

SEP 27 2016

SPECIAL ORDINANCE NO. 23, 2016 AS AMENDED

CITY CLERK

AN ORDINANCE SETTING THE SALARIES OF ALL EMPLOYEES OF THE CITY OF TERRE HAUTE, INDIANA, EXCEPTING SOME MEMBERS OF THE TERRE HAUTE FIRE DEPARTMENT, THE TERRE HAUTE POLICE DEPARTMENT, THE TERRE HAUTE STREET DEPARTMENT, THE TERRE HAUTE CEMETERY DEPARTMENT, THE TERRE HAUTE WASTEWATER UTILITY, THE TERRE HAUTE TRANSPORTATION UTILITY, THE TERRE HAUTE PARK AND RECREATION DEPARTMENT, AND EXCLUDING ELECTED OFFICIALS AND IN SOME INSTANCES ESTABLISHING CERTAIN BENEFITS FOR THE ABOVE MENTIONED INCLUDED EMPLOYEES, EFFECTIVE JANUARY 1, 2017.

BE IT ORDAINED by the Common Council of the City of Terre Haute:

<u>SECTION 1.</u> Commencing January 1, 2017, the following salary schedule shall be in full force and effect for the designated Municipal Employees of the City of Terre Haute by Department, as follows:

DEPARTMENT/POSITION		AMOUNT
MAYOR'S OFFICE: Administrative Assistant		\$ 34,770
Secretary	A Commence of the Commence of	\$ 30,037
CONTROLLER'S OFFICE:	The Control of the Co	
Controller		\$ 71,795
Assistant Controller		\$ 54,067
Office Manager		\$ 38,000
Payroll Manager		\$ 37,546
Financial Analyst		\$ 36,044
Accounts Payable Specialist		\$ 36,044
HUMAN RELATIONS		
Human Relations Director		\$ 45,053
CITY CLERK'S OFFICE:		
Deputy Clerk/Administrative Assistant to City Council		\$ 41,352
Assistant Clerk #1		\$ 32,192
Deputy Clerk 5 @ \$31,997		\$159,985

