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CITY CLERK

**SPECIAL ORDINANCE NO. 26, 2024**

AN ORDINANCE SETTING THE MAXIMUM SALARY AND ESTABLISHING CERTAIN BENEFITS FOR THE POLICE 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 shall be in full force and effect for members of the Police Department of the City of Terre Haute, Indiana.

POLICE OFFICERS of the rank of Patrolman who have served less than one (1) year from the date of their respective appointments shall be paid an annual salary of \$53,356.

POLICE OFFICERS of the rank of Patrolman who have served more than one (1) year from the date of their respective appointments shall be paid an annual salary of \$58,724.

POLICE OFFICERS of the rank of Detective shall be paid an annual salary of \$60,724 plus \$1,000 incentive allowance.

POLICE OFFICERS of the rank of Sergeant shall be paid an annual salary of \$65,016 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Lieutenant shall be paid an annual salary of \$67,170 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Captain shall be paid an annual salary of \$69,325 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Assistant Chief shall be paid an annual salary of \$74,288.

POLICE OFFICERS of the rank of Chief shall be paid an annual salary of \$85,179.

SECTION 2. City of Terre Haute shall pay an annual cash allowance of Five Hundred Dollars (\$500.00) to each uniformed officer to be used for uniforms, clothing, and equipment (excluding body armor).

One (1) individual within the Department shall serve as Fleet Manager and shall receive an annual allowance of Three Thousand Dollars (\$3,000.00).

One (1) individual within the Department shall serve as Radio Coordinator and shall receive an annual allowance of One Thousand Five Hundred Dollars (\$1,500.00).

SECTION 3. Sworn members of the Terre Haute Police Department will receive one (1) sick day per month with a cap of ninety (90) sick days. The sick days will accumulate and carry over from year to year. Upon separation of member for any reason, the City of Terre Haute shall

buy back all accumulated sick days.

Any member who works three (3) consecutive months without using any sick days will receive two (2) reward days for a maximum of eight (8) reward days per year. Members may accumulate a maximum of three hundred twenty (320) reward hours which may be carried over from one calendar year to the next. These days are in addition to the member's personal days received in Section 4 of this ordinance. The City shall buy back one (1) reward day for every sixteen (16) hours accumulated when the member separates from employment.

SECTION 4. The City of Terre Haute agrees that all sworn members of the Police Department shall receive forty (40) hours personal time to be used at the member's discretion within one (1) calendar year. Personal days not used by year's end will be forfeited. Furthermore, the City of Terre Haute agrees that any member who is on call and has his/her off-duty actions restricted for fifteen (15) days or more a year, shall receive an additional thirty-two (32) hours personal time for a total of seventy-two (72) hours per year.

SECTION 5. All members of the Terre Haute Police Department shall be entitled to the same number of holidays as afforded all city hall employees as set forth by the Common Council of the City of Terre Haute.

SECTION 6. Sworn members of the Terre Haute Police Department shall receive the following vacation schedule:

0 - 1 years	After seven (7) months, one (1) day per month with maximum total off of forty (40) vacation hours.
1 - 5 years	Eighty (80) hours
6 - 10 years	One Hundred Twenty (120) hours
11 - 15 years	One Hundred Sixty (160) hours
16 - 20 years	Two Hundred (200) hours
21 years +	Two Hundred Forty (240) hours

Police Officers shall be entitled to carry over a total of One Hundred Twenty (120) vacation hours from year to year, with a maximum accumulation of Two Hundred Forty (240) carry over hours.

SECTION 7. That in addition to salaries set forth in Section 1 of this ordinance, all sworn members of the Police Department or said City, irrespective of rank shall receive additional compensation based on the length and service with said department, in amounts as designated on the following schedule:

- (a) On the 1<sup>st</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (b) On the 2<sup>nd</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (c) On the 3<sup>rd</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.



- (d) On the 4<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (e) On the 5<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (f) On the 6<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (g) On the 7<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (h) On the 8<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (i) On the 9<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (j) On the 10<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (k) On the 11<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (l) On the 12<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (m) On the 13<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (n) On the 14<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (o) On the 15<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (p) On the 16<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (q) On the 17<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (r) On the 18<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (s) On the 19<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (t) On the 20<sup>th</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (u) On the 21<sup>st</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (v) On the 22<sup>nd</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year.
- (w) On the 23<sup>rd</sup> anniversary of employment, an additional Seven Hundred Thirty-Four Dollars and Five Cents (\$734.05) per year. per year.

- (x) On the 24<sup>th</sup> anniversary of employment, an additional One Thousand Four Hundred Sixty-Eight Dollars and Ten Cents (\$1,468.10) per year.

Representing a maximum of Eighteen Thousand, Three Hundred, Fifty-One Dollars and Twenty-Five Cents (\$18,351.25).

SECTION 8. Commencing calendar year 2025 the City of Terre Haute will pay shift differential pay prorated on a monthly basis in a separate check on or before December 15<sup>th</sup> to all sworn officers as follows:

Hoot Owl Shift	\$1,000.00
Evening Shift	\$ 750.00

SECTION 9. 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 seventy percent (70%) of the actual monthly premium.

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 10. 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 Seventy percent (70%) of the actual monthly premium.

SECTION 11. Commencing January 1, 2025, the City of Terre Haute will provide to each permanent member, whose salary is established by this ordinance, Twenty-Five Thousand Dollars (\$25,000.00) of life insurance coverage through December 31, 2025 and Ten Thousand Dollar (\$10,000.00) line of duty death benefit. The City will pay one hundred percent (100%) of the costs of such coverage.

SECTION 12. The City of Terre Haute will pay one hundred percent (100%) of the monthly premium of a retiree's single employee group health and hospitalization insurance plan, until such time as the employee becomes eligible for Medicare coverage. The retiree may choose another city offered insurance plan (i.e. employee/spouse, employee/children, family), but the retiree will be responsible for paying the difference between the employee only plan and the selected plan. This plan covers retirees under the Indiana State Pension Act for police officers. (I.C. 36-8-8-10).

Spouse/Dependent Benefits: (I.C. 5-10-8-2.2) In the event a police officer shall die while a retiree of the Terre Haute Police Department, and the surviving spouse is not employed and/or does not have other insurance coverage available, his/her spouse and their children shall receive said insurance at the rate of a retired police officer.



SECTION 13. City of Terre Haute shall provide and pay One Hundred Percent (100%) of the cost of an annual physical for all sworn members of the Police Department who elect to have one, in conjunction with any required physical testing implemented by the administration.

SECTION 14. The City of Terre Haute agrees to pay one hundred percent (100%) of the employee's monthly pension requirements, on behalf of all sworn members of the Terre Haute Police Department into their respective pension funds.

SECTION 15. Overtime or additional pay can be paid to members of the Terre Haute Police Department for work performed in time of emergencies. Said pay must be requested by the Department Head of said employee or employees or the Mayor and approved by the Board of Public Works.

SECTION 16. The salaries of all members of the Police Department of the City of Terre Haute shall be fixed on an annual basis, but the salaries shall be paid bi-weekly in a manner established by the Board of Public Works.

SECTION 17. 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, any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 18. Contract items other than those set forth above are covered by a Contract entered into by, members of the Terre Haute Police Department, and the Board of Public Works for the City of Terre Haute.

SECTION 19. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 20. This ordinance shall be in full force and effect from and after the date of its passage according to law and shall be effective as in the salaries and benefits provided on and for January 1, 2025.

Introduced by: \_\_\_\_\_ Cheryl Loudermilk, Councilman

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