COUNCIL MEETING MINUTES
AUGUST 14, 2017

The Common Council of the City of Kokomo, Indiana met Monday, August 14, 2017 at 6:00 P.M. in the City Hall Council Chambers.

Call to Order:
The meeting was called to order by President Robert Hayes.

Invocation:
President Hayes states that those who wish to rise for the invocation may rise, and those that wish to remain seated may do so.

Councilwoman Sanders invited Pastor William Gary of the Wayman Chapel African Methodist Episcopal Church to deliver the invocation.

Pledge:
Following the invocation by Pastor Gary, President Hayes asked that the attendees remain standing for the Pledge of Allegiance.

Roll:
President asked the Clerk to call roll:

Present: Wyant, Cameron, Young, Haworth, Kennedy, Hayes, Whikehart, Sanders, Miklik

Approval of Minutes:
The Council Meeting Minutes from July 24, 2017 were declared approved as presented.

Communications:
President Hayes asked if there was any communication from the Common Council. None being offered, President Hayes then asked if there was any communication from the audience.

Chris Wendt stepped forward to introduce himself and stated that he resided at 908 W Monroe Street, and was appearing on behalf of Peace Watch, a local crime watch group from Kokomo, who informed the Council of the organization’s purpose, that includes food pantries and a thrift store, in addition to the crime watch. Wendt further informed the Council of the group’s recognition and meetings with officials to further the group’s agenda, and advised as to the two upcoming walks that were taking place and invited the Council members to attend. One of the walks is to take place in Kokomo, in September, and President Hayes requested that Wendt inform the Council of the details so that members wanting to walk with the group may do so. Councilman Miklik inquired as to whether or not the group had obtained its 501(c)(3) status for non-profit organizations, and Wendt responded that the group’s attorney, Jeffrey Lowry was in the process of securing this status for the group. Councilman Whikehart commented that
he wanted to commend the Peace Watch group for all of the good work they have done on behalf of the community.

With no further communication from the audience, President Hayes took the opportunity to congratulate Carver Center on its 70th year anniversary and acknowledged all of the positive impact Carver Center has had on many lives, his included.

Committee Reports:

President Hayes inquired as to whether or not there were any Committee reports. Councilman Miklik reported that the Traffic Commission, along with Officer Tony Arnett, would meet on August 16, 2017 to discuss a pending issue. Councilman Kennedy noted that he had submitted additional information from the Petitioner to Councilman Miklik for the upcoming meeting. Councilman Miklik indicated that the Committee would offer its report to the Council following the meeting on August 16th.

Before moving on to Ordinances, President Hayes took the opportunity to commend Councilwoman Young and Councilman Wyant for their involvement in the ongoing Fire and Police Department negotiations. Councilman Wyant thanked Councilwoman Young for filling in for him during these negotiations while he recuperated from surgery.

ORDINANCE 6868

Rezoning: R4 (Residential) to C1 (Small to Medium Scale General Commercial)
Location: 617 E Markland Avenue
Petitioner: Lindsay Pyle, Posh Salon and Day Spa
First Reading

Ordinance #6868 was read by title only. Councilwoman Young moved for passage of Ordinance #6868 on first reading. Councilwoman Young states, the Petitioner, Lindsay Pyle of Posh Salon and Day Spa is requesting a change in zone classification from R4 (Residential) to C1 (Small to Medium Scale General Commercial) for the property located at 617 E Markland. The planned purpose for the rezoning is so that the property at 617 E Markland can be used as a parking lot for Posh Salon and Day Spa. There were no remonstrators.

Vote for passage follows:

Aye: All
Nay: None

The vote was 9 to 0 for passage on first reading.

ORDINANCE 6869

Rezoning: C1 (Small to Medium Scale General Commercial) to R4 (Residential)
Location: 5007 South Webster Street
Petitioner, John O’Donnell
First Reading
Ordinance #6869 was read by title only. Councilwoman Young moved for passage of Ordinance #6869 on first reading. Councilwoman Young states, the Petitioner, John O’Donnell is requesting a change in zone classification from C1 (Small to Medium Scale General Commercial) to R4 (Residential) for property located at 5007 South Webster Street. The planned purpose for the rezoning is residential use. There were no remonstrators.

Vote for passage follows:

Aye: All

Nay: None

The vote was 9 to 0 for passage on first reading.

With no further business before the Council, President Hayes adjourned the meeting.

_______________________________________________
Robert L. Hayes, Sr., President

ATTEST:

_______________________________________________
CITY CLERK
AGENDA

KOKOMO COMMON COUNCIL
CITY OF KOKOMO, INDIANA
COUNCIL MEETING AT 6:00 P.M. IN THE
COUNCIL CHAMBERS MONDAY, AUGUST 28, 2017,
CITY HALL, 100 SOUTH UNION STREET, KOKOMO IN

CALL TO ORDER:

INVOCATION:

PLEDGE:

ROLL CALL:

APPROVAL OF MINUTES: Approval of August 14, 2017 minutes

COMMUNICATIONS:

COMMITTEE REPORTS:

ORDINANCE 6866
Kennedy

AN ORDINANCE FIXING THE SALARIES OF THE ELECTED
CITY OFFICIALS OF THE CITY OF KOKOMO, INDIANA
EFFECTIVE JANUARY 1, 2018 THROUGH DECEMBER 31,
2018.

First Reading

ORDINANCE 6867
Kennedy

AN ORDINANCE FIXING THE MAXIMUM SALARIES OF
APPOINTIVE OFFICERS, DEPUTIES, ASSISTANTS,
DEPARTMENT HEADS, UNIFORMED POLICE AND FIRE,
AND EMPLOYEES OF THE CITY OF KOKOMO, INDIANA
FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2018,
AND ENDING DECEMBER 31, 2018.

First Reading
<table>
<thead>
<tr>
<th>Ordinance/Resolution</th>
<th>Description</th>
</tr>
</thead>
</table>
| ORDINANCE 6868       | Rezoning: R4 to C1  
                      | Location: 617 E Markland  
                      | Petitioner, Lindsay Pyle |
|                      | Second Reading |
| ORDINANCE 6869       | Rezoning: C1 to R4  
                      | Location: 5007 South Webster  
                      | Petitioner, John O'Donnell |
|                      | Second Reading |
| ORDINANCE 6870       | AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF KOKOMO, INDIANA, REGARDING AN APPROPRIATION OF THE CITY’S ALLOCATION OF LOCAL INCOME TAX REVENUE FOR COMMUNITY AND ECONOMIC DEVELOPMENT PURPOSES. |
|                      | First Reading |
| RESOLUTION 2705      | A RESOLUTION BY KOKOMO COMMON COUNCIL APPROVING A WAIVER OF NONCOMPLIANCE FOR A LATE-FILED COMPLIANCE WITH FORM CF-1 FOR ONE CORPORATE CENTER, KOKOMO, INDIANA UNDER CONFIRMATORY RESOLUTION 2545 |
|                      | First Reading |
ORDINANCE NO. 6866


WHEREAS, the applicable Indiana Statute, IC 36-4-7-2 provides that the Common Council of each City, shall, by Ordinance, fix the annual salaries of all elected city officials; and

WHEREAS, the salaries of the elected City officials of the City of Kokomo were last fixed by the Common Council of the City of Kokomo in 2016,

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF KOKOMO, INDIANA AS FOLLOWS:

SECTION I

<table>
<thead>
<tr>
<th>YEAR</th>
<th>MAYOR</th>
<th>CITY CLERK</th>
<th>COMMON COUNCIL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>$83,790.00</td>
<td>$40,526.00</td>
<td>$11,047.00</td>
</tr>
</tbody>
</table>

SECTION II

Members of the Common Council in attendance at called meetings of standing committees to which they have been assigned or at called committee meetings of the whole shall receive in addition to their base salary a stipend not to exceed twenty dollars ($20.00) per such meeting.

SECTION III

This ordinance shall remain in full force and effect from after its passage, signature by the Mayor, and publications as provided by law.
ORDINANCE NO. 6866

SECTION IV

PASSED by the Common Council of the City of Kokomo, Indiana, this ___ day of ____________, 2017.

<table>
<thead>
<tr>
<th>AYE</th>
<th>NAY</th>
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</thead>
<tbody>
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</tr>
</tbody>
</table>

ATTEST:

__________________________
CITY CLERK

PRESENTED by me to the Mayor of the City of Kokomo, Indiana, this ______ day of ____________, 2017.

__________________________
CITY CLERK

APPROVED by me as Mayor of the City of Kokomo, Indiana, this _____ day of ____________, 2017.

__________________________
GREGORY, GOODNIGHT, MAYOR
CITY OF KOKOMO, INDIANA

ATTEST:

__________________________
2018 SALARY ORDINANCE NO. 6867

AN ORDINANCE FIXING THE MAXIMUM SALARIES OF APPOINTEE OFFICERS, DEPUTIES, ASSISTANTS, DEPARTMENT HEADS, UNIFORMED POLICE AND FIRE, AND EMPLOYEES OF THE CITY OF KOKOMO, INDIANA FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2018, AND ENDING DECEMBER 31, 2018 BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF KOKOMO, INDIANA, AS FOLLOWS:

SECTION I

THAT THE SALARIES OF APPOINTEE OFFICERS, DEPUTIES, ASSISTANTS, DEPARTMENT HEADS, UNIFORMED POLICE AND FIRE, AND EMPLOYEES OF THE CITY OF KOKOMO, INDIANA, BE FIXED AS MAXIMUMS FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2018, AND ENDING DECEMBER 31, 2018, AS Follows:

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCOUNTING CLERK I</td>
<td>$690.08</td>
</tr>
<tr>
<td>ACCOUNTING CLERK II</td>
<td>$790.53</td>
</tr>
<tr>
<td>ADMINISTRATIVE ASST</td>
<td>$733.66</td>
</tr>
<tr>
<td>ARBORIST</td>
<td>$1,031.48</td>
</tr>
<tr>
<td>ASST. DATA RECORDS SUPER.</td>
<td>$682.47</td>
</tr>
<tr>
<td>ASST. HUMAN RESOURCE DIR.</td>
<td>$1,275.00</td>
</tr>
<tr>
<td>ASST. PLANNING COMM DIRECTOR</td>
<td>$928.79</td>
</tr>
<tr>
<td>ASST. WASTEWATER TREATMENT SUPER</td>
<td>$1,256.03</td>
</tr>
<tr>
<td>BUILDING INSPECTOR</td>
<td>$1,102.61</td>
</tr>
<tr>
<td>BUILDINGS MANAGER</td>
<td>$935.20</td>
</tr>
<tr>
<td>BUS DRIVER</td>
<td>$640.00</td>
</tr>
<tr>
<td>CITY CONTROLLER</td>
<td>$1,394.15</td>
</tr>
<tr>
<td>CITY ENGINEER</td>
<td>$1,466.97</td>
</tr>
<tr>
<td>CIVILIAN QUARTERMASTER-KPD</td>
<td>$708.06</td>
</tr>
<tr>
<td>CLERK</td>
<td>$652.61</td>
</tr>
<tr>
<td>CORPORATE COUNSEL</td>
<td>$1,559.42</td>
</tr>
<tr>
<td>CUSTODIAN</td>
<td>$617.79</td>
</tr>
<tr>
<td>DATA ANALYST</td>
<td>$885.08</td>
</tr>
<tr>
<td>DATA/RECORDS SUPERVISOR</td>
<td>$708.06</td>
</tr>
<tr>
<td>DEPUTY CITY CONTROLLER</td>
<td>$1,139.57</td>
</tr>
<tr>
<td>DEPUTY MAYOR</td>
<td>$1,450.88</td>
</tr>
<tr>
<td>DIRECTOR – AIRPORT</td>
<td>$1,188.23</td>
</tr>
<tr>
<td>DIRECTOR – DEVELOPMENT</td>
<td>$1,441.74</td>
</tr>
<tr>
<td>DIRECTOR - HUMAN RESOURCES</td>
<td>$1,398.15</td>
</tr>
<tr>
<td>DIRECTOR – WWU LAB</td>
<td>$919.20</td>
</tr>
<tr>
<td>DIRECTOR - PLAN.COMMISSION</td>
<td>$1,080.02</td>
</tr>
<tr>
<td>DIRECTOR - PUBLIC MAINTENANCE &amp; REFUSE</td>
<td>$1,298.54</td>
</tr>
<tr>
<td>DIRECTOR - SENIOR CIT CENTER &amp; TRANSPORTATION</td>
<td>$1,070.56</td>
</tr>
<tr>
<td>DIRECTOR – UTILITES</td>
<td>$1,450.88</td>
</tr>
<tr>
<td>DIRECTOR - VEHICLE &amp; EQUIP MAINT</td>
<td>$1,137.70</td>
</tr>
<tr>
<td>DRAFTSMAN</td>
<td>$833.89</td>
</tr>
<tr>
<td>ELEC TECHNICIAN</td>
<td>$783.77</td>
</tr>
<tr>
<td>ENGINEER’S ASSISTANT</td>
<td>$1,348.19</td>
</tr>
<tr>
<td>EXECUTIVE ADMINISTRATOR</td>
<td>$1,025.84</td>
</tr>
<tr>
<td>FIELD WORK SUPERVISOR</td>
<td>$976.78</td>
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<tr>
<td>Position</td>
<td>Salary</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>---------</td>
</tr>
<tr>
<td>FOREMAN</td>
<td>$951.19</td>
</tr>
<tr>
<td>LAB TECHNICIAN</td>
<td>$831.76</td>
</tr>
<tr>
<td>MAINTENANCE</td>
<td>$719.79</td>
</tr>
<tr>
<td>MANAGER - COMMUNITY CDBG/HUD</td>
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<tr>
<td>MANAGER – DEVELOPMENT</td>
<td>$1,144.21</td>
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<tr>
<td>MANAGER – INFORMATION SYSTEM</td>
<td>$1,067.59</td>
</tr>
<tr>
<td>MANAGER – INSPECTION</td>
<td>$1,254.04</td>
</tr>
<tr>
<td>MANAGER – OFFICE</td>
<td>$873.35</td>
</tr>
<tr>
<td>MANAGER – OFFICE PARKS</td>
<td>$873.35</td>
</tr>
<tr>
<td>MANAGER - RECREATION PROGRAMMER</td>
<td>$873.35</td>
</tr>
<tr>
<td>MANAGER – STORM WATER</td>
<td>$1,189.14</td>
</tr>
<tr>
<td>MUSEUM CURATOR</td>
<td>$584.36</td>
</tr>
<tr>
<td>NUISANCE ENFORCEMENT</td>
<td>$798.49</td>
</tr>
<tr>
<td>PARK &amp; CEMETARY MANAGER</td>
<td>$1,048.22</td>
</tr>
<tr>
<td>PARK SUPERINTENDENT</td>
<td>$1,450.71</td>
</tr>
<tr>
<td>PARKING MONITOR</td>
<td>$607.82</td>
</tr>
<tr>
<td>PLAN COMMISSION ENFORCEMENT OFFICER</td>
<td>$693.60</td>
</tr>
<tr>
<td>PLAN COMMISSION PLANNER I</td>
<td>$735.79</td>
</tr>
<tr>
<td>PLAN COMMISSION PLANNER II</td>
<td>$866.95</td>
</tr>
<tr>
<td>PLANNER</td>
<td>$937.33</td>
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<tr>
<td>PRE-TREATMENT COORDINATOR</td>
<td>$882.69</td>
</tr>
<tr>
<td>PRE-TREATMENT INSPECTOR I</td>
<td>$742.19</td>
</tr>
<tr>
<td>PRE-TREATMENT INSPECTOR II</td>
<td>$843.49</td>
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<tr>
<td>RECREATION PROGRAMMER</td>
<td>$686.74</td>
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<tr>
<td>SANITATION PLANT SUPERINTENDENT</td>
<td>$1,433.02</td>
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<tr>
<td>SECRETARY</td>
<td>$669.68</td>
</tr>
<tr>
<td>SEWER SYSTEM COORDINATOR</td>
<td>$854.15</td>
</tr>
<tr>
<td>SEWER SYSTEM TECH</td>
<td>$831.76</td>
</tr>
<tr>
<td>SPECIALIST (DEVELOPMENT DEPT)</td>
<td>$1,025.84</td>
</tr>
<tr>
<td>SUPERVISOR</td>
<td>$708.06</td>
</tr>
<tr>
<td>SURVEY CREW CHIEF</td>
<td>$833.89</td>
</tr>
<tr>
<td>SURVEY TECHNICIAN</td>
<td>$768.85</td>
</tr>
<tr>
<td>SYSTEM ADMINISTRATOR</td>
<td>$1,036.49</td>
</tr>
<tr>
<td>SYSTEM ANALYST</td>
<td>$688.87</td>
</tr>
<tr>
<td>SYSTEM PROJECT DESIGNER</td>
<td>$1,036.49</td>
</tr>
<tr>
<td>SYSTEMS MANAGER</td>
<td>$1,254.04</td>
</tr>
</tbody>
</table>
EFFECTIVE JANUARY 1, 2013 ANY PERSONS HIRED INTO THE FOLLOWING FULL-TIME POSITIONS WILL BE PAID AT THE RATE OF 88% OF THE MAXIMUM SALARY FOR HIS/HER FIRST YEAR OF EMPLOYMENT; 92% FOR THE SECOND YEAR OF EMPLOYMENT; AND 96% FOR THE THIRD YEAR OF EMPLOYMENT. EMPLOYEES WILL REACH THE MAXIMUM SALARY LEVEL ON THE ANNIVERSARY DATE OF HIS/HER FOURTH YEAR OF EMPLOYMENT:

ADMINISTRATIVE ASSISTANT
ARBORIST
CIVILIAN QUARTERMASTER-KPD
CLERK
DATA ANALYST
LAB TECHNICIAN
MAINTENANCE
MUSEUM CURATOR
NUISANCE ENFORCEMENT
PARKING MONITOR
PLAN COMMISSION ENFORCEMENT OFFICER
PLAN COMMISSION PLANNER I
PLAN COMMISSION PLANNER II
PLANNER
PRE-TREATMENT COORDINATOR
PRE-TREATMENT INSPECTOR I
PRE-TREATMENT INSPECTOR II
RECREATION PROGRAMMER
SECRETARY
SPECIALIST (DEVELOPMENT DEPT)
SURVEY CREW CHIEF
SURVEY TECHNICIAN
SYSTEM ADMINISTRATOR
SYSTEM ANALYST

ALL EMPLOYEES HIRED AFTER JANUARY 1, 2013 (INTO A POSITION WHICH IS NOT LISTED ON THE ABOVE TWO-TIER WAGE SCHEDULE) WILL BE PAID AT 90% OF THE FULL SALARY FOR THE INITIAL 90 CALENDAR DAY PROBATIONARY PERIOD. AFTER SUCCESSFUL COMPLETION OF THE 90 CALENDAR DAY PROBATIONARY PERIOD, THE EMPLOYEE WILL RECEIVE 95% OF THE FULL SALARY FOR THE REMAINING PORTION OF THE YEAR. THE EMPLOYEE WILL RECEIVE 100% OF THE SALARY UPON SUCCESSFUL COMPLETION OF ONE YEAR. WHERE A SPECIFIC SKILL OR ABILITY MAY BE REQUIRED AN EMPLOYEE MAY BE MOVED INTO THE MAXIMUM RATE WHEN APPROVED BY HUMAN RESOURCES AND THE MAYOR.

EMPLOYEES DESIGNATED AS PERMANENT PART-TIME MAY EARN UP TO 90% OF THE FULL SALARY FOR ANY GIVEN POSITION WITH THE EXCEPTION OF THE BUS DRIVER POSITION. BUS DRIVERS WILL BE ELIGIBLE TO EARN 100% OF THE ESTABLISHED SALARY.

THE RATE FOR EACH PART-TIME POSITION MAY VARY PER DEPARTMENT AS DETERMINED BY THE HUMAN RESOURCE DEPARTMENT.
CITY COUNCIL ATTORNEY................................................. $2,486.62
POLICE PENSION SECRETARY ....................................... $ 768.88
FIRE PENSION SECRETARY........................................... $ 768.88
PLANNING COMMISSION ATTORNEY................................. $ 728.68
PLANNING COMMISSION MEMBERS................................... $ 82.39
BOARD OF ZONING APPEALS MEMBERS............................... $ 76.89

TEMPORARY AND SEASONAL EMPLOYEES WILL BE PAID A MINIMUM OF $8.00
DOLLARS PER HOUR AND ADJUSTED ACCORDINGLY TO LEVELS OF
RESPONSIBILITY.

MILEAGE FOR CITY BUSINESS WILL BE REIMBURSED AT THE RATE ESTABLISHED
BY THE INDIANA STATE GOVERNMENT. PARKING AND TOLL CHARGES ARE NOT
INCLUDED IN THE MILEAGE RATE AND SHALL BE REIMBURSED IN ADDITION TO
THE ESTABLISHED MILEAGE RATE.

SECTION II
THAT THE BASE SALARIES OF THE POLICE DEPARTMENTS UNIFORMED
EMPLOYEES OF THE CITY OF KOKOMO, INDIANA, BE FIXED FOR THE FISCAL
YEAR BEGINNING JANUARY 1, 2018, AND ENDING DECEMBER 31, 2018.

