

FILED

SEP 12 2018

CITY CLERK

SPECIAL ORDINANCE NO. 15, 2018

AN ORDINANCE SETTING THE MAXIMUM SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR THE MVH (STREET DEPARTMENT) HOURLY WORKERS FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2019, TO TAKE EFFECT ON JANUARY 1, 2019.

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

SECTION 1. Commencing January 1, 2019, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for MVH (Street Department) of the City of Terre Haute as follows:

Lead Foreman	\$23.83 per hour
Office Manager	\$19.06 per hour
Working Foreman	\$20.21 per hour
Mechanic Foreman	\$20.33 per hour
Mechanic	\$20.07 per hour
Street Maintenance Worker #1	\$19.06 per hour
Street Maintenance Worker #2	\$18.65 per hour

SECTION 2. Longevity pay shall be paid to Employees in the first pay period of December as follow:

<u>Years of Service</u>	<u>Longevity Pay</u>
5-9 years	\$125 per year
10-14 years	\$150 per year
15-19 years	\$175 per year
20-24 years	\$200 per year
25 years and up	\$225 per year

SECTION 3. Commencing January 1, 2019, the City of Terre Haute will pay for an on behalf of each full time, permanent Employee, an amount up to Eighty Percent (80%) of the annual premium for Health and Hospitalization Insurance, available without restrictions to each 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.

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 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, 2019. The City will pay Seventy Percent (70%) of the actual monthly premiums.

SECTION 5. The salaries of the employees of the MVH (Street Department) 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 Administration Civil City of Terre Haute, Indiana Street Department, and the Laborers' International Union of North America, Local #204.

SECTION 6.

(A) VACATION PAY

Street Department employees covered by this ordinance shall receive paid vacation as follows:

1 year	40 hours pay at regular rate of pay
2-4 years	80 hours pay at regular rate of pay
5-6 years	3 weeks
7-8 years	3 weeks plus one day
9-10 years	3 weeks plus two days
11-12 years	3 weeks plus three days
13-14 years	3 weeks plus four days
15 years but less than 20	4 weeks

Employees having twenty (20) years seniority shall receive five (5) weeks of vacation.

(B) PERSONAL DAYS

Street Department employees, covered by this ordinance, shall have six (6) personal leave days per year with pay.

(C) SICK DAYS

Street Department employees, covered by this ordinance, shall be entitled to nine (9) paid sick days per year. Employees may accumulate a maximum of one hundred (100) sick days. The sick days may accumulate and carry over from one year to the next. Unused sick days over the accumulated thirty (30) days can be paid for by the Employer in the first pay period in December, at Employee's request, not to exceed twelve (12) days in any one year. Unused sick days will be paid for by the Employer upon termination of employment for any reason.

(D) HOLIDAYS

The following days shall be recognized as paid holidays:

New Year's Day	January 1, 2019
Martin Luther King Jr.	January 21, 2019
President's Day	February 18, 2019
Good Friday	April 19, 2019
Election Day	May 7, 2019
Memorial Day	May 27, 2019
Independence Day	July 4, 2019
Labor Day	September 2, 2019
Columbus Day	October 14, 2019
Election Day	November 5, 2019
Veteran's Day	November 11, 2019
Thanksgiving	November 28, 2019
Day after Thanksgiving	November 29, 2019
Christmas Holiday	December 23-25, 2019
New Year's Eve	December 31, 2019
Employee's Birthday	

SECTION 7. City shall pay One Hundred Thirty-Five Dollars (\$135.00) toward the purchase of OSHA approved footwear for employees in 2019.

SECTION 8. Mechanic will be allowed a \$600 tool replacement allowance.

SECTION 9. 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 10. Contract items other than those set forth above are covered by an agreement entered into by City Administration, by its Board of Public Works, Civil City of Terre Haute, Indiana, Street Workers, and the Laborers' International Union of North America, State of Indiana District Council, Local Union #204.

SECTION 11. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 12. 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, 2019.

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

Passed in open Council this 11 day of October, 2018.

Curtis DeBaun Curtis DeBaun IV, President

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

Presented by me to the Mayor this 12 day of October, 2018.

Michelle L. Edwards Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 12<sup>th</sup> day of OCTOBER, 2018.

Duke A. Bennett Duke A. Bennett, Mayor

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