Court Reporter	CITY JUDGE'S OFFICE:		
Bailiff Temp. Salaries/Pro Tempore \$ 1,100	·		\$ 32,606
Temp. Salaries/Pro Tempore \$ 1,100	-		\$ 32,258
LEGAL OFFICE: City Attorney			\$ 1,100
City Attorney	Tomp summer to temperate		
Paralegal	LEGAL OFFICE:		h 0.0
Human Resources Director S 52,565 Benefits Administrator S 0 Human Resources / Legal Administrator S 49,542 Secretary (Part-time) S 49,542 CITY HALL MAINTENANCE: S 30,038 ENGINEERING DEPARTMENT: S 79,120 Assistant City Engineer S 79,120 Assistant City Engineer S 70,187 Planner S 60,074 Lead Inspector S 48,061 Urban Forester S 53,000 Electrical Inspector S 36,044 Housing Inspector S 36,044 Housing Inspector S 36,044 Housing Inspector S 36,044 Staff Engineer Level II S 59,399 ENGINEERING NON-REVERTING: S 59,399 ENGINEERING NON-REVERTING: S 57,071 Director of Asset Management S 57,071 Director of Inspection S 57,071 Pacillities Manager S 51,284 Project Coordinator S 57,071 Facilities Manager S 51,284 Project Coordinator S 57,071 Facilities Manager S 51,284 Project Coordinator S 57,071 Engineering Aide Level III 2 @ 36,044 S 72,088 Engineering Aide Level III 2 @ 33,040 S 56,080 S S 59,399 STREET DEPARTMENT - SIGNAL DIVISION: Traffic Signal Division Supervisor S 49,560 Traffic Signal Division Supervisor S 49,560 Traffic Signal Technicians S 37,546 STREET DEPARTMENT - MVH: Transportation Director (SEE: Transportation Utility) S 63,297 Objector's total salary is \$70,331: \$7,034 is paid from	City Attorney		
Benefits Administrator			-
Human Resources / Legal Administrator Secretary (Part-time) \$ 15,000	Human Resources Director		
Secretary (Part-time) \$ 15,000	Benefits Administrator		
CITY HALL MAINTENANCE: Maintenance \$ 30,038	Human Resources / Legal Administrator		
Maintenance	Secretary (Part-time)		\$ 15,000
Maintenance	CITY HALL MAINTENANCE:		
ENGINEERING DEPARTMENT: City Engineer \$ 79,120 Assistant City Engineer \$ 70,187 Planner \$ 60,074 Lead Inspector \$ 48,061 Urban Forester \$ 53,000 Electrical Inspector \$ 36,044 Housing Inspector \$ 36,044 Housing Inspector \$ 2 @ \$ 36,044 \$ 72,088 Office Manager \$ 34,200 ENGINEERING NON-REVERTING: Staff Engineer Level II \$ 59,399 Director of Asset Management \$ 57,071 Pacilities Manager \$ 51,284 Project Coordinator \$ 57,071 Facilities Manager \$ 51,284 Project Coordinator \$ 46,558 Transportation Infrastructure Manager Engineering Aide Level III \$ 2 @ \$ 36,044 \$ 72,088 Engineering Aide Level III \$ 2 @ \$ 36,044 \$ 72,088 Engineering Aide Level III \$ 2 @ \$ 36,044 \$ 59,399 STREET DEPARTMENT - SIGNAL DIVISION: Traffic Signal Division Supervisor \$ 59,399 STREET DEPARTMENT - SIGNAL DIVISION: Traffic Signal Technicians \$ 37,546 STREET DEPARTMENT - MVH: Transportation Director (SEE: Transportation Utility) (Director's total salary is \$70,331: \$7,034 is paid from			\$ 30.038
City Engineer	Mantenance		4 23,000
Assistant City Engineer \$70,187 Planner \$60,074 Lead Inspector \$48,061 Urban Forester \$53,000 Electrical Inspector \$36,044 Housing Inspector \$2 @ \$36,044 \$72,088 Office Manager \$34,200 ENGINEERING NON-REVERTING: Staff Engineer Level II \$59,399 Director of Asset Management \$57,071 Director of Inspection \$57,071 Facilities Manager \$51,284 Project Coordinator \$46,558 Transportation Infrastructure Manager \$46,558 Engineering Aide Level III \$2 @ \$36,044 \$72,088 Engineering Aide Level III \$2 @ \$33,040 \$66,080 Staff Engineer Level II / GIS Coordinator \$59,399 STREET DEPARTMENT - SIGNAL DIVISION: Traffic Signal Division Supervisor \$49,560 Traffic Signal Technicians \$37,546 STREET DEPARTMENT - MVH: Transportation Director (SEE: Transportation Utility) \$63,297 (Director's total salary is \$70,331: \$7,034 is paid from	ENGINEERING DEPARTMENT:		
Planner	City Engineer		•
Lead Inspector Urban Forester Electrical Inspector Electrical Inspector Flowing Inspector Office Manager ENGINEERING NON-REVERTING: Staff Engineer Level II Director of Asset Management Director of Inspection Facilities Manager Froject Coordinator Fransportation Infrastructure Manager Engineering Aide Level II Engineer Level II Facilities Manager Staff Engineer Level II Facilities Manager Staff Engineer Level II Staff Engineer Level III Staff	Assistant City Engineer		•
Urban Forester Electrical Inspector Electrical Inspector Coffice Manager ENGINEERING NON-REVERTING: Staff Engineer Level II Director of Asset Management Director of Inspection Facilities Manager Froject Coordinator Transportation Infrastructure Manager Engineering Aide Level II Staff Engineer Level II / GIS Coordinator Transportation Supervisor Traffic Signal Division Supervisor Traffic Signal Technicians STREET DEPARTMENT – MVH: Transportation Director (SEE: Transportation Utility) (Director's total salary is \$70,331: \$7,034 is paid from	Planner		,
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Housing Inspector Office Manager ENGINEERING NON-REVERTING: Staff Engineer Level II Director of Asset Management Stacilities Manager Fracilities Manager Frailities Manager Fransportation Infrastructure Manager Fransportat	Urban Forester		
Office Manager \$ 34,200 ENGINEERING NON-REVERTING: Staff Engineer Level II \$ 59,399 Director of Asset Management \$ 57,071 Director of Inspection \$ 57,071 Facilities Manager \$ 51,284 Project Coordinator \$ 46,558 Transportation Infrastructure Manager \$ 46,558 Engineering Aide Level III \$ 2 @ \$ 36,044 \$ 72,088 Engineering Aide Level III \$ 2 @ \$ 33,040 \$ 66,080 Staff Engineer Level II / GIS Coordinator \$ 59,399 STREET DEPARTMENT - SIGNAL DIVISION: Traffic Signal Division Supervisor \$ 49,560 Traffic Signal Technicians \$ 37,546 STREET DEPARTMENT - MVH: Transportation Director (SEE: Transportation Utility) \$ 63,297 (Director's total salary is \$70,331: \$7,034 is paid from	Electrical Inspector		
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Staff Engineer Level II \$59,399 Director of Asset Management \$57,071 Director of Inspection \$57,071 Facilities Manager \$51,284 Project Coordinator \$46,558 Transportation Infrastructure Manager \$46,558 Engineering Aide Level III 2 @\$36,044 \$72,088 Engineering Aide Level II 2 @\$33,040 \$66,080 Staff Engineer Level II / GIS Coordinator \$59,399 STREET DEPARTMENT - SIGNAL DIVISION: Traffic Signal Division Supervisor \$49,560 Traffic Signal Technicians \$37,546 STREET DEPARTMENT - MVH: Transportation Director (SEE: Transportation Utility) (Director's total salary is \$70,331: \$7,034 is paid from	Office Manager		\$ 34,200
Staff Engineer Level II \$59,399 Director of Asset Management \$57,071 Director of Inspection \$57,071 Facilities Manager \$51,284 Project Coordinator \$46,558 Transportation Infrastructure Manager \$46,558 Engineering Aide Level III 2 @\$36,044 \$72,088 Engineering Aide Level II 2 @\$33,040 \$66,080 Staff Engineer Level II / GIS Coordinator \$59,399 STREET DEPARTMENT - SIGNAL DIVISION: Traffic Signal Division Supervisor \$49,560 Traffic Signal Technicians \$37,546 STREET DEPARTMENT - MVH: Transportation Director (SEE: Transportation Utility) (Director's total salary is \$70,331: \$7,034 is paid from	ENCINEERING NON-REVERTING:		
Director of Asset Management Director of Inspection Facilities Manager Froject Coordinator Transportation Infrastructure Manager Engineering Aide Level III Engineering Aide Level III Engineering Aide Level III Engineer Level III / GIS Coordinator STREET DEPARTMENT – SIGNAL DIVISION: Traffic Signal Division Supervisor Traffic Signal Technicians STREET DEPARTMENT – MVH: Transportation Director (SEE: Transportation Utility) (Director's total salary is \$70,331: \$7,034 is paid from			\$ 59.399
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Project Coordinator Transportation Infrastructure Manager Engineering Aide Level III Engineering Aide Level III Engineering Aide Level III Engineer Level II / GIS Coordinator STREET DEPARTMENT – SIGNAL DIVISION: Traffic Signal Division Supervisor Traffic Signal Technicians STREET DEPARTMENT – MVH: Transportation Director (SEE: Transportation Utility) (Director's total salary is \$70,331: \$7,034 is paid from	-		
Transportation Infrastructure Manager Engineering Aide Level III Engineering Aide Level III Engineering Aide Level III Engineer Level II / GIS Coordinator STREET DEPARTMENT – SIGNAL DIVISION: Traffic Signal Division Supervisor Traffic Signal Technicians STREET DEPARTMENT – MVH: Transportation Director (SEE: Transportation Utility) (Director's total salary is \$70,331: \$7,034 is paid from	-		
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Engineering Aide Level II 2 @ \$ 33,040 \$ 66,080 Staff Engineer Level II / GIS Coordinator \$ 59,399 STREET DEPARTMENT – SIGNAL DIVISION: Traffic Signal Division Supervisor \$ 49,560 Traffic Signal Technicians \$ 37,546 STREET DEPARTMENT – MVH: Transportation Director (SEE: Transportation Utility) \$ 63,297 (Director's total salary is \$70,331: \$7,034 is paid from		2 @ \$ 36,044	
Staff Engineer Level II / GIS Coordinator STREET DEPARTMENT – SIGNAL DIVISION: Traffic Signal Division Supervisor Traffic Signal Technicians STREET DEPARTMENT – MVH: Transportation Director (SEE: Transportation Utility) (Director's total salary is \$70,331: \$7,034 is paid from	•		•
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Traffic Signal Division Supervisor Traffic Signal Technicians \$ 49,560 \$ 37,546 STREET DEPARTMENT – MVH: Transportation Director (SEE: Transportation Utility) (Director's total salary is \$70,331: \$7,034 is paid from			
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STREET DEPARTMENT – MVH: Transportation Director (SEE: Transportation Utility) \$ 63,297 (Director's total salary is \$70,331: \$7,034 is paid from			•
Transportation Director (SEE: Transportation Utility) \$ 63,297 (Director's total salary is \$70,331: \$7,034 is paid from	Traffic Signal Technicians		Ф 37,340
Transportation Director (SEE: Transportation Utility) \$ 63,297 (Director's total salary is \$70,331: \$7,034 is paid from	STREET DEPARTMENT MVH:		
(Director's total salary is \$70,331: \$7,034 is paid from		Jtility)	\$ 63,297
Transit Utility: \$63,297 is paid from Street Dept. – MVH Fund)	(Director's total salary is \$70,331: \$7,034 is pai	id from	
11411011 011111111111111111111111111111	Transit Utility; \$63,297 is paid from Street Dep	t. – MVH Fund)	

