

ORDINANCE 2-C-22

***SYNOPSIS:** This ordinance, if adopted, would amend 10-C-21, the salaries of appointed officers of the City of Huntington, Indiana, from and after January 1, 2022, through the pay period ending December 30, 2022; and hourly employees of the City of Huntington, Indiana, from and after December 26, 2021, through the pay period ending December 24, 2022.*

AN ORDINANCE AMENDING SALARIES OF APPOINTED OFFICERS OF THE CITY OF HUNTINGTON, INDIANA, FROM AND AFTER JANUARY 1, 2022, THROUGH THE PAY PERIOD ENDING DECEMBER 30, 2022; AND HOURLY EMPLOYEES OF THE CITY OF HUNTINGTON, INDIANA, FROM AND AFTER DECEMBER 26, 2021, THROUGH THE PAY PERIOD ENDING DECEMBER 24, 2022

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

SECTION 1. That from and after January 1, 2022 through the pay period ending December 30, 2022, the following salary employees of the City of Huntington, Indiana and from and after December 26, 2021 through the pay period ending December 24, 2022, 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 2022:

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Janitorial	(biweekly salary)	300.00-371.14
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CLERK-TREASURER'S OFFICE:

Sr. Deputy Clerk-Treasurer	(biweekly salary)	826.92-954.66
Deputy Clerk-Treasurer	(biweekly salary)	758.24-889.81
Part-time Clerk	(per hour)	10.00-15.00

COMMUNITY DEVELOPMENT AND REDEVELOPMENT:

Director of Community Development and Redevelop	(biweekly salary)	2438.30
(10% of salary) Additional supplement from TIF funds-	(biweekly salary)	270.91
Building Commissioner	(biweekly salary)	2232.62
Office Coordinator	(biweekly salary)	1406.35-1576.21
Part-time	(per hour)	10.00-15.00

ENGINEERING:

Director of Public Works and Engineering	(biweekly salary)	964.88
Inspector/Technician Engineering	(biweekly salary)	589.75-660.33
GIS Coordinator	(biweekly salary)	576.93-736.27
Part-Time	(per hour)	10.05-15.00

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FIRE DEPARTMENT:

(1) Fire Chief	Base x 30%	(biweekly salary)	2554.48
(1) Fire Marshal	Base x 24%	(biweekly salary)	2436.59
(3) Assistant Chief	Base x 18%	(biweekly salary)	2318.68
(6) Lieutenant	Base x 12%	(biweekly salary)	2200.79
(9) Swingman	Base x 4%	(biweekly salary)	2043.58
(16) Firefighter		(biweekly salary)	1964.98

Current officers who are over 20 years will maintain their current level of longevity percentage paid as of 12-31-13 of the base pay of a firefighter. Current officers under 20 years of service as of 12-31-17 will increase at 1% per year up to 20 years of the base pay of a firefighter.

Commissioned firefighters shall annually receive one on-leave day (OL) per FLSA 27 day work period. All firefighters shall have a 24 hour shift off per work period.

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

Fire Fighters shall annually receive an equivalent of eleven (13) 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)	98.25
Part-time Clerk	(per hour)	10.00-15.00
Office Manager	(bi-weekly)	1223.39-1713.14

INSPECTION DEPARTMENT:

Sealer of Weights and Measures	(monthly salary)	182.18
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LAW DEPARTMENT:

City Attorney	(biweekly salary)	1049.41
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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)		800.00-865.38
HR-Generalist (per hour)		18.00-20.00
Communications Coordinator	(biweekly salary)	881.62-1019.75

LANDFILL DEPARTMENT: (see hourly positions)

(Director of Public Works and Engineering oversees this department)

MAYOR'S OFFICE:

Mayor's Administrative Assistant	(biweekly salary)	721.15-765.00
Director of Operations	(biweekly salary)	963.12

MOTOR VEHICLE HIGHWAY DEPT: (CITY SERVICES)

Street Commissioner	(biweekly salary)	2300.32 – 2439.36
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PARKS AND RECREATION DEPT:

Superintendent	(biweekly salary)	2115.38-2424.88
Program Director	(biweekly salary)	1332.21-1492.59
Assistant Program Director	(per hour)	11.00-16.00
Summer Program Labor	(per hour)	10.00-15.00
Community Engagement-Volunteer Coordinator	(biweekly salary)	1307.00- 1463.31

POLICE DEPARTMENT:

(1) Police Chief	Base x 30%	(biweekly salary)	2663.18
(1) Assistant Chief	Base x 26%	(biweekly salary)	2581.25
(5) Captain	Base x 18%	(biweekly salary)	2417.35
(5) Sergeant	Base x 10%	(biweekly salary)	2253.47
(23) Policeman		(biweekly salary)	2048.61

Current officers who are over 20 years will maintain their current level of longevity percentage paid as of 12-31-13 of the base pay of a policeman. Current officers under 20 years of service as of 12-31-17 will increase at 1% per year up to 20 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
Instructor Comp	1-6 hours	(annual)	125.00
Instructor Comp	7-12 hours	(annual)	250.00
Instructor Comp	13-18 hours	(annual)	375.00
Instructor Comp	19-24 hours	(annual)	500.00
Instructor Comp	25+ hours	(annual)	750.00

Court Appearances, salaried police personnel only - \$20.00 for 1 hour or less in court. \$3.00 for each hour after the first hour, with a maximum of \$40.00

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 and Grant Writer. Six percent (6%) additional, based on base policeman salary for Detectives.

