

TOWN OF GRIFFITH, LAKE COUNTY, INDIANA
ORDINANCE NO. 2025-8
ORDINANCE ESTABLISHING EMPLOYEE COMPENSATION PLANS

WHEREAS, The Town of Griffith, Indiana (the “Town”) employs numerous people as employees of the Town (the “Town Employees” or “Town Employee”) and provides Insurance to eligible Town Employees through policies covering Medical, Dental, Vision & Life Insurance; and

WHEREAS Town Employees are currently on a health benefit plan period that runs from June 1 through May 31 (the “Plan Period”); and

WHEREAS Town Employees are currently on a payment schedule that includes up to twenty-six (26) payments to be paid out from July 1st through June 30th (the “Pay Periods”); and

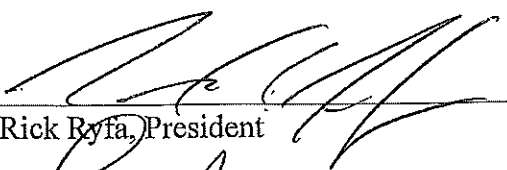
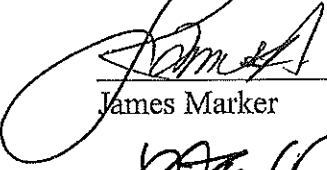
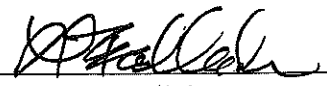
WHEREAS the Town Council of the Town desires to establish compensation plans that give Town Employees the option to receive additional monetary compensation in preference of Medical Insurance to ensure employees are adequately compensated while maintaining fiscal responsibility over the Town.

NOW THEREFORE, BE IT ORDAINED by the Town of Griffith Town Council as follows:

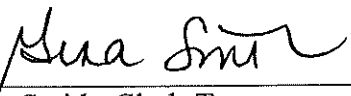
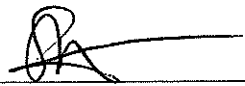
1. **Compensation of Town Employees.** All Town Employees who are eligible to receive health benefits may decline to participate in Town Medical Insurance plans, and if a Town Employee elects to do so, the Town Employee shall receive additional compensation up to \$8,000, annualized and prorated per Pay Period, beginning on the Qualification Date and up to a maximum twenty-six (26) Pay Periods.
2. **Qualified Eligibility.** Town Employees have qualified eligibility when they are otherwise eligible to receive health benefits from the Town’s health insurance plans but have agreed to decline, via a signed waiver, such health benefits in exchange for the additional \$8,000 in prorated compensation.
3. **Qualification Date.** Current Town Employees that elected to receive the additional \$8,000 in prorated compensation shall receive the first of such payments after one full month of qualified eligibility (the “Qualification Date”). New Town Employees that start their employment during the Plan Period and elect to receive an additional \$8,000 in prorated compensation in preference of Medical Insurance shall have a Qualification Date beginning on the first of the month following the date they start their employment.
4. **Termination.** In the event a Town Employee is terminated from their employment, the prorated payments shall cease on the date of termination.

PASSED AND ADOPTED BY THE TOWN COUNCIL OF THE TOWN OF
GRIFFITH, INDIANA, THIS 15th DAY OF JULY 2025.

TOWN COUNCIL OF THE TOWN OF GRIFFITH


Rick Ryfa, President
James Marker
Lawrence Ballah

Attest:


Gina Smith, Clerk-Treasurer
Melissa Robbins
Tony Hobson