FIRE DEPARTMENT - CIVILIANS: Secretary Fire Merit Board Secretary Fire Merit Board Commissioners	2 @ \$31,539 4 @ \$3,186	\$ 63,078 \$ 4,686 \$ 12,744
FIRE PENSION: Secretary		\$ 8,000
FIRE DEPARTMENT - EMS FUND: Mechanic Billing Clerk		\$ 46,585 \$ 31,539
POLICE DEPARTMENT - CIVILIANS: Merit Commissioners Environmental Protection Director Environmental Protection Officer Clerk/Typist Seasonal Maintenance (Part-time)	3 @ \$3,000 4 @ \$33,007 not to exceed @ \$12/hr.	\$ 9,000 \$ 36,010 \$132,028 \$ 31,508 \$ 30,000
POLICE PENSION: Secretary		\$ 8,000
BOARD OF PUBLIC WORKS & SAFETY: Administrator Crossing Guards Board Members	@ \$15.00 per day 5 @ \$2,400	\$ 39,048 \$100,000 \$ 12,000
INFORMATION TECHNOLOGY DEPARTMI IT Director Project Manager Specialist Technical Support Specialist Network/Systems Administrator BOARD OF ZONING APPEALS: Secretary	2 @ \$ 40,550 3 @ \$ 45,137	\$ 66,470 \$ 45,054 \$ 81,100 \$135,411 \$ 2,400
Board Members 4 @ \$750 TRANSPORTATION UTILITY: Transportation Director (SEE: Street Dept. – MVH Fund) (Director's total salary is: \$70,331: \$7,034 is paid from Transit Utility & \$63,297 is paid from Street Dept. – MVH Fund)		\$ 3,000 \$ 7,034
Transit Utility & \$63,297 is paid from Street Assistant Manager Office Manager Bookkeeper	, 150pt. 141 4 11 1 unu)	\$ 37,546 \$ 34,542 \$ 33,040

