

ORDINANCE NO. 2013-03

**AN ORDINANCE AMENDING THE SALARY AND WAGES
OF THE OF TOWN OF GRIFFITH FOR THE YEAR 2013**

**BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF GRIFFITH,
LAKE COUNTY, INDIANA, THAT THE SALARIES AND WAGES,
OF THE VARIOUS OFFICIALS AND EMPLOYEES OF THE TOWN OF
GRIFFITH FOR THE YEAR 2013 SHALL BE AS FOLLOWS:**

**I.
SALARY & WAGES**

Council Members (5) - General/Water/Storm/& Sewer monthly each	\$968.17
Clerk Treasurer - General/Water/Sewer BI-weekly	\$2,299.92

CLERK TREASURER'S OFFICE

Deputy Clerk Treasurer	\$1,880.00
Three (3) Clerical Staff to be paid Bi-Weekly From General, Water & Waste Water Funds:	
Starting	\$692.35
After 1 Year	\$847.49
After 2 Years	\$1,002.60
After 3 Years	\$1,157.77
After 4 Years	\$1,312.91
After 5 Years	\$1,468.05
Part-Time	Salary Range \$7.50 - \$12.00/hr

OTHER SALARY & WAGES

From General, MVH, Water, Storm & Sewer Funds:	
Director of Public Works - Bi-Weekly	\$2236.13
Supervisor I & I - Bi-Weekly	\$2014.79
Supervisor Water & Sewer - Bi-Weekly	\$2014.79
Public Works Administrative Assistant - Bi-Weekly	\$1550.41
Secretary Department of Public Works & Building Department- Bi-Weekly	
Starting	\$665.25
After 1 Year	\$815.54
After 2 Years	\$964.83
After 3 Years	\$1,114.12
After 4 Years	\$1,263.41
After 5 Years	\$1,412.67
Part-time	Salary Range \$7.50 - \$12.00/hr

Building Commissioner - Bi-Weekly	\$1979.98
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Town Attorney - General/Water, Storm & Sewer - paid quarterly	\$2500.00
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Safety Board Members

\$45.00 per scheduled meeting attended. \$45.00 for each Special meeting or Study Session attended

BZA Members –

\$45.00 per scheduled meeting attended. \$45.00 for each Special meeting or Study Session attended to be paid out of the 2% engineering fee collected by the Plan Commission.

Plan Commission Members –

\$45.00 per scheduled meeting attended. \$45.00 for each Special meeting or Study Session attended to be paid out of the 2% engineering fee collected by the Plan Commission.

Secretary Plan Commission & BZA -

P.C. \$65.00 per regularly scheduled meeting – BZA \$35.00 per regularly scheduled meeting

EDC –

\$45.00 per regularly scheduled meeting attended

EMS –

\$45.00 per regularly scheduled meeting attended

Sanitary Board –

\$45.00 per regularly scheduled meeting attended

Storm Water Board –

\$45.00 per regularly scheduled meeting attended. \$45.00 for each special meeting

Redevelopment Commission –

\$45.00 per regularly scheduled meeting

Secretary Redevelopment Commission – \$45.00 per regularly scheduled meeting

Persons requesting special meetings shall be required to reimburse the Town General Fund in accordance with fees listed above for the BZA & Plan Commission members.

FIRE DEPARTMENT

Chief of Fire Dept. – Monthly	\$1000.00 plus \$12.00 per call or hour
Deputy Chief - Quarterly	\$650.00 plus \$12.00 per call or hour
Secretary Treasurer – Quarterly	\$500.00 plus \$12.00 per call or hour
Battalion Chief – Quarterly	\$250.00 plus \$12.00 per call or hour
Captains (3) - Quarterly	\$200.00 plus \$12.00 per call or hour
Lieutenants (6) - Quarterly	\$100.00 plus \$12.00 per call or hour
Fireman	\$12.00 per call or per hour
Allowed two (2) hours pay for training meetings @ \$10.00 per hour	
Firefighter clothing allowance one hundred dollars (\$100) per year	
Firefighter automobile allowance one hundred dollars (\$100) per year	

