documents as necessary as attested by the Clerk-Treasurer.

PASSED AND ADOPTED by the Town Council of the Town of Highland, Lake County, Indiana, this 24th Day of March 2024. Having passed by a vote of 3 in favor and 1 opposed.

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

George Georgeff, President (IC36-5-2-10)

Attest:

Mark Herak
Clerk-Treasurer

TOWN OF HIGHLAND

SAFE STREETS AND ROADS FOR ALL COMPREHENSIVE SAFETY ACTION PLAN

DATE SUBMITTED: DECEMBER 31, 2024

DATE ADOPTED: MARCH 24, 2025



1. EXECUTIVE SUMMARY

1. EXECUTIVE SUMMARY

The Town of Highland marks its devotion to eliminating traffic fatalities and severe injuries by enacting a Safe Streets and Roads for All Comprehensive Safety Action Plan (CSAP). This plan has been prepared with a focus on data analysis and community engagement and prioritizing projects with a high impact on safety for all road users.

This CSAP is aligned with the Town of Highland's Vision Zero goal of achieving a 40% reduction in fatal and serious injury crashes by 2040.

The Town of Highland embraces the Safe System approach and recognizes that severe crashes are intolerable and preventable, acknowledging that although mistakes are inevitable, traffic fatalities do not have to be. Furthermore, the Town affirms that it possesses the tools and knowledge to be proactive in averting tragedies, and it shares responsibility with the public and other stakeholders to ensure that when crashes do occur, they do not result in devastating outcomes. This CSAP emerges as a response to a strong and clear call to action from Highland residents and establishes a commitment to guaranteeing a transportation system that prioritizes safety for all.

Through the diligent implementation of this CSAP, the Town of Highland will steadily advance toward its safety objectives while simultaneously nurturing a transportation network that is safe, accessible, and equitable for all residents, particularly for those most vulnerable. By placing safety and collaboration at the forefront, Highland is poised to create enduring positive change within its community and safeguard the well-being of all road users.

The Town of Highland CSAP encompasses a structured approach, beginning with the creation of a **task force** responsible for overseeing the action plan's development and guiding its future implementation. This is followed by reviewing and summarizing existing crash data, establishing a **High-Injury Network (HIN)**, and identifying **hotspot locations**, thus laying the groundwork for targeted interventions. **Public outreach** efforts are detailed, outlining the relevance of public input to the planning process.

Furthermore, the plan demonstrates Highland's **commitment to equity** by analyzing underserved populations and their relationship to severe crashes. Evaluations of the Town's current plans and policies identify opportunities for improvement in roadway safety. The plan establishes a framework for identifying and prioritizing safety projects, considering historic crash data, equity analysis, and public feedback. Additionally, non-project **strategic improvements** are recommended, and stakeholders responsible for implementation are identified.

Lastly, the plan details future updates, how the Town's effectiveness will be measured, and how these efforts will be communicated to the public and stakeholders, ensuring **transparency** and accountability in achieving safety goals.

As Highland embarks on this journey, the Town remains dedicated to engaging with its community, leveraging data-driven insights, and continually refining strategies to ensure that Highland remains at the forefront of innovation and progress in traffic safety. Together, Highland and its citizens can build a future where every journey is a safe one.

2. INTRODUCTION

2.2 SAFE STREETS AND ROADS FOR ALL AND VISION ZERO

When the federal government passed the Infrastructure Investment and Jobs Act (IIJA) in late 2021, one of the most notable new programs was Safe Streets and Roads for All—commonly abbreviated as “SS4A.” SS4A commits large amounts of federal funding toward transforming the safety of corridors, municipalities, and regions through a series of planning and implementation grants. A fundamental component of SS4A is its alignment with a Vision Zero approach to safety. Vision Zero is based on the principle that it is not acceptable that people are killed or seriously injured when moving throughout the transportation network. Simply put, Vision Zero is a commitment to move toward zero deaths. This initiative recognizes that the responsibility for a safe transportation network is shared between users and transportation system designers and that behavioral and design issues are both important to understand and address. The Town of Highland strongly supports a Vision Zero approach to safety.

Communities seeking SS4A funding must have a compliant Safety Action Plan. A significant portion of the overall SS4A program is devoted to funding Action Plans. The Town of Highland was awarded the FY 23 SS4A Planning grant to create a comprehensive safety action plan. The Town engaged American Structurepoint Inc. to create an action plan following all required and suggested SS4A Action Plan components.

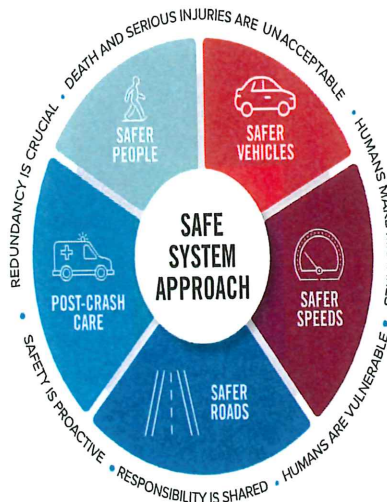
With the adoption of this plan by the Council, Highland can pursue SS4A Demonstration and Implementation Grants. This grant can fund various safety projects and strategies identified in this Action Plan that address roadway safety problems. This plan will also identify the tools and policy changes needed to achieve the vision zero goal.

2.2.1 THE SAFE SYSTEM APPROACH

Highland's response to address traffic safety concerns will incorporate the Safe System approach embraced by the US Department of Transportation (DOT). The Safe System Approach focuses on human mistakes and vulnerability, incorporating redundancies to prevent crashes and minimize harm. The US DOT's National Roadway Safety Strategy and ongoing safety programs are aligned with the goal of achieving zero roadway fatalities and serious injuries. These programs target various aspects, including infrastructure, human behavior, responsible vehicle and transportation industry oversight, and emergency response, to create a comprehensive framework for making roadways safer.

The principles and elements of a safe system, presented in **Figure 4**, summarize the Town's approach to creating safe streets for all moving forward.

Figure 4: Safe System Principles and Elements



2. INTRODUCTION

2.3 A COMPREHENSIVE SAFETY PLAN

The key components of the Comprehensive Safety Action Plan as outlined in the SS4A Notice of Funding Opportunity (NOFO) are detailed in the following sections.

- **Section 3:** Provides the composition of the project team and task force/steering committee overseeing the action plan development and guiding future implementation.
- **Section 4:** Review and summarize existing crash data, where fatality crashes occur, the population involved, and behavioral characteristics of crashes. Additionally, establishes a High-Injury Network (HIN) and Hotspot locations methodology that evaluates the Town's roadway segments and intersections with a higher number of severe crashes.
- **Section 5:** Summarizes the results of public outreach efforts and the relevance of public input to the planning process.
- **Section 6:** Demonstrates the safety action plan's efforts to consider equity as part of the planning process by analyzing the underserved populations and understanding the relationship between severe crashes and underserved population communities.
- **Section 7:** Documents the Town's current plans and policies that were reviewed to identify opportunities for improvements concerning safety.
- **Section 8:** Lists the suggested improvements/considerations that can be made to the existing Town policies towards road safety.
- **Section 9:** Establishes a framework to recommend and prioritize a list of potential safety projects by considering the existing HIN/Hotspot intersections, equity analysis results, and public feedback. Additionally, this section recommends a variety of other non-project strategic improvements that improve safety by changing and identifying the responsible stakeholders to implement these efforts.
- **Section 10:** Details how the plan will be updated in the future, how the Town's effectiveness at implementing the plan will be measured, and how these efforts will be demonstrated to the public and stakeholders.

2.4 HIGHLAND'S COMMITMENT TO SAFE STREETS FOR ALL

The CSAP serves as a detailed roadmap outlining specific strategies, actions, and projects that the Town of Highland will implement in the coming years and beyond to enhance safety across the community. In December 2024, the Town of Highland adopted a Vision Zero resolution, aiming to achieve a 40% reduction in fatal and serious injury crashes by 2040. This resolution underscores the Town's dedication to prioritizing safety as a fundamental aspect of urban planning and development. The resolution is included in **Appendix A** of this report.

With this plan, Highland is taking its first step towards addressing current safety concerns and laying the foundation for a safer future. By implementing targeted strategies and initiatives, the Town aims to create a transportation system that is safe, accessible, and equitable for all residents, visitors, and road users.

9. PROJECTS AND STRATEGIES

9. PROJECTS AND STRATEGIES

The SS4A Action Plan must contain effective strategies and project recommendations to achieve Vision Zero. Investments in engagement, education, and infrastructure all play a critical role in reducing fatal and serious injury crashes in Highland. We have conducted an extensive analysis of the Town's crash data (Section 4), developed an extensive engagement process (Section 5), and reviewed its existing program and policies (Sections 7 and 8), which culminate in the following project recommendations and strategies.

In December 2024, Highland passed a Vision Zero resolution to reduce fatal and serious injury crashes by 40% by 2040. Vision Zero is not just a goal. It reframes the way Highland views transportation safety. Vision Zero promotes thinking about transportation safety holistically, considering all transportation users, and incorporating strategies and recommendations that are more than just infrastructure improvements.

The SS4A Action Plan recommendations were developed through engagement with the Steering Committee. The SS4A Action Plan is about people, and the plan's recommendations must reflect that.

In developing recommendations for the SS4A Action Plan, we reviewed strategies to reduce fatal and serious injury (FSI) crashes endorsed by state and federal officials. The plan incorporates USDOT's Proven Safety Countermeasures and recommendations.

9.1 SCORING CRITERIA FOR SS4A PROJECT PROPOSALS

A list of potential projects has been compiled in the development of Highland's safety action plan, combining safety data, analysis, equity considerations, stakeholder and community input, and proven safety countermeasures. The resulting project list serves as a roadmap for prioritizing and executing safety projects aimed at achieving Vision Zero within the Town.

PROJECT IDENTIFICATION METHODOLOGY

Corridor segments and intersections identified within the High Injury Network (HIN) automatically qualified for inclusion in the project list. This strategic approach targeted areas with a history of recurring safety issues, supported by robust crash data analysis. The HIN, pinpointing locations with the highest fatal and injury crash frequencies, formed a solid foundation for identifying areas most in need of safety enhancements.

Additionally, the project list incorporates locations where safety projects have recently been completed or are nearing implementation. Some of these projects align with areas identified through safety analysis as high-crash locations, demonstrating proactive safety improvement efforts by transportation agencies. Moreover, input from the steering committee, leveraging their extensive knowledge of transportation safety needs in Highland, has enriched the project list.

Each location on the preliminary project list underwent evaluation across four emphasis areas outlined in the plan:

- Total Crash Rate
- Fatal & Injury Crash Rate
- Environmental Justice
- Public Input

9. PROJECTS AND STRATEGIES

While all four elements are considered vital to the development of the Highland Safety Action Plan, collaboration among the steering committee defined the weight of each element in the project scoring criteria to be used. The resulting scoring system placed greater emphasis on elements that the steering committee deemed to be of greater importance in shaping its plan.

Furthermore, a specific scale was applied to evaluate each element, considering the range of values within each category. A points system was then devised to score the projects, assigning a maximum total number of points in each category based on their relative importance in the scoring system. For each project, the points awarded in each category were multiplied by a whole number weightage factor (2 or 3 based on the assigned weightage) and added together to create a total weighted score.

The weighted scoring system used to evaluate potential projects is depicted in **Table 9**.

Table 9: Scoring Criteria for SS4A Project Proposals

TOTAL CRASH RATE

The SS4A program targets improving safety and mobility for all users. Analysis of the Town's roadway network was employed to identify locations with significant crash recurrence.

Criteria: Locations in the high injury network (HIN) or a crash "hotspot" identified through the SS4A safety analysis.

Projects were scored on the individual site's total crash frequency rate (all crashes).

30% weightage

FATALITY & INJURY CRASH RATE

Taking action toward Vision Zero involves addressing locations that have a recurring crash history. The plan intends to implement safety countermeasure projects at those locations that have the highest potential for safety improvement.

Criteria: Locations in the high injury network (HIN) or a crash "hotspot" identified through the SS4A safety analysis.

Projects were scored on the individual site's fatal and injury (F&I) crash frequency rate.

30% weightage

ENVIRONMENTAL JUSTICE

The SS4A program prioritizes equitable transportation access and outcomes for all community members.

Criteria: Projects located within or immediately adjacent to Environmental Justice (EJ) areas, as identified by the equity analysis, receive points for promoting inclusive transportation access and addressing disparities in underserved communities.

Projects were scored on the individual site location relative to an EJ area.

20% weightage

PUBLIC FEEDBACK

The CSAP is greatly dependent on the community's input due to their unique knowledge and experience with transportation issues within the Town of Highland. Most importantly, the community is the end user of the town's transportation facilities.

Criteria: Location was identified as a safety concern through the public engagement survey or previously noted by the public through the steering committee's input.

Projects were scored on the number of mentions of individual sites in the public engagement survey.

20% weightage

9. PROJECTS AND STRATEGIES

Table 10: Scoring Key for SS4A Project Proposals

TOTAL CRASH RATE (30% Weight)	POINTS	ENV. JUSTICE CRITERIA (20% Weight)	POINTS	F&I CRASH RATE (30% Weight)	POINTS	STAKEHOLDER AND PUBLIC INPUT CRITERIA (20% Weight)	POINTS
600 segment, <0.6 intersection	1	Not in EJ Area	0	0-50 segment, <0.06 intersection	1	0	0
600-1200 segment, 0.6-1.2 intersection	2	Partially in EJ Area	3	50-100 segment, 0.06-0.09 intersection	2	1 segment, 1-7 intersection	2
1200-1800 segment, 1.2-1.8 intersection	3	In EJ Area	5	100-150 segment, 0.09-0.12 intersection	3	2-3 segment, 8-14 intersection	3
1800-2400 segment, 1.8-2.4 intersection	4			150-200 segment, 0.12-0.15 intersection	4	4-5 segment, 15-22 intersection	4
>2400 segment, >2.4 intersection	5			>200 segment, >0.15 intersection	5	>5 segment, >22 intersection	5

9. PROJECTS AND STRATEGIES

9.2 PROJECT OVERVIEW

The compiled projects list was scored in accordance with the criteria presented in Section 9.1. The weighted total score of the project defined implementation priority. A 3-tier system was assigned for projects based on the range of scores to give the highest priority to projects that obtained the greater total weighted scores. Therefore, projects that were determined to have the highest need for improvement will be expected to have the highest priority for funding and implementation.

The tier system to correspond with a tentative implementation time frame is defined as follows:

- **Tier 1:** Scores > 25, Implementation 2025-2030 (Short-term/Highest priority)
- **Tier 2:** Scores >15 to ≤ 25, Implementation 2030-2035 (Interim/Medium priority)
- **Tier 3:** Scores ≤ 15, Implementation 2035+ (Long-term/Lower priority)

The resulting projects with their total weighted scores, implementation timeframe, and proposed countermeasures for segments are summarized in **Table 11** and for intersections in **Table 12**. The complete Comprehensive Safety Action Plan Project List is provided in Appendix E.

Table 11: Comprehensive Safety Action Plan Projects Scoring Summary – Roadway Segments (1 of 2)

PROJECT LOCATION	WTD. TOTAL SCORE	TIER	PROPOSED COUNTERMEASURES
1. 41st St - Kennedy Ave to Ellen Dr	37	Tier 1	ST: Signal Backplates, Install RRFBs, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping), Speed Feedback Signs, Restripe to Reduce Lane Width, Add Flashing Beacons for School Warning Signs. LT: Add Turn Lanes, Raised Median, Raised Crosswalks, Construct Curb Bulb-Outs.
2. Highway Ave - 1st to 5th	36	Tier 1	ST: Add signal backplates, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping), Install Speed Feedback Signs, Install RRFBs at Trail Crossing. LT: Install Median, Install Raised Crosswalks, Access Management, Consider Roundabout Corridor.
3. Kleinman Rd - Clough Ave to 41st Ln	28	Tier 1	ST: Access Management, Signal Backplates, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping), Install Midblock Crosswalks. LT: Construct Sidewalks, Install Lighting, Add Dedicated Bike Lanes, Add Raised Crosswalks/Intersections.
4. Kennedy Ave - 81st St to Main St	28	Tier 1	ST: Access Management, Signal Backplates, renew all signs and striping, Crosswalk visibility enhancements (continental style striping), Install Midblock Crosswalks, Speed Feedback Signs. LT: Road Diet Implementation, Add Raised Median, Add Turn Lanes, Install/Improve Lighting, Install Bike Lanes.
5. 45th St - Wildwood Ct to SR 912/ Cline Ave	25	Tier 2	ST: Access Management, Signal Backplates, renew all signs and striping, Crosswalk visibility enhancements (continental style striping), Install Midblock Crosswalks, Speed Feedback Signs, Enhance railroad crossing visibility. LT: Evaluate Road Diet Implementation, Add Raised Median, Add Turn Lanes, Install/Improve Lighting, Install Reduced Left-Turn Conflict Intersections, Install Bike Lanes.