ADA Specialist Custodian Part Time Custodian Night Dispatcher	1 @ \$9.52 per hour 2 @ \$10.57 per hour	\$ 30,037 \$ 30,037 \$ 16,843 \$ 29,034
WASTEWATER UTILITY:		
Wastewater Utility Director		\$ 73,259
Operations Supervisor		\$ 54,067
Pretreatment Supervisor		\$ 54,067
Safety Coordinator		\$ 54,000
Supervisor – Sewage Billing Collections		\$ 49,000
Lab Technicians	3 \$22.28/hr; 1 @ \$23.11/hr.	\$168,207
Pretreatment Assistant	\$ 90,111	\$ 40,555
Clerk	3 @ \$30,037	\$ 90,111
Project Analyst		\$ 44,000
Assistant Financial Analyst	4 @ \$34,542	\$138,168
Seasonal Maintenance (part-time)	not to exceed \$14.00/hr.	\$ 47,000
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CEMETERY DEPARTMENT:		
Foreman		\$ 42,500
Clerk		\$ 30,037
Board of Cemetery Regents	4 @ \$500	\$ 2,000
	_	
PARK & RECREATION DEPARTMENT:		
Superintendent		\$ 70,282
Maintenance Director		\$ 51,000
Director of Safety and Operations		\$ 51,000
Golf Course Superintendents	2 @ \$49,000	\$ 98,000
Director of Recreation	_	\$ 40,552
Hulman Links Golf Pro		\$ 40,000
Office Manager		\$ 38,878
Assistant to the Pro/Rea Park		\$ 37,550
Assistant Director of Recreation		\$ 37,546
Curator, Native American Museum		\$ 33,040
Naturalist		\$ 33,040
Accounts Payable Clerk		\$ 31,539
Assistant Superintendent – Hulman Links		\$ 31,539
Secretary		\$ 30,037
Torner Community Center Secretary		\$ 30,037
19 th Hole Manager		\$ 28,534
Board Members	4 @ \$900	\$ 3,600
Seasonal and Temp. Maintenance & Parks		-
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SECTION 2. Commencing January 1, 2017, the City of Terre Haute will provide to each department head and full time, permanent employee whose salary is established by this ordinance health and hospitalization insurance coverage through December 31, 2017. 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 3. Commencing January 1, 2017, the City of Terre Haute will provide to each department head and full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2017. The City will pay seventy percent (70%) of the actual monthly premium.

