

October 18, 2016

TOWN OF GRIFFITH TOWN COUNCIL MINUTES

Council President Rick Ryfa called the October 18 meeting to order at 7:02 p.m.

The names of murdered Police Officers were read by Council Member (CM) James Marker
Sergeant Steve Owen, Los Angeles County Sheriff's Office, CA
Police Officer Blake Curtis, Snyder St. Louis County Police Dept., MO
Police Officer Lesley Zerebny, Palm Springs Police Dept., CA
Police Officer Jose Gilbert Vega, Palm Springs Police Dept., CA
Sergeant Luis A. Melendez-Maldonado, Puerto Rico Police Dept., PR

ROLL CALL:

James Marker
Larry Ballah
Rick Ryfa
Tony Hobson-Absent
Patricia Schaadt

ALSO ATTENDING:

John Volkmann - Clerk Treasurer
Greg Mance - Police Chief
Steve McDermott - Building Commissioner
Robert Schwerd - Attorney for the Town
Rick Konopasek-Director Public Works
Roy Schoon - Fire Chief

APPROVAL OF MINUTES:

1. CM Patricia Schaadt moved to adopt the minutes of the October 4, 2016 meeting as presented, second by CM James Marker. MOTION CARRIED

APPROVAL OF CLAIMS:

1. Claims No. 9004 - 9290 in the amount of \$1,046,457.35 (One million, forty-six thousand, four hundred fifty-seven dollars and thirty-five cents) were presented for payment. CM Patricia Schaadt moved to accept the claims as presented, second by CM Larry Ballah. MOTION CARRIED

ANNOUNCEMENTS:

1. The next council meeting will be Tuesday November 1, 2016 at 7:00 p.m. A study session will be held at 6:30 p.m. before the meeting one will follow if necessary. A study session will be held on Tuesday October 25, 2016 at 5:30 PM at Town Hall.
2. Trick or Treat hours will be from 5:00pm until 7:00pm on October 31, 2016.

COMMUNICATIONS:

1. The Calumet Christian School requested permission to put up banners promoting their Patriot Auction on Saturday, November 5, 2016, doors open at 11:30am and Live Event beginning at 1:00pm. A motion was made by CM Patricia Schaadt to approve the placement of banners for this event, seconded by CM James Marker. Motion Carried

REPORTS:

1. NIRPC - No Report
2. Public Works - No Report
3. Police - Police Chief Greg Mance announced that there will be a Prescription Drug Take Back at the rear of the Griffith Police Department from 10:00am until 2:00pm on Saturday October 22, 2016. This event is sponsored by the DEA. Also, there will be an Animal Shelter Fundraiser "Laugh Your Tail Off" on Saturday, November 5, 2016 at the Wildrose Brewing Co. 1104 E. Main St. Griffith, IN. This will be a comedy event and silent auction to benefit the Griffith Animal Control Building. Tickets are \$30.00 and you must be over 21.
4. Fire - No Report
5. Economic Development - No Report
6. Pending Items
 - a. Hammond Sanitary District/Water Treatment - Council President Ryfa stated that we are still in negotiations with HSD.
 - b. Calumet Township/Secession Vote December 20, 2016 - Council President (CP) Rick Ryfa advised that the Lake County Board of Elections will provide the necessary equipment and monitor the Secession Vote. Also,

Griffith Clerk Treasurer (CT), John C. Volkmann will publish the necessary notices in the appropriate news outlets.

- c. Griffith Park Plaza - No Report.

BUSINESS FROM THE COUNCIL:

UNFINISHED BUSINESS:

- a. Clerk Treasurer John C. Volkmann advised that the 2017 budget was submitted to Gateway on 10/11/2016 and is available for viewing at: gateway.ifionline.org; select: When is budget hearing; select: Search By County; Select: Lake County; Go to Taxing District and select: Griffith. This will give a summary of the submitted budget. There will be a public meeting on 10/22/2016 at 9:00am in the Griffith Town Hall. The adoption meeting will be on 11/01/16 at the regular Town Council meeting.

