

FILED
9-14-2020
CITY CLERK

SPECIAL ORDINANCE NO. 19, 2020

AN ORDINANCE SETTING THE MAXIMUM SALARY AND ESTABLISHING CERTAIN BENEFITS FOR THE POLICE DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA FOR 2021, TO TAKE EFFECT ON JANUARY 1, 2021.

BE IT ORDAINED BY the Common Council of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2020 the following salary schedule shall be in full force and effect for members of the Police Department of the City of Terre Haute, Indiana. The base salary amounts listed below for the uniformed officers include the One Thousand One Hundred Twenty-Five Dollar (\$1,125.00) veteran's pay allowance.

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 \$45,635.

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 \$50,405.

POLICE OFFICERS of the rank of Corporal shall be paid an annual salary of \$52,183 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Detective shall be paid an annual salary of \$52,183 plus \$1,000 incentive allowance.

POLICE OFFICERS of the rank of Sergeant shall be paid an annual salary of \$55,134 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Lieutenant shall be paid an annual salary of \$57,361 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Captain shall be paid an annual salary of \$59,827 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 \$64,238.

POLICE OFFICERS of the rank of Chief shall be paid an annual salary of \$73,917.

SECTION 2. City of Terre Haute shall pay an annual cash allowance of One Thousand Five Hundred Dollars (\$1,500.00) to each uniformed officer to be used for uniforms, clothing, and equipment (excluding body armor). Additionally, each member of the Department shall receive One Thousand, Three Hundred Dollars (\$1,300.00) annually for CPR Certification.

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

One (1) individual within the Department shall serve as Indiana Data & Communication Service (IDACS) Coordinator and shall receive an annual allowance of One Thousand Five Hundred Dollars (\$1,500.00). One (1) individual within the Department shall serve as the Indiana Data & Communication Service (IDACS) Assistant Coordinator and shall receive an annual allowance of One Thousand Dollars (\$1,000.00).

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

One (1) individual within the Department shall serve as the Body-Cam Assistant Coordinator and shall receive an annual allowance of One Thousand Dollars (\$1,000.00). These allowances will not be included in the calculation of base pay and will be paid to each member, no later than the last pay in the month of November.

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 two (2) consecutive months without using any sick days will receive one (1) reward day for a maximum of six (6) reward days per year. These days will accumulate and 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 first anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (b) On the second anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (c) On the third anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (d) On the fourth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (e) On the fifth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (f) On the sixth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (g) On the seventh anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (h) On the eighth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (i) On the ninth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (j) On the tenth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (k) On the eleventh anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (l) On the twelfth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
- (m) On the thirteenth anniversary of employment, an additional Six Hundred Thirty Dollars

- and Eight Cents (\$630.08) per year.
- (n) On the fourteenth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
 - (o) On the fifteenth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
 - (p) On the sixteenth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
 - (q) On the seventeenth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
 - (r) On the eighteenth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
 - (s) On the nineteenth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.
 - (t) On the twentieth anniversary of employment, an additional Six Hundred Thirty Dollars and Eight Cents (\$630.08) per year.

Representing a maximum of Twelve Thousand, Six Hundred, One Dollar and Sixty Cents (\$12,601.60).

SECTION 8. Commencing calendar year 2021 the City of Terre Haute will pay shift differential pay prorated on a monthly basis in a separate check on or before December 15th to all sworn officers as follows:

Hoot Owl Shift	\$1,000.00
Evening Shift	\$ 750.00
Mid Shift	\$ 500.00

SECTION 9. Commencing January 1, 2021, 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 dependants, health and hospitalization insurance coverage through December 31, 2021. The City will pay up to 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, 2021, 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, 2021. The City will pay Seventy percent (70%) of the actual monthly premium.

SECTION 11. Commencing January 1, 2021, 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, 2021 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, 2021.

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

Passed in open Council this 1st day of OCTOBER, 2020.

[Signature] George Azar, President

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

Presented by me to the Mayor this 2nd day of OCTOBER, 2020.

Michelle L. Edwards Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 2nd day of OCTOBER, 2020.

[Signature] Duke A. Bennett, Mayor

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