ST = Short-term Countermeasures LT = Long-term Countermeasures

*Denotes projects within joint jurisdiction (Town and INDOT)

9. PROJECTS AND STRATEGIES

Table 11: Comprehensive Safety Action Plan Projects Scoring Summary –
Roadway Segments (2 of 2)

PROJECT LOCATION	WTD. TOTAL SCORE	TIER	PROPOSED COUNTERMEASURES
6. US 41 - Hart to S/O Industrial Drive*	25	Tier 2	ST: Access management, signal backplates, renew all signs and striping, Crosswalk visibility enhancements (continental style striping), speed feedback signs. LT: Install Midblock Crosswalks with HAWK Signals, Install Raised Median with Directional Openings at Strategic Locations, Add Turn Lanes, Install/Improve Lighting, Install Reduced Left-Turn Conflict Intersections, Install Bike Lanes.
7. Main St - Kennedy Ave to West of Prairie Ave	25	Tier 2	ST: Access Management, Signal Backplates, renew all signs and striping, Crosswalk visibility enhancements (continental style striping), Speed Feedback Sign. LT: Evaluate Road Diet Implementation, Construct Sidewalk on South Side of Road, Add Raised Median, Add Turn Lanes, Install/Improve Lighting, Install Reduced Left-Turn Conflict Intersections, Install Bike Lanes.
8. Ridge Rd - 5th St to Grace St	22	Tier 2	ST: Access Management, Signal Backplates, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping), Speed Feedback Signs. LT: Evaluate Road Diet Implementation, Install HAWK Signal Near Main Square Park, Add Raised Median with Directional Openings, Add Turn Lanes, Install/Improve Lighting, Install Reduced Left-Turn Conflict Intersections, Install Bike Lanes.
9. US 41 - Ridge Rd to Hart Rd*	22	Tier 2	ST: Access Management, Signal Backplates, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping), Speed Feedback Signs. LT: Install Midblock Crosswalks with HAWK Signals, Install Raised Median with Directional Openings at Strategic Locations, Add Turn Lanes, Install/Improve Lighting, Install Reduced Left-Turn Conflict Intersections, Install Bike Lanes.
10. US 41 - 81st to Town Limits*	19	Tier 2	ST: Install Trail Crossing with HAWK Signal, Pavement Friction Management, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping), Speed Feedback Signs. LT: Install Sidewalks Along Road for Connecting Residential Area to Businesses Across Little Calumet River and Trails Access, Install Raised Median with Directional Openings, Add Turn Lanes, Install/Improve Lighting, Install Reduced Left-Turn Conflict Intersection.
11. SR 912 - Ridge Rd to 179th St/River Rd*	15	Tier 3	ST: Access Management, Install Signal Backplates, Optimize Signal Timings to Improve Corridor Progression, Evaluate Optimal Lane Configurations. LT: Install Sidewalks, Install Directional Median Openings, Add Turn Lanes, Install/Improve Lighting, Install Reduced Left-Turn Conflict Intersection, Increase Clear Zone on West Side of Road.
12. Ridge Rd - Parkway Dr to Kennedy Ave	12	Tier 3	ST: Access Management, Signal Backplates, Renew all signs and striping, Install Midblock Crosswalks, Crosswalk visibility enhancements (continental style striping), Speed Feedback Signs. LT: Re-Evaluate Osborne Rd and Highway Ave Intersections Area as A Potential HAWK Location, Install Raised Median with Directional Openings, Add Turn Lanes, Install/Improve Lighting, Install Reduced Left-Turn Conflict Intersections, Install Bike Lanes.

ST = Short-term Countermeasures LT = Long-term Countermeasures

*Denotes projects within joint jurisdiction (Town and INDOT)

9. PROJECTS AND STRATEGIES

Table 12: Comprehensive Safety Action Plan Projects Scoring Summary – Intersections (1 of 2)

PROJECT LOCATION	WTD. TOTAL SCORE	TIER	PROPOSED COUNTERMEASURES
1. Kennedy Ave & 45th St	43	Tier 1	ST: Install Retroreflective Borders on Signal Head Backplates, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Upgrade Lighting, Install Reduced Left-Turn Conflict Intersection, Consolidate Driveways Within Functional Area of Intersection
2. Kennedy Ave & Main St	32	Tier 1	ST: Install Retroreflective Borders on Signal Head Backplates, Renew all signs and striping, Optimize signal timing and clearance intervals. NOTE: PLANNED SHORT-TERM IMPROVEMENTS CURRENTLY EXIST FOR INTERSECTION. LT: Install Median, Upgrade Lighting, Install Exclusive Turn Lanes, Install Reduced Left-Turn Conflict Intersection.
3. US 41 & 45th St*	27	Tier 1	ST: Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Connect Sidewalks on All Legs
4. US 41 & Ridge Rd*	24	Tier 2	ST: Install Signal Head Backplates with Retroreflective Borders, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Channelizing Right-Turn Islands to Shorten Pedestrian Crossing Distances
5. Ridge Rd & Grace St	22	Tier 2	ST: Install Signal Head Backplates with Retroreflective Borders, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Access Management: Condense Driveways, Install Median, Upgrade Lighting, Install Reduced Left-Turn Conflict Intersection
6. SR 912 & Ridge Rd**	21	Tier 2	ST: Install Signal Head Backplates with Retroreflective Borders, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Access Management: Condense Driveways, Upgrade Lighting, Install Reduced Left-Turn Conflict Intersection, Install Pedestrian Features, Connect Sidewalks on Intersection Approaches
7. SR 912 & 179th/ River Rd**	18	Tier 2	ST: Install Signal Head Backplates with Retroreflective Borders, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Install Median, Upgrade Lighting, Install Reduced Left-Turn Conflict Intersection
8. SR 912 & Wirth Rd**	18	Tier 2	ST: Install Signal Head Backplates with Retroreflective Borders, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Upgrade Lighting, Install Reduced Left-Turn Conflict Intersection, Install Pedestrian Features, Connect Sidewalks on Intersection Approaches
9. 41st St & Ellen Dr	18	Tier 2	ST: Improve SE Corner Sidewalk Landing Pad, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Install Median, Install Lighting, Install Roundabout

ST = Short-term Countermeasures LT = Long-term Countermeasures

*Denotes projects within joint jurisdiction (Town and INDOT)

**Denotes projects within joint jurisdiction (Town of Highland, Town of Griffith and INDOT)

9. PROJECTS AND STRATEGIES

Table 12: Comprehensive Safety Action Plan Projects Scoring Summary – Intersections (2 of 2)

PROJECT LOCATION	WTD, TOTAL SCORE	TIER	PROPOSED COUNTERMEASURES
10. Kennedy Ave & Lincoln St	16	Tier 2	ST: Install Signal Head Backplates with Retroreflective Borders, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Exclusive Turn Lanes, Upgrade Lighting, Install Reduced Left-Turn Conflict Intersection, Connect Sidewalks on Intersection Approaches
11. Kennedy Ave & Trail Crossing	16	Tier 2	ST: Install HAWK Signal, Renew all signs and striping, Crosswalk visibility enhancements (continental style striping) LT: Install Lighting, Install Raised Intersection
12. US 41 & Hart Rd*	15	Tier 3	ST: Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Exclusive Turn Lanes, Upgrade Lighting, Install Reduced Left-Turn Conflict Intersection, Connect Sidewalks on Intersection Approaches
13. 45th St & Farmer Dr	15	Tier 3	ST: Renew all signs and striping, Crosswalk visibility enhancements (continental style striping), Remove Paving on NE Corner Area to Avoid Driver Confusion LT: Exclusive Turn Lanes, Install Median, Install Lighting, Install Reduced Left-Turn Conflict Intersection, Connect Sidewalks on Intersection Approaches, Access Management: Consolidate Driveways Within Functional Area of Intersection
14. US 41 & Lincoln St*	15	Tier 3	ST: Renew all signs and striping, Crosswalk visibility enhancements (continental style striping) LT: Exclusive Turn Lanes, Upgrade Lighting, Install Reduced Left-Turn Conflict Intersection, Connect Sidewalks on Intersection Approaches, Access Management: Consolidate Driveways Within Functional Area of Intersection
15. Ridge Rd & 5th St	13	Tier 3	ST: Renew all signs and striping, Crosswalk visibility enhancements (continental style striping), Pavement Friction Management LT: Exclusive Turn Lanes, Install Median, Install Lighting, Connect Sidewalks on Intersection Approaches, Install Crosswalk with HAWK Signal
16. US 41 & Martha St*	12	Tier 3	ST: Renew all signs and striping, Crosswalk visibility enhancements (continental style striping) LT: Exclusive Turn Lanes, Protected Left-Turn Phasing, Upgrade Lighting, Install Reduced Left-Turn Conflict Intersection
17. Kennedy Ave & Jewett Ave	12	Tier 3	ST: Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Exclusive Turn Lanes, Install Median, Install Lighting, Install Reduced Left-Turn Conflict Intersection, Access Management: Consolidate Driveways Within Functional Area of Intersection
18. 45th St & Lillian St/ Liable Rd	9	Tier 3	ST: Renew all signs and striping, Crosswalk visibility enhancements (continental style striping). LT: Exclusive Turn Lanes, Install Median, Install Lighting, Option 1: Install Roundabout, Option 2: Install Reduced Left-Turn Conflict Intersection

ST = Short-term Countermeasures LT = Long-term Countermeasures

*Denotes projects within joint jurisdiction (Town and INDOT)

**Denotes projects within joint jurisdiction (Town of Highland, Town of Griffith and INDOT)

9. PROJECTS AND STRATEGIES

9.3 STRATEGY RECOMMENDATIONS

While infrastructure plays an important role in achieving Highland's Vision Zero goal, strategies that focus on enforcement, education, and engagement are just as critical to adopting a holistic multi-disciplinary approach to safety. To develop strategies for the SS4A Action Plan, we reviewed the historical crash data records, public feedback, and state and federal resources.

The initial twelve strategies, categorized by the Safe System Element they address, are summarized in **Table 13**. Each strategy comprises various components aimed at furthering its objectives. For a more comprehensive understanding of the proposed actions, anticipated implementation timelines, and the departments accountable for execution—as well as supporting departments where applicable—please refer to the subsequent sections. It's worth noting that the Steering and Implementation Committee reserves the right to amend or refine these strategies based on evolving information, community input, considerations of equity impacts, and insights gleaned from ongoing evaluations.

Table 13: Highland CSAP Comprehensive Safety Strategies

NO.	STRATEGY	SAFE SYSTEM ELEMENT ADDRESSED
1	Launch a Comprehensive Safety Campaign	Safe Users, Safe Vehicles
2	Implement Measures to Reduce Speeding Townwide	Safe Users, Safe Vehicles, Safe Speeds
3	Foster a Culture of Shared Responsibility within the Town	Safe Users, Safe Vehicles, Safe Speeds
4	Target High Injury Areas to Reduce Severe Crashes and Speeds	Safe Users, Safe Vehicles
5	Transform Residential Streets into Safe, Low-Speed, Low-Stress Environments	Safe Users, Safe Streets
6	Develop Commercial Streetscapes Promoting Safe Speeds and Crossings	Safe Users, Safe Streets
7	Implement Systemic Improvements at High-Risk Locations	Safe Users, Safe Vehicles, Safe Speeds
8	Establish Safe, Accessible Networks for Pedestrians, Cyclists, and Assistive Device Users	Safe Users, Safe Streets
9	Ensure Equity in Access to Safe Vehicles	Safe Users, Safe Vehicles
10	Rapid Response to Fatal Crashes	Safe Users, Safe Vehicles, Safe Speeds, Post-Crash Care
11	Utilize Data and Technology to Understand High-Risk Behaviors and Streets	Safe Users, Safe Vehicles, Safe Speeds, Safe Streets
12	Monitor Progress towards Safety Goals	Safe Users, Safe Vehicles, Safe Speeds, Safe Streets, Post-Crash Care

9. PROJECTS AND STRATEGIES

STRATEGY 1: LAUNCH A COMPREHENSIVE SAFETY CAMPAIGN

Establishing a comprehensive safety culture throughout Highland, embraced by all sectors, including the public, initiates raising awareness about the Town's significant crash challenges, their impact, causative factors, and preventive measures. Campaign messages, disseminated across diverse platforms, must center on severe crashes and emphasize the detrimental impact of speed on crash severity. Our messaging strategy should be tailored to inspire the behavioral shifts essential for mitigating and eradicating severe crashes.

Table 14: Strategy 1 Action Items, Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Create a culturally relevant traffic safety campaign aimed at reducing severe injuries and fatalities by addressing speeding and dangerous driving behaviors such as running red lights and failing to yield to pedestrians.	Within the next 1-3 years	Town of Highland (Redevelopment Commission, Public Works), Media Services
Prioritize driver education and awareness through civilian staff warnings and diversion programs before enforcing fines at high-crash locations and areas with heightened dangerous driving behaviors.	Within the next 1-3 years	Town of Highland (Police Department, School Board, Local Chambers of Commerce)
Communicate information about the Town's speed limits and any future changes to speed limits through social media and other channels available to the Town.	Within the next 1-3 years	Town of Highland (Traffic Safety Commission), Media Services
Expand the Safe Routes to School in-class education program to high schools, focusing on safe driving behaviors and alternatives to driving.	Within the next 1-3 years	School Town of Highland, Local Hospitals

9. PROJECTS AND STRATEGIES

STRATEGY 2: IMPLEMENT MEASURES TO REDUCE SPEEDING TOWNWIDE

The Town recognizes that solely relying on messaging won't ensure all drivers slow down. Therefore, Highland is committed to designing our streets to encourage safe speeds for pedestrians, cyclists, and those using assistive devices. This includes adjusting posted speed limits to align with our desired target speeds for safer streets. Additionally, we'll explore alternative enforcement approaches, carefully considering their equity implications.

Table 15: Strategy 2 Action Items Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Ensure that adequate signage is placed on major streets to alert drivers of the designated speed limit.	Within the next 1-3 years	Town of Highland (Traffic Safety Commission, Public Works Department)
Establish zones with reduced speed limits by implementing changes to speed regulations and implementing road designs that naturally encourage compliance, particularly in areas with a high concentration of vulnerable road users such as schools, parks, community centers, and housing facilities for seniors and transitional residents.	Within the next 1-3 years	Town of Highland (Traffic Commission, Public Works)
Evaluate the fairness, uniformity, effectiveness, and equity considerations of existing traffic enforcement methods, fines, and legal procedures.	Within the next 3-5 years	Town of Highland (Clerk-Treasurer)
Explore the potential implementation of automated systems or unarmed civilian enforcement to address dangerous driver behaviors like speeding, drawing inspiration from initiatives in other US counties.	Within the next 3-5 years	Town of Highland (Public Works), Local and/or State Law Enforcement Agencies

STRATEGY 3: FOSTER A CULTURE OF SHARED RESPONSIBILITY WITHIN THE TOWN

The Safe System Approach underscores the shared responsibility in reducing severe crashes, emphasizing that everyone has a role to play. Highland has an opportunity to take the lead by fully embracing the goal of eliminating severe crashes and integrating the Safe System approach into all Town services and operations. The role of Town employees in setting an example through their behaviors is equally crucial. If Highland is committed to achieving the townwide goal of eliminating traffic crashes, it is imperative that the Town holds itself accountable and refuses to tolerate unsafe driving practices among Town employees.

Table 16: Strategy 3 Action Items Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Train and educate Town staff, contractors, and government partners on Safe System concepts and practices to raise awareness.	Within the next 1-3 years	Town of Highland (Town Council)
Create and execute a driver training program for employees who operate vehicles during work duties, focusing on safe driving practices, particularly regarding speed and interactions with pedestrians, cyclists, scooter riders, and individuals using assistive devices.	Within the next 3-5 years	Town of Highland (Town Council)

9. PROJECTS AND STRATEGIES

STRATEGY 4: TARGET HIGH INJURY AREAS TO REDUCE SEVERE CRASHES AND SPEEDS

For a long time, severe crashes have been seen as an unavoidable part of operating, making the Town's goal difficult to achieve. However, by investing in the HIN, Highland has the chance to significantly reduce severe crashes and prove that eliminating roadway fatalities and serious injuries is achievable. As we enhance the HIN, we must assess the extent of our progress and adjust our priorities as needed to ensure we continue to focus on the most valuable safety investments.

