

ORDINANCE 18-C-23

SYNOPSIS: This ordinance, if adopted, would fix the salaries of appointed officers of the City of Huntington, Indiana, from and after December 31, 2023, through the pay period ending December 28, 2024; and hourly employees of the City of Huntington, Indiana, from and after December 24, 2023, through the pay period ending December 21, 2024.

AN ORDINANCE FIXING SALARIES OF APPOINTED OFFICERS OF THE CITY OF HUNTINGTON, INDIANA, FROM AND AFTER DECEMBER 31, 2023 THROUGH THE PAY PERIOD ENDING DECEMBER 28, 2024; AND HOURLY EMPLOYEES OF THE CITY OF HUNTINGTON, INDIANA, FROM AND AFTER DECEMBER 24, 2023, THROUGH THE PAY PERIOD ENDING DECEMBER 21, 2024

BE IT ORDAINED by the Common Council of the City of Huntington, Indiana, in meeting duly assembled that:

SECTION 1. That from and after December 31, 2023 through the pay period ending December 28, 2024, the following salary employees of the City of Huntington, Indiana and from and after December 24, 2023 through the pay period ending December 21, 2024, the following hourly employees of the City of Huntington, Indiana, may receive salaries and wages not to exceed the following based on 26 pays for 2024:

BOW

Janitorial (biweekly salary) 794.31-857.85

CLERK-TREASURER’S OFFICE:

Sr. Deputy Clerk-Treasurer (biweekly salary) 954.65-1151.23
Deputy Clerk-Treasurer (biweekly salary) 889.81-1064.31
Part-time Clerk (per hour) 15.00-18.00

COMMUNITY DEVELOPMENT AND REDEVELOPMENT:

Director of Community Development and Redevelop (biweekly salary) 1923.08 -2435.04
(Total salary split 75% gen 25% TIF) TIF funds-(biweekly salary) 811.68
Building Commissioner (biweekly salary) 2232.62-2580.04
Office Coordinator (biweekly salary) 1672.36-1932.62
Part-time (per hour) 15.00-18.00

ENGINEERING:

Director of Public Works and Engineering (biweekly salary) 903.06-1104.69
Inspector/Technician Engineering (biweekly salary) 660.31-763.08
GIS Coordinator (biweekly salary) 736.27-850.85
Part-Time (per hour) 15.00-18.00

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FIRE DEPARTMENT:

(1) Fire Chief	Base x 1.30	(biweekly salary)	3006.63
(1) Fire Marshal	Base x 1.24	(biweekly salary)	2867.86
(3) Assistant Chief	Base x 1.18	(biweekly salary)	2729.09
(6) Lieutenant	Base x 1.12	(biweekly salary)	2590.32
(9) Swingman	Base x 1.04	(biweekly salary)	2405.30
(18) Firefighter		(biweekly salary)	2312.79

As used above, "Base" means base pay of a Firefighter. Current officers who are over 25 years of continuous service will remain at 25 years for longevity of the base pay of a firefighter. Current officers under 25 years of continuous service as of 12-31-23 will increase at 1% per year up to 25 years of the base pay of a firefighter.

Commissioned firefighters working 24 hour shifts shall annually receive one on-leave day (OL) per FLSA 27 day work period, and an OL day means a 24 hour shift off per work period.

Clothing allowance is not paid to new hires in their first calendar year of service.

Commissioned firefighters working 24 hour shifts shall annually receive an equivalent of seven (7) holiday pay back days.

Additional compensation shall be paid as follows:

Clothing Allowance (paid June and Dec.)	(annual)	1000.00
Computer Mgr (1)	(biweekly)	75.38
Officer in Charge (OIC)		\$30 / shift additional
Training Coordinator (5% of base)	(bi-weekly)	115.64
Part-time Clerk	(per hour)	15.00-18.00
Office Manager	(bi-weekly)	1730.77-1979.70

INSPECTION DEPARTMENT:

Sealer of Weights and Measures	(monthly salary)	210.58
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LAW DEPARTMENT:

City Attorney	(biweekly salary)	1212.73
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Additional compensation shall be paid to the City Attorney in accordance with the Agreement to Provide Legal Services to the City of Huntington, Indiana.