ANNUAL

FIRST CLASS PATROLMAN ............................................. $51,245.00
SPECIALIST ..................................................................... $55,857.00
SERGEANT ..................................................................... $58,419.00
LIEUTENANT .................................................................. $60,469.00

EMPLOYEE HIRED ON OR AFTER 5/30/2012 WILL BE PAID AS FOLLOWS:

<table>
<thead>
<tr>
<th>YEARS OF EMPLOYMENT</th>
<th>PAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>12% LESS THAN PATROL RATE</td>
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<tr>
<td>8% LESS THAN PATROL RATE</td>
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<tr>
<td>4% LESS THAN PATROL RATE</td>
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<tr>
<td>PATROLMAN RATE OF PAY</td>
<td></td>
</tr>
</tbody>
</table>

IN ADDITION TO BASE PAY, UNIFORMED MEMBERS OF THE KOKOMO POLICE
DEPARTMENT WILL BE COMPENSATED AS FOLLOWS:

YEARS OF COMPLETED SERVICE
AS OF ANNIVERSARY DATE | LONGEVITY PAY
------------------------|----------------
 1                      | $ 275
 2                      | 275
 3                      | 365
 4                      | 700
 5                      | 850
 6                      | 1,000
 7                      | 1,150
 8                      | 1,300
 9                      | 1,450
<p>| | |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>10</td>
<td>1,600</td>
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<tr>
<td>11</td>
<td>1,750</td>
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<tr>
<td>12</td>
<td>1,900</td>
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<tr>
<td>13</td>
<td>2,050</td>
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<td>14</td>
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<td>23</td>
<td>3,550</td>
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<tr>
<td>24</td>
<td>3,700</td>
</tr>
<tr>
<td>25 AND ABOVE</td>
<td>3,850</td>
</tr>
</tbody>
</table>

**SPECIAL TRAINING RECOGNITION**

IN ADDITION TO OTHER COMPENSATION, MEMBERS OF THE KOKOMO POLICE DEPARTMENT WHO PERFORM THE FOLLOWING FUNCTIONS WILL BE PAID ACCORDINGLY:

(A) SPECIAL WEAPONS & TACTICS TEAM (SWAT MEMBERS) - $400.00/YR.
(B) HAZARDOUS DEVICE UNIT - $400.00/YR.
(C) FIELD TRAINING OFFICER - $927.00/YR.
(D) RANGE OFFICER - $250.00/YR.
(E) RADAR INSTRUCTOR - $200.00/YR.
(F) IMPACT WEAPONS/DEFENSIVE TACTICS INSTRUCTOR - $300.00/YR.
(G) DOG HANDLERS - $600.00/YR.
(H) EVOC INSTRUCTOR - $200.00/YR.
(I) HOSTAGE NEGOTIATOR - $250.00/YR.
(J) POLYPGRAPH OPERATOR - $250.00/YR.
(K) BREATHALYZER TEST ADMINISTRATOR - $10.00/TEST

AN OFFICER MAY ELECT ADDITIONAL COMPENSATION FOR NOT MORE THAN THREE SPECIAL TRAINING AREAS IN LETTERS A THROUGH J.

**OVERTIME**

PERSONNEL WHO WORK MORE HOURS THAN THEIR REGULAR SHIFT IN ONE DAY, OR ARE REQUIRED TO APPEAR IN COURT ON OFFICIAL BUSINESS DURING HOURS THAT ARE AN EXTENSION OF OR PRIOR TO AND CONNECTED WITH THEIR REGULAR SHIFT SHALL BE PAID FOR SUCH OVERTIME AT THE RATE OF ONE AND ONE-HALF (1 1/2) TIMES THEIR CURRENT HOURLY RATE FOR EACH HOUR SO WORKED.
CALL-IN PAY

EMPLOYEES CALLED IN FOR WORK OUTSIDE THEIR REGULAR SHIFT, OR REQUIRED TO APPEAR ON UNSCHEDULED DAYS, OR ARE ORDERED TO WORK FROM OFF-DAY BY THE CHIEF IN AN EMERGENCY, WILL BE AWARDED THREE (3) HOURS MINIMUM OVERTIME PER OCCURRENCE.

THE CITY SHALL MAKE EVERY REASONABLE EFFORT TO PAY ACCUMULATED OVERTIME WITHIN TWO (2) PAY PERIODS FOLLOWING THE OCCURRENCE THE OVERTIME.

THE EMPLOYER SHALL NOT UNREASONABLY REQUIRE ANY EMPLOYEE TO WORK OVERTIME. PERSONNEL SHALL NOT REFUSE TO WORK OVERTIME, IF THE RESULT OF SUCH REFUSAL WOULD RESULT IN DANGER TO THE PUBLIC SAFETY OR INABILITY OF THE POLICE DEPARTMENT TO PROPERLY DISCHARGE ITS RESPONSIBILITY TO THE PUBLIC AND CARRY OUT ITS POLICE FUNCTIONS IN AN ADEQUATE MANNER. IF AN EMPLOYEE HAS GOOD AND SUFFICIENT REASON FOR REFUSING OVERTIME, AND ANOTHER EMPLOYEE IS AVAILABLE TO WORK SUCH OVERTIME AND IS CAPABLE OF DOING SO, THE EMPLOYER SHOULD NOT INSIST ON THE FIRST MENTIONED EMPLOYEE WORKING SAID OVERTIME.

WORKING DETAILS THAT ARE COMPENSATED AT AN OVERTIME RATE SHALL BE SCHEDULED WITH PREFERENCE GIVEN TO A DEFINED POOL OF OFFICERS. THESE POOLS ARE THEN ROTATED SO THAT EACH POOL RECEIVES FIRST CHOICE DURING THE ROTATION PROCESS. OFFICERS FROM THE FIRST POOL IN THE ROTATION WILL BE GIVEN A DESIGNATED TIME FRAME TO SELECT A TIME SLOT OR SLOTS AS DIRECTED. AT THE END OF THE SCHEDULED TIME, THE SCHEDULE IS PASSED TO THE NEXT POOL IN ROTATION AND SO ON. DEPENDING ON THE SIZE OF THE DETAIL, THE DEPARTMENT MAY ELECT TO REPEAT THE ROTATION PROCESS OR ADD AN OPEN POSTING TIME AFTER WHICH ANY OFFICER MAY SIGN TO FILL THE REMAINING SLOTS. THE POOL SCHEDULE WILL BE ROTATED WITH EACH NEW DETAIL OR MONTH OF SCHEDULE.

OFFICERS MAY ONLY SIGN FOR SLOTS DURING THE POSTED TIMES OF THEIR RESPECTIVE POOLS. THE DEPARTMENT WILL POST THE OVERTIME DETAIL OPPORTUNITY AND THE ROTATION SCHEDULE AND POOL SIGNING TIMES AT LEAST FIVE (5) WORKING DAYS NOT COUNTING THE DAY OF POSTING PRIOR TO THE ACTUAL SIGN UP DATES.

OFFICER'S DEPARTMENT SENIORITY IS ONLY RECOGNIZED WHEN TWO OFFICERS WOULD ATTEMPT TO SIGN THE SCHEDULE AT THE SAME TIME. IN THAT CASE, THE LOWER BADGE NUMBER WOULD PREVAIL.

DEFINITION OF POOLS

POOL A: ALL UNIFORMED PATROL SECTION OFFICERS ASSIGNED TO A WATCH.  
POOL B: ALL UNIFORMED PATROL SECTION OFFICERS ASSIGNED TO B WATCH.  
POOL C: ALL UNIFORMED PATROL SECTION OFFICERS ASSIGNED TO C WATCH.  
POOL D: ALL OTHER OFFICERS NOT INCLUDED IN POOL A, B OR C.
IT IS UNDERSTOOD THAT ALL DETAILS ARE NOT EQUAL AS TO HOURS OFFERED, TYPE OF DUTY OR TIME OF DAY SCHEDULED. THE DEPARTMENT WILL MAKE EVERY POSSIBLE EFFORT TO BALANCE THE DETAILS.

FROM TIME TO TIME, CERTAIN SHORT DURATION, LIMITED OVERTIME DETAILS ARE UTILIZED. THESE WILL BE POSTED IN ROLL CALL FIVE (5) DAYS PRIOR TO THE DETAIL. THE POSTING WILL INCLUDE A CUT-OFF TIME AND DATE. ANY INTERESTED OFFICER MUST SUBMIT A REQUEST TO WORK THE DETAIL TO THE DIVISION COMMANDER WHO POSTED THE OPPORTUNITY. THE CHIEF OR HIS/HER DESIGNEE WILL SELECT THE OFFICERS TO WORK THE DETAIL BASED ON DEPARTMENT SENIORITY.

IN EMERGENCY OVERTIME SITUATIONS WHERE THE OVERTIME INVOLVES THE CONTINUATION OF A SPECIFIC ASSIGNED JOB BEYOND THE END OF THE REGULAR SCHEDULED WATCH, THE OFFICER(S) ASSIGNED TO THAT JOB SHALL HAVE THE FIRST OFFER OF OVERTIME. IN ALL OTHER EMERGENCY OVERTIME SITUATIONS, OVERTIME SHALL BE OFFERED FIRST TO THE SENIOR OFFICER ON DUTY AND CONTINUING TO THE LEAST SENIOR OFFICER ON DUTY. IN THE EVENT THE OVERTIME IS DECLINED, THE LEAST SENIOR OFFICER MAY BE REQUIRED TO WORK THE OVERTIME. NOTHING IN THIS SUBPARAGRAPH SHALL BE CONSTRUED SO AS TO IMPAIR THE DEPARTMENT'S ABILITY TO RESPOND TO EMERGENCY SITUATIONS IN A TIMELY FASHION.

TO ENABLE THE EMPLOYER TO EXERCISE SOUND DISCRETION IN FILLING OF POSITIONS WITHIN THE DEPARTMENT, NO APPOINTMENT OR EMPLOYMENT AS A FIRST CLASS PATROLMAN SHALL BE DEEMED FINAL OR PERMANENT UNTIL AFTER THE EXPIRATION OF A ONE (1) YEAR PROBATIONARY PERIOD.

SHIFT DIFFERENTIAL PAY

IN ADDITION TO HIS/HER BASE SALARY, AN EMPLOYEE WORKING ANY FULL SHIFT BETWEEN THE HOURS OF 1:30 P.M. AND 6:30 A.M. SHALL RECEIVE THREE PERCENT (3%) SHIFT PREMIUM PER WEEK WHILE ASSIGNED TO THAT SHIFT.

HOLIDAYS

THE PARTIES HAVE AGREED TO ELIMINATE HOLIDAY PAY IN THE AGREEMENT AND CONVERT OR ROLL THE DAYS HERETOFORE PROVIDED INTO THEIR BASE WAGE RATE.

ALTHOUGH HOLIDAYS ARE NOT RECOGNIZED BY THIS AGREEMENT, WHEN AN OFFICER COVERED BY THIS AGREEMENT IS SCHEDULED TO WORK ON ANY OF THE 12 HOLIDAYS RECOGNIZED BY THE CITY, SAID EMPLOYEE(S) WILL RECEIVE ONE AND ONE-HALF (1 ½) TIMES THE RATE OF THEIR BASE HOURLY RATE FOR ALL HOURS WORKED ON THE CITY RECOGNIZED HOLIDAY. (THE CITY MAY CHANGE A HOLIDAY IN ORDER TO OFFER FRIDAY AFTER THANKSGIVING INSTEAD OF ONE OF THE OTHER LISTED HOLIDAYS).