PARK DEPARTMENT

Supervisor of Parks - Monthly Salary Range	\$1500.00 – 2083.33
Park Foreman	\$ 10.00 per hour
Activities Director	\$ 10.00 per hour
Park board Members – for each scheduled meeting attended.	\$45.00 per meeting
Secretary wage	\$35.00 per meeting
Laborers	
Starting	\$7.25 per hour
Experienced	Salary Range \$7.50 - \$10.00/hr
Salary personnel based on pro rata basis (12 months)	
All Park Department employees are part time with no benefits	

SENIOR CENTER

Senior Center Director	\$11.14 per hour
Senior Center Part-time	Salary Range \$7.50 - \$10.00/hr

FRANKLIN CENTER/COMMUNITY CENTER

Custodial Part-time	Salary Range \$7.50 - \$12.00/hr
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DEPARTMENT OF PUBLIC WORKS

Wage Classification	Wage Rates
*Head Certified Water Distribution Operator/Treatment Operator	\$22.06 per hour
*WT-2 Water Distribution / Equipment Operator	\$20.65 per hour
*Water Distribution Operator with WT-2 Certification	\$20.31 per hour
*Water Distribution Operator with DSL Certification	\$19.92 per hour

*Above classifications require proficient & complete ability in the operation of the water & Sewer Plants.

Pump Maintenance Technician	\$20.00 per hour
Working Foreman	\$21.42 per hour
Head Mechanic	\$23.08 per hour
Mechanic	\$19.00 per hour
Assistant Mechanic	\$17.85 per hour
Apprentice Mechanic	\$16.10 per hour
Part Time Mechanic	\$12.00 - \$15.00 per hour

Water meter Technician with DSL and/or WT-2 Certification (Must be proficient with complete operation of water & Sewer Plants)	\$20.31 per hour
Group Leader	\$19.92 per hour
Water Meter Technician I	\$19.92 per hour
Water Meter Technician II	\$19.58 per hour
Water Meter Technician III	\$19.21 per hour

Water Distribution Operator	\$19.92 per hour
Equipment Operator	\$19.58 per hour

I & I Technician Class I	\$19.92 per hour
I & I Technician Class II	\$19.58 per hour
I & I Technician Class III	\$19.21 per hour

Truck Driver	\$19.21 per hour
Laborer First Class	\$18.82 per hour
Laborer Second Class	\$17.84 per hour
Laborer Third Class	\$17.07 per hour
Laborer Fourth Class	\$14.19 per hour
Laborer Part Time	\$8.00 - \$12.00 per hour
Light Duty	\$10.00 per hour

Meter Reader	\$17.78 per hour
Maintenance Personnel	\$12.19 per hour
Experienced Clerical	\$11.49 per hour
Beginning Clerical	\$ 9.00 per hour
Intern Mapping/Auto-Cad Part Time	\$10.00 - \$16.00 per hour

CERTIFICATION PROGRAM

The Employer agrees to a Certification Program for all Employees who are represented by Teamsters Union Local No. 142 and who are eligible for certification incentive pay after successfully completing the Certification requirements.

Certification pay will not be added onto the hourly rate of position where certification is a requirement of that job title. The job classifications that require certification of which do not qualify for the additional hourly rate of pay are:

- *Head Certified Water Distribution Operator/Treatment Operator
- *WT-2 Water Distribution / Equipment Operator
- *Water Distribution Operator with WT-2 Certification
- *Water Distribution Operator with DSL Certification
- *Water Meter technician with DSL and/or WT-2 Certification
- *Water Distribution Operator

DSL Certification.....\$0.30 per hour
 WT-2 Certification.....\$0.30 per hour

OVERTIME RATE

Overtime consists of forty (40) hours per week or eight hours per day and shall be paid at time one-half normal rate. Holidays for non-union employees shall be paid at holiday pay plus time and one-half for hours worked. Holidays for union employees shall be paid at Holiday pay plus 2 times your hourly rate for hours worked. Sunday, unless a regularly scheduled workday, shall be at double time rate.

