

## **February 18, 2014**

# **TOWN COUNCIL MINUTES**

Council President Rick Ryfa called the February 18, 2014 meeting to order at 7:00 PM.

### **ROLL CALL:**

Larry Ballah  
Rick Ryfa  
Glen Gaby - Absent  
Pat Schaadt  
Stan Dobosz

### **ALSO ATTENDING:**

George Jerome - Clerk Treasurer  
Greg Mance – Chief of Police  
Roy Schoon – Fire Chief  
Rick Konopasek – Public Works Director  
Bob Schwerd – Attorney for the Town

### **APPROVAL OF MINUTES:**

1. Council Member Stan Dobosz moved to adopt the minutes of the February 4, 2014 meeting as presented, second by Council Member Pat Schaadt. MOTION CARRIED

### **APPROVAL OF CLAIMS:**

1. Claims No. 0349– 0522 in the amount of \$1,035,051.75 (one million, thirty-five thousand, fifty-one dollars and seventy-five cents) were presented for payment. Council Member Pat Schaadt moved to accept the claims as presented, second by Council Member Larry Ballah. MOTION CARRIED

### **ANNOUNCEMENTS:**

1. There will be a council study session on Tuesday February 24<sup>th</sup> at 5:30 p.m.
2. The next council meeting will be Tuesday March 4<sup>th</sup> at 7:00 p.m. A study session will be held at 6:30 p.m. before the meeting and one will follow if necessary.
3. Due to heavy snow accumulations, alley trash pick-up is suspended until further notice. Republic will pick up trash at curb side in any container.

### **COMMUNICATIONS:**

1. BP Products provided notice of their request for a Class 3 Permit Modification
2. Council President Rick Ryfa read an email from CNRR sent in response to residents' complaints regarding the increase in idling trains. The email states that the higher than normal instances of idling trains is weather related.
3. Council member Pat Schaadt read several Thank-you notes received from Kindergarten students from St Mary's School. 3<sup>rd</sup> Grade students also sent notes thanking town employees for the work they do to maintain the town.

### **REPORTS:**

1. NIRPC – No Report
2. Board of Public Works – No Report
3. Director of Public Works – Public Works Director Rick Konopasek described the department's efforts to remove/plow snow in an effort to widen streets in order to clear storm drains. Parked cars continue to hamper those efforts. The police are assisting in getting cars moved and the GFD is helping to dig out fire hydrants.
4. Police
5. Chief Mance read a letter from Governor Mike Pence commending the Griffith Police Department for their assistance in responding to the multiple-vehicle accident on I-94 in Michigan City that left 3-dead and several injured. Officers Tharp, Carney and Strbjak along with Lt Gang responded.

6. Fire
  - a. Chief Schoon invited Council Members to observe the special cold-water rescue training scheduled for Saturday February 22<sup>nd</sup> at the North Station and then Isaac Walton.
7. Pending Items
  - a. Council Member Larry Ballah moved to approve the agreement with BF&S to provide Construction/Inspection services for the Avenue H and S Fairbanks Project, second by Council Member Stan Dobosz. MOTION CARRIED
  - b. Council Member Pat Schaadt moved to approve the Local Public Agency agreement with INDOT for the same project, second by Council Member Stan Dobosz. MOTION CARRIED
  - c. Council Member Pat Schaadt moved to authorize advertising for the Main Street reconstruction project, second by Council Member Stan Dobosz. MOTION CARRIED

#### **BUSINESS FROM THE COUNCIL:**

1. UNFINISHED BUSINESS
  - a. None
2. NEW BUSINESS
  - a. Council Member Pat Schaadt moved to approve Resolution 2014:06: A Resolution Authorizing Cash Travel Advances, second by Council Member Stan Dobosz. MOTION CARRIED
  - b. Council Member Larry Ballah moved to approve Resolution 2014:07: A Resolution Establishing a Public Safety Fund, second by Council Member Pat Schaadt. MOTION CARRIED
  - c. Council Member Pat Schaadt moved to authorize a Reorganization of the Fire Department as approved by the Safety Board which will:
    - i. Authorize two (2) Additional Battalion Chiefs
    - ii. Create the position of Safety Officer
    - iii. Create the position of Engineer,second by Council member Larry Ballah. MOTION CARRIED
  - d. Council Member Pat Schaadt introduced Ordinance 2014-08: Salary Ordinance on first reading.
  - e. Council Member Larry Ballah moved to affirm the following Police Department promotions and assignments:
    - i. Corporal Bottiger promoted to Sergeant
    - ii. Officer Gutierrez promoted to Corporal
    - iii. Officer Sines promoted to Corporal
    - iv. Sergeant Moore assigned to th Detective Bureau,second by Council Member Pat Schaadt. MOTION CARRIED
  - f. Council Member Stan Dobosz moved to authorize advertising for the purchase of new police vehicles, second by Council Member Pat Schaadt. MOTION CARRIED
  - g. Council Member Stan Dobosz moved to authorize the Council President Rick Ryfa to enter into an Agreement for Accounting Services with H. J. Umbaugh & Associates, second by Council Member Pat Schaadt. MOTION CARRIED