2. NEW BUSINESS:

- a. The bids for the Community Crossings Grant for the "Reconstruction and Resurfacing of 45th Ave., S. Lindberg, S. Cline and Industrial Drive" were opened. Reith/Riley Construction bid: \$1,397,500.00 with no deviations or alterations. Walsh & Kelly Construction bid: \$1,320,742.32 with no deviations or alterations. These were the only bids received. The bids were forwarded to Rick Konopasek, Director of Public Works and to Robert Schwerd, Griffith Town Attorney for review.
- b. Ordinance 2016-48 limiting parking on the west side of Lafayette St. south of Main St. was given a first reading by CM James Marker.
- c. A proposal for a general services agreement by Butler, Fairman and Seufert, Inc. for engineering services was presented by CM Larry Ballah.
- d. Salary Ordinance 2019-49 to change the position of Building Commissioner to Building Commissioner/Town Buildings/Facilities Manager with a Salary Range from \$2,153.85 to \$2,795.48 bi-weekly and granting an increase in salary of the Building Commissioner/Town Buildings/Facilities Manager to: \$2,192.31 bi-weekly. A motion was made by CM James Marker to pass this ordinance on the first reading and seconded by CM Patricia Schaadt. A roll call vote was taken: CM James Marker – In Favor; CM Larry Ballah – In Favor; CP Rick Ryfa – In Favor; CM Patricia Schaadt – In Favor; CM Tony Hobson – Absent. Motion Carried. A motion was made to approve Salary Ordinance 2019-49 by CM James Marker and seconded by CM Patricia Schaadt. Motion Carried.
- e. Ordinance 2016-50 an Ordinance amending Chapter 78 – Utilities, Article III Sewer Service Division I. Section 78-96. – Definitions, by the addition of language to the definition of "Commercial Users" and amending Section 78-107 - Wastewater Sampling by the additions of subsections a., b., c., and d. This was a first reading by CM Larry Ballah.
- f. CP Rick Ryfa confirmed the appointment of Scott Muffet to the Griffith Park Board.
- g. Resolution 2016-52. A motion was made by CM James Marker to approve Resolution 2016-52 to oppose the Trans Pacific Partnership and seconded by CM Patricia Schaadt. Motion Carried.
- h. Town Attorney Robert Schwerd has reviewed the Town Sign Ordinances and stated that while the Town can regulate signs as to size, placement and how it can be lit, there is nothing the Town can legally do to control what someone puts on the sign. CP Rick Ryfa also stated that the Town will act if the message on the sign is of an obscene nature. CM Patricia Schaadt said that the Town has been to court on two separate occasions about sign message that were thought to be inappropriate and that the Town lost both court cases.

- i. Ordinance 2016-51 on the Planned Unit Development for the new Turnberry Subdivision was given a first reading by CM Larry Ballah.

PUBLIC COMMENTS:

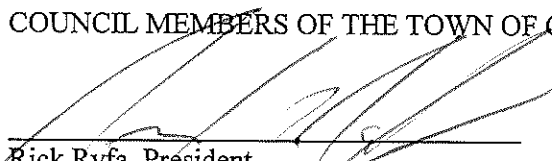
- a. Emily Hobson – 3441 Strong Pl., Highland, IN. stated the following: That she started a petition about the Town Tap and Lucille's on 10/14/16 hoping to be able to do something about these establishment and their owner. She claims the petition contains between 3,000 and 4,000 names and cities of people who support her, she also claims that there are over 2,000 comments by many of the individuals listed on the petition. Emily alleges that the owner of these establishments has made numerous threats and allegations via social media against her including death threats and slander. Emily also alleges that there is illegal activity at both establishment to include under age alcohol consumption, illegal drug use and distribution. Emily presented her petition to the council so that it could be part of the Town record. CP Rick Ryfa responded to Emily that the Town does have jurisdiction over illegal activities and would investigate and respond appropriately. He also stated that the Town cannot shut down the business over things posted on her sign, he also advised Emily and others present that they could lodge complaints with the State Alcohol and Tobacco Commission and Indiana State Excise Police. Police Chief Greg Mance added that the Police Department would investigate any criminal activity and would work closely with the Excise Police in regards to this matter. Chief Mance also urged everyone to report any criminal activity to the Police Department, to be a witness and to turn over to the police any concrete evidence of criminal activity. CP Ryfa also stated that the Town cannot just pull the liquor licenses and advised those in attendance that liquor licenses are reviewed every two years and they should lodge complaints with the ATC.
- b. Thomas Hentchner – 1213 Rensselaer, Griffith, IN. Stated that everything being said about the Town Tap and Lucille's is hearsay, why would the Town Council listen to non-residents and this is not the venue to express hurt feelings. CP Rick Ryfa responded that we listen to feedback but do not have to act on it. If there is evidence of criminal activity we will act on it.
- c. Toya Bogan, 719 Darcy, Griffith, IN. Stated "I have someone smart enough to burn your bar down." (MS Bogan did not say whom she was quoting.) To Attorney Robert Schwerd: What happened to commercial speech and the consequences of using obscene language? This woman is dividing this Town and something has to be done. Free speech has consequences. Who will be blamed when she gets hurt?
- d. Anthony White, 664 DeKalb St., Miller, IN., (He refers to a Kyle Young standing next to him as his best friend.) My friend should not have to endure harassment and intolerance. We are trying to blot out racism. This generation should end intolerance. We should hold ourselves to an extremely high standard. We must do something. (This was in reference to a video posted on Facebook.) Police Chief Greg Mance responded that he had contacted Facebook and was told that the video did not violate their policies. Chief Mance also stated that the Griffith PD will review and investigate the allegations and will prosecute if there is adequate evidence of criminal wrongdoing.
- e. Kyle Young, 244 N. Elgin, Griffith, IN. (Kyle spoke at least 3 separate times, this is a summary.) Stated that he had been called a "retard" by the owner of Town Tap and Lucille's, that she is a friend to his face but exudes bigotry. That she is driving business out of Town. He is a Hoosier 1st and Griffith Panther 2nd. Stated that it is lunacy that it took so long for reports to be made about these establishments. Also this is not about hurt feelings.