Table 17: Strategy 4 Action Items Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Integrate the High Injury Network (HIN) into the yearly major street resurfacing plan and maintain safety enhancements during resurfacing projects.	Within the next 1-3 years	Town of Highland (Redevelopment Commission, Traffic Safety Commission, Public Works)
Review all High Injury Network (HIN) corridors managed by the Town for safety enhancements and execute a minimum of one corridor safety project annually. These projects will utilize a blend of quick-delivery enhancements like striping and signal adjustments alongside capital investments such as RRFBs, curb extensions, and refuge islands.	At least biennial	Town of Highland (Redevelopment Commission, Traffic Safety Commission, Public Works)
Regularly update the High Injury Network (HIN) every 3 to 5 years using current crash data to pinpoint new areas for enhancement and showcase successful declines in severe and fatal crashes.	At least every 5 years	Town of Highland (Redevelopment Commission, Traffic Safety Commission, Public Works Department)

STRATEGY 5: TRANSFORM RESIDENTIAL STREETS INTO SAFE, LOW-SPEED, LOW-STRESS ENVIRONMENTS

Although most severe crashes happen on busy arterial and collector streets, the Town must prioritize safety on low-traffic residential streets, which serve as essential pathways for pedestrians and cyclists accessing neighborhood amenities like parks and schools in Highland.

Table 18: Strategy 5 Action Items, Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Continue seeking federal and state Safe Routes to School (SRTS) grants for safety enhancements around local schools and explore collaborations with other town departments to implement broader safety measures in upcoming years.	Ongoing	Town of Highland (Redevelopment Commission, Public Works Department)
Continue seeking federal and state Safe Routes to School (SRTS) grants for safety enhancements around local schools and explore collaborations with other town departments to implement broader safety measures in upcoming years.	Within the next 3-5 years	Town of Highland (Redevelopment Commission, Public Works Department), Local Chambers of Commerce
Implement a trial Slow Street Network initiative and assess its effectiveness using safety data and feedback from residents.	Within the next 5+ years	Town of Highland (Street Department, Public Works Department)

9. PROJECTS AND STRATEGIES

**STRATEGY 6: DEVELOP COMMERCIAL STREETSCAPES
PROMOTING SAFE SPEEDS AND CROSSINGS**

It is crucial to create inviting environments that cater to all individuals, where economic vitality, social interaction, and community development thrive without being compromised by hazardous street conditions to maximize the benefits of the commercial streets in Highland.

Table 19: Strategy 6 Action Items, Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Include speed reduction measures in all streetscape initiatives and adjust speed limits to align with target speeds whenever possible.	Within the next 1-3 years	Town of Highland (Redevelopment Commission, Traffic Safety Commission, Public Works Department)
Broaden the criteria for selecting streetscape projects to encompass areas with elevated severe crash rates and risky roadway characteristics.	Within the next 3-5 years	Town of Highland (Redevelopment Commission, Public Works Department)

**STRATEGY 7: IMPLEMENT SYSTEMIC
IMPROVEMENTS AT HIGH-RISK LOCATIONS**

The review of severe crashes, vulnerable road users, and high-risk road attributes reveals opportunities for significant investments in preemptive measures to prevent severe crashes. By acting quickly, the Town can implement and evaluate new countermeasures while refining internal procedures to enhance safety.

Table 20: Strategy 7 Action Items, Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Deploy and evaluate rapid implementation of countermeasures matched for crash types identified in Section 4 of the report.	Within the next 1-3 years	Town of Highland (Public Works Department)
Expedite systemic safety improvements through the Right-of-Way permitting process.	Within the next 3-5 years	Town of Highland (Public Works Department, Plan Commission)

9. PROJECTS AND STRATEGIES

STRATEGY 8: ESTABLISH SAFE, ACCESSIBLE NETWORKS FOR PEDESTRIANS, CYCLISTS, AND ASSISTIVE DEVICE USERS

Through the adopted resolution, the Town has pledged to guarantee safe and convenient mobility for all residents of Highland, regardless of their mode of transportation. Recognizing the increased vulnerability of pedestrians, cyclists, and individuals using assistive devices, Highland intentionally designs its streets to facilitate their safe movement to desired destinations.

Table 21: Strategy 8 Action Items, Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Improve lighting at pedestrian crossings and trail crossings	Within the next 1-3 years	Town of Highland (Public Works Department, Parks and Recreation)
Enhance safety at intersection pedestrian crossings with proven measures like curb extensions, refuge islands, high-visibility crosswalk markings, signage, signals, and beacons.	Within the next 1-3 years	Town of Highland (Public Works Department)
Install mid-block crossings between major pedestrian areas where crossing distances between existing signals or enhanced crossings are impractical.	Within the next 3-5 years	Town of Highland (Public Works Department)

STRATEGY 9: ENSURE EQUITY IN ACCESS TO SAFE VEHICLES

Explore avenues to enhance the safety of the existing vehicle users in Highland, ensuring that all residents (including those who cannot afford new vehicles or choose not to drive) are accounted for in safety initiatives.

Table 22: Strategy 9 Action Items, Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Create concise policies regarding the deployment and usage of micromobility devices.	Within the next 3-5 years	Town of Highland (Plan Commission, Town Council)
Promote accessible and attractive alternatives to owning personal vehicles, such as shared mobility, public transit, walking, and cycling, through investments, pilot initiatives, subsidies for low-income individuals, and incentives.	Within the next 5+ years	Town of Highland (Economic Development, Redevelopment Commission)

9. PROJECTS AND STRATEGIES

STRATEGY 10: RAPID RESPONSE TO FATAL CRASHES

As the Town enacts the safety plan and fosters collaborations and a collective safety mindset among various sectors and the community, it recognizes that unfortunate crashes may still happen. It's crucial to not only react to severe crashes but also to increase the understanding of their causes and effects.

Table 23: Strategy 10 Action Items, Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Regularly provide the public and decision-makers with access to statistics regarding fatal crashes.	Every 3 to 5 years	Town of Highland (Redevelopment Commission, Traffic Safety Commission), Media Services
Implement safety enhancements at locations where fatal crashes have occurred.	Within the next 3+ years	Town of Highland (Redevelopment Commission, Public Works)
Work with medical experts to merge hospital and crash data, enhancing the understanding of severe crash demographics, enhancing behavioral intervention effectiveness, and accessing additional funding streams.	Within the next 5 years	Town of Highland (Traffic Safety Commission), Local Health Partners Foundation
Explore traffic signal priority measures for emergency vehicles to expedite and ensure safer response times to crashes and medical emergencies.	Within the next 1-3 years	Town of Highland (Traffic Safety Commission, Public Works), Local Health Partners Foundation

9. PROJECTS AND STRATEGIES

**STRATEGY 11: UTILIZE DATA AND TECHNOLOGY
TO UNDERSTAND HIGH-RISK BEHAVIORS AND STREETS**

Highland relies on police reports to gauge severe and fatal crashes' severity, location, and nature. However, this data source offers only a partial view of high-risk behaviors and may overlook crucial opportunities for intervention. To comprehensively evaluate and address these areas, Highland must access additional relevant data from various existing and emerging sources to enhance safety planning, evaluation, and monitoring efforts.

Table 24: Strategy 11 Action Items, Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Gather and centralize data on severe crashes, speeds, and risky driving behaviors to gain deeper insights into current and potential locations of severe crashes and their impact on road users.	Within the next 3-5 years	Town of Highland (Redevelopment Commission, Traffic Safety Commission)
Enhance data collection and analysis techniques to assess the impact of countermeasures efficiently through customized, streamlined, and automated tools and dashboards.	Within the next 3-5 years	Town of Highland (Redevelopment Commission, Traffic Safety Commission)
Obtain subscription to big data analytics company such as Streetlight/INRIX to determine where and when speeding occurs throughout the Town.	Within the next 5 years	Town of Highland (Redevelopment Commission, Traffic Safety Commission)

STRATEGY 12: MONITOR PROGRESS TOWARDS SAFETY GOALS

Enhancing road safety in Highland relies on its capacity to learn from its initiatives and enhance the procedures continually. Evaluation serves as a means of accountability. Further details on the evaluation methods, progress tracking, and coordination of implementation are outlined in the following progress and transparency section.

Table 25: Strategy 12 Action Items, Implementation Timeframe, and Responsible Department(s)

ACTION ITEM	TIMEFRAME	RESPONSIBLE DEPARTMENT(S)
Annually review the progress of the Comprehensive Safety Action Plan (CSAP) strategies, presenting the findings to the Steering & Implementation Committee. Assess the need for updates to the CSAP based on the evaluation results.	Annually	Town of Highland (Steering Committee, Traffic Safety Commission)
Annually assess the effectiveness of the corridor safety projects by analyzing crash data, gathering resident feedback, and utilizing other relevant data sources. Identify any necessary further improvements based on the evaluation results.	Annually	Town of Highland (Steering Committee, Traffic Safety Commission)

REVIEW AND ACTIONS FOR ECONOMIC REVITALIZATION AREA COMPLIANCE

If acceptable to the Council, the motion should move to accept based upon the data in the CF-1 and the recommendation of the Redevelopment Director, to find (name of applicant) is found in compliance with the terms of its abatement and would remain in force for another year.

4. Consideration of the Compliance with the Statement of Benefits as filed and represented by People's Bank S.B. 3915, 3919 & 3927 Ridge Road, Highland. At its meeting of September 14, 2015, the Highland Town Council passed Resolution No. 2015-37 approving this application and its terms for property tax abatement upon the increase in assessed value of \$667,800 as well as a new job and retention of five existing jobs all in consequence of construction of a new building, a People's Bank SB Branch at 3915, 3919 and 3927 Ridge Road, for a period of time not to exceed ten (10) calendar years, according to the schedule in IC 6-1.1-12.1-4(d)(10), subject to continuing compliance with the statement of benefits, IC 6-1.1-12.1 et seq., and terms of the approving resolution. The Town Council conducted its first review at its meeting of November 13, 2017, its second at the Town Council meeting of 26 February 2018 and its third review at its meeting of 25 February 2019 and its fourth review at its meeting of 9 March 2020 and its fifth review at its meeting of 8 March 2021 and its sixth one at its meeting of 28 March 2022 and its seventh review at its meeting of 27 March 2023 and its eighth review on 13 May 2024. The Town Council found the applicant in compliance at each meeting. This is the ninth review for compliance by the petitioner of its terms in the application but the seventh one that applies after filing with the Lake County Auditor. This review is for Taxing period 2025 pay 2026. If approved, two (2) years remain on the 10 year abatement.

Councilor Black moved that based upon the data in the CF-1 and the recommendation of the Redevelopment Director, to find People's Bank in compliance with the terms of its abatement. Councilor Turich seconded. Upon a roll call vote, there were four (4) affirmatives and no negatives. The motion passed. People's Bank abatement was found in compliance and would remain in force for another year.



**COMPLIANCE WITH STATEMENT OF BENEFITS
REAL ESTATE IMPROVEMENTS**

State Form 51765 (R6 / 4-23)

Prescribed by the Department of Local Government Finance

2025 PAY 2028

FORM CF-1 / Real Property

PRIVACY NOTICE:

The cost and any specific individual's salary information is confidential; the balance of the filing is public record per IC 6-1.1-12.1-5.3 (k) and (l).

INSTRUCTIONS:

1. Property owners must file this form with the county auditor and the designating body for their review regarding the compliance of the project with the Statement of Benefits (Form SB-1/Real Property).
2. This form must accompany the initial deduction application (Form 322/RE) that is filed with the county auditor.
3. This form must also be updated each year in which the deduction is applicable. It is filed with the county auditor and the designating body before May 15 or by the due date of the real property owner's personal property return that is filed in the township where the property is located. (IC 6-1.1-12.1-5.3(j))
4. With the approval of the designating body, compliance information for multiple projects may be consolidated on one (1) compliance form (Form CF-1/Real Property).

SECTION 1 TAXPAYER INFORMATION		
Name of Taxpayer Peoples Bank		County Lake
Address of Taxpayer (number and street, city, state, and ZIP code) 9204 Columbia Ave. Munster		DLGF Taxing District Number 45-30-506
Name of Contact Person Mike Shimala	Telephone Number (219) 836-4400	Email Address mshimala@ibankpeoples.com
SECTION 2 LOCATION AND DESCRIPTION OF PROPERTY		
Name of Designating Body Town of Highland	Resolution Number	Estimated Start Date (month, day, year) 7/1/16
Location of Property 3927 Ridge Road, Highland, IN 46322		Actual Start Date (month, day, year) 9/1/16
Description of Real Property Improvements New building construction, 2283 sq ft.		Estimated Completion Date (month, day, year) 2/1/17
		Actual Completion Date (month, day, year) 8/1/17
SECTION 3 EMPLOYEES AND SALARIES		
EMPLOYEES AND SALARIES	AS ESTIMATED ON SB-1	ACTUAL
Current Number of Employees	5	6
Salaries	111,000.00	251,033.00
Number of Employees Retained	5	6
Salaries	111,000.00	251,033.00
Number of Additional Employees	2	
Salaries	65,000.00	
SECTION 4 COST AND VALUES		
COST AND VALUES	REAL ESTATE IMPROVEMENTS	
AS ESTIMATED ON SB-1	COST	ASSESSED VALUE
Values Before Project	\$ 250,000	\$ 302,000
Plus: Values of Proposed Project	\$ 1,000,000-2,000,000	\$
Less: Values of Any Property Being Replaced	\$ na	\$
Net Values Upon Completion of Project	\$ 1,750,000-2,250,000	\$
ACTUAL	COST	ASSESSED VALUE
Values Before Project	\$ 250,000	\$ 307,300
Plus: Values of Proposed Project	\$ 825,000	\$ 773,300
Less: Values of Any Property Being Replaced	\$	\$
Net Values Upon Completion of Project	\$ 1,075,000	\$ 1,080,600
SECTION 5 WASTE CONVERTED AND OTHER BENEFITS PROMISED BY THE TAXPAYER		
WASTE CONVERTED AND OTHER BENEFITS	AS ESTIMATED ON SB-1	ACTUAL
Amount of Solid Waste Converted		
Amount of Hazardous Waste Converted		
Other Benefits:		
SECTION 6 TAXPAYER CERTIFICATION		
I hereby certify that the representations in this statement are true.		
Signature of Authorized Representative 	Title Vice President	Date Signed (month, day, year) 2/27/25

OPTIONAL: FOR USE BY A DESIGNATING BODY WHO ELECTS TO REVIEW THE COMPLIANCE WITH STATEMENT OF BENEFITS (FORM CF-1)

INSTRUCTIONS: (IC 6-1.1-12.1-5.3 and IC 6-1.1-12.1-5.9)

1. Not later than forty-five (45) days after receipt of this form, the designating body may determine whether or not the property owner has substantially complied with the Statement of Benefits (Form SB-1/Real Property).
2. If the property owner is found **NOT** to be in substantial compliance, the designating body shall send the property owner written notice. The notice must include the reasons for the determination, including the date, time, and place of a hearing to be conducted by the designating body. The date of this hearing may not be more than thirty (30) days after the date this notice is mailed. A copy of the notice may be sent to the county auditor and the county assessor.
3. Based on the information presented at the hearing, the designating body shall determine whether or not the property owner has made reasonable efforts to substantially comply with the Statement of Benefits (Form SB-1/Real Property), and whether any failure to substantially comply was caused by factors beyond the control of the property owner.
4. If the designating body determines that the property owner has **NOT** made reasonable efforts to comply, the designating body shall adopt a resolution terminating the property owner's deduction. If the designating body adopts such a resolution, the deduction does not apply to the next installment of property taxes owed by the property owner or to any subsequent installment of property taxes. The designating body shall immediately mail a certified copy of the resolution to: (1) the property owner; (2) the county auditor; and (3) the county assessor.

We have reviewed the CF-1 and find that:	
<input type="checkbox"/>	The Property Owner IS in Substantial Compliance
<input type="checkbox"/>	The Property Owner IS NOT in Substantial Compliance
<input type="checkbox"/>	Other (specify) _____
Reasons for the Determination (attach additional sheets if necessary)	
Signature of Authorized Member	
Date Signed (month, day, year) 2/27/25	
Attested By	
Designating Body Town of Highland	
If the property owner is found not to be in substantial compliance, the property owner shall receive the opportunity for a hearing. The following date and time has been set aside for the purpose of considering compliance. (Hearing must be held within thirty (30) days of the date of mailing of this notice.)	
Time of Hearing	Date of Hearing (month, day, year)
<input type="checkbox"/> AM	
<input type="checkbox"/> PM	
Location of Hearing	

HEARING RESULTS (to be completed after the hearing)	
<input type="checkbox"/> Approved <input type="checkbox"/> Denied (see Instruction 4 above)	
Reasons for the Determination (attach additional sheets if necessary)	
Signature of Authorized Member	
Date Signed (month, day, year) 2/27/25	
Attested By	
Designating Body Town of Highland	
APPEAL RIGHTS [IC 6-1.1-12.1-5.9(e)]	
A property owner whose deduction is denied by the designating body may appeal the designating body's decision by filing a complaint in the office of the clerk of the Circuit or Superior Court together with a bond conditioned to pay the costs of the appeal if the appeal is determined against the property owner.	