#### **PUBLIC COMMENTS:**

- Mike Kitzmiller, 121 N Raymond asked about removal of accumulated snow.

There being no further business to come before this Council, the meeting was adjourned at 7:31 p. m.

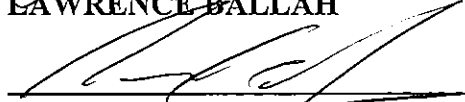
TOWN COUNCIL  
TOWN OF GRIFFITH

ABSENT

GLEN GABY



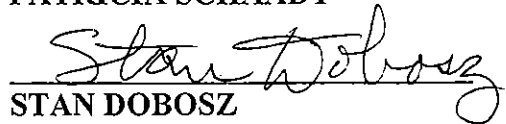
LAWRENCE BALLAH



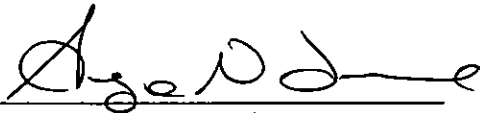
RICK RYFA



PATRICIA SCHAADT



STAN DOBOSZ



GEORGE N. JEROME  
CLERK TREASURER

## RESOLUTION 2014-06

### A RESOLUTION AUTHORIZING TRAVEL RELATED CASH ADVANCE

**WHEREAS**, certain departments of the Town of Griffith have occasion to require employees to participate in various events or functions that may require travel related expenses such as food, lodging and transportation; and

**WHEREAS**, such travel often requires greater-than-nominal sums which, whenever possible, the Town will pre-pay by Town of Griffith check or credit card; and

**WHEREAS**, such pre-payment is not always possible, nor is it desirable or feasible for all employees to pay such costs out-of-pocket and apply for reimbursement; and

**WHEREAS**, it is the desire of the Council of the Town of Griffith to establish a procedure to provide travel related cash advances when the employee's department head requests such advance; and

**WHEREAS**, the amount to be advanced will be based on a reasonable assumption of meal and incidental costs likely to be incurred; and

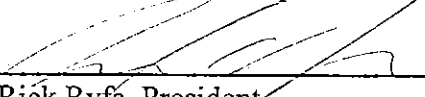
**WHEREAS**, the employee will sign for and be responsible for cash received and will comply with the Town of Griffith Travel Policy and account for all expenditures which will be reasonable, ordinary and necessary, documented and supported.


**NOW, THEREFORE, BE IT RESOLVED** that in response to a written request by a department head, the Clerk Treasurer is authorized to provide an employee with cash in advance of travel.

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

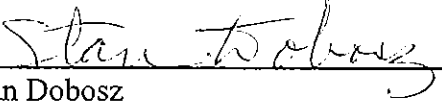
**PASSED AND ADOPTED** by the Town Council of the Town of Griffith, Lake County, Indiana this 18<sup>th</sup> day of February, 2014.


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

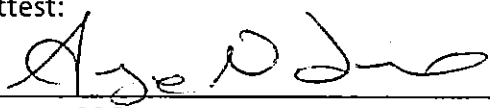
  
Rick Ryfa, President

  
Patricia Schaadt

ABSENT  
Glen Gaby

  
Stan Dobosz

  
Larry Ballah

Attest:  
  
George N. Jerome  
Clerk Treasurer

## RESOLUTION 2014-07

### A RESOLUTION ESTABLISHING A PUBLIC SAFETY FUND UNDER INDIANA CODE 6-3.5-1.1-25(f)(2)(B).

WHEREAS, the County Council of Lake County, Indiana has imposed a tax under Indiana Code 6-3.5-1.1-25 to provide funding for public safety; and

WHEREAS, the Town of Griffith, Lake County, Indiana is entitled to a distribution share of the aforementioned tax pursuant to Indiana Code 6-3.5-1.1-25(f); and

WHEREAS, the Auditor of Lake County, Indiana has begun paying the monthly certified distribution share to the Town of Griffith; and

WHEREAS, the certified distribution share must be deposited into a separate account or fund and may be appropriated only for public safety pursuant to Indiana Code 6-3.5-1.1-25(f)(2); and

WHEREAS, the Town Council of the Town of Griffith, Lake County, Indiana has determined that a need now exists to establish a Public Safety Fund for all uses as set out in Indiana Code 6-3.5-1.1-25.

