

ORDINANCE 2012-12-17____
2013 WAGE AND SALARY ORDINANCE

Council President: \$5300.00 Per year, payable semi-annually.
50% to be paid from the General Fund
25% to be paid from the Water Utility
25% to be paid from the Wastewater Utility

Council Members: \$4550.00 Per year, payable semi-annually.
50% to be paid from the General Fund
25% to be paid from the Water Utility
25% to be paid from the Wastewater Utility

Town Attorney: \$5300.00; Per year, payable semi-annually.
50% to be paid from the General Fund
25% to be paid from the Water Utility
25% to be paid from the Wastewater Utility

Council and Attorney compensation to be capped at the following:
\$5300.00 President & Attorney
\$4550.00 Members

Clerk-Treasurer: \$1888.71 Payable bi-weekly.
50% to be paid from the General Fund
25% to be paid from the Water Utility
25% to be paid from the Wastewater Utility

Deputy Clerk-Treasurer \$10.00 – 23.00 per hour; payable bi-weekly
50% to be paid from the General Fund
25% to be paid from the Water Utility
25% to be paid from the Wastewater Utility

Police Department
Town Marshal \$1500.00- \$2500.00 Bi-Weekly
Chief Deputy Marshall \$1500.00- \$2000.00 Bi-Weekly
Officers \$1,100.00-\$1800.00 Bi-weekly

Director of Public Works \$1500.00-2500.00 Bi-Weekly
50% to be paid from Street Dept Funds
50% to be paid from Cemetery Funds

Street Department
Superintendent \$1,500.00 – \$1900.00 Bi-Weekly
Labor \$9.00 - \$25.00 Hourly, payable Bi-weekly

Cemetery
Superintendent \$1,500.00 – \$1900.00 Bi-Weekly
Labor \$8.00 – 20.00 Hourly, payable Bi-Weekly

Park Department	
Part-Time Labor	\$6.00 - \$11.00 Hourly, payable Bi-Weekly
Wastewater Utility:	
Superintendent:	
Labor:	\$9.00 to \$20.00 Hourly, payable Bi-Weekly
Water Utility	
Superintendent:	\$1,500.00- \$2,500.00 Payable Bi-Weekly
Labor	\$9.00 to 19.00 Hourly, payable Bi-Weekly
Utility Clerk:	\$9.00-19.00 hourly, payable Bi-Weekly 50% to be paid from the Water Utility 50% to be paid from the Wastewater Utility
Assistant Utility Clerk	\$8.00 – 15.00 Hourly, payable Bi-Weekly 50% to be paid from the Water Utility 50% to be paid from the Wastewater Utility

ALL FULL TIME EMPLOYEES RECEIVE THE FOLLOWING PAID HOLIDAYS:

New Year's Day **	Thanksgiving Day
President's Day	Friday following Thanksgiving
Good Friday	1/2 day before Christmas **
Memorial Day	Christmas Day **
4 th of July	½ day before New Years**
Labor Day	
Veteran's Day	

**If a designated Christmas or New Year's holiday should fall on a weekend, each department supervisor shall determine a date to have as a holiday.

PAID VACATION TIME

Full Time Employees:

After one (1) year of employment	1 week with pay
After two (2) years of employment	2 weeks with pay
After ten (10) years of employment	3 weeks with pay

Vacation time is to be renewed on January 1st each year. These days will not be allowed to accumulate. A week will be the same number of hours worked in your pay period. If the allotted vacation days are not used, the employee may ask the Council to carry over the unused days. This must be done in a regular meeting, and approved with a motion.

PAID SICK LEAVE

All full time Employees shall, after one (1) year of employment receive 4 paid sick days. Sick days may be accumulated if not used. After 25 days have been accumulated they can be exchanged for 1 week of vacation. **When a full time employee is sick, they are to call the Clerk's Office by 8:30 a.m. on the days that they are open.**

PERSONAL LEAVE

All full time employees shall, after one (1) year of employment receive 2 paid personal days. Personal days may not be accumulated if not used.

HEALTH INSURANCE

The Town will pay all but \$10.00 of 24 pays of the cost for an employee's health insurance coverage. The Town will also pay 75% of any dependent coverage. Town Council Members taking office after 12/31/2006 are not eligible.

PAID FUNERAL LEAVE

In the event of the death of a Mother, Father, Wife, Husband, Child, Brother, or Sister of an Employee or Spouse's Family, each full time employee shall receive up to three scheduled days leave with pay. In the event of death to Aunt, Uncle, Grandmother, or Grandfather, of an Employee or Spouse Family, each full time Employee shall receive one scheduled day leave with pay.

PAID INJURY LEAVE

If any full time employee is injured while performing their job, and that injury entitles the employee to compensation under the Indiana Worker's Compensation Statutes, the Town shall pay the employee the difference between the employee's regular wages and the amount of worker's compensation being paid said employee while said employee is receiving worker's compensation for a period not to exceed one year.

TRAVEL MILEAGE

Reimbursement for mileage will be the same as the Federal mileage rate.

Because of the re-occurring nature of payroll, and the wage and salary of each person being approved in this ordinance, the Clerk-Treasurer is authorized to issue the payroll in the manner required for bi-weekly. The claims will then be approved at the following meeting.

The wages of this ordinance will be effective with the pay period beginning December 22, 2012, pay date January 11, 2013. ADOPTED THIS 17th day of DECEMBER, 2012.

AYES: M. W. [Signature] NAYES _____
[Signature] _____
[Signature] _____
[Signature] _____

ATTEST: Laurie D. Miller
Laurie D. Miller, Temporary Clerk