STATE OF INDIANA)
) ss:
COUNTY OF LAKE)

AFFIDAVIT

I, Michael J. Shimala, hereby state:

1. That I am competent to testify to the facts set forth herein and if called as a witness, I would so testify under oath to these facts.
2. That I am not under any incapacity.
3. That I am an applicant for tax abatement.
4. That the information I have provided on the Form CF-1 is correct.
5. That the information I have provided on the Checklist for Supporting Documentation Required for Evaluation of Compliance with Statement of Benefits and all attachments is correct.

I affirm under the penalties for perjury that the foregoing statements are true and based upon my personal knowledge.

Michael J. Shimala
Signature

Michael J. Shimala
Name Printed or Typed

Before me, a Notary Public, in and for said County and State this 27th day of February 2025, personally appeared before me or acknowledge the execution of the above instrument to be his/her voluntary act and deed, for the uses and purposes therein stated.

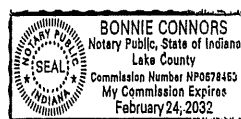
In witness whereof, I have hereunto set my hand and official seal the date and year last above written.

My Commission Expires:

2/24/32

Bonnie Connors
Bonnie Connors Notary Public

Resident of Lake County



Peoples Bank
 3927 Ridge Road
 Highland, IN 46322

Peoples Bank
 Head Count with Salary
 3927 Ridge Road
 Highland, IN 46322
 1/31/2025

<u>Classification</u>	<u>Count</u>	<u>Salaries</u>
Universal Bankers	5	\$17,000 - \$44,000
Officers	1	\$67,900 - \$99,800
Total	6	

Annualized Salaries \$251,033

Corporate Office: 9204 Columbia Avenue, Munster, IN 46321 Phone: 219-836-4400



**APPLICATION FOR DEDUCTION FROM ASSESSED VALUATION
OF STRUCTURES IN ECONOMIC REVITALIZATION AREAS (ERA)**
State Form 18379 (R14 / 6-16)
Prescribed by the Department of Local Government Finance

20 25 PAY 20 26

FORM 322 / RE

INSTRUCTIONS:

1. This form is to be filed in person or by mail with the County Auditor of the county in which the property is located.
2. To obtain this deduction, a Form 322 / RE must be filed with the County Auditor before May 10 in the year in which the addition to assessed valuation (or new assessment) is made, or not later than thirty (30) days after the assessment notice is mailed to the property owner if it was mailed after April 10. If the property owner misses the May 10 deadline in the initial year of assessment, he can apply between January 1 and May 10 of a subsequent year for the remainder of the abatement term. (See also IC 6-1.1-12.1-11.3 concerning the failure to file a timely application.)
3. A copy of the Form 11, the approved Form SB-1 / Real Property, the resolution adopted by the designating body, and the Form CF-1 / Real Property must be attached to this application.
4. The Form CF-1 / Real Property must be updated annually and provided to the County Auditor and the designating body for each assessment year in which the deduction is applicable.
5. Please see IC 6-1.1-12.1 for further instructions.
6. Taxpayer completes Sections I, II and III below.
7. If property located in an economic revitalization area is also located in an allocation area as defined in IC 36-7-14-39 or IC 36-7-15.1-26, an application for the property tax deduction may not be approved unless the Commission that designated the allocation area adopts a resolution approving the application (IC 6-1.1-12.1-2(k)).
8. Except for deductions related to redevelopment or rehabilitation of real property in a county containing a consolidated city, a deduction for the redevelopment or rehabilitation of real property may not be approved for the following facilities (IC 6-1.1-12.1-3):
 - a. Private or commercial golf course.
 - b. Country club
 - c. Massage parlor
 - d. Tennis club
 - e. Skating facility, including roller skating, skateboarding or ice skating
 - f. Racquet sport facility (including handball or racquet ball court)
 - g. Hot tub facility
 - h. Sunbath facility
 - i. Racetrack
 - j. Any facility, the primary purpose of which is (a) retail food and beverage service; (b) automobile sales or service; or (c) other retail; (unless the facility is located in an economic development-target area established under IC 6-1.1-12.1-7).
 - k. Residential, unless the facility is a multi-family facility that contains at least 20% of the units available for use by low and moderate income individuals, or unless the facility is located in an economic development target area established under IC 6-1.1-12.1-7, or the area is designated as a residentially distressed area which is required to meet conditions as cited in IC 6-1.1-12.1-2(c)(1 & 2).
 - l. Package liquor store [see IC 6-1.1-12.1-3(e)(12)]

SECTION I: DESCRIPTION OF PROPERTY			
The owner hereby applies to the County Auditor for a deduction pursuant to IC 6-1.1-12.1-5 beginning with the assessment date January 1, 20 <u>25</u> .			
County LAKE COUNTY	Township NORTH	DLGF taxing district number 026 (Highland)	Key number 45-07-22-479-025.000-026
Name of owner Peoples Bank		Legal description from Form 11 Peoples Bank Add. Lot 1, Full Service Bank	
Property address (number and street, city, state, and ZIP code) 3927 Ridge Road, Highland, IN 46322			Date of Form 11 (month, day, year)
Type of structure Single story bank building			Use of structure Full service bank
Governing body that approved ERA designation Town of Highland, Indiana Redevelopment Commission		Date ERA designation approved (month, day, year) 1/30/2012	Resolution number 2012-10
SECTION II: VERIFICATION OF OWNER OR REPRESENTATIVE			
Signature of owner or representative (I hereby certify that the representations on this application are true.) 			Date signed (month, day, year) 2/27/2025
Printed name of owner or representative Michael J. Shimala		Address (number and street, city, state, and ZIP code) 9204 Columbia Ave. Munster, IN 46321	
SECTION III: STRUCTURES			AUDITOR'S USE
A. Rehabilitation structure			
1. Assessed valuation AFTER rehabilitation			\$
2. Assessed valuation BEFORE rehabilitation			\$
3. Difference in assessed valuation (Line 1 minus Line 2)			\$
4. Assessed valuation eligible for deduction (for the increase in AV from the rehabilitation, not including the increase in AV from the reassessment of the entire structure)			\$
B. New structure			
1. Assessed valuation			\$ 1,080,600.00
2. Assessed valuation eligible for deduction			\$ 1,080,600.00
SECTION IV: VERIFICATION OF ASSESSING OFFICIAL			
I verify that the above described structure was assessed and the owner was notified on _____, with the effective date of the assessment being January 1, 20 _____, and that the assessed valuations in Section III are correct.			
Signature of assessing official		Printed name of assessing official	Date (month, day, year)

SECTION V - FOR AREAS EXCEPT FOR A RESIDENTIALLY DISTRESSED AREA WHERE THE STATEMENT OF BENEFITS WAS APPROVED BEFORE JULY 1, 2013 (DEDUCTION SCHEDULE PER IC 6-1.1-12.1-17)			
YEAR OF DEDUCTION / ASSESSED VALUE / PERCENTAGE / DEDUCTION*		YEAR OF DEDUCTION / ASSESSED VALUE / PERCENTAGE / DEDUCTION**	
(1) For deductions allowed over a one (1) year period:		(8) For deductions allowed over a eight (8) year period:	
1	20__ pay 20__ \$_____ 100% * ____% \$_____	1	20__ pay 20__ \$_____ 100% * ____% \$_____
(2) For deductions allowed over a two (2) year period:		2	20__ pay 20__ \$_____ 88% * ____% \$_____
1	20__ pay 20__ \$_____ 100% * ____% \$_____	3	20__ pay 20__ \$_____ 75% * ____% \$_____
2	20__ pay 20__ \$_____ 50% * ____% \$_____	4	20__ pay 20__ \$_____ 63% * ____% \$_____
(3) For deductions allowed over a three (3) year period:		5	20__ pay 20__ \$_____ 50% * ____% \$_____
1	20__ pay 20__ \$_____ 100% * ____% \$_____	6	20__ pay 20__ \$_____ 38% * ____% \$_____
2	20__ pay 20__ \$_____ 66% * ____% \$_____	7	20__ pay 20__ \$_____ 25% * ____% \$_____
3	20__ pay 20__ \$_____ 33% * ____% \$_____	8	20__ pay 20__ \$_____ 13% * ____% \$_____
(4) For deductions allowed over a four (4) year period:		(9) For deductions allowed over a nine (9) year period:	
1	20__ pay 20__ \$_____ 100% * ____% \$_____	1	20__ pay 20__ \$_____ 100% * ____% \$_____
2	20__ pay 20__ \$_____ 75% * ____% \$_____	2	20__ pay 20__ \$_____ 88% * ____% \$_____
3	20__ pay 20__ \$_____ 50% * ____% \$_____	3	20__ pay 20__ \$_____ 77% * ____% \$_____
4	20__ pay 20__ \$_____ 25% * ____% \$_____	4	20__ pay 20__ \$_____ 66% * ____% \$_____
(5) For deductions allowed over a five (5) year period:		5	20__ pay 20__ \$_____ 55% * ____% \$_____
1	20__ pay 20__ \$_____ 100% * ____% \$_____	6	20__ pay 20__ \$_____ 44% * ____% \$_____
2	20__ pay 20__ \$_____ 80% * ____% \$_____	7	20__ pay 20__ \$_____ 33% * ____% \$_____
3	20__ pay 20__ \$_____ 60% * ____% \$_____	8	20__ pay 20__ \$_____ 22% * ____% \$_____
4	20__ pay 20__ \$_____ 40% * ____% \$_____	9	20__ pay 20__ \$_____ 11% * ____% \$_____
5	20__ pay 20__ \$_____ 20% * ____% \$_____	(10) For deductions allowed over a ten (10) year period:	
(6) For deductions allowed over a six (6) year period:		1	20__ pay 20__ \$_____ 100% * ____% \$_____
1	20__ pay 20__ \$_____ 100% * ____% \$_____	2	20__ pay 20__ \$_____ 95% * ____% \$_____
2	20__ pay 20__ \$_____ 85% * ____% \$_____	3	20__ pay 20__ \$_____ 80% * ____% \$_____
3	20__ pay 20__ \$_____ 66% * ____% \$_____	4	20__ pay 20__ \$_____ 65% * ____% \$_____
4	20__ pay 20__ \$_____ 50% * ____% \$_____	5	20__ pay 20__ \$_____ 50% * ____% \$_____
5	20__ pay 20__ \$_____ 34% * ____% \$_____	6	20__ pay 20__ \$_____ 40% * ____% \$_____
6	20__ pay 20__ \$_____ 17% * ____% \$_____	7	20__ pay 20__ \$_____ 30% * ____% \$_____
(7) For deductions allowed over a seven (7) year period:		8	20__ pay 20__ \$_____ 20% * ____% \$_____
1	20__ pay 20__ \$_____ 100% * ____% \$_____	9	20__ pay 20__ \$_____ 10% * ____% \$_____
2	20__ pay 20__ \$_____ 85% * ____% \$_____	10	20__ pay 20__ \$_____ 5% * ____% \$_____
3	20__ pay 20__ \$_____ 71% * ____% \$_____	NOTE: The deduction percentages shown in this section apply to a statement of benefits approved before July 1, 2013 that did not have an alternative deduction schedule adopted by the designating body. All other abatements shall use the percentages reflected in the abatement schedule adopted by the designating body per IC 6-1.1-12.1-17.	
4	20__ pay 20__ \$_____ 57% * ____% \$_____	* The amount of the deduction shall be adjusted annually to reflect changes to the assessed valuation resulting from a reassessment or an appeal of the assessment per IC 6-1.1-12.1-4(b).	
5	20__ pay 20__ \$_____ 43% * ____% \$_____		
6	20__ pay 20__ \$_____ 29% * ____% \$_____		
7	20__ pay 20__ \$_____ 14% * ____% \$_____		
SECTION VI - FOR A RESIDENTIALLY DISTRESSED AREA WHERE THE STATEMENT OF BENEFITS WAS APPROVED BEFORE JULY 1, 2013 (DEDUCTION SCHEDULE PER IC 6-1.1-12.1-17)			
TYPE OF DWELLING	DEDUCTION IS THE LESSER OF: (IC 6-1.1-12.1-4.1(b))	DEDUCTION IS ALLOWED FOR A FIVE (5) YEAR PERIOD THAT INCLUDES YEARS:	
<input type="checkbox"/> One (1) family dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$74,880 AV	____ pay ____ through ____ pay ____	
<input type="checkbox"/> Two (2) family dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$106,080 AV	____ pay ____ through ____ pay ____	
<input type="checkbox"/> Three (3) unit multifamily dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$156,000 AV	____ pay ____ through ____ pay ____	
<input type="checkbox"/> Four (4) unit multifamily dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$199,680 AV	____ pay ____ through ____ pay ____	
Assessed value limits for taxes due and payable prior to January 1, 2005 were \$36,000, \$51,000, \$75,000, and \$96,000 for one to four family dwellings, respectively.			
SECTION VII - APPROVAL OF COUNTY AUDITOR (COMPLETE ONLY IF APPROVED)			
This application is approved in the amounts shown above.			
Signature of County Auditor		Printed name of County Auditor	Date signed (month, day, year)

4. Consideration of the Compliance with the Statement of Benefits as filed and represented by Demand Real Results, LLC, dba SAFETY TRAINING SERVICES, INC., 8516 Henry Street, Highland. At its meeting of September 8, 2014, the Highland Town Council approved this application for property tax abatement upon the **increase in** assessed value in consequence of conversion of existing vacant building located at 8516 Henry Street, Highland, for a period of time not to exceed ten (10) calendar years, according to the schedule in IC 6-1.1-12.1-4(d)(10), subject to continuing compliance with the statement of benefits, IC 6-1.1-12.1 et seq., and terms of the approving resolution. The Town Council conducted its first review at its meeting of February 8, 2016, its second at its meeting of February 27, 2017, its third review at its meeting of 26 February 2018, its fourth review at its meeting 25 February 2019, its fifth review at its 9 March 2020, its sixth review at its 8 March 2021, with the Town Council finding that Demand Results, LLC abatement was not in compliance per (1) property owner did not substantially comply with its statement of benefits and that the failure to substantially comply was not caused by factors beyond the control of the property owner. Pursuant to I.C. 6-1.1-12.1-5.9, notice in the form of a letter was sent including the following:
- (a) (i) The current number of employees is less than what was originally estimated. Actual number of employees is 27. Estimated number of employees is 34.
(ii) Number of employees retained is less than what was originally estimated. Actual number of employees retained is 25. Estimated number of employees retained is 34.
(iii) Number of additional employees is less than what was originally estimated. Actual number of additional employees is 2. Estimated number of additional employees over three years is 16.

On April 12, 2021, the Town Council conducted a hearing to further consider the property owner's compliance with the statement of benefits and whether any failure to substantially comply was caused by factors beyond the control of the property owner.

The re-review was conducted on the 12 April 2021, the Council found Demand Results, LLC to be in compliance, its seventh review at its meeting of 28 March 2022, its eighth review at its meeting of 27 March 2023, its ninth review at its meeting of 13 May 2024. This represents the tenth review of compliance for this property and the tenth one that applies after the filing with the Lake County Auditor. This review is for Taxing period 2025 pay 2026. If approved, no years remain on the 10 year abatement.

Councilor Robertson moved that based upon the data in the CF-1 and the recommendation of the Redevelopment Director, to find Demand Real Results, LLC, dba Safety Training Services in compliance with the terms of its abatement. Councilor Black seconded. Upon a roll call vote, there were four (4) affirmatives and no negatives. The motion passed. Demand Real Results, LLC., abatement was found in compliance and would remain in force for another year.



**COMPLIANCE WITH STATEMENT OF BENEFITS
REAL ESTATE IMPROVEMENTS**
State Form 51766 (R6 / 12-21)
Prescribed by the Department of Local Government Finance

20 25 PAY 20 20
FORM CF-1 / Real Property

PRIVACY NOTICE
The cost and any specific individual's salary information is confidential; the balance of the filing is public record per IC 6-1,1-12,1-5.3 (b) and (i).