THE CITY WILL PUBLISH THE RECOGNIZED DATES FOR THE FOLLOWING. FOR THE SOLE PURPOSE OF DETERMINING WHEN A PREMIUM UNDER THIS AGREEMENT WHEN THE EMPLOYEE WORKS BECOMES APPLICABLE, THE FOLLOWING REPRESENTS THE HOLIDAYS RECOGNIZED BY THE CITY.
NEW YEAR'S DAY  INDEPENDENCE DAY
MARTIN LUTHER KING'S BIRTHDAY LABOR DAY
LINCOLN'S BIRTHDAY VETERANS DAY
WASHINGTON'S BIRTHDAY THANKSGIVING
EASTER CHRISTMAS
MEMORIAL DAY COLUMBUS DAY

CLOTHING ALLOWANCE

ALL EMPLOYEES WHO HAVE COMPLETED THEIR PROBATIONARY PERIOD SHALL BE PAID TWO THOUSAND DOLLARS ($2,000.00) PER YEAR CLOTHING ALLOWANCE. THE MONEY SHALL BE DISBURSED IN FOUR EQUAL INSTALLMENTS TO BE PAID ON THE LAST FRIDAY OF MARCH, JUNE, SEPTEMBER AND NOVEMBER AND THE PAYMENT SHALL BE $500.00.

WORKING TEMPORARILY OUT OF RANK

A PATROLMAN SPECIFICALLY INSTRUCTED TO ASSUME THE DUTIES OF SERGEANT FOR AN ENTIRE SHIFT SHALL BE COMPENSATED AT SERGEANT'S PAY BEGINNING ON THE FIFTH (5TH) CONSECUTIVE SHIFT DAY OF SUCH ASSIGNMENT. A SERGEANT SPECIFICALLY INSTRUCTED TO ASSUME THE DUTIES OF LIEUTENANT FOR AN ENTIRE SHIFT SHALL BE COMPENSATED AT LIEUTENANT'S PAY BEGINNING ON THE SECOND (2ND) CONSECUTIVE SHIFT DAY OF SUCH ASSIGNMENT.

ON CALL STATUS

IN ADDITION TO OTHER COMPENSATION, MEMBERS OF THE BARGAINING UNIT, WHO ARE REQUIRED TO PERFORM "ON CALL STATUS" DURING NORMAL OFF DUTY PERIODS, SHALL BE COMPENSATED AS FOLLOWS:

1. IF, WHILE ON "ON CALL STATUS," THE EMPLOYEE SHALL BE CALLED TO ACTIVE DUTY, EMPLOYEE SHALL BE COMPENSATED PURSUANT TO PARAGRAPH B OF THIS ARTICLE.

2. IF AN EMPLOYEE IS NOT CALLED INTO ACTIVE DUTY WHILE ON "ON CALL STATUS" THE EMPLOYEE SHALL RECEIVE COMPENSATION EQUAL TO THREE (3) HOURS OF COMPENSATION FIGURED AT 1 1/2 TIMES THEIR CURRENT HOURLY RATE.

"ON CALL" EMPLOYEES, AS DEFINED IN THIS PARAGRAPH, SHALL BE COMPENSATED UNDER BOTH SUBPARAGRAPHS 1 AND 2 OF THIS PARAGRAPH IF CALLED TO ACTIVE DUTY. THIS BENEFIT SHALL BE LIMITED TO NO MORE THAN FOUR (4) MEMBERS OF THE BARGAINING UNIT DURING ONE (1) SEVEN (7) DAY PERIOD.
SECTION III
NON-CONTRACTUAL POLICE

CHIEF OF POLICE
MAJOR
CAPTAIN

$1,398.63
$1,238.57
$1,179.93

MAXIMUM WEEKLY

IN ADDITION TO BASE PAY, NON-CONTRACTUAL MEMBERS OF THE KOKOMO POLICE DEPARTMENT WILL BE COMPENSATED AS FOLLOWS:

YEARS OF COMPLETED SERVICE AS OF ANNIVERSARY DATE

<table>
<thead>
<tr>
<th>YEARS OF SERVICE</th>
<th>LONGEVITY PAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$ 275</td>
</tr>
<tr>
<td>2</td>
<td>275</td>
</tr>
<tr>
<td>3</td>
<td>365</td>
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<tr>
<td>4</td>
<td>700</td>
</tr>
<tr>
<td>5</td>
<td>850</td>
</tr>
<tr>
<td>6</td>
<td>1,000</td>
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<td>1,150</td>
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<td>8</td>
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<tr>
<td>22</td>
<td>3,400</td>
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<tr>
<td>23</td>
<td>3,550</td>
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<tr>
<td>24</td>
<td>3,700</td>
</tr>
<tr>
<td>25 AND ABOVE</td>
<td>3,850</td>
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</tbody>
</table>

HOLIDAY PAY

THE PARTIES HAVE AGREED TO ELIMINATE HOLIDAY PAY IN THE AGREEMENT AND CONVERT OR ROLL THE DAYS HERETOFORE PROVIDED INTO THEIR BASE WAGE RATE.

THE CITY WILL PUBLISH THE RECOGNIZED DATES FOR THE FOLLOWING. FOR THE SOLE PURPOSE OF DETERMINING WHEN A PREMIUM UNDER THIS AGREEMENT WHEN THE EMPLOYEE WORKS BECOMES APPLICABLE, THE FOLLOWING REPRESENTS THE HOLIDAYS RECOGNIZED BY THE CITY.
NEW YEAR'S DAY
MARTIN LUTHER KING'S BIRTHDAY
LINCOLN'S BIRTHDAY
WASHINGTON'S BIRTHDAY
EASTER
MEMORIAL DAY
INDEPENDENCE DAY
LABOR DAY
VETERANS DAY
THANKSGIVING
CHRISTMAS
COLUMBUS DAY

CLOTHING ALLOWANCE

NON-CONTRACTUAL EMPLOYEES WHO HAVE COMPLETED THEIR
PROBATIONARY PERIOD SHALL BE PAID TWO THOUSAND DOLLARS ($2,000.00)
PER YEAR CLOTHING ALLOWANCE. THE MONEYS SHALL BE DISBURSED IN FOUR
EQUAL INSTALLMENTS TO BE PAID ON THE LAST FRIDAY OF MARCH, JUNE,
SEPTEMBER AND NOVEMBER.

WORKING TEMPORARILY OUT OF RANK

NON-CONTRACTUAL PERSONNEL OF THE POLICE DEPARTMENT, WHO ARE
SPECIFICALLY INSTRUCTED TO ASSUME THE DUTIES OF A HIGHER
CLASSIFICATION, SHALL BE COMPENSATED BEGINNING ON THE SECOND
CONSECUTIVE SHIFT DAY OF SUCH ASSIGNMENT. THE POLICE CHIEF SHALL
NOTIFY THE KOKOMO BOARD OF PUBLIC WORKS AND SAFETY WHENEVER A
UNIFORMED MANAGEMENT PERSON IS COMPENSATED OUT OF RANK FOR A
PERIOD OF MORE THAN FIVE DAYS.

SECTION IV

THAT THE BASE SALARIES OF THE FIRE DEPARTMENTS UNIFORMED EMPLOYEES
OF THE CITY OF KOKOMO, INDIANA, BE FIXED FOR THE FISCAL YEAR BEGINNING
JANUARY 1, 2018, AND ENDING DECEMBER 31, 2018, AS FOLLOWS:

CONTRACTUAL

<table>
<thead>
<tr>
<th></th>
<th>ANNUAL</th>
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<tbody>
<tr>
<td>CAPTAIN</td>
<td>$56,881.00</td>
</tr>
<tr>
<td>CHAUFFEUR</td>
<td>$52,782.00</td>
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<tr>
<td>FIREFIGHTER</td>
<td>$51,244.00</td>
</tr>
<tr>
<td>CADET FIRE FIGHTER</td>
<td>$46,346.00</td>
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</table>

IN ADDITION TO BASE PAY, MEMBERS OF THE BARGAINING UNIT WILL BE
COMPENSATED AS FOLLOWS FOR THE YEARS OF COMPLETED SERVICE AS OF THE
ANNIVERSARY DATE OF THEIR HIRE BEGINNING AT SIX (6) YEARS OF SENIORITY:

<table>
<thead>
<tr>
<th>YEARS OF COMPLETED SERVICE AS OF ANNIVERSARY DATE</th>
<th>LONGEVITY PAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>850</td>
</tr>
<tr>
<td>7</td>
<td>975</td>
</tr>
<tr>
<td>8</td>
<td>1,100</td>
</tr>
<tr>
<td>9</td>
<td>1,225</td>
</tr>
<tr>
<td>10</td>
<td>1,350</td>
</tr>
<tr>
<td>11</td>
<td>1,475</td>
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</table>

2018 Salary Ordinance #6867
8/28/2017
<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>12</td>
<td>1,600</td>
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<tr>
<td>13</td>
<td>1,725</td>
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<tr>
<td>14</td>
<td>1,850</td>
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<tr>
<td>15</td>
<td>1,975</td>
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<tr>
<td>16</td>
<td>2,100</td>
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<tr>
<td>17</td>
<td>2,225</td>
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<td>18</td>
<td>2,350</td>
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<td>19</td>
<td>2,475</td>
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<td>20</td>
<td>2,600</td>
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<tr>
<td>21</td>
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<tr>
<td>22</td>
<td>2,850</td>
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<tr>
<td>23</td>
<td>2,975</td>
</tr>
<tr>
<td>24</td>
<td>3,100</td>
</tr>
<tr>
<td>25 AND ABOVE</td>
<td>3,225</td>
</tr>
</tbody>
</table>

**SPECIAL PAY RECOGNITION**

<table>
<thead>
<tr>
<th>Role</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMT</td>
<td>$500.00</td>
</tr>
<tr>
<td>ASSOCIATE FIRE SCIENCE DEGREE</td>
<td>$250.00</td>
</tr>
<tr>
<td>HAZARDOUS MATERIALS TEAM</td>
<td>$900.00</td>
</tr>
<tr>
<td>INSTRUCTOR II-III</td>
<td>$300.00  (MUST PROVIDE AT LEAST 24 HOURS OF INSTRUCTION PER YEAR)</td>
</tr>
</tbody>
</table>

A MEMBER MAY CHOOSE NO MORE THAN THREE (3) AREAS TO RECEIVE SPECIAL RECOGNITION PAY.

ALL SPECIAL RECOGNITION PAY SHALL BE PAID THE LAST PAY IN NOVEMBER. SPECIAL PAY RECOGNITION CHECKS SHALL BE WRITTEN SEPARATELY.

IN ORDER TO QUALIFY FOR THE MONETARY INCREMENT SET OUT IN THIS SECTION, EMPLOYEES MUST PRESENT EVIDENCE TO THE FIRE CHIEF OR HIS DESIGNEE OF CERTIFICATION OR RECERTIFICATION AS AN EMT BY THE STATE OF INDIANA.

