

FILED

SEP 11 2017

**SPECIAL ORDINANCE NO. 40, 2017**

**CITY CLERK**

AN ORDINANCE SETTING THE SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR THE CEMETERY DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2018 TO TAKE EFFECT ON JANUARY 1, 2018.

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

SECTION 1. Commencing January 1, 2018, the following salary schedule shall be in full force and effect for the Cemetery Department of the City of Terre Haute as follows:

Regular Employees	\$15.42 per hour
Temporary or Probationary Employees & Summer Help Employees not to exceed	\$11.00 per hour

SECTION 2. Commencing January 1, 2018, the City of Terre Haute will provide to each full time, permanent, Cemetery employee whose salary is established by this ordinance, and their immediate family, health and hospitalization insurance coverage through December 31, 2018. The City will pay one hundred percent (100%) of the actual monthly premium.

SECTION 3. Commencing January 1, 2018, 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, 2018. The City will pay 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 two (2) years

seniority shall receive one (1) week vacation with forty (40) hours pay at the regular rate of pay.

- (b) Employees having two (2) years seniority, but less than nine (9) years seniority shall receive two (2) weeks vacation with eighty (80) hours pay at the regular rate of pay.
- (c) Employees having nine (9) years seniority, but less than fourteen (14) years seniority shall receive three (3) weeks vacation with one hundred and twenty (120) hours pay at the regular rate of pay.
- (d) Employees having fourteen (14) years seniority, but less than twenty (20) years seniority shall receive four (4) weeks vacation with one hundred sixty (160) hours pay at the regular rate of pay.
- (e) Employees having twenty (20) years or more seniority shall receive five (5) weeks vacation with two hundred (200) hours pay at the regular rate of pay. This applies only to employees with seniority dates prior to January 1, 1982.

(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, 2018
Martin Luther King Jr. Day	January 15, 2018
President's Day	February 19, 2018
Good Friday	March 30, 2018
Election Day	May 8, 2018
Memorial Day	May 28, 2018

Independence Day	July 4, 2018
Labor Day	September 3, 2018
Columbus Day	October 8, 2018
Election Day (Fall)	November 6, 2018
Veteran's Day	November 12, 2018
Thanksgiving Day	November 22, 2018
Day after Thanksgiving	November 23, 2018
Christmas Eve	December 24, 2018
Christmas Day	December 25, 2018
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, 2018.

Introduced by: O. Earl Elliott O. Earl Elliott, Councilman

Passed in open Council this 12 day of October, 2017.

Karrum Nasser Karrum Nasser, President

ATTEST: Charles P. Hanley Charles P. Hanley, City Clerk

Presented by me to the Mayor this 13 day of October, 2017.

Charles P. Hanley Charles P. Hanley, City Clerk

Approved by me, the Mayor, this 13TH day of OCTOBER, 2017.

Duke A. Bennett Duke A. Bennett, Mayor

ATTEST: Charles P. Hanley Charles P. Hanley, City Clerk