INSTRUCTIONS:

1. This form does not apply to property located in a residentially distressed area or any deduction for which the Statement of Benefits was approved before July 1, 1991.
2. Property owners must file this form with the county auditor and the designating body for their review regarding the compliance of the project with the Statement of Benefits (Form SB-1/Real Property).
3. This form must accompany the initial deduction application (Form 322/RE) that is filed with the county auditor.
4. This form must also be updated each year in which the deduction is applicable. It is filed with the county auditor and the designating body before May 16, 2022, or by the due date of the real property owner's personal property return that is filed in the township where the property is located. ((IC 6-1,1-12,1-5.3(i))
5. With the approval of the designating body, compliance information for multiple projects may be consolidated on one (1) compliance form (Form CF-1/Real Property).

SECTION 1 TAXPAYER INFORMATION			
Name of taxpayer	County		
DEMAND REAL RESULTS LLC	LAKE		
Address of taxpayer (number and street, city, state, and ZIP code)	DLGF taxing district number		
8516 HENRY STREET, HIGHLAND, IN 46322	45-30-506		
Name of contact person	Telephone number		
MARK FLEISHMAN	(219) 554-2180 x-101		
SECTION 2 LOCATION AND DESCRIPTION OF PROPERTY			
Name of designating body	Resolution number	Estimated start date (month, day, year)	
Highland Town Council	2014-31 & 2014-36		
Location of property	Actual start date (month, day, year)		
8516 Henry Street, Highland, IN 46322	11/2014		
Description of real property improvements	Estimated completion date (month, day, year)		
Renovation of existing, vacant building for offices and training education center	04/2015		
Actual completion date (month, day, year)			
04/2015			
SECTION 3 EMPLOYEES AND SALARIES			
EMPLOYEES AND SALARIES		AS ESTIMATED ON SB-1	ACTUAL
Current number of employees		34	20
Salaries		525,000	828,048.00
Number of employees retained		34	19
Salaries		525,000	801,424.00
Number of additional employees		16 over 3 years	1
Salaries		293,280	20,624.00
SECTION 4 COST AND VALUES			
COST AND VALUES		REAL ESTATE IMPROVEMENTS	
		COST	ASSESSED VALUE
AS ESTIMATED ON SB-1			
Values before project	500,000.00		
Plus: Values of proposed project	672,935.00		
Less: Values of any property being replaced	0.00		
Net values upon completion of project	1,172,935.00		
ACTUAL			
Values before project	500,000.00		
Plus: Values of proposed project	719,289.00		
Less: Values of any property being replaced	0.00		
Net values upon completion of project	1,219,289.00		
SECTION 5 WASTE CONVERTED AND OTHER BENEFITS PROMISED BY THE TAXPAYER			
WASTE CONVERTED AND OTHER BENEFITS		AS ESTIMATED ON SB-1	ACTUAL
Amount of solid waste converted		0.00	0.00
Amount of hazardous waste converted		0.00	0.00
Other benefits:		0.00	0.00
SECTION 6 TAXPAYER CERTIFICATION			
I hereby certify that the representations in this statement are true.			
Signature of authorized representative	Title		Date signed (month, day, year)
	Owner / Operations Manager		02/12/2025

**OPTIONAL: FOR USE BY A DESIGNATING BODY WHO ELECTS TO REVIEW THE COMPLIANCE WITH STATEMENT OF BENEFITS (FORM CF-1)
THAT WAS APPROVED AFTER JUNE 30, 1991**

INSTRUCTIONS: (IC 6-1.1-12.1-5.3 and IC 6-1.1-12.1-5.9)

1. Not later than forty-five (45) days after receipt of this form, the designating body may determine whether or not the property owner has substantially complied with the Statement of Benefits (Form SB-1/Real Property).
2. If the property owner is found NOT to be in substantial compliance, the designating body shall send the property owner written notice. The notice must include the reasons for the determination, including the date, time, and place of a hearing to be conducted by the designating body. The date of this hearing may not be more than thirty (30) days after the date this notice is mailed. A copy of the notice may be sent to the county auditor and the county assessor.
3. Based on the information presented at the hearing, the designating body shall determine whether or not the property owner has made reasonable efforts to substantially comply with the Statement of Benefits (Form SB-1/Real Property), and whether any failure to substantially comply was caused by factors beyond the control of the property owner.
4. If the designating body determines that the property owner has NOT made reasonable efforts to comply, the designating body shall adopt a resolution terminating the property owner's deduction. If the designating body adopts such a resolution, the deduction does not apply to the next installment of property taxes owed by the property owner or to any subsequent installment of property taxes. The designating body shall immediately mail a certified copy of the resolution to: (1) the property owner, (2) the county auditor, and (3) the county assessor.

We have reviewed the CF-1 and find that:		
<input type="checkbox"/> the property owner IS in substantial compliance		
<input type="checkbox"/> the property owner IS NOT in substantial compliance		
<input type="checkbox"/> other (specify) _____		
Reasons for the determination (attach additional sheets if necessary)		
Signature of authorized member		Date signed (month, day, year)
Attested by:		Designating body
If the property owner is found not to be in substantial compliance, the property owner shall receive the opportunity for a hearing. The following date and time has been set aside for the purpose of considering compliance. (Hearing must be held within thirty (30) days of the date of mailing of this notice.)		
Time of hearing	Date of hearing (month, day, year)	Location of hearing
<input type="checkbox"/> AM <input type="checkbox"/> PM		
HEARING RESULTS (to be completed after the hearing)		
<input type="checkbox"/> Approved <input type="checkbox"/> Denied (see Instruction 4 above)		
Reasons for the determination (attach additional sheets if necessary)		
Signature of authorized member		Date signed (month, day, year)
Attested by:		Designating body
APPEAL RIGHTS [IC 6-1.1-12.1-5.9(e)]		
A property owner whose deduction is denied by the designating body may appeal the designating body's decision by filing a complaint in the office of the Circuit or Superior Court together with a bond conditioned to pay the costs of the appeal if the appeal is determined against the property owner.		

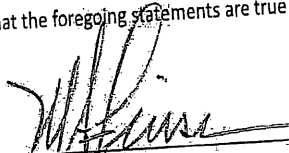
STATE OF INDIANA }
COUNTY OF LAKE } ss:

AFFIDAVIT

I, Mark A Fleishman, hereby state:

1. That I am competent to testify to the facts set forth herein and if called as a witness, I would so testify under oath to these facts.
2. That I am not under any incapacity.
3. That I am an applicant for tax abatement.
4. That the information I have provided on the Form CF-1 is correct.
5. That the information I have provided on the Checklist for Supporting Documentation Required for Evaluation of Compliance with Statement of Benefits and all attachments is correct.

I affirm under the penalties for perjury that the foregoing statements are true and based upon my personal knowledge.


Signature

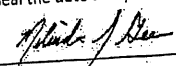
Mark A Fleishman
Name Printed or Typed

Before me, a Notary Public, in and for said County and State this 12 day of February, 2025, personally appeared before me or acknowledge the execution of the above instrument to be his/her voluntary act and deed, for the uses and purposes therein stated.

In witness whereof, I have hereunto set my hand and official seal the date and year last above written.

My Commission Expires:

January 17, 2030


Melinda J. Gee, Notary Public
Resident of LAKE County



Current Compensation by Job Title

Employee	Company	Emp ID	Date Hired	Annual Salary	Hourly?	Pay Rate	A. Hrs	Exempt?	Supervisor	Branch/Division/Dept
1-1 BOARD OF DIRECTORS										
Retained	0058-Y4055036	1	01/01/2002	\$62,400.00	Yes	\$ 50.00	24.00	No		// BOARD OF D
Employee Count : 1										
ADMINISTRATIVE ASSISTANT										
Retained	0058-Y4055036	117	10/29/2021	\$35,360.00	Yes	\$ 17.00	40.00	No	Melinda Gee	//
Retained	0058-Y4055036	124	11/15/2023	\$ 37,440.00	Yes	\$ 18.00	40.00	No	Melinda Gee	//
Employee Count : 2										
ADMINISTRATIVE SVCS MANAGER										
Retained	0058-Y4055036	5	01/01/2002	\$ 91,000.00	Yes	\$ 50.00	35.00	No	Robert Groszewski Jr	// ADMINISTRA
Employee Count : 1										
EQUIPMENT SERVICE TECHNICIAN										
Retained	0058-Y4055036	109	10/21/2019	\$39,520.00	Yes	\$ 19.00	40.00	No	Edward Azcona	//
Employee Count : 1										
FACILITIES TECHNICIAN										
Retained	0058-Y4055036	97	05/25/2016	\$33,280.00	Yes	\$ 16.00	40.00	No		// ADMINISTRA
Employee Count : 1										
FIELD SVCS MANAGER										
Retained	0058-Y4055036	60	02/27/2012	\$62,400.00	Yes	\$ 30.00	40.00	No		// RESCUE - I

2/13/2025

Safety Training Services, Inc. - Confidential

Page 1 of 1

Employee Count : 1										
FIELD SVCS TECHNICIAN										
Employee	Company	Emp ID	Date Hired	Annual Salary	Hourly?	Pay Rate	A. Hrs	Exempt?	Supervisor	Branch/Division/Dept
5606-200 IN RESCUE - IN										
New	0058-Y4055036	125	10/02/2024	\$ 26,624.00	Yes	\$ 16.00	32.00	No	Patrick Booth	//
Retained	0058-Y4055036	121	03/28/2022	\$26,624.00	Yes	\$ 16.00	32.00	No	Patrick Booth	//
Retained	0058-Y4055036	116	06/28/2021	\$33,696.00	Yes	\$27.00	24.00	No	Patrick Booth	//
5606-200 IN RESCUE - IN										
Retained	0058-Y4055036	74	09/11/2012	\$4,420.00	Yes	\$ 17.00	5.00	No	Patrick Booth	// RESCUE - I
Retained	0058-Y4055036	79	05/10/2013	\$4,680.00	Yes	\$ 18.00	5.00	No	Patrick Booth	// RESCUE - I
Retained	0058-Y4055036	103	06/16/2016	\$ 32,864.00	Yes	\$ 19.75	32	No	Patrick Booth	// RESCUE - I
Employee Count : 6										
HOUSEKEEPING										
Employee	Company	Emp ID	Date Hired	Annual Salary	Hourly?	Pay Rate	A. Hrs	Exempt?	Supervisor	Branch/Division/Dept
8868-100 IN ADMINISTRATION - IN										
Retained	0058-Y4055036	88	09/10/2015	\$6,240.00	Yes	\$ 15.00	8.00	No	Melinda Gee	// ADMINISTRA
Employee Count : 1										
INSTRUCTOR										
Employee	Company	Emp ID	Date Hired	Annual Salary	Hourly?	Pay Rate	A. Hrs	Exempt?	Supervisor	Branch/Division/Dept
8868-300 IN TRAINING - IN										
Retained	0058-Y4055036	21	05/15/2006	\$58,240.00	Yes	\$ 28.00	40.00	No	Michael Scanlon	// TRAINING -
Employee Count : 1										
MARKETING STRATEGIST										
Employee	Company	Emp ID	Date Hired	Annual Salary	Hourly?	Pay Rate	A. Hrs	Exempt?	Supervisor	Branch/Division/Dept
8868-100 IN ADMINISTRATION - IN										
Retained	0058-Y4055036	72	09/10/2012	\$52,000.00	Yes	\$ 25.00	40.00	No	Melinda Gee	// ADMINISTRA
Employee Count : 1										
OPERATIONS MANAGER										
Employee	Company	Emp ID	Date Hired	Annual Salary	Hourly?	Pay Rate	A. Hrs	Exempt?	Supervisor	Branch/Division/Dept
8868-100 IN ADMINISTRATION - IN										

Retained	0058- Y4055036	47	03/11/2011	\$104,000.00	Yes	\$ 50.00	40.00	No		//ADMINISTRA
Employee Count : 1										
TECHNICAL SVCS MANAGER										
Employee	Company	Emp ID	Date Hired	Annual Salary	Hourly?	Pay Rate	A. Hrs	Exempt?	Supervisor	Branch/Division/Dept
8868-400 IN TECHNICAL - IN										
Retained	0058- Y4055036	35	01/01/2002	\$32,448.00	Yes	\$ 26.00	24.00	No	Robert Groszewski Jr	// TECHNICAL
Employee Count : 1										
TRAINING COORDINATOR										
Employee	Company	Emp ID	Date Hired	Annual Salary	Hourly?	Pay Rate	A. Hrs	Exempt?	Supervisor	Branch/Division/Dept
8868-300 IN TRAINING - IN										
Retained	0058- Y4055036	69	04/01/2013	\$ 38,220.00	Yes	\$ 21.00	35.00	No	Michael Scanlon	// TRAINING -
Employee Count : 1										
TRAINING SVCS MANAGER										
Employee	Company	Emp ID	Date Hired	Annual Salary	Hourly?	Pay Rate	A. Hrs	Exempt?	Supervisor	Branch/Division/Dept
8868-300 IN TRAINING - IN										
Retained	0058- Y4055036	27	07/07/2009	\$ 46,692.00	Yes	\$ 28.00	32.00	No	Robert Groszewski Jr	// TRAINING -
Employee Count : 1										



**APPLICATION FOR DEDUCTION FROM ASSESSED VALUATION
OF STRUCTURES IN ECONOMIC REVITALIZATION AREAS (ERA)**
State Form 18379 (R14 / 6-16)
Prescribed by the Department of Local Government Finance

20 25 PAY 20 26
FORM 322 / RE

INSTRUCTIONS:

- This form is to be filed in person or by mail with the County Auditor of the county in which the property is located.
- To obtain this deduction, a Form 322 / RE must be filed with the County Auditor before May 10 in the year in which the addition to assessed valuation for new assessment is made, or not later than thirty (30) days after the assessment notice is mailed to the property owner if it was mailed after April 10. If the property owner misses the May 10 deadline in the initial year of assessment, he can apply between January 1 and May 10 of a subsequent year for the remainder of the abatement term. (See also IC 6-1.1-12.1-14.3 concerning the failure to file a timely application.)
- A copy of the Form 11, the approved Form SB-1 / Real Property, the resolution adopted by the designating body, and the Form CF-1 / Real Property must be attached to this application.
- The Form CF-1 / Real Property must be updated annually and provided to the County Auditor and the designating body for each assessment year in which the deduction is applicable.
- Please see IC 6-1.1-12.1 for further instructions.
- Taxpayer completes Sections I, II and III below.
- If property located in an economic revitalization area is also located in an allocation area as defined in IC 36-7-14-39 or IC 36-7-15.1-26, an application for the property tax deduction may not be approved unless the Commission that designated the allocation area adopts a resolution approving the application (IC 6-1.1-12.1-2(k)).
- Except for deductions related to redevelopment or rehabilitation of real property in a county containing a consolidated city, a deduction for the redevelopment or rehabilitation of real property may not be approved for the following facilities (IC 6-1.1-12.1-3):
 - Private or commercial golf course
 - Country club
 - Massage parlor
 - Tennis club
 - Skating facility, including roller skating, skateboarding or ice skating
 - Racquet sport facility (including handball or racquet ball court)
 - Hot tub facility
 - Sunbath facility
 - Racetrack
 - Any facility, the primary purpose of which is (a) retail food and beverage service; (b) automobile sales or service; or (c) other retail, unless the facility is located in an economic development target area established under IC 6-1.1-12.1-7.
 - Residential, unless the facility is a multi-family facility that contains at least 20% of the units available for use by low and moderate income individuals, or unless the facility is located in an economic development target area established under IC 6-1.1-12.1-7, or the area is designated as a residentially distressed area which is required to meet conditions as cited in IC 6-1.1-12.1-2(c)(1 & 2).
 - Package liquor store (see IC 6-1.1-12.1-3(e)(12))

