

**SPECIAL ORDINANCE NO. 22, 2023**

AN ORDINANCE SETTING THE MAXIMUM SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR CERTAIN EMPLOYEES OF THE PARKS AND RECREATION DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2024, TO TAKE EFFECT ON JANUARY 1, 2024.

BE IT ORDAINED BY THE COMMON COUNCIL of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2024 the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for the following employees of the Parks and Recreation Department of the City of Terre Haute, as follows:

Mechanic	\$39,933.18
Building & Park Maintenance	\$38,340.13
Custodian – Torner Community Center	\$38,340.13
Park Manager (1)	\$39,933.18
Project Manager	\$38,340.13
Trail Manager (2)	\$38,340.13
Golf Maintenance	\$38,340.13
Union Hourly Employees (2)	not to exceed \$17.46 per hour

SECTION 2. Commencing January 1, 2024, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependents, health and hospitalization insurance coverage through December 31, 2024. The City will pay for and on behalf of each full time, permanent Employee, an amount equal to Seventy Percent (70%) of the annual premium for Health and hospitalization Insurance for a single, employee/spouse, employee/children, or a family plan, as selected by the employee. Employee shall be responsible for the remaining Thirty Percent (30%) of the annual premium for Health and Hospitalization Insurance.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 3. The salaries of the employees of the Parks and Recreation Department shall be bi-weekly in a manner determined by the agreement between the City of Terre Haute and Local Union No. 135.

SECTION 4.

(A) VACATION PAY

Park and Recreation Department employees covered by this ordinance shall receive paid vacation as follows:

- (1) All Employees having one (1) year seniority, but less than two (2) years seniority with the Employer, shall receive one (1) week vacation with thirty-five (35) hours pay at the regular rate of pay established herein.
- (2) All Employees having two (2) years seniority, but less than five (5) years seniority with the Employer, shall receive two (2) weeks vacation with seventy (70) hours pay at the regular rate of pay established herein.
- (3) All Employees having five (5) years seniority, but less than fourteen (14) years seniority with the Employer shall receive three (3) weeks vacation with one hundred five (105) hours pay at the regular rate of pay established herein.
- (4) All Employees having fourteen (14) years seniority, but less than twenty (20) years seniority with the Employer shall receive four (4) weeks vacation with one hundred forty (140) hours pay at the regular rate of pay established herein.
- (5) Only Employees having twenty (20) years or more seniority with the Employer shall receive five (5) weeks vacation with one-hundred seventy five (175) hours pay at the regular rate of pay established herein.

(B) PERSONAL DAYS

Parks and Recreation Department employees covered by this ordinance shall receive five (5) personal days with pay.

(C) SICK DAYS

Parks and Recreation Department employees covered by this ordinance shall receive seven (7) sick days with pay. Sick leave may be accumulated up to a total of forty-five (45) working days.

(D) HOLIDAYS

Parks and Recreation Department employees covered by this ordinance shall observe the following paid holidays:

New Year's Day	January 1, 2024
Martin Luther King Jr.	January 15, 2024
President's Day	February 19, 2024
Good Friday	March 29, 2024

Election Day	May 7, 2024
Memorial Day	May 27, 2024
Juneteenth	June 19, 2024
Independence Day	July 4, 2024
Labor Day	September 2, 2024
Columbus Day	October 14, 2024
Election Day	November 5, 2024
Veteran's Day	November 11, 2024
Thanksgiving	November 28, 2024
Day after Thanksgiving	November 29, 2024
Christmas Eve	December 24, 2024
Christmas Day	December 25, 2024
New Year's Eve	December 31, 2024
Employee's Birthday	

SECTION 5. City of Terre Haute shall supply each employee with one (1) pair of steel-toed safety shoes or composite toe (ANSI) ANSI Z41.1 or OSHA CFR 1910.136 foot protection at a maximum cost of up to Two Hundred Dollars (\$200.00).

SECTION 6. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 7. Contract items other than those set forth above are covered by an agreement entered into by the City Administration, by and through its Board of Public Works and Safety, City of Terre Haute, Indiana, Parks and Recreation Department, and Chauffeurs, Teamsters, Warehouseman, and Helpers Local Union No. 135.

SECTION 8. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 9. This ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2024.

Introduced by: Cheryl Loudermilk Cheryl Loudermilk, Councilperson

Passed in open Council this 5<sup>th</sup> day of October, 2023.

Curtis DeBaun Curtis DeBaun, President

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 5<sup>th</sup> day of October, 2023.

Michelle L. Edwards Michelle L. Edwards,  
City Clerk

Approved by me, the Mayor, this 5<sup>th</sup> day of October, 2023.

Duke A. Bennett Duke A. Bennett, Mayor

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk