

# ORDINANCE NO. 2022-01

## AN ORDINANCE AMENDING THE SALARY AND WAGES OF THE OF TOWN OF GRIFFITH FOR THE YEAR 2022

**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 2022, EFFECTIVE PAY PERIOD BEGINNING DECEMBER 19, 2021, PAYABLE STARTING JANUARY 6, 2022, SHALL BE AS FOLLOWS:**

### SALARY & WAGES

Council Members base pay	General 50%/Water25%/Sewer 25%	Bi-weekly	\$539.26
TC President additional	Water 50%/ Sewer 50%	Bi-weekly	\$1520.59
Clerk Treasurer	General/Water/Sewer	Bi-weekly	\$2,775.57
Administrative Assistant	General/Cedit/Park	Bi-weekly	from - \$1,142.84
To the Town Council			to - \$1,665.29
<b>CLERK TREASURER'S OFFICE</b>			
Deputy Clerk Treasurer	General/Water/Sewer	Bi-weekly	\$2,268.00
Clerk Treasurer Assistant		Bi-weekly	\$2,040.00
Clerk Treasurer Clerical Staff			
Senior Utility Clerk		Bi-weekly	From-\$1,490.61 To-\$1,845.15
Utility Clerk		Bi-weekly	From-\$1,036.72 To-\$1,587.70
Accounts Payable Clerk		Bi-weekly	From-\$1,490.61 To-\$1,845.15
Customer Service/Admin Asst (Administrative Assistant)		Bi-weekly	From-\$1,453.05 To-\$1,806.83
Part-Time		Bi-weekly	\$7.81 - \$15.61/hr
<b>OTHER SALARY &amp; WAGES</b>			
Director of Public Works	General, MVH, Water, Storm, Sewer	Bi-weekly	From \$2,542.94 to \$3,122.47
Interim Director		Bi-weekly	\$350.00
Supervisors – Public Works		Bi-weekly	F \$2,208.16 T \$2,567.64
Admin Assist – Public Works		Bi-weekly	From \$1,498.76 To \$2,079.05
Secretary – Public Works	General, MVH, Water, Storm, Sewer	Bi-weekly	From \$771.76 To \$1,671.39
Meter Reader/ Clerical Staff		Bi-weekly	F \$1,498.76 T \$1,773.39
Part-Time			\$7.81 - \$13.01/hr

# ORDINANCE NO. 2022-01

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

**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	\$1,040.40	Plus \$12.24 per call or hour
Deputy Chief	Quarterly	\$676.26	Plus \$12.24 per call or hour
Secretary/Treasurer	Quarterly	\$520.20	Plus \$12.24 per call or hour
Battalion Chief (3)	Quarterly	\$260.10	Plus \$12.24 per call or hour
Captains (3)	Quarterly	\$208.08	Plus \$12.24 per call or hour
Safety Officer	Quarterly	\$208.08	Plus \$12.24 per call or hour
Lieutenants (6)	Quarterly	\$104.04	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

	Park Department & CEDIT		
Park Hourly Supervisor		Bi-weekly	\$12.24 - \$20.40/hr.
Laborer		Bi-weekly	\$8.16 - \$14.28

All Park Department employees are part time with no benefits

## SENIOR CENTER

Senior Center Director	Bi-weekly	\$10.93 - \$16.65/hr
Senior Center Part-time	Bi-weekly	\$7.81 - \$13.53/hr

## FRANKLIN CENTER/COMMUNITY CENTER

Custodial - Part-time	Bi-weekly	\$7.81 - \$12.49/hr
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## DEPARTMENT OF PUBLIC WORKS

<b>Wage Classification</b>		<b>Wage Rate</b>
	Bi-weekly	
Head Certified Water Distribution Operator/Treatment Operator		\$26.62 per hour
WT-2 Water Distribution / Equipment Operator		\$24.92 per hour

# ORDINANCE NO. 2022-01

## 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 is:

- \*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: EXCLUDING SWORN POLICE OFFICERS

Overtime consists of forty (40) hours per week or eight hours per day for union employees and shall be paid at time and 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 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 their last previous and next regular work day.

Upper level policy making salaried executive positions, namely Clerk Treasurer, Deputy Clerk Treasurer, Director of Public Works, and 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

## ELECTED OFFICIALS ARE NOT ELIGIBLE TO RECEIVE LONGEVITY PAY

\*Civilian employees hired after 6/1/2012 are not eligible for longevity pay until after 10 years of service

## POLICE DEPARTMENT

Chief of Police	Bi-weekly	From \$3,006.41 to \$3,592.73
Commanders	Bi-weekly	\$3,001.19
Lieutenants	Bi-weekly	\$2,878.12
Sergeants	Bi-weekly	\$2,769.82
Corporals	Bi-weekly	\$2,592.16
Patrolman		
Patrolman – Pre-Academy	New Hires	Bi-weekly \$1,939.20
Patrolman 3 <sup>rd</sup> Class	13 – 36 months	Bi-weekly \$2,104.15

# ORDINANCE NO. 2022-01

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

5 – 9 Years	\$85.42 per Month
10 – 14 Years	\$170.83 per Month
15 – 19 Years	\$256.25 per Month
20 Years (Maximum)	\$341.67 per Month

Longevity continues to increase every five years of service until the maximum at twenty years of service. 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 four (4)

IT Specialist	Bi-weekly	From \$2,432.32 To \$3,216.93
IT Specialist / Part Time		From \$30.60/hour To \$51.00/hour
IDACS Coordinator / Part Time		\$20.40 / hour
Secretary/Clerical/Analyst	Bi-Weekly	From \$803.09 To \$1,871.04
Part-Time		\$7.81 - \$12.74/hr
Social Worker	Bi-Weekly	From \$1,734.00 To \$2,346.00
Social Worker/Part Time	Bi-Weekly	\$16.00-\$20.00
Animal Warden	Bi-weekly	F \$1,224.00 To \$1,871.04
Part-Time Animal Warden	Bi-weekly	\$9.18 - \$15.30/hr
Part-time Code Enforcement Officer	Bi-weekly	\$14.28 - \$20.40/hour
Part-Time Clerical/Analyst	Bi-weekly	\$10.41 - \$18.73/hour
Paid Interns	Bi-weekly	\$10.41 - \$16.65 /hour

## CROSSING GUARDS

Salary range \$10.00 to \$34.80 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.