SECTION I - DESCRIPTION OF PROPERTY			
The owner hereby applies to the County Auditor for a deduction pursuant to IC 6-1.1-12.1-5 beginning with the assessment date January 1, 20 25 .			
County LAKE	Township NORTH	DLGF taxing district number 026 (Highland)	Key number
Name of owner DEMAND REAL RESULTS LLC		Legal description from Form 11	
Property address (number and street, city, state, and ZIP code) 8516 HENRY STREET, HIGHLAND, IN 46322			Date of Form 11 (month, day, year)
Type of structure			Use of structure
Governing body that approved ERA designation		Date ERA designation approved (month, day, year)	Resolution number
SECTION II - VERIFICATION OF OWNER OR REPRESENTATIVE			
Signature of owner or representative (I hereby certify that the representations on this application are true.) 			Date signed (month, day, year) 2/12/2025
Printed name of owner or representative Mark A Fleishman		Address (number and street, city, state, and ZIP code) 8516 Henry Street, Highland, IN 46322	
SECTION III - STRUCTURES			AUDITOR'S USE
A. Rehabilitation structure			
1. Assessed valuation AFTER rehabilitation			\$
2. Assessed valuation BEFORE rehabilitation			\$
3. Difference in assessed valuation (Line 1 minus Line 2)			\$
4. Assessed valuation eligible for deduction (for the increase in AV from the rehabilitation, not including the increase in AV from the reassessment of the entire structure)			\$
B. New structure			
1. Assessed valuation			\$
2. Assessed valuation eligible for deduction			\$
SECTION IV - VERIFICATION OF ASSESSING OFFICIAL			
I verify that the above described structure was assessed and the owner was notified on _____, with the effective date of the assessment being January 1, 20 _____, and that the assessed valuations in Section III are correct.			
Signature of assessing official		Printed name of assessing official	Date (month, day, year)

SECTION V - FOR AREAS EXCEPT FOR A RESIDENTIALLY DISTRESSED AREA WHERE THE STATEMENT OF BENEFITS WAS APPROVED BEFORE JULY 1, 2013 - DEDUCTION SCHEDULE PER IC 6-1.1-12.1-17			
YEAR OF DEDUCTION / ASSESSED VALUE / PERCENTAGE / DEDUCTION*		YEAR OF DEDUCTION / ASSESSED VALUE / PERCENTAGE / DEDUCTION**	
(1) For deductions allowed over a one (1) year period:		(8) For deductions allowed over a eight (8) year period:	
1	20__ pay 20__ \$_____ 100% * _____ % \$_____	1	20__ pay 20__ \$_____ 100% * _____ % \$_____
(2) For deductions allowed over a two (2) year period:		2	20__ pay 20__ \$_____ 88% * _____ % \$_____
1	20__ pay 20__ \$_____ 100% * _____ % \$_____	3	20__ pay 20__ \$_____ 75% * _____ % \$_____
2	20__ pay 20__ \$_____ 50% * _____ % \$_____	4	20__ pay 20__ \$_____ 63% * _____ % \$_____
(3) For deductions allowed over a three (3) year period:		5	20__ pay 20__ \$_____ 50% * _____ % \$_____
1	20__ pay 20__ \$_____ 100% * _____ % \$_____	6	20__ pay 20__ \$_____ 38% * _____ % \$_____
2	20__ pay 20__ \$_____ 66% * _____ % \$_____	7	20__ pay 20__ \$_____ 25% * _____ % \$_____
3	20__ pay 20__ \$_____ 33% * _____ % \$_____	8	20__ pay 20__ \$_____ 13% * _____ % \$_____
(4) For deductions allowed over a four (4) year period:		(9) For deductions allowed over a nine (9) year period:	
1	20__ pay 20__ \$_____ 100% * _____ % \$_____	1	20__ pay 20__ \$_____ 100% * _____ % \$_____
2	20__ pay 20__ \$_____ 75% * _____ % \$_____	2	20__ pay 20__ \$_____ 88% * _____ % \$_____
3	20__ pay 20__ \$_____ 50% * _____ % \$_____	3	20__ pay 20__ \$_____ 77% * _____ % \$_____
4	20__ pay 20__ \$_____ 25% * _____ % \$_____	4	20__ pay 20__ \$_____ 66% * _____ % \$_____
(5) For deductions allowed over a five (5) year period:		5	20__ pay 20__ \$_____ 55% * _____ % \$_____
1	20__ pay 20__ \$_____ 100% * _____ % \$_____	6	20__ pay 20__ \$_____ 44% * _____ % \$_____
2	20__ pay 20__ \$_____ 80% * _____ % \$_____	7	20__ pay 20__ \$_____ 33% * _____ % \$_____
3	20__ pay 20__ \$_____ 60% * _____ % \$_____	8	20__ pay 20__ \$_____ 22% * _____ % \$_____
4	20__ pay 20__ \$_____ 40% * _____ % \$_____	9	20__ pay 20__ \$_____ 11% * _____ % \$_____
5	20__ pay 20__ \$_____ 20% * _____ % \$_____	(10) For deductions allowed over a ten (10) year period:	
(6) For deductions allowed over a six (6) year period:		1	20__ pay 20__ \$_____ 100% * _____ % \$_____
1	20__ pay 20__ \$_____ 100% * _____ % \$_____	2	20__ pay 20__ \$_____ 95% * _____ % \$_____
2	20__ pay 20__ \$_____ 85% * _____ % \$_____	3	20__ pay 20__ \$_____ 80% * _____ % \$_____
3	20__ pay 20__ \$_____ 66% * _____ % \$_____	4	20__ pay 20__ \$_____ 65% * _____ % \$_____
4	20__ pay 20__ \$_____ 50% * _____ % \$_____	5	20__ pay 20__ \$_____ 50% * _____ % \$_____
5	20__ pay 20__ \$_____ 34% * _____ % \$_____	6	20__ pay 20__ \$_____ 40% * _____ % \$_____
6	20__ pay 20__ \$_____ 17% * _____ % \$_____	7	20__ pay 20__ \$_____ 30% * _____ % \$_____
(7) For deductions allowed over a seven (7) year period:		8	20__ pay 20__ \$_____ 20% * _____ % \$_____
1	20__ pay 20__ \$_____ 100% * _____ % \$_____	9	20__ pay 20__ \$_____ 10% * _____ % \$_____
2	20__ pay 20__ \$_____ 85% * _____ % \$_____	10	20__ pay 20__ \$_____ 5% * _____ % \$_____
3	20__ pay 20__ \$_____ 71% * _____ % \$_____	<p>NOTE: The deduction percentages shown in this section apply to a statement of benefits approved before July 1, 2013 that did not have an alternative deduction schedule adopted by the designating body. All other abatements shall use the percentages reflected in the abatement schedule adopted by the designating body per IC 6-1.1-12.1-17.</p> <p>* The amount of the deduction shall be adjusted annually to reflect changes to the assessed valuation resulting from a reassessment or an appeal of the assessment per IC 6-1.1-12.1-4(b).</p>	
4	20__ pay 20__ \$_____ 57% * _____ % \$_____		
5	20__ pay 20__ \$_____ 43% * _____ % \$_____		
6	20__ pay 20__ \$_____ 29% * _____ % \$_____		
7	20__ pay 20__ \$_____ 14% * _____ % \$_____		
SECTION VI - FOR A RESIDENTIALLY DISTRESSED AREA WHERE THE STATEMENT OF BENEFITS WAS APPROVED BEFORE JULY 1, 2013 - DEDUCTION SCHEDULE PER IC 6-1.1-12.1-17			
TYPE OF DWELLING	DEDUCTION IS THE LESSER OF: [IC 6-1.1-12.1-4.1(b)]	DEDUCTION IS ALLOWED FOR A FIVE (5) YEAR PERIOD THAT INCLUDES _____ YEARS:	
<input type="checkbox"/> One (1) family dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$74,880 AV	_____ pay _____ through _____ pay _____	
<input type="checkbox"/> Two (2) family dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$108,080 AV	_____ pay _____ through _____ pay _____	
<input type="checkbox"/> Three (3) unit multifamily dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$155,000 AV	_____ pay _____ through _____ pay _____	
<input type="checkbox"/> Four (4) unit multifamily dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$199,680 AV	_____ pay _____ through _____ pay _____	
Assessed value limits for taxes due and payable prior to January 1, 2005 were \$36,000, \$51,000, \$75,000, and \$96,000 for one to four family dwellings, respectively.			
SECTION VII - APPROVAL OF COUNTY AUDITOR (COMPLETE ONLY IF APPROVED)			
This application is approved in the amounts shown above.			
Signature of County Auditor		Printed name of County Auditor	Date signed (month, day, year)

5. Consideration of the Compliance with the Statement of Benefits as filed and represented by Indiana Land Trust Company TR#120086, dba Webb Hyundai, LLC 9236 Indianapolis Blvd, Highland. At its meeting of August 9, 2021, the Highland Town Council passed resolution 2021-39 and approved this application for property tax abatement upon the increase in assessed value in consequence of the remodeling of the existing building Webb Hyundai, LLC 9236 Indianapolis Blvd, Highland, for a period of time not to exceed five (5) calendar years, according to the schedule in IC 6-1.1-12.1-4(d)(10), subject to continuing compliance with the statement of benefits, IC 6-1.1-12.1 et seq., and terms of the approving resolution. The Town Council conducted its first review at its meeting of 28 March 2022 and its second review at its meeting of 27 March 2023 and its third review at its meeting of 13 May 2024. The Town Council found the applicant in compliance at each meeting. This represents the fourth review of compliance for this property and the fourth one that applies after filing with the Lake County Auditor. This review is for Taxing period 2025 pay 2026. If approved, there are two (2) years remaining on the on the 5- year abatement.

Councilor Robertson moved that based upon the data in the CF-1 and the recommendation of the Redevelopment Director, to find Indiana Land Trust Company TR#120086, dba Webb Hyundai, LLC., in compliance with the terms of its abatement. Councilor Black seconded. Upon a roll call vote, there were four (4) affirmatives and no negatives. The motion passed. Indiana Land Trust Company TR#120086, dba Webb Hyundai abatement was found in compliance and would remain in force for another year.



**COMPLIANCE WITH STATEMENT OF BENEFITS
REAL ESTATE IMPROVEMENTS**

State Form 51768 (R6 / 4-23)

Prescribed by the Department of Local Government Finance

20 25 PAY 20 26

FORM CF-1 / Real Property

PRIVACY NOTICE

The cost and any specific individual's salary information is confidential; the balance of the filing is public record per IC 6-1.1-12.1-5.3 (k) and (l).

INSTRUCTIONS:

1. Property owners must file this form with the county auditor and the designating body for their review regarding the compliance of the project with the Statement of Benefits (Form SB-1/Real Property).
2. This form must accompany the initial deduction application (Form 322/RE) that is filed with the county auditor.
3. This form must also be updated each year in which the deduction is applicable. It is filed with the county auditor and the designating body before May 15 or by the due date of the real property owner's personal property return that is filed in the township where the property is located. (IC 6-1.1-12.1-5.3(f))
4. With the approval of the designating body, compliance information for multiple projects may be consolidated on one (1) compliance form (Form CF-1/Real Property).

SECTION 1 TAXPAYER INFORMATION		
Name of Taxpayer Indiana Land Trust Company Tr ul/a dt # 120086		County Lake
Address of Taxpayer (number and street, city, state, and ZIP code) 9236 Indianapolis Boulevard, Highland, IN 46322		DLGF Taxing District Number 45026
Name of Contact Person Patrick J. Reardon	Telephone Number (219) 384-7204	Email Address pat@reardonconsultingservices.com
SECTION 2 LOCATION AND DESCRIPTION OF PROPERTY		
Name of Designating Body Town of Highland, Indiana	Resolution Number 2021-39 & 2024-22	Estimated Start Date (month, day, year) August 30, 2021
Location of Property 9236 Indianapolis Boulevard, Highland, IN 46322		Actual Start Date (month, day, year) December 1, 2021
Description of Real Property Improvements Renovate & expand existing facility, add new building, make facade & site improvements. Total project cost is approximately \$3.1MM.		Estimated Completion Date (month, day, year) March 31, 2023 Actual Completion Date (month, day, year) January 18, 2023
SECTION 3 EMPLOYEES AND SALARIES		
EMPLOYEES AND SALARIES	AS ESTIMATED ON SB-1	ACTUAL
Current Number of Employees	38	62
Salaries	\$50,000.00	\$50,000.00
Number of Employees Retained	38	
Salaries	\$50,000.00	
Number of Additional Employees	15	
Salaries	\$50,000.00	
SECTION 4 COST AND VALUES		
REAL ESTATE IMPROVEMENTS		
COST AND VALUES	COST	ASSESSED VALUE
AS ESTIMATED ON SB-1		
Values Before Project	\$ 2,500,000.00	\$ 1,349,000
Plus: Values of Proposed Project	\$ 3,500,000.00	\$ 1,638,000
Less: Values of Any Property Being Replaced	\$ (300,000.00)	\$ 0
Net Values Upon Completion of Project	\$ 5,700,000.00	\$ 3,029,000
ACTUAL		
Values Before Project	\$ 2,500,000.00	\$ 1,349,000
Plus: Values of Proposed Project	\$ 3,500,000.00	\$ 1,825,900
Less: Values of Any Property Being Replaced	\$ -300,000.00	\$ 0
Net Values Upon Completion of Project	\$ 5,700,000.00	\$ 3,174,900
SECTION 5 WASTE CONVERTED AND OTHER BENEFITS PROMISED BY THE TAXPAYER		
WASTE CONVERTED AND OTHER BENEFITS	AS ESTIMATED ON SB-1	ACTUAL
Amount of Solid Waste Converted		
Amount of Hazardous Waste Converted		
Other Benefits:		
SECTION 6 TAXPAYER CERTIFICATION		
I hereby certify that the representations in this statement are true		
Signature of Authorized Representative 	Title President	Date Signed (month, day, year) 2/20/25

OPTIONAL: FOR USE BY A DESIGNATING BODY WHO ELECTS TO REVIEW THE COMPLIANCE WITH STATEMENT OF BENEFITS (FORM CF-1)

INSTRUCTIONS: (IC 6-1.1-12.1-5.3 and IC 6-1.1-12.1-5.9)

1. Not later than forty-five (45) days after receipt of this form, the designating body may determine whether or not the property owner has substantially complied with the Statement of Benefits (Form SB-1/Real Property).
2. If the property owner is found **NOT** to be in substantial compliance, the designating body shall send the property owner written notice. The notice must include the reasons for the determination, including the date, time, and place of a hearing to be conducted by the designating body. The date of this hearing may not be more than thirty (30) days after the date this notice is mailed. A copy of the notice may be sent to the county auditor and the county assessor.
3. Based on the information presented at the hearing, the designating body shall determine whether or not the property owner has made reasonable efforts to substantially comply with the Statement of Benefits (Form SB-1/Real Property), and whether any failure to substantially comply was caused by factors beyond the control of the property owner.
4. If the designating body determines that the property owner has **NOT** made reasonable efforts to comply, the designating body shall adopt a resolution terminating the property owner's deduction. If the designating body adopts such a resolution, the deduction does not apply to the next installment of property taxes owed by the property owner or to any subsequent installment of property taxes. The designating body shall immediately mail a certified copy of the resolution to: (1) the property owner; (2) the county auditor; and (3) the county assessor.

We have reviewed the CF-1 and find that:			
<input type="checkbox"/>	The Property Owner IS in Substantial Compliance		
<input type="checkbox"/>	The Property Owner IS NOT in Substantial Compliance		
<input type="checkbox"/>	Other (specify) _____		
Reasons for the Determination (attach additional sheets if necessary)			
Signature of Authorized Member			Date Signed (month, day, year)
Attested By		Designating Body Town of Highland, Indiana	
If the property owner is found not to be in substantial compliance, the property owner shall receive the opportunity for a hearing. The following date and time has been set aside for the purpose of considering compliance. (Hearing must be held within thirty (30) days of the date of mailing of this notice.)			
Time of Hearing	<input type="checkbox"/> AM <input type="checkbox"/> PM	Date of Hearing (month, day, year)	Location of Hearing

HEARING RESULTS (to be completed after the hearing)			
<input type="checkbox"/> Approved		<input type="checkbox"/> Denied (see Instruction 4 above)	
Reasons for the Determination (attach additional sheets if necessary)			
Signature of Authorized Member			Date Signed (month, day, year)
Attested By		Designating Body Town of Highland, Indiana	
APPEAL RIGHTS [IC 6-1.1-12.1-5.9(e)]			
A property owner whose deduction is denied by the designating body may appeal the designating body's decision by filing a complaint in the office of the clerk of the Circuit or Superior Court together with a bond conditioned to pay the costs of the appeal if the appeal is determined against the property owner.			