To be eligible for Holiday pay, the employee must work on their last previous and next regular working day.

Upper level policy making salaried executive positions, namely Clerk Treasurer, Deputy Clerk Treasurer, Director of Public Works, Building Commissioner, shall not be paid extra for working more than 40 hours per week.

LONGEVITY PAY - ALL CIVILIAN FULL TIME PERSONNEL

After 5 years services (continuous)	\$15.00 per month*
After 10 years service	\$30.00 per month
After 15 years service	\$40.00 per month
After 20 years service	\$55.00 per month
After 25 years service	\$65.00 per month
After 30 years service	\$80.00 per month

DOES NOT AFFECT TOWN COUNCIL MEMBERS and CLERK TREASURER

Employees hired after 6/1/2012 are not eligible for longevity pay until after 10 years of service

POLICE DEPARTMENT

Chief	Paid Bi-weekly	\$2643.69
Lieutenants	Paid Bi-Weekly	\$2330.09
Sergeants	Paid Bi-Weekly	\$2161.21
Corporal	Paid Bi-Weekly	\$2040.57
Patrolman (1st) After 60 months	Paid Bi-Weekly	\$1944.11
Patrolman (2nd) 37 - 60 months	Paid Bi-Weekly	\$1840.10
Patrolman (3rd) 13 - 36 months	Paid Bi-Weekly	\$1743.55
Probationary Hire - 12 months	Paid Bi-Weekly	\$1606.88

Probationary period is 12 months for all newly hired officers; Academy Certified Probationary Officers will be paid Patrolman 3rd from date of hire.

Total authorized strength of thirty (31) sworn officers.

Law Enforcement Officers clothing allowance \$1000 per year, per Officer.

Clothing Allowance shall be dispersed by individual checks of \$500 each prior to May 1st and October 1st.

Lead Field Training Officer \$300 per year. Range Master \$300.00 per year.

Interlocal Range Coordinator \$200/Month

OVERTIME RATE: POLICE DEPARTMENT - SWORN OFFICERS

The Law Enforcement Officers work schedule is comprised of thirteen (13) 28-day work periods for the calendar year. All sworn police personnel shall be paid regular time and one half for all hours worked over (80) eighty hours in the (2) two week pay period, or any hours over on a regularly scheduled work day, customarily (8) eight or (12) twelve hour shifts. The Chief of Police may, at his discretion, may allow overtime to be paid as Compensatory Time, at the same rate of regular time and one half. Compensatory Time may be taken at the discretion of the Chief of Police when scheduling & staffing allows such time to be taken. The Police Chief and (2) two Lieutenants shall not be paid extra for working on designated holidays or for working more than (40) forty hours per week (State & Federal funded grants are not included. Officers assigned to HIDTA will receive overtime pay at the rate provided by HIDTA

HOLIDAY PAY: POLICE DEPARTMENT – SWORN OFFICERS & DISPATCHERS

All police personnel who work holidays shall be paid at a rate of time and one half above their regular pay for a single day, part-time dispatcher's are included. Personnel not working the holiday shall earn Compensatory Hours equal to the shift hours they would have worked, had they been scheduled that day, part-time employees are excluded. To be eligible to receive holiday pay, the employee must work their last previous and next regular scheduled work day.

OVERTIME RATE: CIVILIAN PERSONNEL

All civilian personnel shall be paid regular time and one half for all hours worked over (80) eighty hours in the (2) two week pay period, or any hours over on a regularly scheduled work day, customarily (4) four, (8) eight or (12) twelve hour shifts. The Chief of Police may, at his discretion, allow overtime to be paid as Compensatory Time, at the same rate of regular time and one half. Compensatory Time may be taken at the discretion of the Chief of Police when scheduling & staffing allows such time to be taken.