NOW, THEREFORE, BE IT RESOLVED, by the Town Council for the Town of Griffith that the Town of Griffith establishes a Public Safety Fund that may be appropriated only for "public safety" purposes as defined by Indiana Code 6-3.5-1.1-25(a).

BE IT FURTHER RESOLVED, that the Clerk-Treasurer for the Town of Griffith, Lake County, Indiana shall seek approval for appropriations from the Public Safety Fund including the public safety purpose of each such appropriation and otherwise according to the normal appropriation approval procedure of the Town of Griffith.

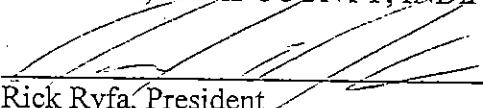
All other resolutions or parts of resolutions of the Town of Griffith that are in conflict with this resolution are hereby repealed to the extent of such conflict.

This resolution shall be in full force and effect from and after its passage, publication and following posting in accordance with the law.

PASSED AND ADOPTED by the Town Council for the Town of Griffith, Lake County, Indiana this 18<sup>th</sup> day of February, 2014.


RESOLUTION 2014-07

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

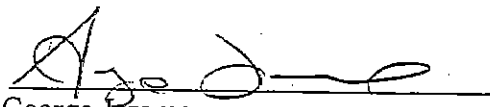
  
Rick Ryfa, President

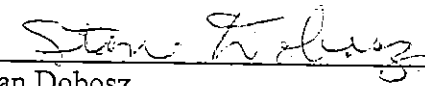
ABSENT  
Glen Gaby

  
Larry Ballah

  
Patricia Schaadt

Attest:

  
George Jerome  
Clerk-Treasurer

  
Stan Dobosz

# ORDINANCE NO. 2014-08

## AN ORDINANCE AMENDING THE SALARY AND WAGES OF THE OF TOWN OF GRIFFITH FOR THE YEAR 2014

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 2014 SHALL BE AS FOLLOWS:

### I.

#### SALARY & WAGES

Council Members (5)	General/Water/Sewer	Monthly	\$997.22
Clerk Treasurer	General/Water/Sewer	Bi-weekly	\$2,368.92
<b>CLERK TREASURER'S OFFICE</b>			
Deputy Clerk Treasurer	General/Water/Sewer	Bi-weekly	\$1,936.40
Clerk Treasurer Clerical Staff	General/Water/Sewer		
Starting		Bi-weekly	\$713.12
After 1 Year		Bi-weekly	\$872.91
After 2 Years		Bi-weekly	\$1,032.68
After 3 Years		Bi-weekly	\$1,192.50
After 4 Years		Bi-weekly	\$1,352.30
After 5 Years		Bi-weekly	\$1,512.09
Part-Time		Bi-weekly	\$7.50 - \$12.00/hr
<b>OTHER SALARY &amp; WAGES</b>			
Director of Public Works	General, MVH, Water, Storm, Sewer	Bi-weekly	\$2,303.21
Supervisors – Public Works		Bi-weekly	\$2,075.23
Admin Assist – Public Works		Bi-weekly	\$1,596.92
Secretary – Public Works	General, MVH, Water, Storm, Sewer	Bi-weekly	
Starting			\$685.21
After 1 Year			\$840.01
After 2 Years			\$993.77
After 3 Years			\$1,147.54
After 4 Years			\$1,301.31
After 5 Years			\$1,455.05
Part-Time			\$7.50 - \$12.00/hr
Building Commissioner	General	Bi-weekly	\$2,039.38
Secretary – Building Dept	General	Bi-weekly	
Starting			\$685.21
After 1 Year			\$840.01
After 2 Years			\$993.77
After 3 Years			\$1,147.54
After 4 Years			\$1,301.31
After 5 Years			\$1,455.05
Part-Time			\$7.50 - \$12.00/hr
Town Attorney	General	Paid in Quarterly Installments	\$2,500.00

# ORDINANCE NO. 2014-08

## BOARDS AND COMMISSIONS

### 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.

### Park Board Members

\$45.00 per scheduled meeting attended.