SECTION 4. The salaries of all municipal employees of the City of Terre Haute shall be fixed on an annual basis, weekly basis, or an hourly basis, as established in this Ordinance, but the salaries shall be paid bi-weekly in a manner determined by the Board of Public Works and Safety.

SECTION 5.

(A) VACATION DAYS

The following schedule for earning vacation time shall apply to all City employees covered by the City Hall Employees Salary Ordinance:

With less than five (5) years continuous employment with the City, an employee shall earn ten (10) days, earned at the rate of 1/12 per month or fractional part thereof from the first day of employment.

Beginning January 1 in the year during which the employee will attain five (5) years of continuous employment with the City, an employee shall earn fifteen (15) days, earned at the rate of 1/12 per month or fractional part thereof.

Beginning January 1 in the year during which the employee will attain fifteen (15) years of continuous employment with the City, an employee shall earn twenty (20) days, earned at the rate of 1/12 per month or fractional part thereof.

Beginning on the first date of employment, department heads shall earn fifteen (15) days, earned at the rate of 1/12 per month of fractional part thereof, and shall not earn additional days until January 1 of the year in which the department head shall attain fifteen (15) years of continuous employment as a department head, as set forth for all employees.

An employee may accumulate a maximum of thirty (30) vacation/personal days.

Upon termination, the administration shall calculate the number of days earned in the calendar year of the termination and the number of days taken during the calendar year of the termination; shall calculate any accumulated days; and shall adjust the employee's final wages accordingly.

(B) PERSONAL DAYS

Municipal employees of the City of Terre Haute covered by the City Hall employees Salary Ordinance shall earn four (4) paid personal leave days per year, earned at the rate of one (1) personal day per quarter.

(C) SICK DAYS

Municipal employees of the City of Terre Haute covered by the City Hall Employees Salary Ordinance shall earn eight (8) sick days per year earned at the rate of 1/12 per month or fractional part thereof from the first day of employment. Employees may accumulate a maximum of forty-five (45) sick days which shall carry over from year to year. Upon termination, unused sick days are lost.

Sick leave may be taken as required by illness or injury. In the event an employee is absent in excess of three (3) consecutive scheduled working days for any medical reason, the employee must furnish notification from his/her physician to his/her department head as proof of illness and as a release to return to work.

(D) HOLIDAYS

The following holidays shall be recognized as paid holidays:

New Year's Day	January 2, 2017
Martin Luther King Jr.	January 16, 2017
President's Day	February 20, 2017
Good Friday	April 14, 2017
Election Day	May 9, 2017
Memorial Day	May 29, 2017
Independence Day	July 4, 2017
Labor Day	September 4, 2017
Columbus Day	October 9, 2017
Election Day	November 7, 2017
Veteran's Day	November 10, 2017
Thanksgiving	November 23, 2017
Day after Thanksgiving	November 24, 2017
Christmas Eve	December 22, 2017
Christmas	December 25, 2017

SECTION 6. Commencing January 1, 2017, the City of Terre Haute will provide to each benefit eligible employee, whose salary is established by this ordinance, Twenty Five Thousand Dollars (\$25,000.00) of life insurance coverage through December 31, 2017. The City will pay one hundred percent (100%) of the costs of such coverage.