**CLOTHING ALLOWANCE**

ALL EMPLOYEES OF THE BARGAINING UNIT WHO HAVE COMPLETED THEIR PROBATIONARY PERIOD SHALL BE PAID THREE HUNDRED ($300.00) PER YEAR CLOTHING ALLOWANCE FOR THE MAINTENANCE AND REPLACEMENT OF ITEMS. THE MONIES SHALL BE DISPERSED IN EQUAL INSTALLMENTS TO BE PAID ON THE LAST FRIDAY OF MARCH, JUNE, SEPTEMBER, AND ON THE LAST PAY OF NOVEMBER.

**PERSONAL PROTECTIVE EQUIPMENT ALLOWANCE**

ALL EMPLOYEES OF THE BARGAINING UNIT WHO HAVE COMPLETED THEIR PROBATIONARY PERIOD SHALL BE PAID THE SUM OF NINE HUNDRED DOLLARS ($900.00) PER YEAR PERSONAL PROTECTIVE EQUIPMENT ALLOWANCE DURING THE TERM OF THIS CONTRACT. THE MONIES SHALL BE DISBURSED IN EQUAL INSTALLMENTS TO BE PAID ON THE LAST DAY IN MARCH, JUNE, SEPTEMBER, AND THE LAST PAY OF NOVEMBER.
RANK DIFFERENTIAL PAY

TO BE ENTITLED TO RANK DIFFERENTIAL PAY THE EMPLOYEE MUST WORK A MINIMUM OF FOUR (4) CONTINUOUS HOURS IN THE HIGHER CLASSIFICATION, WHEREUPON THE EMPLOYEE SHALL BE PAID FOR ALL ACTUAL HOURS WORKED. EMPLOYEES WORKING IN A HIGHER CLASSIFICATION FOR TRAINING PURPOSES SHALL NOT BE ENTITLED TO RANK DIFFERENTIAL PAY REGARDLESS OF THE NUMBER OF HOURS WORKED AT THE HIGHER CLASSIFICATION. TO BE CONSIDERED TRAINING, THE TRAINEE MUST BE PERFORMING A JOB WHILE THE PERSON NORMALLY ASSIGNED TO THAT JOB IS ON DUTY AND ASSIGNED TO THE SAME APPARATUS WHILE THE TRAINING IS TAKING PLACE. IF THOSE TWO CRITERIA ARE NOT MET, RANK DIFFERENTIAL PAY SHALL BE PAID AS HEREIN DESCRIBED.

SECTION V

NON-CONTRACTUAL FIRE - MANAGEMENT GROUP

<table>
<thead>
<tr>
<th>Position</th>
<th>Maximum Weekly</th>
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</thead>
<tbody>
<tr>
<td>FIRE CHIEF</td>
<td>$1,391.62</td>
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<tr>
<td>DEPUTY FIRE CHIEF</td>
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<tr>
<td>DIVISION CHIEF OF TRAINING</td>
<td>$1,201.78</td>
</tr>
<tr>
<td>BATTALION CHIEF</td>
<td>$1,201.78</td>
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<tr>
<td>FIRE INSPECTOR</td>
<td>$1,201.78</td>
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<tr>
<td>FIRE &amp; ARSON INVESTIGATOR</td>
<td>$1,201.78</td>
</tr>
<tr>
<td>DISTRICT CHIEF</td>
<td>$1,169.80</td>
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</table>

MEMBERS OF THIS GROUP ARE ENTITLED TO THE FOLLOWING BENEFITS:

LONGEVITY

IN ADDITION TO BASE PAY, MEMBERS OF THE MANAGEMENT GROUP WILL BE COMPENSATED FOR THE YEARS OF COMPLETED SERVICE AS OF THE ANNIVERSARY DATE OF THEIR HIRE, BEGINNING AT SIX (6) YEARS SENIORITY:

<table>
<thead>
<tr>
<th>Years of Completed Service</th>
<th>Longevity Pay</th>
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</thead>
<tbody>
<tr>
<td>As of Anniversary Date</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>850</td>
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<td>7</td>
<td>975</td>
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<tr>
<td>8</td>
<td>1,100</td>
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<td>1,475</td>
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<td>1,600</td>
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<td>13</td>
<td>1,725</td>
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<td>14</td>
<td>1,850</td>
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<td>15</td>
<td>1,975</td>
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<tr>
<td>16</td>
<td>2,100</td>
</tr>
<tr>
<td>17</td>
<td>2,225</td>
</tr>
</tbody>
</table>
18  2,350
19  2,475
20  2,600
21  2,725
22  2,850
23  2,975
24  3,100
25 AND ABOVE  3,225

ALL ANNUAL LONGEVITY PAY WILL BE PAID THE FIRST PAY AFTER THE
ANNIVERSARY DATE OF HIRE.

SPECIAL PAY RECOGNITION

EMT  $500.00
ASSOCIATE FIRE SCIENCE DEGREE  $250.00
HAZARDOUS MATERIALS TEAM  $900.00
INSTRUCTOR II-III  $300.00 (MUST PROVIDE AT LEAST
24 HOURS OF INSTRUCTION PER YEAR)
A MEMBER MAY CHOOSE NO MORE THAN THREE (3) AREAS TO RECEIVE SPECIAL
RECOGNITION PAY.

ALL SPECIAL RECOGNITION PAY SHALL BE PAID THE LAST PAY IN NOVEMBER.
SPECIAL PAY RECOGNITION CHECKS SHALL BE WRITTEN SEPARATELY.

IN ORDER TO QUALIFY FOR THE MONETARY INCREMENT SET OUT IN THIS
SECTION, EMPLOYEES MUST PRESENT EVIDENCE TO THE FIRE CHIEF OF HIS
DEIGNESS OF CERTIFICATION OR RECERTIFICATION AS AN EMT BY THE STATE OF
INDIANA.

CLOTHING ALLOWANCE

ALL MEMBERS OF THE MANAGEMENT GROUP SHALL BE PAID THREE HUNDRED
($300.00) PER YEAR CLOTHING ALLOWANCE FOR THE MAINTENANCE AND
REPLACEMENT OF ITEMS. THE MONIES SHALL BE DISPERSED IN EQUAL
INSTALLMENTS TO BE PAID ON THE LAST FRIDAY OF MARCH, JUNE, SEPTEMBER,
AND ON THE LAST PAY OF NOVEMBER.

PERSONAL PROTECTIVE EQUIPMENT ALLOWANCE

ALL MEMBER OF THE MANAGEMENT GROUP SHALL BE PAID NINE HUNDRED
DOLLARS ($900.00) PER YEAR PERSONAL PROTECTIVE EQUIPMENT ALLOWANCE
DURING THE TERM OF THIS CONTRACT. THE MONIES SHALL BE DISBURSED IN
EQUAL INSTALLMENTS TO BE PAID ON THE LAST DAY IN MARCH, JUNE,
SEPTEMBER, AND THE LAST PAY OF NOVEMBER.

RANK DIFFERENTIAL PAY

MANAGEMENT PERSONNEL OF THE FIRE DEPARTMENT WHO ARE SPECIFICALLY
INSTRUCTED TO ASSUME THE DUTIES OF A HIGHER CLASSIFICATION SHALL BE
COMPENSATION BEGINNING ON THE SECOND (2ND) CONSECUTIVE SHIFT DAY OF
SUCH ASSIGNMENT. THE FIRE CHIEF SHALL NOTIFY THE KOKOMO BOARD OF PUBLIC WORKS AND SAFETY WHENEVER A UNIFORMED MANAGEMENT PERSON IS COMPENSATED OUT OF RANK FOR A PERIOD OF MORE THAN FIVE DAYS.

**RE-CERTIFICATION PAY**

MEMBERS OF THE MANAGEMENT GROUP DEMONSTRATING ANNUAL RE-CERTIFICATION AS AN EMT BY THE STATE OF INDIANA SHALL BE ENTITLED TO AN ADDITIONAL ANNUAL PAYMENT OF FIVE HUNDRED DOLLARS ($500.00). IN ORDER TO QUALIFY FOR THIS MONETARY INCREMENT, EMPLOYEES MUST PRESENT EVIDENCE TO THE FIRE CHIEF OR HIS DESIGNEE OF ANNUAL RE-CERTIFICATION AS AN EMT BY THE STATE OF INDIANA.

**RANK COMPENSATION PAY**

UNIFORMED MANAGEMENT PERSONNEL OF THE FIRE DEPARTMENT WHO ARE SPECIFICALLY INSTRUCTED TO ASSUME THE DUTIES OF A HIGHER CLASSIFICATION SHALL BE COMPENSATED BEGINNING ON THE SECOND CONSECUTIVE SHIFT DAY OF SUCH ASSIGNMENT. THE FIRE CHIEF SHALL NOTIFY THE KOKOMO BOARD OF PUBLIC WORKS AND SAFETY WHENEVER A UNIFORMED MANAGEMENT PERSON IS COMPENSATED OUT OF RANK FOR A PERIOD OF MORE THAN FIVE DAYS.

**SECTION VI**


<table>
<thead>
<tr>
<th>CLASSIFICATION</th>
<th>Per hour 2018</th>
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<tbody>
<tr>
<td>City Utility</td>
<td>$17.89</td>
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<td>Laborer</td>
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<tr>
<td>Laborer/Traffic I</td>
<td>$18.91</td>
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<tr>
<td>Laborer/Traffic II</td>
<td>$19.01</td>
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<tr>
<td>Laborer/Traffic III</td>
<td>$19.22</td>
</tr>
<tr>
<td>Laborer/Traffic IV</td>
<td>$19.63</td>
</tr>
<tr>
<td>Plant Operator Trainee</td>
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<tr>
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Plant Maintenance $19.62
Heavy Equipment Operator $19.56
HEO Refuse Lightning Loader $19.56
Jet Vactor Operator $19.84
Mechanic $19.89


CLASSIFICATION
City Utility $14.83
Laborer $15.85
Laborer/Traffic I $15.85
Laborer/Traffic II $16.23
Laborer/Traffic III $16.59
Laborer/Traffic IV $17.61
Plant Operator Trainee $15.82
Custodian $14.73
Meter Maintenance Man $16.97
Recreation Laborer $15.06
Floater $17.10
Manhole Helper $17.10
Jet Rodder Helper $17.10
Conventional Rodder Helper $17.10
Truck Driver $17.10
General Maintenance $17.58
Jet Rodder Operator $17.21
Conventional Rodder Operator $17.21
Manhole Builder $17.67
Plant Operator $17.21
Plant Maintenance $17.58
Heavy Equipment Operator $17.52
HEO Refuse Lightning Loader $17.52
Jet Vactor Operator $17.80
Mechanic $17.85

AFSCME LONGEVITY

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2018 Salary Ordinance #6867
8/28/2017
12  $660.00  25  $1,375.00  
13  $715.00  26+  $1,430.00  
14  $770.00  
15  $825.00  
16  $880.00  

LONGEVITY PAY WILL BE PAID WEEKLY ON A PRORATED BASIS AS LISTED.