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

Police officers shall annually receive an equivalent of eleven (13) holiday pay back days.

Office Manager	(biweekly salary)	1322.74 – 1725.98
Citation Officer	(biweekly salary)	1318.40-1600.07
Janitorial	(biweekly salary)	600.00-742.29
Part-time Citation Officer	(per hour)	11.00-16.00
Part-time Clerk	(per hour)	11.00-16.00

STREET DEPARTMENT: (CITY SERVICES)

Asst. Commissioner	(per hour)	18.66-23.48
Office Manager	(bi-weekly salary)	1272.33-1614.86
Janitorial	(biweekly salary)	300.00-371.20

WATERWORKS DEPARTMENT:

Utilities Superintendent (split)	(biweekly salary)	1212.44
Assistant Superintendent (split)	(per hour)	12.36
Director of Public Works & Engineering	(biweekly salary)	964.88
Inspector/Technician Engineering	(biweekly salary)	589.75-660.33
GIS Coordinator	(biweekly salary)	576.93-736.27
Legal	(biweekly salary)	524.72
HR-Director	(biweekly salary)	400.00-432.69
HR-Compliance	(biweekly salary)	65.00
Communications Coordinator	(biweekly salary)	440.81-509.88
Billing Office Manager	(biweekly salary)	807.69-877.97
Utilities Services Coordinator	(biweekly salary)	900.69-1008.44
Director of Operations	(biweekly salary)	963.12
Mayor's Administrative Assistant	(biweekly salary)	382.50- 449.44
Billing Clerks (for water dept)	(biweekly salary)	576.93-740.50
Sr. Deputy Clerk-Treasurer	(biweekly salary)	413.46-477.33
Deputy Clerk-Treasurer	(biweekly salary)	379.12-444.91
Distribution Journeyman	(per hour)	15.55-20.88
Distribution Apprentice	(per hour)	15.01-19.77
Additional compensation shall be paid for each certification level achieved as follows:		

DISTRIBUTION CLASSIFICATION

DS	.35 per hour
DSM	.37 per hour
DSL	.40 per hour

OPERATOR CLASSIFICATION

WT I	.35 per hour
WT II	.36 per hour
WT III	.37 per hour

WATER POLLUTION CONTROL DEPARTMENT:

Utilities Superintendent (split)	(biweekly salary)	1212.44
Assistant Superintendent (split)	(per hour)	12.36
Legal	(biweekly salary)	524.72
HR-Director	(biweekly salary)	400.00-432.69
HR-Compliance	(biweekly salary)	65.00
Communications Coordinator	(biweekly salary)	440.81-509.88
Billing Office Manager	(biweekly salary)	807.69-877.97
Utilities Services Coordinator	(biweekly salary)	900.69-1008.44
Mayor's Administrative Assistant	(biweekly salary)	382.50- 449.44
Director of Operations	(biweekly salary)	963.12
Billing Clerks (for water dept)	(biweekly salary)	576.93-740.50
Director of Public Works & Engineering	(biweekly salary)	964.88
Inspector/Technician Engineering	(biweekly salary)	589.75-660.33
GIS Coordinator	(biweekly salary)	576.93-736.27
Sr. Deputy Clerk-Treasurer	(biweekly salary)	413.46-477.33
Deputy Clerk-Treasurer	(biweekly salary)	379.12-444.91
Distribution Journeyman	(per hour)	15.55-20.88
Distribution Apprentice	(per hour)	15.01-19.77
MS4 Coordinator receives additional compensation licensing (biweekly)		170.34

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)	16.93-22.65
Lead Mechanic	(per hour)	16.53-22.74
Mechanics	(per hour)	15.00-20.96
Machine Operator	(per hour)	15.00-20.91
Truck Driver	(per hour)	15.00-20.81
Traffic Control Employee	(per hour)	15.00-20.96
Landfill Maintenance Personnel	(per hour)	15.00-20.91
Part-time employees	(per hour)	10.00-16.00
Laborer	(per hour)	15.00-20.13
Temporary Labor	(per hour)	11.00-16.00
Seasonal Labor	(per hour)	11.00-16.00

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 shall be paid as follows: CDL Class A License - .05 per hour
 Additional Compensation for CDL Tanker Endorsement with no restrictions - .50 per hr
 Additional Compensation for Landfill Certification License- \$295.77 biweekly

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 40-hour work week 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 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 2022. “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 2022, then the Mayor may determine that a bonus should be distributed in July 2022 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, 2021 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 6 in favor and 0 in opposition.

Duly adopted on first reading this 11 day of January, 2022, by a vote of 6 in favor and 0 in opposition.

Duly adopted on final reading this 11 day of January, 2022, by a vote of 6 in favor and 0 in opposition.

CITY OF HUNTINGTON, INDIANA by its COMMON COUNCIL

Voting in Favor:

Joe Blomeke
Charles Chapman
PJ Felton
Dave Funk
Todd Johnson
Absent
Paul Pike

Joe Blomeke

Charles Chapman
(President)

PJ Felton

Dave Funk

Todd Johnson

Seth Marshall

Paul Pike

Voting in Opposition:

Attest:

Christi A. McElhaney
 Christi A. McElhaney
 City Clerk-Treasurer

Presented by me to the Mayor for approval or veto, this 11 day of January, 2022.

Christi A. 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 11 day of January, 2022.

Richard Strick
 Richard Strick
 Mayor of the City of Huntington, Indiana