### Park Board Recording Secretary

\$35.00 per meeting

## 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	\$200.00	Plus \$12.00 per call or hour
Engineer	Quarterly	\$100.00	Plus \$12.00 per call or hour
Fireman			\$12.00 per call or hour
			\$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



**ORDINANCE NO. 2014-08**

**PARK DEPARTMENT**

Park Hourly Supervisor	Bi-weekly	\$11.00 - \$13.00/hr
Park Activity Director	Bi-weekly	\$10.00 - \$13.00/hr
Laborer	Bi-weekly	
Starting		\$7.25 per hour
Experienced		\$7.50 - \$10.00/hr

All Park Department employees are part time with no benefits

**SENIOR CENTER**

Senior Center Director	Bi-weekly	\$11.14 per hour
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		Wage Rate
	Bi-weekly	
Head Certified Water Distribution Operator/Treatment Operator		\$22.72 per hour
WT-2 Water Distribution / Equipment Operator		\$21.27 per hour
Water Distribution Operator with WT-2 Certification		\$20.92 per hour
Water Distribution Operator with DSL Certification		\$20.52 per hour

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

Wage Classification		Wage Rate
	Bi-weekly	
Working Foreman		\$22.06 per hour
Pump Maintenance Technician		\$20.00 per hour
Head Mechanic		\$23.77 per hour
Mechanic		\$19.57 per hour
Assistant Mechanic		\$18.39 per hour
Apprentice Mechanic		\$16.58 per hour
Part Time Mechanic		\$12.00 - \$15.00 per hour
Water Meter Technician with DSL and/or WT-2 Certification		\$20.92 per hour

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

**ORDINANCE NO. 2014-08**

Wage Classification	Bi-weekly	Wage Rate
Group Leader		\$20.52 per hour
Water Meter Technician I		\$20.52 per hour
Water Meter Technician II		\$20.17 per hour
Water Meter Technician III		\$19.79 per hour
Water Distribution Operator		\$20.52 per hour
Equipment Operator		\$20.17 per hour
I & I Technician Class I		\$20.52 per hour
I & I Technician Class II		\$20.17 per hour
I & I Technician Class III		\$19.79 per hour
Truck Driver		\$19.79 per hour
Laborer First Class		\$19.38 per hour
Laborer Second Class		\$18.38 per hour
Laborer Third Class		\$17.58 per hour
Laborer Fourth Class		\$14.62 per hour
Laborer Part-Time	\$12.00 - \$15.00 per hour	
Light Duty		\$10.00 per hour
Meter Reader		\$18.31 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: 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.

## ORDINANCE NO. 2014-08

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	\$2,723.00
Lieutenants	Bi-weekly	\$2,399.99
Sergeants	Bi-weekly	\$2,226.05
Corporals	Bi-weekly	\$2,101.79
Patrolman		
Patrolman – Pre-Academy New Hires	Bi-weekly	\$1,655.09
Patrolman 3 <sup>rd</sup> Class 13 – 36 months	Bi-weekly	\$1,795.86
Patrolman 2 <sup>nd</sup> Class 37 – 60 months	Bi-weekly	\$1,895.30
Patrolman 1 <sup>st</sup> Class After 60 months	Bi-weekly	\$2,002.43

Probationary period is 12 months for all newly hired officers; Academy Certified Probationary Officers will be paid Patrolman 3<sup>rd</sup> from date of hire. New hires without Academy Certification will be paid Patrolman 3<sup>rd</sup> after successful Academy Certification.

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 1<sup>st</sup> and October 1<sup>st</sup>.

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.

## ORDINANCE NO. 2014-08

### 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	Bi-weekly	\$2020.30
Secretary/Clerical	Bi-weekly	
Starting		\$685.21
After 1 Year		\$840.01
After 2 Years		\$993.77
After 3 Years		\$1,147.54
After 4 Years		\$1,301.31
After 5 Years		\$1,455.05
Part-Time		\$7.50 - \$12.00/hr
Radio Operator/Dispatcher	Bi-weekly	
Starting		\$1,177.27
After 1-year or Experienced		\$1,488.98
Experienced Part-Time		\$16.00/hour
Animal Warden	Bi-weekly	
Starting		\$839.45
After 1 Year		\$927.00
After 2 Years		\$1,055.75
After 3 Years		\$1,189.65
After 4 Years		\$1,323.55
After 5 Years		\$1,451.54
Part-Time		\$8.00 - \$12.00/hr
Code Enforcement Officer	Bi-weekly	\$17.31/hour
Code Enforcement Officer*		\$8.00 - \$12.00/hr

## ORDINANCE NO. 2014-08

\*Code Enforcement Officers hired after 1/1/2014

### 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

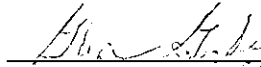
Paid insurance except \$2.00 per month for all full-time employees and Town Council Members. Exception - \$1.00 per month for Department of Public Works Union Employees


Eligible retired employees may continue in group insurance as long as they pay the full current monthly premium.\*

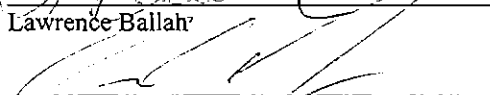
BE IT FURTHER ORDAINED that this Ordinance shall be in full force and effect from and after its passage.