APPLICATION FOR DEDUCTION FROM ASSESSED VALUATION
OF STRUCTURES IN ECONOMIC REVITALIZATION AREAS (ERA)

State Form 18379 (R14 / 6-16)

Prescribed by the Department of Local Government Finance

20 25 PAY 20 26

FORM 322 / RE

INSTRUCTIONS:

1. This form is to be filed in person or by mail with the County Auditor of the county in which the property is located.
2. To obtain this deduction, a Form 322 / RE must be filed with the County Auditor before May 10 in the year in which the addition to assessed valuation (or new assessment) is made, or not later than thirty (30) days after the assessment notice is mailed to the property owner if it was mailed after April 10. If the property owner misses the May 10 deadline in the initial year of assessment, he can apply between January 1 and May 10 of a subsequent year for the remainder of the abatement term. (See also IC 6-1.1-12.1-11.3 concerning the failure to file a timely application.)
3. A copy of the Form 11, the approved Form SB-1 / Real Property, the resolution adopted by the designating body, and the Form CF-1 / Real Property must be attached to this application.
4. The Form CF-1 / Real Property must be updated annually and provided to the County Auditor and the designating body for each assessment year in which the deduction is applicable.
5. Please see IC 6-1.1-12.1 for further instructions.
6. Taxpayer completes Sections I, II and III below.
7. If property located in an economic revitalization area is also located in an allocation area as defined in IC 36-7-14-39 or IC 36-7-15.1-26, an application for the property tax deduction may not be approved unless the Commission that designated the allocation area adopts a resolution approving the application (IC 6-1.1-12.1-2(k)).
8. Except for deductions related to redevelopment or rehabilitation of real property in a county containing a consolidated city, a deduction for the redevelopment or rehabilitation of real property may not be approved for the following facilities (IC 6-1.1-12.1-3):
 - a. Private or commercial golf course
 - b. Country club
 - c. Massage parlor
 - d. Tennis club
 - e. Skating facility, including roller skating, skateboarding or ice skating
 - f. Racquet sport facility (including handball or racquet ball court)
 - g. Hot tub facility
 - h. Suntan facility
 - i. Racetrack
 - j. Any facility, the primary purpose of which is (a) retail food and beverage service; (b) automobile sales or service; or (c) other retail; (unless the facility is located in an economic development-target area established under IC 6-1.1-12.1-7).
 - k. Residential, unless the facility is a multi-family facility that contains at least 20% of the units available for use by low and moderate income individuals, or unless the facility is located in an economic development target area established under IC 6-1.1-12.1-7, or the area is designated as a residentially distressed area which is required to meet conditions as cited in IC 6-1.1-12.1-2(c)(1 & 2).
 - l. Package liquor store [see IC 6-1.1-12.1-3(e)(12)]

SECTION I - DESCRIPTION OF PROPERTY			
The owner hereby applies to the County Auditor for a deduction pursuant to IC 6-1.1-12.1-5 beginning with the assessment date January 1, 20 25.			
County LAKE COUNTY	Township NORTH	DLGF taxing district number 026 (Highland)	Key number 45-07-29-279-036.000-026
Name of owner Indiana Land Trust Company Tr u/l/a dt # 120086		Legal description from Form 11 Rudolph Addition Lot 1	
Property address (number and street, city, state, and ZIP code) 9236 Indianapolis Boulevard, Highland, IN 46322			Date of Form 11 (month, day, year) TBD/Date that tax bill is recieved
Type of structure Commercial			Use of structure Auto Sales &Service
Governing body that approved ERA designation Town of Highland, Indiana		Date ERA designation approved (month, day, year) August 9, 2021	Resolution number 2021-39 & 2024-22
SECTION II - VERIFICATION OF OWNER OR REPRESENTATIVE			
Signature of owner or representative (I hereby certify that the representations on this application are true.) <i>Kelly Webb Roberts</i>			Date signed (month, day, year) 2/20/25
Printed name of owner or representative Kelly Webb Roberts		Address (number and street, city, state, and ZIP code) 9236 Indianapolis Boulevard, Highland, IN 46322	
SECTION III - STRUCTURES			AUDITOR'S USE
A. Rehabilitation structure			
1. Assessed valuation AFTER rehabilitation			\$ 3,174,900.00
2. Assessed valuation BEFORE rehabilitation			\$ 1,349,000.00
3. Difference in assessed valuation (Line 1 minus Line 2)			\$ 1,825,900.00
4. Assessed valuation eligible for deduction (for the increase in AV from the rehabilitation, not including the increase in AV from the reassessment of the entire structure)			\$ 1,825,900.00
B. New structure			
1. Assessed valuation			\$
2. Assessed valuation eligible for deduction			\$
SECTION IV - VERIFICATION OF ASSESSING OFFICIAL			
I verify that the above described structure was assessed and the owner was notified on TBD/Date that tax bill is recieved, with the effective date of the assessment being January 1, 20 25, and that the assessed valuations in Section III are correct.			
Signature of assessing official		Printed name of assessing official LaTonya Spearman	Date (month, day, year)

SECTION V - FOR AREAS EXCEPT FOR A RESIDENTIALLY DISTRESSED AREA WHERE THE STATEMENT OF BENEFITS WAS APPROVED BEFORE JULY 1, 2013 - DEDUCTION SCHEDULE PER IC 6-1.1-12.1-17			
YEAR OF DEDUCTION / ASSESSED VALUE / PERCENTAGE / DEDUCTION*		YEAR OF DEDUCTION / ASSESSED VALUE / PERCENTAGE / DEDUCTION**	
<p>(1) For deductions allowed over a one (1) year period:</p> <p>1 20__ pay 20__ \$_____ 100% * ____% \$_____</p>			
<p>(2) For deductions allowed over a two (2) year period:</p> <p>1 20__ pay 20__ \$_____ 100% * ____% \$_____</p> <p>2 20__ pay 20__ \$_____ 50% * ____% \$_____</p>			
<p>(3) For deductions allowed over a three (3) year period:</p> <p>1 20__ pay 20__ \$_____ 100% * ____% \$_____</p> <p>2 20__ pay 20__ \$_____ 66% * ____% \$_____</p> <p>3 20__ pay 20__ \$_____ 33% * ____% \$_____</p>			
<p>(4) For deductions allowed over a four (4) year period:</p> <p>1 20__ pay 20__ \$_____ 100% * ____% \$_____</p> <p>2 20__ pay 20__ \$_____ 75% * ____% \$_____</p> <p>3 20__ pay 20__ \$_____ 50% * ____% \$_____</p> <p>4 20__ pay 20__ \$_____ 25% * ____% \$_____</p>			
<p>(5) For deductions allowed over a five (5) year period:</p> <p>1 20__ pay 20__ \$_____ 100% * ____% \$_____</p> <p>2 20__ pay 20__ \$_____ 80% * ____% \$_____</p> <p>3 20__ pay 20__ \$_____ 60% * ____% \$_____</p> <p>4 20__ pay 20__ \$_____ 40% * ____% \$_____</p> <p>5 20__ pay 20__ \$_____ 20% * ____% \$_____</p>			
<p>(6) For deductions allowed over a six (6) year period:</p> <p>1 20__ pay 20__ \$_____ 100% * ____% \$_____</p> <p>2 20__ pay 20__ \$_____ 85% * ____% \$_____</p> <p>3 20__ pay 20__ \$_____ 66% * ____% \$_____</p> <p>4 20__ pay 20__ \$_____ 50% * ____% \$_____</p> <p>5 20__ pay 20__ \$_____ 34% * ____% \$_____</p> <p>6 20__ pay 20__ \$_____ 17% * ____% \$_____</p>			
<p>(7) For deductions allowed over a seven (7) year period:</p> <p>1 20__ pay 20__ \$_____ 100% * ____% \$_____</p> <p>2 20__ pay 20__ \$_____ 85% * ____% \$_____</p> <p>3 20__ pay 20__ \$_____ 71% * ____% \$_____</p> <p>4 20__ pay 20__ \$_____ 57% * ____% \$_____</p> <p>5 20__ pay 20__ \$_____ 43% * ____% \$_____</p> <p>6 20__ pay 20__ \$_____ 29% * ____% \$_____</p> <p>7 20__ pay 20__ \$_____ 14% * ____% \$_____</p>			
<p>(8) For deductions allowed over a eight (8) year period:</p> <p>1 20__ pay 20__ \$_____ 100% * ____% \$_____</p> <p>2 20__ pay 20__ \$_____ 88% * ____% \$_____</p> <p>3 20__ pay 20__ \$_____ 75% * ____% \$_____</p> <p>4 20__ pay 20__ \$_____ 63% * ____% \$_____</p> <p>5 20__ pay 20__ \$_____ 50% * ____% \$_____</p> <p>6 20__ pay 20__ \$_____ 38% * ____% \$_____</p> <p>7 20__ pay 20__ \$_____ 25% * ____% \$_____</p> <p>8 20__ pay 20__ \$_____ 13% * ____% \$_____</p>			
<p>(9) For deductions allowed over a nine (9) year period:</p> <p>1 20__ pay 20__ \$_____ 100% * ____% \$_____</p> <p>2 20__ pay 20__ \$_____ 88% * ____% \$_____</p> <p>3 20__ pay 20__ \$_____ 77% * ____% \$_____</p> <p>4 20__ pay 20__ \$_____ 66% * ____% \$_____</p> <p>5 20__ pay 20__ \$_____ 55% * ____% \$_____</p> <p>6 20__ pay 20__ \$_____ 44% * ____% \$_____</p> <p>7 20__ pay 20__ \$_____ 33% * ____% \$_____</p> <p>8 20__ pay 20__ \$_____ 22% * ____% \$_____</p> <p>9 20__ pay 20__ \$_____ 11% * ____% \$_____</p>			
<p>(10) For deductions allowed over a ten (10) year period:</p> <p>1 20__ pay 20__ \$_____ 100% * ____% \$_____</p> <p>2 20__ pay 20__ \$_____ 95% * ____% \$_____</p> <p>3 20__ pay 20__ \$_____ 80% * ____% \$_____</p> <p>4 20__ pay 20__ \$_____ 65% * ____% \$_____</p> <p>5 20__ pay 20__ \$_____ 50% * ____% \$_____</p> <p>6 20__ pay 20__ \$_____ 40% * ____% \$_____</p> <p>7 20__ pay 20__ \$_____ 30% * ____% \$_____</p> <p>8 20__ pay 20__ \$_____ 20% * ____% \$_____</p> <p>9 20__ pay 20__ \$_____ 10% * ____% \$_____</p> <p>10 20__ pay 20__ \$_____ 5% * ____% \$_____</p>			
<p>NOTE: The deduction percentages shown in this section apply to a statement of benefits approved before July 1, 2013 that did not have an alternative deduction schedule adopted by the designating body. All other abatements shall use the percentages reflected in the abatement schedule adopted by the designating body per IC 6-1.1-12.1-17.</p>			
<p>* The amount of the deduction shall be adjusted annually to reflect changes to the assessed valuation resulting from a reassessment or an appeal of the assessment per IC 6-1.1-12.1-4(b).</p>			
SECTION VI - FOR A RESIDENTIALLY DISTRESSED AREA WHERE THE STATEMENT OF BENEFITS WAS APPROVED BEFORE JULY 1, 2013 DEDUCTION SCHEDULE PER IC 6-1.1-12.1-17			
TYPE OF DWELLING	DEDUCTION IS THE LESSER OF: [IC 6-1.1-12.1-4.1(b)]	DEDUCTION IS ALLOWED FOR A FIVE (5) YEAR PERIOD THAT INCLUDES YEARS:	
<input type="checkbox"/> One (1) family dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$74,880 AV	____ pay ____ through ____ pay ____	
<input type="checkbox"/> Two (2) family dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$106,080 AV	____ pay ____ through ____ pay ____	
<input type="checkbox"/> Throo (3) unit multifamily dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$156,000 AV	____ pay ____ through ____ pay ____	
<input type="checkbox"/> Four (4) unit multifamily dwelling	Assessed value (after rehabilitation or redevelopment) \$_____ or \$199,680 AV	____ pay ____ through ____ pay ____	
Assessed value limits for taxes due and payable prior to January 1, 2005 were \$36,000, \$51,000, \$75,000, and \$96,000 for one to four family dwellings, respectively.			
SECTION VII - APPROVAL OF COUNTY AUDITOR (COMPLETE ONLY IF APPROVED)			
This application is approved in the amounts shown above.			
Signature of County Auditor	Printed name of County Auditor Peggy Hoisinga Kalona	Date signed (month, day, year)	

STATE OF INDIANA)
) ss:
COUNTY OF LAKE)

I, Kelly Webb Roberts ^{AFFIDAVIT} hereby state:

1. That I am competent to testify to the facts set forth herein and if called as a witness, I would so testify under oath to these facts.
2. That I am not under any incapacity.
3. That I am an applicant for tax abatement.
4. That the information I have provided on the Form CF-1 is correct.
5. That the information I have provided on the Checklist for Supporting Documentation Required for Evaluation of Compliance with Statement of Benefits and all attachments is correct.

I affirm under the penalties for perjury that the foregoing statements are true and based upon my personal knowledge.

Kelly Webb Roberts
Signature
Kelly Webb Roberts
Name Printed or Typed

Before me, a Notary Public, in and for said County and State this 28th day of February, 2025 personally appeared before me or acknowledge the execution of the above instrument to be his/her voluntary act and deed, for the uses and purposes therein stated.

In witness whereof, I have hereunto set my hand and official seal the date and year last above written.

My Commission Expires:

10/01/2032

Gabriella Marie McKinney

Gabriella Marie McKinney Notary Public

Resident of Lake County



7. Authorizing the proper officer to publish legal notice of a public hearing: A Public Hearing to consider additional appropriations in the amount of \$51,489.60.00 in the Redevelopment Capital Fund. If approved, the public Hearing will be held on April 14, 2025, at 6:30 P.M. O'clock in the Municipal Building, 3333 Ridge Road, Highland.

Councilor Black moved to authorize the proper officer to publish legal notice as indicated. Councilor Robertson seconded. Upon a roll call vote, there were four (4) affirmatives and 0 negatives. The motion passed. The proper officer was authorized to publish the notice as indicated.

Mark Herak

From: Maria Becerra
Sent: Thursday, March 20, 2025 11:53 AM
To: Mark Herak
Cc: Kendra Hernandez; Mark Knesek
Subject: additional appropriations \$51,489.60 RE: Resolution No. 2025-12 Downtown Landscaping Bids

Mark, Will you be able to put this on the Agenda for Monday 3-24 .
Approval to advertise?
additional appropriations \$51,489.60
Landscape work

Maria Becerra (219) 972-7598
Director – Redevelopment Commission
Town of Highland <https://highland.in.gov>
3333 Ridge Road
Highland, IN 46322

From: Maria Becerra
Sent: Friday, March 14, 2025 3:51 PM
To: Mark Herak <mherak@highland.in.gov>; jpratlaw@aol.com
Cc: Kendra Hernandez <khernandez@highland.in.gov>; Mark Knesek (mknesek@highland.in.gov) <mknesek@highland.in.gov>
Subject: RE: Resolution No. 2025-12 Downtown Landscaping Bids

Mark,
For this award we will need additional appropriations \$51,489.60.

We will have for our Commission to approve, pending additional appropriations.

Maria Becerra (219) 972-7598
Director – Redevelopment Commission
Town of Highland <https://highland.in.gov>
3333 Ridge Road
Highland, IN 46322

From: Mark Herak <mherak@highland.in.gov>
Sent: Thursday, March 6, 2025 2:57 PM
To: jpratlaw@aol.com
Cc: Maria Becerra <mbecerra@highland.in.gov>; Kendra Hernandez <khernandez@highland.in.gov>
Subject: Resolution No. 2025-12 Downtown Landscaping Bids

John, In Maria's absence I prepared Resolution No. 2025-12 which awards the downtown landscaping. Feel free to edit or change as you see fit. This should go on the March 24, 2025 Redevelopment Commission Meeting. Thank you.

Comments from the Town Council:

(Good of the order)

Monday, April 14, 2025

- **Councilor Doug Turich:** *Park and Recreation Board Liaison • Liaison and Plan Commission Member • Advisory Board of Zoning Appeals Liaison • Redevelopment Commission Member • Liaison to Building & Inspection Department*

Councilor Turich acknowledged Building Commissioner Ken Mika who gave the following report:

3/24/25 HIGHLAND TOWN COUNCIL MEETING /BUILDING & INSPECTION REPORT

- BZA & Plan Commission / No Report
- Last Friday I issued a Temporary Occupancy Permit for the new Dunkin Donuts at 8347 Kennedy Ave.
- A demolition permit has been issued for 9347 Idlewild Dr. for a home that was destroyed by fire in November of last year. I have been pushing for them to get the structure down to the weather improving and its proximity to Meadows Park.
- A Building Permit for a new Single Family residence was released last week for 8549 Liable Rd. / this will be located just west of the Sandlewood Subdivision.
- Traditions update: The owner has decided to not use the existing foundation, and will have it removed shortly. The excavation will be covered over while plans are redrawn to build a slab on grade version of what had been approved by the Plan Commission. There has been no time frame established for the redesign and build implementation of construction on the project.
- A week ago I met with an Architect, and Engineer Who is representing Fair Haven Rape Crisis Center whose offices are located at 2645 Ridge Road. (Previous Simms Office Center). They are contemplating adding another building east of the existing to facilitate a 5 unit temporary housing unit in the proposed new building. They were advised that under the existing Zoning that would not be a permitted use however, they could attempt to seek a Use Variance from the BZA and the Town Council. I advised them of some of the other approvals that may be necessary should they decide to move forward with this project.

