

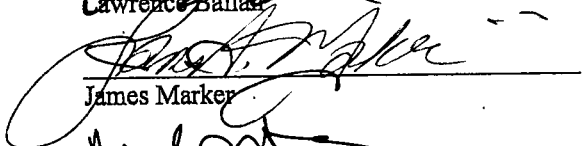
ORDINANCE NO. 2020-20

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 8th day of
December, 2020

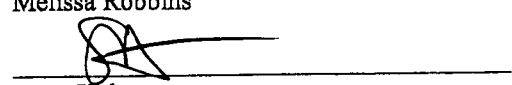
TOWN COUNCIL
TOWN OF GRIFFITH


Rick Ryla

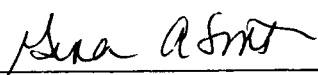

Lawrence Ballan


James Marker


Melissa Robbins


Tony Hobson

Attest:


Gina A. Smith
Clerk Treasurer

ORDINANCE NO. 2020-20

The salary of Police Officer 1st Class Special shall be at least \$10,000.00 above the established salary of Patrolman 1st Class – After 60 months for the current year.

Probationary period is 12 months for all newly hired officers; Academy Certified Probationary Officers will be paid Patrolman 3rd from date of hire. New hires without Academy Certification will be paid Patrolman 3rd after successful Academy Certification. Police Officers hired with prior experience and Academy Certification will be paid on the following basis: 13 to 36 months of experience will be paid equivalent to Patrolman 3rd Class; 37 to 60 months of experience will be paid equivalent to Patrolman 2nd Class; 60+ months of experience will be paid equivalent to Patrolman 1st Class. Calculation for years of service will not include reserve, part-time or military years of experience.

Special Service Positions/Specialty Pay:

Base pay for the following positions will be equal to Corporal: School Resource Officer, Canine Officer, Task Force Officer and Crime Reduction Initiative Officer.

Special Services Coordinator:

Detective Bureau/Specialty Pay:

Base pay for officers assigned to the Detective Bureau will be equal to Corporal with one exception, one officer appointed and designated as Detective Sergeant whose base pay will be equal to Sergeant

Total authorized strength of thirty-three (33) sworn officers.

Canine Maintenance Pay \$1,921.99 to be paid the last pay period of each quarter

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. Members of the police administration, consisting of the appointed ranks of Chief, Commander and Lieutenant, shall not be paid extra for working on designated holidays or for working more than (40) forty hours per week (State and Federal grants not included). Officers assigned to State or Federal funded task forces shall receive overtime pay at the rate provided by the funding agency.

HOLIDAY PAY: POLICE DEPARTMENT – SWORN OFFICERS AND 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. 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

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Water Distribution Operator with WT-2 Certification	\$24.04 per hour
Water Distribution Operator with DSL Certification	\$23.58 per hour

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

Wage Classification	Wage Rate
Working Foreman	\$25.35 per hour
Pump Maintenance Technician	\$22.97 per hour
Head Mechanic	\$27.30 per hour
Mechanic	\$22.49 per hour
Assistant Mechanic	\$21.14 per hour
Apprentice Mechanic	\$19.06 per hour
Part Time Mechanic	\$12.24 - \$15.30 per hour
Water Meter Technician with DSL and/or WT-2 Certification	\$24.04 per hour

*** Water Meter Technician must be proficient with complete operation of water & Sewer Plants**

Group Leader	\$23.58 per hour
Water Meter Technician I	\$23.58 per hour
Water Meter Technician II	\$23.18 per hour
Water Meter Technician III	\$22.74 per hour
Water Distribution Operator	\$23.58 per hour
Equipment Operator	\$23.18 per hour
Equipment Operator I (Backhoe Certified)	\$23.58 per hour
Equipment Operator II	\$23.18 per hour
I & I Technician Class I	\$23.58 per hour
I & I Technician Class II	\$23.18 per hour
I & I Technician Class III	\$22.74 per hour
Truck Driver	\$22.74 per hour
Laborer First Class	\$22.27 per hour
Laborer Second Class	\$21.13 per hour
Laborer Third Class	\$20.20 per hour
Laborer Fourth Class	\$16.79 per hour
Laborer Part-Time	\$9.18 - \$15.30 per hour
Light Duty	\$10.20 per hour

Intern Mapping/Auto-Cad Part-Time \$10.20 - \$16.32 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.

ORDINANCE NO. 2020-20

ALL FULL TIME TOWN EMPLOYEES: PERFECT ATTENDANCE INCENTIVE.

Effective January 1, 2018 all full-time Town employees who have perfect attendance for the current calendar year ending on December 31 are eligible for a one-time bonus of \$1,000.00 (One Thousand dollars and zero cents) payable in January of the following calendar year. The calendar year is from January 1 to December 31. Employees are subsequently eligible for the bonus each year thereafter.

