

SEP 30 2024

CITY CLERK

**SPECIAL ORDINANCE NO. 23, 2024
AS AMENDED**

AN ORDINANCE SETTING THE MAXIMUM SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR THE CEMETERY DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2025 TO TAKE EFFECT ON JANUARY 1, 2025.

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

SECTION 1. Commencing January 1, 2025, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for the Cemetery Department of the City of Terre Haute as follows:

| | |
|---|------------------|
| Regular Employees | \$20.60 per hour |
| Foreman | \$21.60 per hour |
| Temporary or Probationary Employees & Summer Help | |
| Employees not to exceed | \$15.00 per hour |

SECTION 2. Commencing January 1, 2025, 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, 2025. The City will pay no less than Seventy Percent (70%) of the cost of whichever plan the employee selects. The Employee shall be responsible for the remaining amount of the annual premium for Health and Hospitalization Insurance.

SECTION 3. Commencing January 1, 2025, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2025. The City will pay no less than Seventy Percent (70%) of the actual monthly premiums.

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 4. The salaries of the employees of the Cemetery Department shall be fixed on an hourly basis but the salaries shall be paid bi-weekly in a manner determined by the agreement between City Administration, Civil City of Terre Haute, Indiana Cemetery Workers, and Laborers' International Union of North America, Local #204.

SECTION 5.

(A) VACATION PAY

Employees of the Cemetery Department shall receive paid vacation as follows:

- (a) Employees having one (1) year seniority, but less than four (4) years seniority with the Employer, shall receive two (2) weeks' vacation with eighty (80) hours pay at the regular rate of pay.
- (b) 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 twenty (120) hours pay at the regular rate of pay.
- (c) Employees having fifteen (15) or more years seniority with the Employer shall receive four (4) weeks' vacation with one hundred sixty (160) hours pay at the regular rate of pay established herein.

(B) PERSONAL DAYS

Cemetery employees, covered by this ordinance, shall be paid for a maximum of four (4) personal leave days per year.

(C) SICK DAYS

Cemetery employees, who have completed thirty (30) days of employment, covered by this ordinance, shall be entitled to be paid for a maximum of eight (8) paid sick days. Employees may accumulate a maximum of forty-five (45) sick days. The sick days may accumulate and carry over from one year to the next year. Employee shall be paid for all accumulated unused sick leave days upon termination of employment with the City.

(D) HOLIDAYS

The following days shall be recognized as paid holidays.

| | |
|----------------------------|-------------------|
| New Year's Day | January 1, 2025 |
| Martin Luther King Jr. Day | January 20, 2025 |
| President's Day | February 17, 2025 |
| Good Friday | April 18, 2025 |
| Memorial Day | May 26, 2025 |
| Juneteenth | June 19, 2025 |
| Independence Day | July 4, 2025 |
| Labor Day | September 1, 2025 |
| Columbus Day | October 13, 2025 |

| | |
|------------------------|-------------------|
| Veteran's Day | November 11, 2025 |
| Thanksgiving Day | November 27, 2025 |
| Day after Thanksgiving | November 28, 2025 |
| Christmas Eve | December 24, 2025 |
| Christmas Day | December 26, 2025 |
| New Year's Eve | December 31, 2025 |
| Employee's Birthday | |

SECTION 6. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such sections 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 City Administration, by its Board of Public Works and Safety, Civil City of Terre Haute, Indiana, Cemetery Workers, and the Laborer's International Union of North America, Local Union #204.

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, 2025.

Introduced by: _____ Cheryl Loudermilk, Councilperson

Passed in open Council this _____ day of _____, 2024.

_____ Tammy Boland, President

ATTEST: _____ Michelle L. Edwards, City Clerk

Presented by me to the Mayor this _____ day of _____, 2024.

_____ Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this _____ day of _____, 2024.

_____ Brandon C. Sakbun, Mayor

ATTEST: _____ Michelle L. Edwards, City Clerk

Introduced by: Cheryl Loudermilk Cheryl Loudermilk, Councilperson

Passed in open Council this 10 day of October, 2024.

Tammy Boland Tammy Boland, President

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

Presented by me to the Mayor this 10 day of October, 2024 at
8:08 pm o'clock.

Michelle L. Edwards Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 10 day of October, 2024.

Brandon C. Sakbun Brandon C. Sakbun, Mayor

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