She has committed a crime; she has filmed pornography and spies on patrons of these establishments.

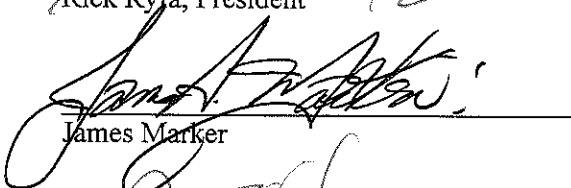
- f. Kathy Ruesken, 1103 E. Lake, Griffith, IN. Stated that the Town can remonstrate against her when her liquor license renewal comes up. Do not engage her on Facebook, take the higher road. The Town Tap liquor license is up for renewal in March of 2017. There are 3 requirements to obtains a liquor license (doesn't remember first two) 3rd one is the license holder must be a person of good moral character to hold liquor license. What she has posted should be enough to take to the Lake County Liquor Board. MS Ruesken also stated that she would work with the Town or anyone else to try to solve this problem.
- g. The following individuals all spoke against Town Tap and Lucille's owner Michelle Creech. They all expressed disappointment and disgust at what MS Creech has posted on social media, what she tolerates in these establishments and the ongoing alleged criminal activity. Matt (last name unknown, left before I could ask) 2728 Clough, Highland, IN; David Milanec, 642 Cline, Griffith, IN; Alisia Caparelli, 303 Broadmore (town unknown); Angela Molin 142/143 S. Broad, Griffith, IN; Aaron Lopez, 1800 N. Lafayette, Griffith, IN; Bernadette Bowen, 2012 Ashberry Lane, Schererville, IN; Taylor Lusiniecki, 525 S. Lafayette, Griffith, IN; Janet Cobb, 306 N. Woodlawn, Griffith, IN; Darrell Lopez, 1800 N. Lafayette, Griffith, IN; Carl Darnell, 706 N. Elmer, Griffith, IN. CP Rick Ryfa responded to all of those present to file police reports so that violations can be documented and investigated. Police Chief Greg Mance responded to all of those present that until that afternoon he had not received any complaints about these establishments. He also stated that Facebook should be contacted and asked to change their standards as to what is appropriate to be posted. CM Patricia Schaadt stated that even though she is not on Facebook she is disappointed with what has been posted and with what people are complaining about. That we should not condone what has happened and that we should do something about it and she will support those efforts. The audio version of this meeting will be preserved.

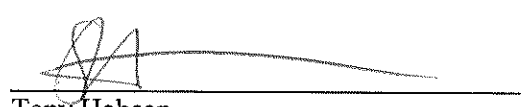
There being no further business to come before this Council, the meeting was adjourned at 8:45p.m.