SECTION 7. Pay in addition to salaries or overtime pay may be paid to City employees for work which is extraordinary because of an emergency situation or because of the requirement of time in excess of that ordinarily contemplated in the job classification. 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 and Safety.

SECTION 8. 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, 2017.

Introduced by: O. Cael Ellio	t, Councilman
Passed in open Council this 3th day of 0Ctobe	人
Todd Todd	Nation, President
ATTEST: Charles Char	les P. Hanley, City Clerk
Presented by me to the Mayor this day of Oct	Dhu, 2016.
Males Heart Char	:les P. Hanley, City Clerk
Approved by me, the Mayor, this day of OCTO	36 (, 2016
Dhe C James	Duke A. Bennett, Mayor
ATTEST: Male Popular Cha	rles P. Hanley, City Clerk

FILED
SEP 8 2016

SPECIAL ORDINANCE NO. 23, 2016

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AN ORDINANCE SETTING THE SALARIES OF ALL EMPLOYEES OF THE CITY OF TERRE HAUTE, INDIANA, EXCEPTING SOME MEMBERS OF THE TERRE HAUTE FIRE DEPARTMENT, THE TERRE HAUTE POLICE DEPARTMENT, THE TERRE HAUTE STREET DEPARTMENT, THE TERRE HAUTE CEMETERY DEPARTMENT, THE TERRE HAUTE WASTEWATER UTILITY, THE TERRE HAUTE TRANSPORTATION UTILITY, THE TERRE HAUTE PARK AND RECREATION DEPARTMENT, AND EXCLUDING ELECTED OFFICIALS AND IN SOME INSTANCES ESTABLISHING CERTAIN BENEFITS FOR THE ABOVE MENTIONED INCLUDED EMPLOYEES, EFFECTIVE JANUARY 1, 2017.

BE IT ORDAINED by the Common Council of the City of Terre Haute:

SECTION 1. Commencing January 1, 2017, the following salary schedule shall be in full force and effect for the designated Municipal Employees of the City of Terre Haute by Department, as follows:

DEPARTMENT/POSITION		AMOUNT	
MAYOR'S OFFICE:			
Administrative Assistant		\$ 34,770	
Secretary		\$ 30,037	
CONTROLLER'S OFFICE:			
Controller		\$ 71,795	
Assistant Controller		\$ 54,067	
Office Manager		\$ 38,000	
Payroll Manager		\$ 37,546	
Financial Analyst		\$ 36,044	
Accounts Payable Specialist		\$ 36,044	
HUMAN RELATIONS			
Human Relations Director		\$ 45,053	
CITY CLERK'S OFFICE:			
Deputy Clerk/Administrative Assistant to City Council		\$ 41,352	
Assistant Clerk #1		\$ 32,192	
Deputy Clerk 5 @ \$31,997		\$159,985	

CITY JUDGE'S OFFICE:	
Court Reporter	\$ 32,606
Bailiff	\$ 32,258
Temp. Salaries/Pro Tempore	\$ 1,100
•	
LEGAL OFFICE:	
City Attorney	\$ 61,812
Paralegal	\$ 52,798
Human Resources Director	\$ 52,565
Benefits Administrator	\$ 0
Human Resources / Legal Administrator	\$ 49,542
Secretary (Part-time)	\$ 15,000
CITY HALL MAINTENANCE:	
Maintenance	\$ 30,038
ENGINEERING DEPARTMENT:	
City Engineer	\$ 79,120
Assistant City Engineer	\$ 70,187
Planner	\$ 60,074
Lead Inspector	\$ 48,061
Urban Forester	\$ 53,000
Electrical Inspector	\$ 36,044
Housing Inspector 2 @ \$ 36,044	\$ 72,088
Office Manager	\$ 34,200
ENGINEERING NON-REVERTING:	
Staff Engineer Level II	\$ 59,399
Director of Asset Management	\$ 57,071
Director of Inspection	\$ 57,071
Facilities Manager	\$ 51,284
Project Coordinator	\$ 46,558
Transportation Infrastructure Manager	\$ 46,558
Engineering Aide Level III 2 @ \$ 36,044	\$ 72,088
Engineering Aide Level II 2 @ \$ 33,040	\$ 66,080
Staff Engineer Level II / GIS Coordinator	\$ 59,399
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STREET DEPARTMENT – SIGNAL DIVISION:	
Traffic Signal Division Supervisor	\$ 49,560
Traffic Signal Technicians	\$ 37,546
STREET DEPARTMENT - MVH:	
Transportation Director (SEE: Transportation Utility)	\$ 63,297
(Director's total salary is \$70,331: \$7,034 is paid from	, -,
Transit Utility; \$63,297 is paid from Street Dept. – MVH Fund)	

