

FILED

SEP 30 2024

**SPECIAL ORDINANCE NO. 24, 2024
AS AMENDED**

CITY CLERK

AN ORDINANCE SETTING THE MAXIMUM SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR THE WASTEWATER UTILITY HOURLY WORKERS 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 Wastewater Utility of the City of Terre Haute, as follows:

Working Foreman	\$ 28.76
Maintenance Electrician	\$ 28.32
Assistant Working foreman	\$ 28.26
Maintenance Department	\$ 27.63
Collections Department	\$ 27.63
Auto Garage	\$ 27.63
Construction Crew Department	\$ 27.63
Building & Grounds Department	\$ 27.63
Operations Foreman	\$ 27.63
Operations	\$ 26.50
Sewer Utility Locator	\$ 28.26
Welder / Fabricator	\$ 28.32

All new employees in each department shall receive 25¢ per hour less than regular hourly rate established for that department for the first ninety (90) days of their employment.

SECTION 2. Commencing January 1, 2025 the City of Terre Haute will pay employees one (1) of the following incentive pay amounts for municipal wastewater treatment licenses as follows:

Operations	Class 1	\$0.75 per hour
Operations	Class 2	\$1.35 per hour
Collections	Class 1	\$0.75 per hour
Collections	Class 2	\$1.35 per hour

SECTION 3. Commencing January 1, 2025, the City of Terre Haute shall pay the following Shift Differential Pay:

- (a) All Operators working twelve (12) hour shifts shall receive 50¢ per hour in addition to their regular hourly rate of pay when working the night shift.
- (b) Shift differential is paid only for worked hours. Vacation, sick, personal or bereavement hours are not eligible for the shift differential.

SECTION 4. Commencing January 1, 2025, the City of Terre Haute will pay for and on behalf of each full time, permanent Employee, and his or her eligible dependents, an amount no less than 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, under prevailing group insurance rates. Employee shall be responsible for the remaining amount of the annual premium for Health and Hospitalization Insurance available without restrictions to each Employee, under prevailing group insurance rates. City of Terre Haute will pay the full premium on health insurance coverage for retired employees aged 62 thru 65.

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 5. 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 eligible members of their immediate family's dental insurance coverage through December 31, 2025. The City will pay no less than Seventy Percent (70%) of the actual monthly premiums.

SECTION 6. The salaries of the employees of the Wastewater Utility shall be fixed on an hourly basis but the salaries shall be paid bi-weekly in a manner determined by the agreement between the City of Terre Haute Wastewater Utility and the Plumbers and Steam Fitters Local Union No. 157.

SECTION 7.

(A) VACATION PAY

Wastewater Utility employees covered by this ordinance shall receive paid vacation as follows:

1-4 years	10 days
5-9 years	15 days
10-14 years	17 days
15 th year	20 days
16-20 years	1 additional day for each 1 year of continuous service not to exceed 5 days

Grandfather clause pertains to all vacation time earned prior to January 1, 2006.

(B) PERSONAL DAYS

Wastewater Utility employees covered by this ordinance shall receive nine (9) personal days with pay.

(C) SICK DAYS

Wastewater Utility employees covered by this ordinance shall receive nine (9) sick days with pay. Employee may sell back to City any sick leave days accumulated in excess of thirty (30) sick days. Sick days may not be sold back to the employer if the employee is discharged for good and just cause.

(D) HOLIDAYS

Wastewater Utility employees covered by this ordinance shall observe the following paid holidays:

New Year's Day	January 1, 2025
Martin Luther King Jr.	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	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 8. Employer will provide one hundred seventy-five dollars (\$175.00) annually for prescription safety glasses.

Employer shall provide an annual allotment of one hundred fifty dollars (\$150.00) to be used to purchase jeans and/or HI-VIZ yellow/green hoodie (pull-over or zip-up), sweatshirt, jacket, or knit hat.

Employer shall provide a pair of safety shoes to each Employee. The allowance for shoes shall be one hundred seventy-five dollars (\$175.00).

SECTION 9. Longevity pay shall be paid to Employees covered by this ordinance as follows:

Years Employed	Longevity Pay for Each Year of Service
1-5	\$ 50.00
6+	\$100.00

SECTION 10. 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 11. 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 Sanitary Commissioners, of Terre Haute, Indiana, Wastewater Treatment Plant and Plumbers and Steam Fitters Local Union No. 157.

SECTION 12. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 13. 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 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 8:10pm
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