MECHANICS WHO SUCCESSFULLY COMPLETE A CITY APPROVED ASE CERTIFICATION COURSE SHALL RECEIVE $.50 PER HOUR FOR EACH OF THE BELOW CERTIFICATIONS OBTAINED, PROVIDED THEY REMAIN IN THE MECHANIC CLASSIFICATION. SHOULD AN EMPLOYEE WHO HAS OBTAINED ANY OF THE ABOVE CERTIFICATIONS LEAVE THE MECHANIC POSITION, THE ABOVE CERTIFICATION PAY SHALL CEASE ON THEIR LAST DAY OF WORK AS A MECHANIC:

1. DIESEL ASE CERTIFICATION;
2. ELECTRICAL/ELECTRONIC SYSTEMS ASE CERTIFICATION;
3. BRAKE ASE CERTIFICATION;
4. SUSPENSION AND STEERING ASE CERTIFICATION.

THE CITY ALSO AGREES TO PAY EMPLOYEES IN THE HEO CLASSIFICATION AN ADDITIONAL $0.10 PER HOUR PER PIECE OF EQUIPMENT ABOVE THE BASIC FOUR (SWEeper, ROLLER, BUSH HOG, AND PAY LOADER). CERTIFICATION OF ABILITY TO OPERATE THESE PIECES OF EQUIPMENT SHALL BE BY THE DEPARTMENT HEAD OR HIS DESIGNEE.

CONFINED SPACE

THE CITY WILL PAY EACH EMPLOYEE THAT IS CERTIFIED OR TRAINED FOR CONFINED SPACE ENTRY ONE-HUNDRED AND FIFTY (150.00) DOLLARS PER YEAR. CONFINED SPACE ENTRY PAY WILL BE PAID TO EACH EMPLOYEE BY THE CITY ON A PRORATED WEEKLY BASIS. ONLY EMPLOYEES THAT HOLD POSITIONS THAT REQUIRE THEM TO GO INTO A CONFINED SPACE WILL BE ELIGIBLE TO RECEIVE THIS PAY.

THERE SHALL BE NO MORE THAN TWENTY-SEVEN (27) EMPLOYEES TO RECEIVE CONFINED SPACE ENTRY PAY DEFINED AS:
1. NO MORE THAN FOUR (4) AT THE PARK DEPARTMENT, OF WHICH TWO (2) MUST BE THE MAINTENANCE POSITION
2. NO MORE THAN FIFTEEN (15) AT THE WWTP CONSISTING OF OPERATORS, MAINTENANCE, FLOATERS AND LABORERS
3. NO MORE THAN EIGHT (8) IN SEWER MAINTENANCE CONSISTING OF MANHOLE BUILDERS, MANHOLE HELPERS AND FLOATERS
2018 SALARY ORDINANCE NO. 6867

SECTION VII

THIS ORDINANCE SHALL REMAIN IN FULL FORCE AND EFFECT FROM AND AFTER ITS PASSAGE AND SIGNATURE BY THE MAYOR, AS PROVIDED BY LAW.

SECTION VIII


AYE

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NAY

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ATTEST:____________________________________

CITY CLERK

PRESENTED BY ME TO THE MAYOR THIS _____th DAY OF __________, 2017.

ATTEST:____________________________________

CITY CLERK

APPROVED BY ME THIS _____th DAY OF __________, 2017.

GREGORY GOODNIGHT
MAYOR, CITY OF KOKOMO, INDIANA

2018 Salary Ordinance #6867
8/28/2017
August 9th, 2017

TO THE MEMBERS OF THE
HONORABLE KOKOMO COMMON COUNCIL
Re: 5-2-17
R4 (Residential) to CI (Small to Medium Scale General Commercial)
617 E Markland Avenue

Dear Honorable Members:

Please be advised the Kokomo City Plan Commission, at their public hearing held Tuesday, August 8th, 2017 considered and voted unanimously to forward a favorable recommendation of the above captioned case to the Kokomo Common Council.

The petition of Lindsay Pyle for Posh Day Spa requesting the Kokomo City Plan Commission petition and recommend to the Kokomo Common Council, for a change in zone classification from R4 (Residential) to CI (Small to Medium Scale General Commercial) for property described as Lot 7 of Bruners Loretto Addition, containing 0.12 acres, more or less, Center Township, Howard County, Indiana at 617 E Markland Avenue.

The Commission believes that said amendment promotes the health, safety, and general welfare of the community and would not adversely affect the values of the surrounding properties.

Respectfully Submitted,

Mike Besser, President
Kokomo City Plan Commission
STATE OF INDIANA
CITY OF KOKOMO
COUNTY OF HOWARD

Greg Sheline, being first duly sworn upon his oath, according to law, disposes and says:

1) That he is duly elected, qualified, and acting Secretary of the Kokomo City Plan Commission, and,

2) That the above and foregoing is a true and exact copy of an amendment to the Kokomo City Ordinance No. 6279, as amended, and the same was considered by the Kokomo City Plan Commission at a public hearing held in the Neal Council Chamber in Kokomo City Hall at 7:00 p.m. on the 8th day of August, 2017, after due notice of such public hearing being published in the Kokomo Tribune and the Herald Newspaper at least ten (10) days prior to the date of the public hearing.

3) By a resolution adopted by the majority of its members at said public hearing, the Kokomo City Plan Commission gave to the passage of said amendatory ordinance by the Common Council of the City of Kokomo, Indiana.

DATED this 9th day of August, 2017.

[Signature]
Greg Sheline, Secretary
Kokomo City Plan Commission

Subscribed and sworn to before me this 9th day of August, 2017.

[Signature]
Rhonda Hill, Notary Public
Kokomo City Plan Commission
A resident of Howard County

My commission expires:

December 18, 2024

This instrument was prepared by Rhonda Hill, City Plan Commission Secretary. I affirm, under the penalty for perjury, that I have taken reasonable care to redact each social security number in this document unless required by law.
AN ORDINANCE AMENDING ORDINANCE 6279, AS AMENDED, NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF KOKOMO, INDIANA, that Ordinance No. 6279, as amended with all subsequent amendments, be and is hereby further amended as follows:

SECTION I. The following described tract of land shall be changed from R4 (Residential) to C1 (Small to Medium Scale General Commercial) for property described as Lot 7 of Bruners Loretto Addition, containing 0.12 acres, more or less, Center Township, Howard County, Indiana at 617 E Markland Avenue.

SECTION II. The above changes shall be duly entered on the filed copies of the zone map, which is part of the Kokomo Zoning Ordinance No. 6279.

SECTION III. This Ordinance shall be in full force and effect from and after its passage, signature by the Mayor, and publication as provided by law.

Robert L. Hayes, Sr., President,
Kokomo Common Council

Attest:

Brenda Ott, City Clerk

PRESENTED by me to the Mayor this ___ day of ______________, 2017.

Brenda Ott, City Clerk

APPROVED by me this ___ day of ______________, 2017.

Greg Goodnight, Mayor
City of Kokomo, Indiana

Attest:

Brenda Ott, City Clerk

This instrument was prepared by Rhonda Hill, Plan Commission office secretary, and I affirm under the penalties for perjury that I have taken reasonable care to redact each social security number in this document, unless required by law.
The adjoining properties uses and zoning at 400 South Union are:
- West: R5 (High Density Urban Residential)
- East: C1 (Small to Medium Scale General Commercial)
- South: C1 (Small to Medium Scale General Commercial)
- North – R4 (Medium Density Urban residential) and C1 (Small to Medium Scale General Commercial)

According to the City of Kokomo Comprehensive Plan Future Land Use Map, this property is located in an area proposed for General Commercial. General Commercial use is defined as: a commercial area that accommodates a wide variety of large and small scale commercial uses.

Land Use Goals:

1. Provide opportunities for community growth and development which results in enhanced quality of life, a wide range of housing opportunities, economic vitality, and enhanced recreation while preserving environmental integrity.
2. Encourage orderly and responsible development to promote the health, safety, and welfare of citizens in the City of Kokomo.

**Relevant Land Use Objectives are:**

1) Allow for a mix of commercial, office, and industrial land uses to provide a diversified tax base.

2) Remove barriers to infill development on vacant residential lots.

The City of Kokomo Comprehensive Plan Transportation Map defines Markland Avenue as a primary arterial in this area. A primary arterial is defined as a street with access control, restricting parking, and that collects and distributes traffic to and from minor arterials. According to the traffic count, there are 19,511 cars per day traveling this area of Markland Avenue. The proposed use of a parking lot for POSH Salon would not significantly increase traffic flow in this area.

The requested zoning change is compatible with surrounding zoning, the **City of Kokomo Comprehensive Plan Future Land Use Map**, land use goals and objectives. Therefore, the staff recommends the Plan Commission forward a **favorable recommendation** to the City of Kokomo Common Council.

Staff report prepared by Allison Stipes, Planner

August 8, 2017
TO THE MEMBERS OF THE
HONORABLE KOKOMO COMMON COUNCIL
Re: 6-2-17
C1 (Small to Medium Scale General Commercial) to R4 (Residential)
5007 South Webster Street

Dear Honorable Members:

Please be advised the Kokomo City Plan Commission, at their public hearing held Tuesday, August 8th, 2017 considered and voted unanimously to forward a favorable recommendation of the above captioned case to the Kokomo Common Council.

The petition of John O’Donnell, requesting the Kokomo City Plan Commission petition and recommend to the Kokomo Common Council for a change in zone classification from C1 (Small to Medium Scale General Commercial) to R4 (Residential) for property described as Part of Lot Number 3 in Section 8 in Liberty Manor Subdivision Section VIII, an addition to City of Kokomo, Harrison Township, Howard County, Indiana as shown in Recorder’s Plat Book 8, page, 338, containing 0.59 acres, more or less, at 5007 South Webster.

The Commission believes that said amendment promotes the health, safety, and general welfare of the community and would not adversely affect the values of the surrounding properties.

Respectfully Submitted,

Mike Besser, President
Kokomo City Plan Commission
Certification
Ordinance No: 6869
Case: 6-Z-17

STATE OF INDIANA
CITY OF KOKOMO
COUNTY OF HOWARD

Greg Sheline, being first duly sworn upon his oath, according to law, disposes and says:

1) That he is duly elected, qualified, and acting Secretary of the Kokomo City Plan Commission, and,

2) That the above and foregoing is a true and exact copy of an amendment to the Kokomo City Ordinance No. 6279, as amended, and the same was considered by the Kokomo City Plan Commission at a public hearing held in the Neal Council Chamber in Kokomo City Hall at 7:00 p.m. on the 8th day of August, 2017, after due notice of such public hearing being published in the Kokomo Tribune and the Herald Newspaper at least ten (10) days prior to the date of the public hearing.

3) By a resolution adopted by the majority of its members at said public hearing, the Kokomo City Plan Commission gave to the passage of said amendatory ordinance by the Common Council of the City of Kokomo, Indiana.

DATED this 9th day of August, 2017.

Greg Sheline, Secretary
Kokomo City Plan Commission

Subscribed and sworn to before me this 9th day of August, 2017.

Rhonda Hill, Notary Public
Kokomo City Plan Commission
A resident of Howard County

My commission expires:

December 18, 2024

This instrument was prepared by Rhonda Hill, City Plan Commission Secretary. I affirm, under the penalty for perjury, that I have taken reasonable care to redact each social security number in this document unless required by law.
AN ORDINANCE AMENDING ORDINANCE 6279, AS AMENDED, NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF KOKOMO, INDIANA, that Ordinance No. 6279, as amended with all subsequent amendments, be and is hereby further amended as follows:

SECTION I. The following described tract of land shall be changed from C1(Commercial) to R4 (Residential) for property described as Part of Lot 3 in Section 8 in Liberty Manor Subdivision Section VIII, an addition to City of Kokomo, Harrison Township, Howard County, Indiana as shown in Recorder's Plat Book 8, page 338 described as follows:

Beginning at the southwest corner of said Lot 3 marked by a capped rebar stamped "WYATT JOHNSON"; thence N 01° 12' 38" W (assumed bearing) 99.74 feet along a west line of said Lot 3 to a 5/8 inch diameter rebar with orange cap stamped "FIRM 0047" (hereafter referred to as rebar); thence N 88° 50' 02" E 293.22 feet to the east line of said Lot 3 marked by a rebar, the remaining calls being along the lines of said Lot 3; thence S 40° 09' 42" W 145.06 feet; thence northwest 25.16 feet along a 20 foot radius curve to the right, having a chord that bears S 76° 12' 12" W 23.53 feet; thence southwest 71.64 feet along a 175 foot radius curve to the left, having a chord that bears N 79° 28' 58" W 71.14 feet; thence S 88° 43' 47" W 104.74 feet to the point of beginning, containing 0.59 acres, more or less, at 5007 South Webster.

SECTION II. The above changes shall be duly entered on the filed copies of the zone map, which is part of the Kokomo Zoning Ordinance No. 6279.

SECTION III. This Ordinance shall be in full force and effect from and after its passage, signature by the Mayor, and publication as provided by law.

Robert L. Hayes, Sr., President,
Kokomo Common Council

Attest:

Brenda Ott, City Clerk

PRESENTED by me to the Mayor this ___ day of ___________, 2017.

Brenda Ott, City Clerk

APPROVED by me this ___ day of ___________, 2017.
Greg Goodnight, Mayor
City of Kokomo, Indiana

Attest:

Brenda Ott, City Clerk

This instrument was prepared by Rhonda Hill, Plan Commission office secretary, and I affirm under the penalties for perjury that I have taken reasonable care to redact each social security number in this document, unless required by law.
John O’Donnell is requesting a change in zone classification for a property located at 5007 South Webster Street. The planned use is residential.

The adjoining property uses and zoning at 5007 South Webster:

- West: M2 (General Multifamily Residential)
- East: M2 (General Multifamily Residential)
- South: R2 (Low Density Residential)
- North: C1 (Small to Medium Scale General Commercial)

Land Use Goals:

1. Encourage orderly and responsible development to promote the health, safety, and welfare of citizens in the Kokomo Community.
2. Provide opportunities for community growth and development which results in enhanced quality of life, a wide range of housing opportunities, economic vitality, and enhanced recreation while preserving environmental integrity.

**Relevant Land Use Objectives:**

1. Allow for a mix of commercial, office, and industrial land uses to provide a diversified tax base.

2. Allow for a variety of low-, mid-, and high intensity land uses to better ensure that there are diverse opportunities to live, work and play.

Webster Street is defined in this area as a major collector. A major collector is defined in the Kokomo Comprehensive Plan as a street that is designed to collect traffic from local streets. According to the local traffic counts there are 3,401 cars that travel this portion of Webster Street per day. The proposed use of a residence would not significantly increase traffic flow in this area.

The requested zoning change is compatible with surrounding zoning. Therefore, the staff recommends the Plan Commission forward a **favorable recommendation** to the Kokomo Common Council.

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Staff report prepared by: Allison Stipes, Planner August 8, 2017
RESOLUTION OF THE COMMON COUNCIL OF THE
CITY OF KOKOMO, INDIANA, APPROVING A WAIVER OF NONCOMPLIANCE
FOR A LATE-FILED COMPLIANCE WITH FORM CF-1 FOR ONE CORPORATE
CENTER, KOKOMO, INDIANA UNDER CONFIRMATORY RESOLUTION 2545

WHEREAS, the Common Council has previously designated and declared by Declaratory Resolution No. 2544 and Confirmatory Resolution No. 2545 (Exhibit A) property for One Corporate Center, Kokomo, Indiana (“Applicant”) an economic revitalization area under Indiana Code 6-1.1-12.1, et. al; and

WHEREAS, the original Statement of Benefits Real Estate Improvements (SB-1/Real Property), dated August 22, 2008, and the economic revitalization area designation application submitted by Applicant and approved under Confirmatory Resolution No. 2545 was for $160,000,000 in personal property improvements; and

WHEREAS, Applicant was required to file under I.C. 6-1.1-12.1, a Compliance with Statement of Benefits Real Estate Improvements (Form CF-1/Real Property) with the Howard County Assessor and the City of Kokomo on or before May 15, 2017; and

WHEREAS, Applicant was also required to file the Compliance with Statement of Benefits Real Estate Improvements an initial deduction application (Form 322/RE) with the Howard County Auditor; and

WHEREAS, Applicant did not comply with the filing deadline of May 15, 2017 to file the Compliance with Statement of Benefits Real Estate Improvements with the Howard County Assessor and the City of Kokomo;

WHEREAS, Applicant filed the completed Compliance with Statement of Benefits Real Estate Improvements with the Center Township Assessor on May 11, 2017 and with the City of Kokomo on or around August 9, 2017 (Exhibit B); and

WHEREAS, other than the noncompliance with filing date, Applicant otherwise qualifies for the deduction; and

WHEREAS, I.C. 6-1.1-12.1-9.5 and I.C. 6-1.1-12.1-11.3 permit noncompliance events such as the untimely filing of an application, statement of benefits, or another document required to be filed under I.C. 6-1.1-12.1;
NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF KOKOMO, INDIANA:

SECTION 1. The Common Council hereby waives all nonconformities that are waiveable under state and local law and determines that said noncompliance was corrected prior to the adoption of this Resolution. Therefore, Applicant shall be treated as if it had complied with the procedural requirements of I.C. 6-1.1-12.1.

SECTION 2. As authorized by I.C. 6-1.1-12.1-9.5(d), the Common Council will permit Applicant to continue to receive the economic revitalization area personal property deductions remaining under Resolution 2545.

SECTION 3. The Howard County Auditor and Howard County Assessor shall be supplied with a copy of this Resolution, upon passage.

SECTION 4. Pursuant to I.C. 6-1.1-12.1-9.5, the Council shall certify a copy of the Resolution to Applicant and The Department of Local Government Finance.

SECTION 5. That this Resolution shall be in full force and effect from and after its passage and any and all necessary approval by the Mayor.
ADOPTED BY THE COMMON COUNCIL OF THE CITY OF KOKOMO, INDIANA
this ____ day of ____________, 2017.

______________________________
Presiding Officer

ATTEST:

______________________________
Brenda Ott
City Clerk

PRESENTED by me to the Mayor of the City of Kokomo, Indiana, this ____ day of
______________, 2017, at __:_______ .m.

______________________________
City Clerk

APPROVED by me, as Mayor of the City of Kokomo, Indiana, this ____ day of
______________, 2017, at __:_______ .m.

______________________________
Greg Goodnight, Mayor
City of Kokomo, Indiana

ATTEST:

______________________________
Brenda Ott
City Clerk
Exhibit A – Resolution No. 2545
KOKOMO COMMON COUNCIL OF
HOWARD COUNTY, INDIANA

CONFIRMATORY ECONOMIC REVITALIZATION AREA RESOLUTION

RESOLUTION NO. 2545

PERSONAL PROPERTY TAX ABATEMENT
ONE CORPORATE CENTER, KOKOMO, INDIANA

WHEREAS, I.C. 6-1.1-12.1 allows a partial abatement of property taxes attributable to "redevelopment or rehabilitation" activities (hereinafter "Project") in "Economic Revitalization Areas"; and

WHEREAS, I.C. 6-1.1-12.1 empowers the fiscal body of a County, City, or Town to designate Economic Revitalization Areas and determine the length of the abatement period for such property by following a procedure involving adoption of a preliminary resolution, provision of public notice, conducting of a public hearing, and adoption of a resolution confirming the preliminary resolution or a modified version of the preliminary resolution; and

WHEREAS, the Kokomo Common Council (hereinafter "Council") serves as the fiscal body for the City of Kokomo, Indiana and thus is empowered to designate Economic Revitalization Areas; and

WHEREAS, I.C. 6-1.1-12.1 empowers the Council, at the time an Economic Revitalization Area is designated, to limit the dollar amount of the deduction that will be allowed with respect to a project; and

WHEREAS, I.C. 6-1.1-12.1 requires an applicant for Economic Revitalization Area designation to provide a statement of benefits and requires the Council, before it makes a decision to designate such an area as an Economic Revitalization Area, to determine that the project can be reasonably expected to yield the benefits identified in the statement of benefits and determine that the totality of benefits arising from the project is sufficient to justify Economic Revitalization Area designation; and

WHEREAS, one or more persons (hereinafter "Applicant") named in the attachment to this resolution, which is incorporated herein by reference, has an ownership interest in the geographical area (hereinafter "Subject Real Estate") described in such attachment; and

WHEREAS, the applicant has requested the subject real estate be designated as an Economic Revitalization Area for the purpose of achieving property tax savings in connection with the Project set forth in the attachment to this resolution and occurring on the Subject Real Estate; and

WHEREAS, during a preliminary hearing at 7 p.m. on Monday, September 8, 2008 the Council received evidence about whether the subject real estate should be designated as an Economic Revitalization Area, and the Council adopted Preliminary Resolution No. 2544, preliminarily designating the subject real estate as an Economic Revitalization Area for an abatement period of
ten (10) years, subject to the adoption of a confirming resolution by the Council and subject also to limiting conditions, and it fixed 7 p.m. on Monday, September 29, 2008 in the Council Chambers of the Kokomo City Hall for final public hearing for the receiving of remonstrances and objections from persons interested in or affected by the project; and

WHEREAS, pursuant to Preliminary Resolution No. 2544, the applicant and the City have entered into a Memorandum of Agreement which shall be utilized to measure compliance with the proposed project described in the attachment of this resolution; and

WHEREAS, proper legal notices were published indicating the adoption of such Preliminary Resolution and stating when and where such final public hearing would be held;

NOW, THEREFORE, IT IS RESOLVED:

1. The Council now confirms, adopts and approves such Preliminary Resolution and thereby finds, and establishes the area detailed in Attachment A as an Economic Revitalization Area subject to the conditions that designation as an Economic Revitalization Area allows the abatement of property taxes only relative to the project and the effectiveness of the designation can be terminated by action of the Council if:

   A. Construction on the subject real estate is not in substantial conformance with the project description contained in the final resolutions as supplemented by information in the application, site plan and elevations; or
   
   B. Construction of the project is not initiated within four (4) years of the date the final resolution designating the Subject Real Estate as an Economic Revitalization Area is adopted.
   