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Secretary 2 @ \$31,539 \$ 63,	,070
Fire Merit Board Secretary \$ 4,0	686
Fire Merit Board Commissioners 4 @ \$3,186 \$ 12,	,744
FIRE PENSION:	
Secretary \$ 8,0	000
THE DESCRIPTION OF STREET	
FIRE DEPARTMENT - EMS FUND:	505
Mechanic \$ 46,	
Billing Clerk \$ 31,	,339
POLICE DEPARTMENT - CIVILIANS:	
Merit Commissioners 3 @ \$3,000 \$ 9,	በበበ
Environmental Protection Director \$ 36,	-
Environmental Protection Officer 4 @ \$33,007 \$132,	-
Clerk/Typist \$ 31,	-
Seasonal Maintenance (Part-time) not to exceed @ \$12/hr. \$ 30,	
	,
POLICE PENSION:	
Secretary \$ 8,0	000
BOARD OF PUBLIC WORKS & SAFETY:	
Administrator \$ 39,	,048
Crossing Guards @ \$15.00 per day \$100,	-
Board Members 5 @ \$2,400 \$ 12,	•
INFORMATION TECHNOLOGY DEPARTMENT:	
IT Director \$ 66,	.470
Project Manager Specialist \$ 45,	
Technical Support Specialist 2 @ \$ 40,550 \$ 81,	•
Network/Systems Administrator 3 @ \$ 45,137 \$135,	
BOARD OF ZONING APPEALS:	,
Secretary \$ 2,4	400
•	000
TRANSPORTATION UTILITY:	
	034
(Director's total salary is: \$70,331: \$7,034 is paid from	•
Transit Utility & \$63,297 is paid from Street Dept. – MVH Fund)	
Assistant Manager \$ 37,	,546
Office Manager \$ 34,	•
Bookkeeper \$ 33,	

ADA Specialist Custodian Part Time Custodian Night Dispatcher	1 @ \$9.52 per hour 2 @ \$10.57 per hour	\$ 30,037 \$ 30,037 \$ 16,843 \$ 29,034
WASTEWATER UTILITY: Wastewater Utility Director Operations Supervisor Pretreatment Supervisor Safety Coordinator Supervisor – Sewage Billing Collections Lab Technicians Pretreatment Assistant Project Analyst Assistant Financial Analyst Seasonal Maintenance (part-time)	3 \$22.28/hr; 1 @ \$23.11/hr. 4 @ \$34,542 not to exceed \$14.00/hr.	\$ 73,259 \$ 54,067 \$ 54,067 \$ 54,000 \$ 49,000 \$168,207 \$ 90,111 \$ 44,000 \$138,168 \$ 47,000
CEMETERY DEPARTMENT: Foreman Clerk Board of Cemetery Regents	4 @ \$500	\$ 42,500 \$ 30,037 \$ 2,000
PARK & RECREATION DEPARTMENT: Superintendent Maintenance Director Director of Safety and Operations Golf Course Superintendents Director of Recreation Hulman Links Golf Pro Office Manager Assistant to the Pro/Rea Park Assistant Director of Recreation	2 @ \$49,000	\$ 70,282 \$ 51,000 \$ 51,000 \$ 98,000 \$ 40,552 \$ 40,000 \$ 38,878 \$ 37,550 \$ 37,546
Curator, Native American Museum Naturalist Accounts Payable Clerk Assistant Superintendent – Hulman Links Secretary Torner Community Center Secretary 19 th Hole Manager Board Members Seasonal and Temp. Maintenance & Parks F	4 @ \$900 Programs Employees not to ex	\$ 33,040 \$ 33,040 \$ 31,539 \$ 31,539 \$ 30,037 \$ 30,037 \$ 28,534 \$ 3,600 ceed \$15.00/hr.