COMMUNICATIONS/HR DEPARTMENT:

HR Director (bi-weekly)	865.38-990.77
HR-Generalist (per hour)	12.42
Communications Coordinator (biweekly salary)	881.62-1178.43

LANDFILL DEPARTMENT: (see hourly positions)

(Director of Public Works and Engineering oversees this department)

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MAYOR’S OFFICE:

Mayor’s Administrative Assistant	(biweekly salary)	818.54-884.04
Director of Operations	(biweekly salary)	903.06-1112.98

MOTOR VEHICLE HIGHWAY DEPT: (CITY SERVICES)

Street Commissioner	(biweekly salary)	2439.35 – 2818.93
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PARKS AND RECREATION DEPT:

Superintendent	(biweekly salary)	2424.85-2802.19
Program Director	(biweekly salary)	1612.00-1862.83
Assistant Program Director	(per hour)	15.00-20.00
Summer Program Labor	(per hour)	15.00-18.00
Community Engagement-Volunteer Coordinator	(biweekly salary)	1463.31-1815.64

POLICE DEPARTMENT:

(1) Police Chief	Base x 1.30	(biweekly salary)	3220.06
(1) Assistant Chief	Base x 1.26	(biweekly salary)	3120.98
(5) Captain	Base x 1.18	(biweekly salary)	2922.82
(5) Sergeant	Base x 1.10	(biweekly salary)	2724.67
(4) Detectives	Base x 1.06	(biweekly salary)	2625.59
(20) Policeman		(biweekly salary)	2476.97

As used above, “Base” means base pay of a Policeman. Current officers under 25 years of continuous service as of 12-31-23 will increase at 1% per year up to 25 years of the base pay of a policeman.

Clothing allowance is not paid to new hires in their first calendar year of service.

Additional compensation shall be paid as follows:

Clothing Allowance (Paid June and Dec)	(annual)	1000.00
Certified Field Trainer/Instruction Comp:	(annual)	1000.00
Detectives on Call	(daily)	30.00

Shift Differential:

- Second Shift – 2% additional, based on base policeman salary.
- Third Shift – 4% additional, based on base policeman salary.

Responsibility Differential: Two percent (2%) additional, based on base policeman salary for Resource Officer; Three percent (3%) based on base policeman salary for Grant Writer; Six percent (6%) additional, based on base policeman salary to Captain and Sergeant base pay salary, that are Detectives.

Officer In Charge (OIC): One percent (1%) additional, based on base police salary, assigned by Chief, one OIC per shift.

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Police officers working rotating shifts (i.e., not a regular M-F work schedule) shall annually receive an equivalent of thirteen (13) holiday pay back days at 8 hours per day.

Office Manager	(biweekly salary)	1833.06-1994.54
Citation Officer	(biweekly salary)	1640.00-1849.04
Janitorial	(biweekly salary)	794.31-857.85
Part-time Citation Officer	(per hour)	15.00-18.00
Part-time Clerk	(per hour)	15.00-18.00

STREET DEPARTMENT: (CITY SERVICES)

Asst. Commissioner	(per hour)	21.63-26.93
Office Manager	(bi-weekly salary)	1647.77-1663.23

WATERWORKS DEPARTMENT:

Utilities Superintendent (split)	(biweekly salary)	1401.10
Assistant Superintendent (split)	(per hour)	15.29
Director of Public Works & Engineering	(biweekly salary)	903.06-1104.69
Inspector/Technician Engineering	(biweekly salary)	660.31-763.08
GIS Coordinator	(biweekly salary)	736.27-850.85
Legal	(biweekly salary)	606.36
HR-Director	(biweekly salary)	432.69-495.39
HR-Generalist	(per hour)	6.21
Communications Coordinator	(biweekly salary)	440.81-589.21
Billing Office Manager	(biweekly salary)	977.89-1056.12
Utilities Services Coordinator	(biweekly salary)	977.40-1055.59
Director of Operations	(biweekly salary)	903.06-1112.98
Mayor's Administrative Assistant	(biweekly salary)	409.27-442.02
Billing Clerks (for water dept)	(biweekly salary)	830.89-897.26
Sr. Deputy Clerk-Treasurer	(biweekly salary)	477.33-575.62
Deputy Clerk-Treasurer	(biweekly salary)	444.91-532.16
Distribution Journeyman	(per hour)	19.00-24.19
Distribution Apprentice	(per hour)	19.00-23.08

Additional compensation shall be paid for each certification level achieved as follows:

<u>DISTRIBUTION CLASSIFICATION</u>		<u>OPERATOR CLASSIFICATION</u>	
DS	.35 per hour	WT I	.35 per hour
DSM	.37 per hour	WT II	.36 per hour
DSL	.40 per hour	WT III	.37 per hour

WATER POLLUTION CONTROL DEPARTMENT:

Utilities Superintendent (split)	(biweekly salary)	1401.10
Assistant Superintendent (split)	(per hour)	15.24

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Legal	(biweekly salary)	606.36
HR-Director	(biweekly salary)	432.69-495.39
HR-Generalist	(per hour)	6.21
Communications Coordinator	(biweekly salary)	440.81-589.21
Billing Office Manager	(biweekly salary)	977.89-1056.12
Utilities Services Coordinator	(biweekly salary)	977.40-1055.59
Mayor's Administrative Assistant	(biweekly salary)	409.27-442.02
Director of Operations	(biweekly salary)	903.06-1112.98
Billing Clerks (for water dept)	(biweekly salary)	830.89-897.26
Director of Public Works & Engineering	(biweekly salary)	903.06-1104.69
Inspector/Technician Engineering	(biweekly salary)	660.31-763.08
GIS Coordinator	(biweekly salary)	736.27-850.85
Sr. Deputy Clerk-Treasurer	(biweekly salary)	477.33-575.62
Deputy Clerk-Treasurer	(biweekly salary)	444.91-532.16
Distribution Journeyman	(per hour)	19.00-23.97
Distribution Apprentice	(per hour)	19.00-22.86
MS4 Coordinator receives additional compensation licensing (biweekly)		182.26

Additional compensation shall be paid for each certification level achieved as follows:

Class I & II	.35 each per hour
Class III & IV	.40 each per hour

ALL OTHER HOURLY RATED EMPLOYEES:

Working Foreman	(per hour)	21.00-26.24
Lead Mechanic	(per hour)	21.00-26.33
Mechanics	(per hour)	19.00-24.27
Machine Operator	(per hour)	19.00-24.22
Truck Driver	(per hour)	19.00-24.12
Traffic Control Employee	(per hour)	19.00-24.27
Landfill Maintenance Personnel	(per hour)	19.00-24.22
Part-time employees	(per hour)	15.00-19.00
Laborer	(per hour)	18.00-23.44
Temporary Labor	(per hour)	15.00-19.00
Seasonal Labor	(per hour)	15.00-19.00

Additional Compensation shall be paid for each Traffic Control Certification as follows:

Work Zone	.30 per hour	Sign Marking Level I	.10
Levels I & II	.35 per hour	Sign Marking Level II	.15

Additional Compensation for CDL Tanker Endorsement with no restrictions - .50 per hr

Additional Compensation for Landfill Certification License- \$295.77 biweekly

Additional Compensation for qualified employees providing CDL Training-	
(quarterly)	\$10/hour during regular work hours
(bi-weekly)	OT rate of pay at regular rate

For employees in any of the above positions that are covered under any written collective bargaining agreement with the City who do not have a Class A CDL the maximum wage amount shown above shall be reduced by \$0.05.