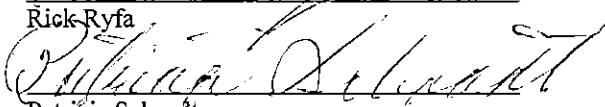
PASSED AND ADOPTED by the Town Council of the Town of Griffith, Lake County, Indiana this 4<sup>th</sup> day of March, 2014.


TOWN COUNCIL  
TOWN OF GRIFFITH

  
Glen Gaby

  
Lawrence Ballah

  
Rick Ryfa

  
Patricia Schaad

  
Stanley Dobosz

Attest:

  
George N. Jerome  
Clerk Treasurer

## **RESOLUTION 2014-10**

### **A RESOLUTION ESTABLISHING THE NEIGHBORHOOD HOME IMPROVEMENT INITIATIVE**

**WHEREAS**, it is vital to the public health, safety, and welfare of the residents of the Town of Griffith that residential homes be properly kept, maintained, and improved; and

**WHEREAS**, properly kept, maintained, and improved residential homes add aesthetic beauty to the Town of Griffith and contribute to a healthier and more vibrant community; and

**WHEREAS**, to encourage residents to more freely upkeep, maintain, and improve their homes, the Town Council of the Town of Griffith believes that it is in the best interest of the Town and its residents if permit fees are temporarily waived for certain residential home improvement projects; and

**NOW, THEREFORE, BE IT RESOLVED** by the Town Council of the Town of Griffith, Lake County, Indiana, that the Neighborhood Home Improvement Initiative be immediately established and expire at the end of the day on December 31, 2014; and

**NOW, THEREFORE, BE IT FURTHER RESOLVED**, that throughout the course of the Neighborhood Home Improvement Initiative, permit fees for the following improvements and renovations to residential properties (excluding foundational work, electrical, plumbing, and HVAC) will be reduced to \$5.00:

- (a) All interior projects;
- (b) All exterior projects;
- (c) Gutters;
- (d) Front doors;
- (e) Windows;
- (f) Sheds;
- (g) Fences; and
- (h) Decks.

**NOW, THEREFORE, BE IT FURTHER RESOLVED**, that nothing contained in this Resolution shall be construed as alleviating the requirement that residential homeowners and/or contractors obtain all necessary permits prior to performing any work. Residential homeowners and/or contractors are still required to pay any and all inspection fees for work performed.

**NOW, THEREFORE, BE IT FURTHER RESOLVED**, that any residential homeowner and/or contractor who fails to obtain the necessary permit required for work covered by the Neighborhood Home Improvement Initiative shall be in violation of the Neighborhood Home Improvement Initiative and subject to a fine of not more than \$2,500.00. Each day work is performed without a proper permit shall constitute a new violation.

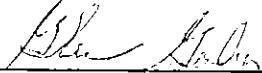
## RESOLUTION 2014-10

**NOW, THEREFORE, BE IT FURTHER RESOLVED**, that any and all such Ordinances or parts of Ordinances of the Town of Griffith that are in conflict with the provisions of this Resolution are hereby suspended and of no further force or effect until January 1, 2015.


**NOW, THEREFORE, BE IT FURTHER RESOLVED**, that this Resolution shall be in full force and effect from and after its passage, publication, and posting in accordance with the law.


**PASSED AND ADOPTED** by the Town Council for the Town of Griffith, Lake County, Indiana this 4<sup>th</sup> day of March, 2014.

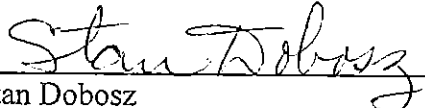
COUNCIL MEMBERS OF THE TOWN OF  
GRIFFITH, LAKE COUNTY, INDIANA

  
Glen Gaby

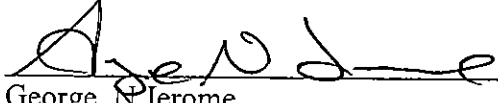
  
Larry Ballah

  
Rick Ryfa, President

  
Patricia Schaadt

  
Stan Dobosz

Attest:

  
George N. Jerome  
Clerk-Treasurer