   C. Purchase and placement of personal property within the Subject Real Estate does not occur within four (4) years of the date of the final resolution designating the Subject Real Estate as an Economic Revitalization Area.

2. The Economic Revitalization Area designation terminates four (4) years after the date the final resolution is adopted; however, relative to redevelopment or rehabilitation completed before the end of the four (4) years period, this termination does not limit the period of time the applicant or successor owner is entitled to receive a partial abatement of property taxes to four (4) years.

3. This Economic Revitalization Area designation is limited to allowing the partial abatement of property taxes attributable to redevelopment or rehabilitation activities: **This designation includes the abatement of property taxes for installation of new equipment under I.C. 6-1.1-12.1-4.5.**

4. The Council has determined that the project can be reasonably expected to yield the benefits identified in the attached "statement of benefits" and the "statement of benefits" is sufficient to justify the partial abatement of property taxes requested, based on the following findings:
A. The estimate of the value of the proposed project is reasonable for projects of that nature.

B. The estimate of the number of individuals whose employment will be retained can reasonably be expected to result from the proposed project.

C. The estimate of the annual salaries of those individuals whose employment will be retained can reasonably be expected to result from the proposed project.

D. Other benefits about which information was requested are benefits which can reasonably be expected to result from the proposed project.

E. The "Totality of Benefits" is sufficient to justify the deduction.

5. Under the authority of I.C. 6-1.1-12.1-5.1, the Council or its designee may survey projects receiving Economic Revitalization Area designation for compliance with job creation/retention figures, salaries associated with these figures and investment figures contained in the applicant's approved Final Economic Revitalization Area Resolution, the Memorandum of Agreement executed by and between the Applicant and the City, and/or the statement of benefits form. The Council may reduce the dollar amount, or rescind the deduction in its entirety, and/or require repayment of all or a portion of the deductions received by the applicant for failure to achieve the benefits identified in the Memorandum of Agreement and/or "statement of benefits", or for failure to respond to the mandatory survey.

7. The Subject Real Estate and project area are recommended for an abatement period of ten (10) years.

8. Pursuant to I.C. 6-1.1-12.1-14, the Council, acting in its authority as designating body, declares that the Kokomo Redevelopment Commission shall receive a portion of the tax savings, not to exceed the lesser of ten (10) percent or one hundred thousand dollars ($100,000.00), of the abated property. If in the event that the Kokomo Redevelopment Commission is dissolved then the Council reserves the right to name another entity to receive the proceeds of this abatement pursuant to this statute.

9. A copy of this resolution shall be filed with the Howard County Auditor.
PRESENTED by me to the Mayor of the City of Kokomo, Indiana, this 30th day of September, 2009, at 8:00 A.m.

Ott
City Clerk

APPROVED by me, as Mayor of the City of Kokomo, Indiana, this 30th day of September, 2009, at 8:30 A.m.

Greg Goodnight, Mayor
City of Kokomo, Indiana

RECEIVED
OCT 1 - 2008
Ann Wells
Auditor, Howard County, Indiana
Exhibit B - Compliance with Statement of Benefits for Personal Property Improvements
COMPLIANCE WITH STATEMENT OF BENEFITS
PERSONAL PROPERTY

INSTRUCTIONS: 1. Property owners whose Statement of Benefits was approved must file this form with the local Designating Body to show the extent to which there has been compliance with the Statement of Benefits. (IC 6-1.1-12.1-5.6)
2. This form must be filed with the Form 103-BRA Schedule of Deduction from Assessed Value between January 1 and May 15 of each year; unless a filing extension under IC 6-1.1-12.1-7 has been granted. A person who obtains a filing extension must file between January 1 and the extended due date of each year.
3. With the approval of the Designating Body, compliance information for multiple projects may be consolidated on one (1) compliant (GF-1).

SECTION 1
Name of taxpayer: General Motors LLC
Address of taxpayer (number and street, city, state, and ZIP code): PO Box 480169 Houston, TX 77056
Name of contact person: Jacob Robert

SECTION 2
Location and Description of Property:
Name of Designating Body: Council of Common Council
City of: Kokomo
Location of: 215E. Lincoln Road Kokomo, IN 46902
Description of: New manufacturing equipment, new research and development equipment, new information technology equipment, and new logistical distribution equipment to be acquired.
Surface mount equipment, final assembly equipment, solder machines, functional testers and electronics manufacturing equipment.

SECTION 3
Employees and Salaries
Current number of employees: 3922
Number of employees retained: 3351
Number of additional employees: 571

SECTION 4
Cost and Values
As Estimated on SB-1
MANUFACTURING EQUIPMENT
R & D EQUIPMENT
LOGIST DIS MANUFACTURING EQUIPMENT
IT EQUIPMENT
ASSESS
ASSESS
ASSESS
ASSESS
ASSESS
VALUE
VALUE
VALUE
VALUE
VALUE

ACTUAL
Cost
680,561,794.00
228,748,333.00

SECTION 5
Waste Converted and Other Benefits Promised by the Taxpayer
Waste converted and other benefits: AS ESTIMATED ON SB-1

Other benefits:

SECTION 6
Taxpayer Certification
I hereby certify that the representations in this statement are true.

Signature of Authorized Representative: Property Tax Manager
Date signed: 03/01/2008
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 6-1.1-12.1-5.9)

1. This page does not apply to a Statement of Benefits filed before July 1, 1991; that deduction may not be terminated for a failure to comply with the Statement of Benefits.

2. Within 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.

3. 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 and the date, time and place of a hearing to be conducted by the designating body. If a notice is mailed to a property owner, a copy of the written notice will be sent to the County Assessor and the County Auditor.

4. Based on the information presented at the hearing, the designating body shall determine whether or not the property owner has made reasonable effort to substantially comply with the Statement of Benefits and whether any failure to substantially comply was caused by factors beyond the control of the property owner.

5. If the designating body determines that the property owner has NOT made reasonable effort to comply, then the designating body shall adopt a resolution terminating the deduction. 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:

☐ the property owner IS in substantial compliance

☐ the property owner IS NOT in substantial compliance

☐ other (specify)

Reasons for the determination (attach additional sheets if necessary)

<table>
<thead>
<tr>
<th>Signature of authorized member</th>
<th>Date signed (month, day, year)</th>
</tr>
</thead>
</table>

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.

<table>
<thead>
<tr>
<th>Time of hearing</th>
<th>Date of hearing (month, day, year)</th>
<th>Location of hearing</th>
</tr>
</thead>
<tbody>
<tr>
<td>AM/PM</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

HEARING RESULTS (to be completed after the hearing)

☐ Approved

☐ Denied (see instruction 5 above)

Reasons for the determination (attach additional sheets if necessary)

<table>
<thead>
<tr>
<th>Signature of authorized member</th>
<th>Date signed (month, day, year)</th>
</tr>
</thead>
</table>

Attested by: Designating body

APPEAL RIGHTS (IC 6-1.1-12.1-5.3[(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 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.
ORDINANCE NO. 6870

AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF KOKOMO, INDIANA, REGARDING AN APPROPRIATION OF THE CITY’S ALLOCATION OF LOCAL INCOME TAX REVENUE FOR COMMUNITY AND ECONOMIC DEVELOPMENT PURPOSES.

WHEREAS, pursuant to Indiana Code § 6-3.5-7 et seq. (the “EDIT Act”), the City of Kokomo, Indiana (the “City”), receives its local distributive share of Economic Development Income Tax (“EDIT”);

WHEREAS, effective January 1, 2017, various local income taxes, including EDIT, were repealed and replaced by a new consolidated Local Income Tax (“LIT”) pursuant to Indiana Code § 6-3.6-1 et seq. (the “LIT Act”);

WHEREAS, the LIT Act authorizes Howard County, Indiana (the “County”) to impose the LIT and allocate a portion of LIT revenues to the City for certain authorized purposes, including economic development purposes;

WHEREAS, pursuant to the LIT Act, the taxes and tax rates in effect on May 1, 2016 established by the County under the EDIT Act continue in effect under the LIT Act and are considered taxes adopted pursuant to the LIT Act unless they are amended or rescinded pursuant to the provisions of the LIT Act;

WHEREAS, the County has not adopted an ordinance under the LIT Act amending or rescinding the EDIT, the former EDIT rate, or the City’s local distributive share of the former EDIT revenue, which revenue continue to be available to the City for the purposes authorized under the LIT Act (“Allocation of Revenue”);

WHEREAS, pursuant to Indiana Code §§ 6-3.6-2-8(2)(L) and 6-3.6-10-2(7), the City may make payments from its Allocation of Revenue to a nonprofit corporation whose primary corporate purpose is to assist the City in planning and implementing economic development projects;

WHEREAS, the Kokomo Community Development Corporation (the “CDC”) is an Indiana non-profit corporation that was incorporated to assist the City in planning and implementing economic development projects;

WHEREAS, the City and the CDC desire to establish, pursuant to a Property Management Agreement to be executed and delivered by the City and the CDC (the “Agreement”), an economic development project to redevelop various parcels of real property located within the City (the “Project”); and

WHEREAS, the City desires to make payments from the City’s Allocation of Revenue to the CDC for the purpose of paying the costs of planning and implementing the Project;
NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF KOKOMO, INDIANA, THAT:

Section 1. The recitals set forth above are hereby incorporated into and made a part of this Ordinance as if fully set forth herein.

Section 2. The Common Council hereby appropriates the amount of $650,000 from the City’s Allocation of Revenue to be paid to the CDC as contemplated by the Agreement and applied to the costs of planning and implementing the Project.

Section 3. This Ordinance shall be in full force and effect immediately upon its adoption by the Common Council and approval by the Mayor.

[SIGNATURE PAGES FOLLOW]
ADOPTED BY THE COMMON COUNCIL OF THE CITY OF KOKOMO, INDIANA this ___ day of __________, 2017.

ATTEST:

___________________________
Presiding Officer

___________________________
City Clerk

PRESENTED by me to the Mayor of the City of Kokomo, Indiana, this ___ day of __________, 2017, at ___:______ __.m.

___________________________
City Clerk

APPROVED by me, as Mayor of the City of Kokomo, Indiana, this ___ day of __________, 2017, at ___:______ __.m.

___________________________
Greg Goodnight, Mayor
City of Kokomo, Indiana

ATTEST:

___________________________
City Clerk