COUNCIL MEMBERS OF THE TOWN OF GRIFFITH, LAKE COUNTY, INDIANA


Rick Ryfa, President

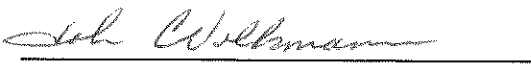

Patricia Schaadt


James Marker


Tony Hobson

Attest:


Larry Ballah


John C. Volkmann
Clerk-Treasurer

RESOLUTION NO. 2016-52

**A RESOLUTION OF THE GRIFFITH TOWN COUNCIL OPPOSING THE
ENACTMENT OF HARMFUL FEDERAL TRADE AGREEMENTS**

WHEREAS, the Griffith Town Council, as the fiscal and legislative body of the Town of Griffith, from time to time encounters issues of public import and moment which invite an expression from the elected representatives as part of the public discourse on matters; and

WHEREAS, on June 29, 2015 the Bipartisan Congressional Trade Priorities and Accountability Act of 2015 ("TPA") was signed into law, providing the Federal Government "fast-track" powers to conduct and conclude federal trade legislation; and

WHEREAS, the Federal Government is currently considering the approval of several proposed trade agreements, to-wit: the Trans-Pacific Partnership Agreement ("TPP"), the Transatlantic Trade and Investment Agreement ("TTIP") and the Trade in Services Agreement ("TiSA"); and

WHEREAS, TPP negotiations have been completed and the final agreement is awaiting Congressional approval; and

WHEREAS, Griffith citizens, various labor organizations and the United Steelworkers (USW) are encouraging communities nationwide to pass resolutions opposing these proposed trade policies, in particular the TPP, with an exacting focus on the negative impact on labor rights and rules; and

WHEREAS, the TPP concerns matters of public policy and fails to meet its stated goals "To promote economic growth, support the creation and retention of jobs, enhance innovation, productivity and competitiveness, raise living standards, reduce poverty in countries, and promote transparency, good governance, and enhanced labor and environmental protections;" and

WHEREAS, the TPP critically fails to address currency misalignment, contains feeble auto rules or origin and inadequate state-owned enterprise provisions, provides extraordinary rights to foreign investors and pharmaceutical companies, undermines Buy American Act, weakens labor, environmental health, food safety and financial laws, allows challenges to our laws in international tribunals rather than our own court system, and includes a labor framework that has proved itself ineffective resulting in the certain risks of TPP outweighing its speculative and limited benefits; and

WHEREAS, Griffith steel workers and other workers in related industries, are threatened by unfair trade practices and the manipulation of currency; and

WHEREAS, given the enactment of the TPA, citizens of Griffith have little opportunity to correct shortcomings of these proposed trade policies and Congress cannot follow normal Congressional procedure that permits full hearings and amendments; and

WHEREAS, the Griffith Town Council opposes the enactment of harmful federal trade agreements and desires to call upon our congressional delegation to oppose the same;

NOW, THEREFORE, BE IT RESOLVED by the Griffith Town Council of the Town of Griffith, Lake County, Indiana, as follows:

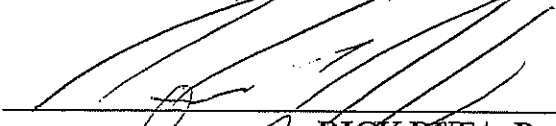
RESOLUTION NO. 2016-52

1. The Griffith Town Council respectfully calls upon Senator Daniel Coats, Senator Joe Donnelly and Representative Pete Visclosky to oppose TPP as currently negotiated, and any similar proposed trade deals, such as the TTIP; and TiSa, if they fail to restructure the misguided and failed policies of the past; and
2. The Griffith Town Council calls upon our Congressional delegation to support new trade policy that truly promotes economic growth; avoids favoring foreign companies over domestic ones; promotes high standards of protection for Workplaces, products and natural resources; supports the creation and retention of jobs; enhances innovation, productivity and competitiveness, raises living standards; reduces poverty in our Country and promotes transparency, good governance and enhances labor and environmental protections; and
- 3 That a copy of this Resolution be provided to Senator Dan Coats, Senator Joe Donnelly and Representative Pete Visclosky and the local media outlets.


BE IT FURTHER RESOLVED, this resolution shall take effect and be in full force upon its passage by the Griffith Town Council of the Town of Griffith, Lake County, Indiana.

SO RESOLVED, PASSED, AND ADOPTED by the Town Council of the Town of Griffith, Lake County, Indiana, on this 18th day of October, 2016.