FIRE DEPARTMENT

Chief of Fire Department	Monthly	\$1,020.00	Plus \$12.24 per call or hour
Deputy Chief	Quarterly	\$663.00	Plus \$12.24 per call or hour
Secretary/Treasurer	Quarterly	\$510.00	Plus \$12.24 per call or hour
Battalion Chief (3)	Quarterly	\$255.00	Plus \$12.24 per call or hour
Captains (3)	Quarterly	\$204.00	Plus \$12.24 per call or hour
Safety Officer	Quarterly	\$204.00	Plus \$12.24 per call or hour
Lieutenants (6)	Quarterly	\$102.00	Plus \$12.24 per call or hour
Engineer			\$12.24 per call or hour
Fireman			\$12.24 per call or hour

Allowed two (2) hours pay for training meetings @ \$10.20 per hour
 Firefighter clothing allowance one hundred dollars (\$100) per year
 Firefighter automobile allowance one hundred dollars (\$100) per year

PARK DEPARTMENT

Activities Director	Park Department & CEDIT	Bi-weekly	\$12.24 - \$17.34/hr
Park Hourly Supervisor		Bi-weekly	\$11.47 - \$14.28/hr
Laborer		Bi-weekly	
Starting			\$7.39 per hour
Experienced			\$7.65 - \$10.74/hr

All Park Department employees are part time with no benefits

SENIOR CENTER

Senior Center Director		Bi-weekly	\$10.71 - \$16.32/hr
Senior Center Part-time		Bi-weekly	\$7.65 - \$13.26/hr

FRANKLIN CENTER/COMMUNITY CENTER

Custodial - Part-time		Bi-weekly	\$7.65 - \$12.24/hr
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DEPARTMENT OF PUBLIC WORKS

Wage Classification	Bi-weekly	Wage Rate
Head Certified Water Distribution Operator/Treatment Operator		\$26.09 per hour
WT-2 Water Distribution / Equipment Operator		\$24.43 per hour

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Building Inspector(all types)	General	Per Inspection	\$25.00
Building Department Administrator	General	Bi-weekly	From \$1,469.37 To \$2,038.28
Secretary -- Building Dept	General	Bi-weekly	From \$756.52 To \$1,638.61
Part-Time			\$7.65 - \$17.34hr

BOARDS AND COMMISSIONS

Safety Board Members

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

BZA Members –

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

Park Board Members

\$45.00 per scheduled meeting attended.

Park Board Recording Secretary

\$45.00 per meeting

ALL PAID BOARD AND COMMISSION MEMBERS AND RECORDING SECRETARIES WILL BE PAID ANNUALLY IN DECEMBER.

ORDINANCE NO. 2020-20

AN ORDINANCE AMENDING THE SALARY AND WAGES OF THE OF TOWN OF GRIFFITH FOR THE YEAR 2021

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 2021, EFFECTIVE PAY PERIOD BEGINNING DECEMBER 20, 2020, PAYABLE STARTING JANUARY 7, 2021, SHALL BE AS FOLLOWS:

SALARY & WAGES

Council Members base pay	General 50%/Water25%/Sewer 25%	Bi-weekly	\$528.68
TC President additional	Water 50%/ Sewer 50%	Bi-weekly	\$1490.77
Clerk Treasurer	General/Water/Sewer	Bi-weekly	\$2,721.14
Administrative Assistant To the Town Council	General/Water/Sewer	Bi-weekly	from - \$1,120.43 to - \$1,632.63
CLERK TREASURER'S OFFICE			
Deputy Clerk Treasurer	General/Water/Sewer	Bi-weekly	\$2,224.31
Clerk Treasurer Clerical Staff			
Senior Utility Clerk		Bi-weekly	From-\$1,461.38 To-\$1,808.97
Utility Clerk		Bi-weekly	From-\$1,016.39 To-\$1,556.56
Accounts Payable Clerk		Bi-weekly	From-\$1,461.38 To-\$1,808.97
Customer Service/Admin Asst (Administrative Assistant)		Bi-weekly	From-\$1,424.55 To-\$1,771.40
Part-Time		Bi-weekly	\$7.65 - \$15.30/hr
OTHER SALARY & WAGES			
Director of Public Works	General, MVH, Water, Storm, Sewer	Bi-weekly	From \$2,493.07 to \$3,061.24
Supervisors – Public Works		Bi-weekly	F \$2,164.86 \$2,517.29
Admin Assist – Public Works		Bi-weekly	From \$1,469.37 To \$2,038.28
Secretary – Public Works	General, MVH, Water, Storm, Sewer	Bi-weekly	From \$756.62 To \$1,638.61
Meter Reader/ Clerical Staff		Bi-weekly	F \$1,469.37 T \$1,738.61
Part-Time			\$7.65 - \$12.75/hr
Building Commissioner	General	Bi-weekly	From \$2,285.68 To \$3,025.59