LONGEVITY SCHEDULE FOR SWORN POLICE PERSONNEL

After 3 years service	\$15.00 per month
After 5 years	\$25.00 per month
After 7 years	\$35.00 per month
After 9 years	\$45.00 per month
After 11 years	\$55.00 per month
After 13 years	\$65.00 per month
After 15 years	\$75.00 per month
After 17 years	\$85.00 per month
After 19 years	\$95.00 per month
After 21 years	\$105.00 per month
After 23 years	\$115.00 per month
After 25 years	\$125.00 per month

Longevity continues to increase every two years of service by \$10.00 per month.
Officers hired after 6/1/2012 will not be paid Longevity Pay until after 5 years of service

POLICE DEPARTMENT CIVILIAN PERSONNEL

Authorized full-time personnel nine (9)		
Office Mgr/System Administrator	Paid Bi-Weekly	\$1961.46
Secretaries:	Paid Bi-Weekly	
Starting		\$665.25
After 1 Year		\$815.54
After 2 Years		\$964.83
After 3 Years		\$1,114.12
After 4 Years		\$1,263.41
After 5 Years		\$1,412.67
Part-time	Salary Range	\$7.50 - \$12.00/hour
Radio Operators (Beginning)	Paid Bi-Weekly	\$1142.98
Radio Operators (after 1 yr. or experienced)	Paid Bi-Weekly	\$1445.61
Experience Part-Time Dispatcher		\$16.00/hour
Animal Warden	Paid Bi-Weekly	
Starting		\$815.00
After 1 Year		\$900.00
After 2 Years		\$1,025.00
After 3 Years		\$1,155.00
After 4 Years		\$1,285.00
After 5 Years		\$1,409.55
Animal Warden Part-Time		\$8.00 - \$12.00/ hour
Code Enforcement Officer (part-time)	Paid Bi-Weekly	\$17.31/hour
Beginning Part-Time Code Enforcement		\$8.00 - \$12.00/hour

CROSSING GUARDS

Salary range \$10.00 to \$30.00 per day for ten (10) crossings
The difference in salary varies, due to the time spent at crossing by the guard. This difference in salary will be determined by the Police Chief.

SHIFT DIFFERENTIAL - ALL FULL-TIME PERSONNEL

All full-time employees shall receive an additional compensation of (\$.30) thirty cents per hour for each hour worked on the afternoon shift. The same individual shall receive additional compensation in the amount of (\$.50) fifty cents per hour for working the night shift. The shift differential applies to normally scheduled workdays and not workdays compensated by overtime pay.

HEALTH AND LIFE INSURANCE

Paid insurance except \$2.00 per month for all full-time employees and Town Council Members. Exception - \$1.00 per month for Department of Public Works Union Employees
Eligible retired employees may continue in group insurance as long as they pay the full current monthly premium.

BE IT FURTHER ORDAINED that this Ordinance shall be in full force and effect from and after its passage.

PASSED AND ADOPTED by the Town Council of the Town of Griffith, Lake County, Indiana this 19th day of February, 2013.

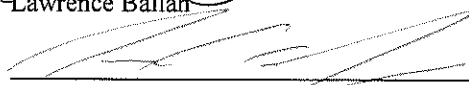
TOWN COUNCIL
TOWN OF GRIFFITH



Glen Gaby



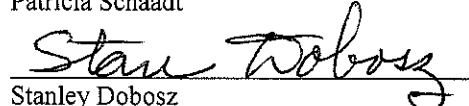
Lawrence Ballah



Rick Ryfa




Patricia Schaadt



Stanley Dobosz

Attest:



George N. Jerome
Clerk Treasurer