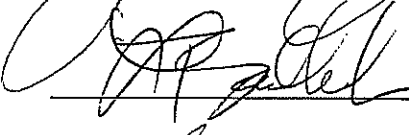
**COUNCIL MEMBERS OF THE TOWN OF
GRIFFITH, LAKE COUNTY, INDIANA**




RICK RYFA, President



JAMES MARKER



LARRY BALLAH



PATRICIA SCHAADT

ABSENT

TONY HOBSON

ATTEST:



JOHN VOLKMANN, Clerk-Treasurer

ORDINANCE NO. 2016-49

AN ORDINANCE AMENDING THE SALARY AND WAGES OF THE OF TOWN OF GRIFFITH FOR THE YEAR 2016

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 2016 SHALL BE AS FOLLOWS:

SALARY & WAGES

Council Members (5)	General/Water/Sewer	Monthly	\$1,037.50
Clerk Treasurer	General/Water/Sewer	Bi-weekly	\$2,464.63
CLERK TREASURER'S OFFICE			
Deputy Clerk Treasurer	General/Water/Sewer	Bi-weekly	\$2,014.63
Clerk Treasurer Clerical Staff	General/Water/Sewer		
Starting ¹		Bi-weekly	\$741.93
After 1 Year		Bi-weekly	\$908.18
After 2 Years		Bi-weekly	\$1,074.40
After 3 Years		Bi-weekly	\$1,240.68
After 4 Years		Bi-weekly	\$1,406.94
After 5 Years		Bi-weekly	\$1,573.18
Part-Time		Bi-weekly	\$7.50 - \$12.25/hr
OTHER SALARY & WAGES			
Director of Public Works	General, MVH, Water, Storm, Sewer	Bi-weekly	From \$2,349.27 to \$2,635.88
Supervisors – Public Works		Bi-weekly	From \$2040.00 To \$2280.00
Admin Assist – Public Works		Bi-weekly	\$1,661.44
Secretary – Public Works	General, MVH, Water, Storm, Sewer	Bi-weekly	
Starting			\$712.89
After 1 Year			\$873.95
After 2 Years			\$1,033.92
After 3 Years			\$1,193.90
After 4 Years			\$1,353.89
After 5 Years			\$1,513.83
Part-Time			\$7.50 - \$12.25/hr
Director Econ Development / Building Commissioner	CEDIT, General	Bi-weekly	From \$2,307.69 to \$3,138.46
Building Commissioner/ Town Buildings/Facilities Manager	General	Bi-weekly	From \$2,153.85 to \$2,795.48
Part-Time Building Inspector	General	Bi-weekly	\$15.66 - \$25.00/hr
Building Department Administrator	General	Bi-weekly	From \$1384.62 to \$1883.07

¹ Starting Salaries may be increased with Council Approval based on education and/or prior work experience

ORDINANCE NO. 2016-49

Secretary – Building Dept	General	Bi-weekly	
Starting			\$712.89
After 1 Year			\$873.95
After 2 Years			\$1,033.92
After 3 Years			\$1,193.90
After 4 Years			\$1,353.89
After 5 Years			\$1,513.83
Part-Time			\$7.50 - \$12.25/hr
Town Attorney	General	Paid in Quarterly Installments	\$2,500.00

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 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.

Park Board Members

\$45.00 per scheduled meeting attended.

Park Board Recording Secretary

\$35.00 per meeting

ORDINANCE NO. 2016-49

FIRE DEPARTMENT

Chief of Fire Department	Monthly	\$1,000.00	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 (3)	Quarterly	\$250.00	Plus \$12.00 per call or hour
Captains (3)	Quarterly	\$200.00	Plus \$12.00 per call or hour
Safety Officer	Quarterly	\$200.00	Plus \$12.00 per call or hour
Lieutenants (6)	Quarterly	\$100.00	Plus \$12.00 per call or hour
Engineer			\$12.00 per call or hour
Fireman			\$12.00 per call or 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

Activities Director	Park Department & CEDIT	Bi-weekly	\$12.00 - \$17.00/hr
Park Hourly Supervisor		Bi-weekly	\$11.25 - \$14.00/hr
Laborer		Bi-weekly	
Starting			\$7.25 per hour
Experienced			\$7.50 - \$10.25/hr

All Park Department employees are part time with no benefits

SENIOR CENTER

Senior Center Director	Bi-weekly	\$10.50 - \$13.00/hr
Senior Center Part-time	Bi-weekly	\$7.50 - \$10.00/hr

FRANKLIN CENTER/COMMUNITY CENTER

Custodial - Part-time	Bi-weekly	\$7.50 - \$12.00/hr
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DEPARTMENT OF PUBLIC WORKS

Wage Classification	Bi-weekly	Wage Rate
Head Certified Water Distribution Operator/Treatment Operator		\$23.63 per hour
WT-2 Water Distribution / Equipment Operator		\$22.13 per hour
Water Distribution Operator with WT-2 Certification		\$21.77 per hour
Water Distribution Operator with DSL Certification		\$21.35 per hour