SECTION 2. BE IT FURTHER ORDAINED that the City will comply with the minimum requirements for employee compensation as set forth in the Fair Labor Standards Act and any Indiana statutes governing employee compensation. For calculation purposes, Sunday is the beginning of the work week for those employees on a normal 7-day M-F work week schedule and the calculation of “regular rate of pay” under the FLSA for overtime purposes shall include longevity pay. In addition to compliance with applicable law, the City will compensate City employees during the term of and in accordance with any applicable policies adopted by the Board of Public Works and Safety and any express written and enforceable contracts with employees or employee groups, if any, including but not limited to any express collective bargaining agreement with Teamsters Local Union #414 to the extent, and only to the extent, that such contracts are approved by Common Council as required by law.

SECTION 3. BE IT FURTHER ORDAINED that, except for policemen and firefighters, Longevity Pay will be paid to all full-time permanent employees in two installments, one-half (½) in January and one-half (½) in July 2023. “Longevity Pay” is defined as One Hundred Sixty Dollars (\$160.00) times the number of Continuous Years of Service for full-time permanent employees. “Continuous Years of Service” is defined as the total number of calendar years of continuous service a full-time permanent employee has been employed by the City from the January following their initial hire date (or rehire date if there has been an interim separation) through December 31, 2012 up to a maximum of 28 years of continuous service. In no event shall non-public safety employees be credited for Continuous Years of Service for Longevity Pay purposes in excess of their respective continuous years of service through December 31, 2012 as aforesaid or 28 years, whichever is less, and any non-public safety employees hired after December 31, 2012 shall not receive Longevity Pay.

SECTION 4. BE IT FURTHER ORDAINED that if the City has excess cash balance for 2024, then the Mayor may determine that a bonus should be distributed in July 2024 out of the General fund, or individual department funds if applicable; therefore a separate check may be given at that time to elected officials and full-time employees employed as of December 31, 2023 may be approved by Council, if an additional appropriation is needed. Full time employee’s that are eligible to participate in the City’s 457b plan may have contributions matched by the City. These contributions started in January 2017 as voted on by the Board of Public Works and Safety. The match will be 25% of the employee’s contribution up to 10% of the employee’s wage. Employee wage is defined as salary plus longevity.

SECTION 5. BE IT FURTHER ORDAINED, that each and every ordinance, resolution, policy, rule, handbook and regulation of the City which is inconsistent with the above Sections 2, 3 and 4, be, and is hereby amended and modified, to the minimum extent necessary to conform with said Sections to the full extent permitted by applicable law.

{Signature Block Next Page}

A motion to consider for final adoption on the same day of introduction was ~~[NOT OFFERED]~~ or NOT SUSTAINED or SUSTAINED] by a vote of ___ in favor and ___ in opposition.

Duly adopted on first reading this 26 day of September, 2023, by a vote of 5 in favor and 2 in opposition. Johnson, Pike

Duly adopted on final reading this 10 day of October, 2023, by a vote of 4 in favor and 2 in opposition. Johnson, Pike

CITY OF HUNTINGTON, INDIANA by its COMMON COUNCIL

Voting in Favor:

Joe Blomeke
Charles Chapman
Absent
[Signature]
[Signature]
[Signature]

Joe Blomeke
Charles Chapman
(President)
PJ Felton
Dave Funk
Todd Johnson
Seth Marshall
Paul Pike

Voting in Opposition:

Todd Johnson

Paul Pike

Attest:

Christi McElhaney
Christi A. McElhaney
City Clerk-Treasurer

Presented by me to the Mayor for approval or veto, this 10 day of October, 2023.

Christi McElhaney
Christi A. McElhaney
City Clerk-Treasurer

This ordinance having been adopted by the Common Council and presented to me is [APPROVED] or VETOED], this 10th day of October, 2023.

[Signature]
Richard Strick
Mayor of the City of Huntington, Indiana