SECTION 2. Commencing January 1, 2017, the City of Terre Haute will provide to each department head and full time, permanent employee whose salary is established by this

ordinance health and hospitalization insurance coverage through December 31, 2017. 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 3. Commencing January 1, 2017, the City of Terre Haute will provide to each department head and full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2017. The City will pay seventy percent (70%) of the actual monthly premium.

<u>SECTION 4.</u> The salaries of all municipal employees of the City of Terre Haute shall be fixed on an annual basis, weekly basis, or an hourly basis, as established in this Ordinance, but the salaries shall be paid bi-weekly in a manner determined by the Board of Public Works and Safety.

SECTION 5.

(A) VACATION DAYS

The following schedule for earning vacation time shall apply to all City employees covered by the City Hall Employees Salary Ordinance:

With less than five (5) years continuous employment with the City, an employee shall earn ten (10) days, earned at the rate of 1/12 per month or fractional part thereof from the first day of employment.

Beginning January 1 in the year during which the employee will attain five (5) years of continuous employment with the City, an employee shall earn fifteen (15) days, earned at the rate of 1/12 per month or fractional part thereof.

Beginning January 1 in the year during which the employee will attain fifteen (15) years of continuous employment with the City, an employee shall earn twenty (20) days, earned at the rate of 1/12 per month or fractional part thereof.

Beginning on the first date of employment, department heads shall earn fifteen (15) days, earned at the rate of 1/12 per month of fractional part thereof, and shall not earn additional days until January 1 of the year in which the department head shall attain fifteen (15) years of continuous employment as a department head, as set forth for all employees.

An employee may accumulate a maximum of thirty (30) vacation/personal days. Upon termination, the administration shall calculate the number of days earned in the calendar year of the termination and the number of days taken during the calendar year of the

termination; shall calculate any accumulated days; and shall adjust the employee's final wages accordingly.

(B) PERSONAL DAYS

Municipal employees of the City of Terre Haute covered by the City Hall employees Salary Ordinance shall earn four (4) paid personal leave days per year, earned at the rate of one (1) personal day per quarter.

(C) SICK DAYS

Municipal employees of the City of Terre Haute covered by the City Hall Employees Salary Ordinance shall earn eight (8) sick days per year earned at the rate of 1/12 per month or fractional part thereof from the first day of employment. Employees may accumulate a maximum of forty-five (45) sick days which shall carry over from year to year. Upon termination, unused sick days are lost.

Sick leave may be taken as required by illness or injury. In the event an employee is absent in excess of three (3) consecutive scheduled working days for any medical reason, the employee must furnish notification from his/her physician to his/her department head as proof of illness and as a release to return to work.

(D) HOLIDAYS

The following holidays shall be recognized as paid holidays:

New Year's Day January 2, 2017 Martin Luther King Jr. January 16, 2017 President's Day February 20, 2017 Good Friday April 14, 2017 Election Day May 9, 2017 Memorial Day May 29, 2017 Independence Day July 4, 2017 Labor Day September 4, 2017 Columbus Day October 9, 2017 Election Day November 7, 2017 Veteran's Day November 10, 2017 Thanksgiving November 23, 2017 Day after Thanksgiving November 24, 2017 Christmas Eve December 22, 2017 December 25, 2017 Christmas

<u>SECTION 6</u>. Commencing January 1, 2017, the City of Terre Haute will provide to each benefit eligible employee, whose salary is established by this ordinance, Twenty Five Thousand

Dollars (\$25,000.00) of life insurance coverage through December 31, 2017. The City will pay one hundred percent (100%) of the costs of such coverage.

SECTION 7. Pay in addition to salaries or overtime pay may be paid to City employees for work which is extraordinary because of an emergency situation or because of the requirement of time in excess of that ordinarily contemplated in the job classification. 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 and Safety.

<u>SECTION 8.</u> 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, 2017.

Introduced by: O. Call &	Ellitte	_O. Earl Elliot, Councilman
Passed in open Council this	day of	, 2016.
		_ Todd Nation, President
ATTEST:		Charles P. Hanley, City Clerk
Presented by me to the Mayor this _	day of	, 2016.
		Charles P. Hanley, City Clerk
Approved by me, the Mayor, this	_ day of _	, 2016.
	_	Duke A. Bennett, Mayor
ATTEST:		Charles P. Hanley, City Clerk