Ken Mika
Town of Highland
Building Commissioner / Zoning Administrator

Councilor Turich asked about a timeframe for construction at Traditions. He recalled from when the owners of Traditions came before the Plan Commission, construction was supposed to start in 2025.

Mr. Mika said that was correct but the owner is concerned about the rising construction costs.

Councilor Turich said he understands that the owner is going to remove the foundation but it is pretty unsightly right now. He was concerned that they would tear out the foundation and then leave the property in that condition for a period of time.

Mr. Mika said there is no expectations on the piece of property being developed after the fire. He said he will continue to monitor the situation and if they don't have any concrete plans after a period of time, he will ask them to remove the asphalt and plant grass.

Councilor Turich was concerned that they will come before the Town every twelve (12) to eighteen (18) months with a plan and when it comes time for construction, they can say rising construction costs makes the plans prohibitive. He said we were all excited about the plans but it has become an eyesore. He was concerned if a child should wonder unto the construction site, they could get hurt.

Councilor Turich then acknowledged Park Superintendent Alex Brown, who said the contractor is trying to finish up the ADA concession stand project. He said the door hinges are on back order but are due to arrive this week. Once they arrive the doors can be hung and the project closed out. He said the youth organizations are anxious to have the water turned on but we are a little apprehensive as we're getting some nights below freezing. Hopefully, by next week we can turn the water on. He commented on the decorative fence around Main Square. He said the bid notice will appear in the paper twice, on March 27th and April 3rd, with bid opening on the 10th of April. He said its up to the Redevelopment Commission if they want to award the bids on the 14th of April. He reminded the Council that the timeframe is getting short if they want the fence installed by the 4th of July. The opening for the Hawk Signal bid opening was held on March 12th. The bids came in extremely high. There was only one bidder and NIPRC said they didn't have enough money to fund the entire project. They said in order to go forward, the Town would have to come up with the additional funds. The Park Board met last Thursday night and in their view the project is very important and they don't want to delay the project any longer, so the Park Board has decided to put in the additional funds which is roughly \$43,000. He said the mast arms are on backorder. Delivery is expected to take four (4) to six (6) months. At last Thursday's Park Board meeting, Alex said he announced his retirement effective June 27th. He said they will be advertising this week for a new Director of Parks and Recreation. This is the 1st time in forty (40) years in the Town of Highland has had to advertise for a Director of Parks and Recreation. He also said that Dave Byers, Highland' Recreation Director of the last 12-1/2 years has resigned his position to take a similar position with the YMCA.

- **Councilor Alex Robertson:** • *Redevelopment Commission Member* • *Fire Department Liaison*
• *Public Works Liaison* • *Liaison to Main Street Bureau* • *Liaison to the Tree Board*
• *Liaison to the Highland Neighbor for Sustainability.*

Councilor Alex Robertson acknowledged Fire Chief Mike Pipta. Chief Pipta said over the last couple of weeks they have had 30 calls of service. They had one auto-aid with Schererville on an apartment fire, which ended up to be food on the stove. They went and assisted Munster on a really bad house fire.

Councilor Robertson began by congratulating Public Works Director and his staff in their efforts for clearing up all those downed trees and branches after the tornado came through Highland last Wednesday. Mr. Knesek said his crews got called out at 6:30 o'clock p.m. on that Wednesday. He said their priority was to get all the trees and branches and stuff off the roads, before it got dark. He said the guys did a great job with the loaders, getting this stuff off the streets to make sure the streets were clear. He said they put barricades around the sidewalks until they could get things opened up. He said that the houses that had trees fall on their roofs, had to wait until daybreak before Dave's Tree Service could get out to remove them. With the trees falling at night, they couldn't be sure that there wasn't also down power lines mixed up in the tree branches. The tree removal was completed the following day. He said all that remains is the huge root balls which were too heavy for the Town to remove. He said he would call Grimmer to remove. He said branch pick-up will start again in April. He said the routes should be the same as last year and can be found on the Town's website. He also said they will have leaf pick-up for the next two (2) weeks.

Councilor Turich asked Mr. Knesek about when cold patching would start as he received a call from a resident on Wicker Park Drive, who said there were severe pot holes or even a sink hole at the intersection of Wicker Park Drive and Robertson Place. Mr. Knesek said they could patch all winter.

- **Councilor Thomas (Tom) Black:** *Redevelopment Commission Liaison and Member* • *Member of the Lake County Solid Waste Management District Board* • *Member of the Northwestern Indiana Regional Planning Commission (NIPRC)* • *Shared Ethics Representative* • *Liaison Traffic Safety*

Councilor Black said the Lake County Solid Waste Board met last week. He was asked to remind residents that any county resident, especially gardeners, are entitled to one yard of free mulch. This mulch is the result of the composting of leaves they have gathered throughout the county. He said businesses are not eligible for the free mulch. The residents can pick-up the free mulch at the headquarters of the Lake County Solid Waste Office. He said the Lake County Solid Waste District is planning on having a latex paint collection day. This will be in addition to the normal hazardous waste pick-up because the normal hazardous waste pick-up day does not include paints. This will be a separate event just for paints. This will take place on May 10th from 9 o'clock a.m. to 1 o'clock p.m. This too will take place at the district office at 8995 Broadway Street in Merrillville. He reminded Highland residents that the solid waste pick-up day for Highland is July 26th.

- **Councilor Philip Scheeringa:** *Redevelopment Commission Member • Information Communications and Technology Department Liaison • Metropolitan Police Commissioners Liaison.*

Councilor Scheeringa was absent from the meeting due to a family vacation but Councilor Georgeff filled in and acknowledged Metropolitan Police Chief Ralph Potesta who gave the following report:

Town Council Meeting Notes for 03/24/2025 – Police Department (03/10/2025 thru 03/24/2025)

0 – Robberies / Burglaries / Rapes

Responded to 11 Domestic Disturbances – 1 Arrest

1 Arrest for an assault – Female struck employee at one of our auto parts stores – also charged with Resisting Law Enforcement

3 DUI arrests

Responded to 42 Traffic Accidents (4 involved Personal Injury)

9 Retail Thefts – 9 Arrests

Suspects from - Highland (1 adult female) / Munster / Hammond / Chicago / New Carlisle IN / Laporte IN

1 female from Hammond was identified in 3 separate cases and charged in each incident.

2 females fled in a vehicle with Hazel Crest IL plates – Charges are pending by our detectives.

Theft ranges from \$25 up to \$700

1 Purse theft from Meijer – shopper got distracted and purse stolen out of her shopping cart

2 theft from vehicles

1 – Spare tires stolen off of vehicles in one of our car rental lots.

1 – Unlocked vehicle in “Frog Hollow” broken into - \$60 in lottery tickets stolen

1 Vehicle Theft – from used car lot

Customer left with a 2014 Infinity after making \$1000 down payment – later determined customer provided false identifiers – Vehicle last known to be in Chicago – Found on Marketplace where subject is selling the vehicle for \$4500 – Detectives investigating

Scam – Resident put out on “Zip Recruiter” that he was seeking employment. Received a response from a company out of Iowa. Resident responded that he was interested. After a week he received a digital check in the amount of \$8,330 that was to be used “for the purchase of equipment he would need to begin his employment”. Resident had the sense to investigate this further as he felt this was a scam and he determined the company itself was legitimate however the email he was conversing with was not. The check was obviously not legitimate. Resident has suffered no loss at this time.

Our Regional SWAT team members (Cpl. Mullins and Cpl. Corey Anderson) responded to 3 callouts in the past two weeks.

1 Barricaded subject in Cedar Lake - 1 Barricaded subject in Schererville - 1 Search Warrant in Cedar Lake

Did have an employee injury – Officer Glidewell was bit in the hand by a dog he had taken to the emergency vet after it had been attacked by another dog. He missed 2 days of work but is back on duty.

At this point we have no one out on injury or illness.

Officer Orth – Code Enforcement

11 Days worked

141 Cases / 127 Self-Initiated

35 Garbage cans tagged (Warnings)

1 Junk Vehicle citation issued

1 Parking citation issued

8 Cases made for parking complaint in 2100 Block of 45th Street / Porte De Leau Plaza

Also at 5th/3rd bank and LA Tan complex in the same area

No issues observed

Ordinance amendments requested:

Parking over sidewalk

Chickens on private property

120 hour parking in one spot

Still Following Buses
Still Visiting Schools

Councilor George Georgeff then acknowledged IT Director Ed Dabrowski who said he had no report.

Councilor Georgeff then acknowledged Redevelopment Director Maria Becerra who gave the following report:

TOWN OF HIGHLAND'S REDEVELOPMENT COMMISSION
MARIA BECERRA, DIRECTOR March 24th 2025

Safe Street for All -

Final Plan for consideration of the Town Council to approve. This plan has recommendations for intersection improvements, where there have a high accident record or fatalities. With this Plan approved, the Town is eligible to apply for an Implementation Plan Grant, for federal dollars to implement the short- and long-term recommendations.

Comprehensive Plan - The Redevelopment Commission has approved a new firm, American Structure Point for the development of the Comprehensive Plan.

Commercial Grant - The Redevelopment Commission approved a Grant for improvement of the property at 2909 Jewett Avenue.

Indianapolis Commercial Property (Ultra) Owner discussions continue to encourage development of that parcel. Two appraisals will be conducted by the Redevelopment Commission on the parcel.

Indianapolis - Redevelopment owned 6 acres adjacent and south of the old Coach USA – These parcels were advertised for sale and development bids; 1 bid was received. The Redevelopment Commission will review and follow-up.

Annual Reporting is in progress for the receipt of Tax Abatements CF-1's from 3 businesses for Town Council review and approval.

Redevelopments Annual Report has been submitted to the Town Council in April.

- **Councilor George Georgeff:** *Town Executive (I.C. 36-1-2-5-(4); I.C. 36-5-2-2; I.C. 36-5-2-7); • Board of Trustees of the Police Pension Fund, Chair (By Law) • Budget Committee Chairman • Redevelopment Commission Member • Liaison to the Board of Water Works • Liaison to the Sanitary Board*

Councilor Georgeff had no report.

That concluded comments from the Council and President Georgeff then turned it over to comments from visitor's or residents, reminding them to limit their comments to 2 minutes.

Comments from Visitors or Residents:

Mike Kokat, Highland, asked the Council why the tornado sirens didn't sound the other day during the storm.

Attorney Reed said he would answer the question. He said the honest answer is we are not a million percent sure yet but it's being researched. There was another test arranged for this past Saturday. That test went off and it was determined that we do have a couple of faulty sirens and those are being repaired. We had an electrician out today and the potential repairs are beyond that person's ability. So that contractor has recommended someone who can. We're chasing it down from all angles but we don't have a full report yet but we will. We have certain responsibilities and the County has certain responsibilities. The emergency services have been consolidated. But you have to know, the idea is track down what went wrong and fix it and make sure it doesn't happen again. It's a mechanical digital analog world and things break. I can't tell you right now but we will have a better answer later.

Mr. Kokat asked who sets off the sirens on the 1st Saturday of each month? Is it Highland or is it the County? He was told the County. The County took control of the system several years ago. Each individual town is responsible for maintaining the physical system in their town. He then asked capacity requirements at the Lincoln Center. He said he attended the town hall meeting a couple of weeks ago hosted by Mike Andrade at the Lincoln Center. He said the room was packed with standing room only. You had people sitting on the floor. He felt it was too packed. He felt there should be a protocol on how many people are allowed in the room.

Alex Brown responded there is a seating capacity. He advised Mr. Andrade that we could not put any more chairs in the room due to fire code restrictions but if people wanted to stand at the back of the room and there was room to accommodate them, they would allow it. He said they advised Mr. Andrade he needs to plan ahead so he can get a larger room.

Mr. Kokat then asked about fixing the roads and maybe buy one of those machines that heats up the asphalt, keeps it hot before being placed in the hole as Munster has one. He also asked how many roads will be redone with the Community Crossings Grant?

Public Works Director Knesek said they were planning on doing 12 roads or roughly four (4) miles. He said he wished he had more money to do more but he doesn't. He said Munster has a tar buggy but it is a cold patch that they put in the hole and that is not a permanent solution. It's just easier for the guys to put it down. We still put it down but it's still cold patch. It'll stick but it will not hold in the road. It's a temporary fix for a problem which we do with the cold patch.

Kathy Perrin, Highland, a member of the Highland Neighbors for Sustainability thanked the Council for adopting the resolution allowing the Highland Neighbors of Sustainability to continue to serve as an advisory commission.

Larry Kondrat, Highland asked if a plan had been developed for verifying that the tornado sirens are operational? Once developed, he asked if the plan would be implemented. He said he understood a plan was in place but it didn't work too good. There was a countywide test on March 11. What did that test determine? It was his understanding that when the county tested the sirens, the motors spun so they got a positive signal that they were working but no sound was coming out. He said the Council needs to be like Councilor Turich who is on social media keeping the public apprised of the situation.

Attorney Reed said he doesn't know if that statement is true. The truth is they don't have all the answers yet. We are trying to track it all down. He said we are in the process of developing a plan. I can tell you, it is our intention to have a live person, a town employee from either fire, police or public works, whoever may be available on the 1st Saturday of each month, a live person to be at each site (there are six (6) sites) to listen and determine the siren is operational. It is the purpose of the plan to make absolutely certain that all six (6) sirens are working.

Mr. Kondrat then asked about the building purchased by the Town at north Kennedy Avenue to be used as a dog pound. He said when he was watching the study session, in particular the interview with Shar Miller, Councilor Georgeff said it doesn't look like the building is not going to be used as a dog pound.

Councilor Georgeff said he didn't say it's not gonna work. The facility will not be able to work full-time as a dog pound but it will work temporarily but we are working on another solution. We are reviewing that solution right now.

Mr. Kondrat asked then what they were going to do with the building?

Councilor Robertson, who serves also as Redevelopment Commission Chairman responded that the Redevelopment Commission will be discussing what to do with that

building at a future Redevelopment Commission meeting. He said it will be part of discussion regarding the overall vision of that area.

Councilor Georgeff asked if there were any other comments. Hearing none, he closed comments from the public and brought it back to the Council. He then asked for a motion to pay claims.

Payment of Accounts Payable Vouchers. There being no further comments from visitors or residents, Councilor Robertson moved to allow the vendors accounts payable vouchers as filed on the pending accounts payable docket, covering the period March 12, 2025 through March 25, 2025. Councilor Black seconded. Upon a roll call vote, there were four (4) affirmatives and no negatives. The motion passed. The accounts payable vouchers for the vendor docket were allowed, payments allowed in advance were ratified, the payroll dockets listed were ratified and for all remaining invoices, the Clerk-Treasurer was authorized to make payment.

Accounts payable vouchers March 12, 2025- March 25, 2025 in the amount of **\$693,067.22.**

Accounts payable voucher March 12,2025 to March 25,2025, in the amount of **\$693,067.22**

General Fund, \$270,138.05; **MVH Fund**, \$42,829.19;
LAW Enforcement Continuing Education Training and Supply Fund, \$571.31;
Public Safety Income, \$71,882.39; **Donation**, \$464.73; **MCCD**, \$11,995.00;
ICT Fund, \$13,017.68; **Police Pension** \$64,565.22; **Insurance Premium** \$217,603.65

Payroll Docket for payday of March 21,2025 by fund:

General, \$334,089.49

Payroll Docket for payday of March 21, 2025:

Office of Clerk-Treasurer, \$17,771.71; Building and Inspection Department, \$11,190.36; Metropolitan Police Department, \$162,979.08; Public Works Department (Agency), \$80,396.79; Fire Department, \$2,348.40; and Information and Technology Department, \$4,354.35.

Total Payroll: \$279,040.69

Payroll Docket for payday of March 31,2025 by fund:

Total Payroll by fund: \$78,614.07.

Payroll Docket for payday of March 31,2025:

Boards & Commissions. \$13,150.46; Police Pension, \$64,457.57.

Total Payroll: \$77,608.03.

Adjournment of Plenary Meeting. There being no further business on the agenda, the Town Council President declared the regular plenary meeting of the Town Council of Monday, March 24, 2025, adjourned at 7:40 o'clock p.m.

Mark Herak
Clerk-Treasurer

Approved by the Town Council at its meeting of April 14, 2025.