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

ORDINANCE NO. 2016-49

Wage Classification	Wage Rate
Working Foreman	\$22.95 per hour
Pump Maintenance Technician	\$20.81 per hour
Head Mechanic	\$24.74 per hour
Mechanic	\$20.36 per hour
Assistant Mechanic	\$19.14 per hour
Apprentice Mechanic	\$17.25 per hour
Part Time Mechanic	\$12.00 - \$15.00 per hour
Water Meter Technician with DSL and/or WT-2 Certification	\$21.77 per hour
* Water Meter Technician must be proficient with complete operation of water & Sewer Plants	
Group Leader	\$21.35 per hour
Water Meter Technician I	\$21.35 per hour
Water Meter Technician II	\$20.98 per hour
Water Meter Technician III	\$20.59 per hour
Water Distribution Operator	\$21.35 per hour
Equipment Operator	\$20.98 per hour
I & I Technician Class I	\$21.35 per hour
I & I Technician Class II	\$20.98 per hour
I & I Technician Class III	\$20.59 per hour
Truck Driver	\$20.59 per hour
Laborer First Class	\$20.17 per hour
Laborer Second Class	\$19.13 per hour
Laborer Third Class	\$18.29 per hour
Laborer Fourth Class	\$15.21 per hour
Laborer Part-Time	\$9.00 - \$15.00 per hour
Light Duty	\$10.00 per hour
Meter Reader	\$19.05 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

ORDINANCE NO. 2016-49

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 \$2,777.46 to \$3,116.31
Commanders	Bi-weekly	\$2,664.97
Lieutenants	Bi-weekly	\$2,496.95
Sergeants	Bi-weekly	\$2,315.98
Corporals	Bi-weekly	\$2,186.71
Patrolman		
Patrolman -- Pre-Academy New Hires	Bi-weekly	\$1,721.95
Patrolman 3 rd Class 13 - 36 months	Bi-weekly	\$1,868.42
Patrolman 2 nd Class 37 - 60 months	Bi-weekly	\$1,971.87
Patrolman 1 st Class After 60 months	Bi-weekly	\$2,083.33
Police Officer 1 st Class Special - 34 yrs w/25 GPD Continuous Service	Bi-weekly	\$2,483.49

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.

Special Service Positions/Specialty Pay:

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

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.

ORDINANCE NO. 2016-49

Canine Maintenance Pay \$1620.21 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, 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

ORDINANCE NO. 2016-49

POLICE DEPARTMENT CIVILIAN PERSONNEL

Authorized full-time personnel four (4)

Office Mgr/System Administrator	Bi-weekly	\$2,101.92
Secretary/Clerical	Bi-weekly	
Starting		\$741.93
After 1 Year		\$908.18
After 2 Years		\$1,074.40
After 3 Years		\$1,240.68
After 4 Years		\$1,406.94
After 5 Years		\$1,573.18
Part-Time		\$7.50 - \$12.25/hr
Animal Warden	Bi-weekly	
Starting		\$873.36
After 1 Year		\$964.45
After 2 Years		\$1,098.41
After 3 Years		\$1,237.71
After 4 Years		\$1,377.02
After 5 Years		\$1,510.18
Part-Time		\$8.00 - \$12.25/hr
Part-time Code Enforcement Officer	Bi-weekly	\$12.00 - \$18.00/hour
Paid Interns	Bi-weekly	\$10.00 - \$16.00 /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 current monthly premium as established by the Town Council.*

ORDINANCE NO. 2016-49

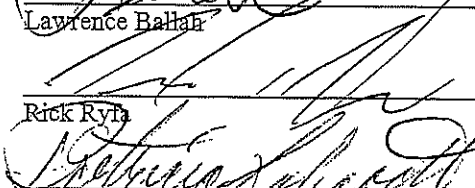
BE IT FURTHER ORDAINED that this Ordinance shall be in full force and effect from and after its passage.

PASSED AND ADOPTED by the Town Council of the Town of Griffith, Lake County, Indiana this 18th day of October, 2016.

TOWN COUNCIL
TOWN OF GRIFFITH

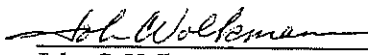

James Markley

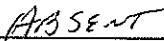

Lawrence Ballah


Rick Ryan


Patricia Schaadt

Attest:


John C. Volkmann
Clerk Treasurer


Tony Hobson

Rev. October 18, 2016