

ORDINANCE 2014-5

2015 SALARY ORDINANCE FOR THE TOWN OF SWEETSER, INDIANA

WHEREAS, the Indiana General Assembly confers the powers upon Indiana Towns, pursuant to I.C. 36-1-4-15, to fix the level of compensation of its officers and employees;

WHEREAS, the Indiana General Assembly requires the Town Council to fix the compensation of its members, the Town Clerk-Treasurer, the Town Marshal and compensation for all other Town employees pursuant to I.C. 36-5-3-2;

NOW, THEREFORE, BE IT ORDAINED by the Town Council of Sweetser, Indiana that from and after January 1, 2015 at 12:01 a.m. the salary and pay schedule for elected and appointed officers and employees of the Town of Sweetser, Indiana be fixed as follows:

SECTION 1. SALARY SCHEDULES

Subject to the provisions of this Ordinance and the Ordinances of the Town of Sweetser, Indiana; and specifically the Employee Handbook Ordinance; the salary, wages and compensation for elected and appointed officers and the employees of the Town are hereby fixed as follows:

Officials and Employees	Authorized Salary or Wage	Term	Payment Period
Town Council Member	\$ 2,400.00	Year	Semi-annual
Clerk-Treasurer	\$ 22,600.00	Year	Semi-monthly
Deputy Clerk-Treasurer	\$ 10.50	Hour	Semi-monthly
Billing Clerk	\$ 8.50	Hour	Semi-monthly
Town Attorney	\$ 9,100.00	Year	Semi-annual
Town Maintenance Manager	\$ 37,000.00	Year	Semi-monthly
Deputy Town Maintenance	\$ 26,250.00	Year	Semi-monthly
Street Dept. Asst. >3 yr. exp.	\$ 11.50	Hour	Semi-monthly
Street Dept. Asst. ≤ 3 yr. exp.	\$ 10.00	Hour	Semi-monthly
Town Marshal	\$ 36,500.00	Year	Semi-monthly
Deputy Town Marshal	\$ 26,250.00	Year	Semi-monthly
Deputy > 3 years experience	\$ 11.00	Hour	Semi-monthly
Deputy ≤ 3 years experience	\$ 10.00	Hour	Semi-monthly
Crossing Gurad	\$ 20.00	Day	Semi-monthly

SECTION 2. LAW ENFORCEMENT

A. The Town Marshal is exempt from the overtime provisions of the FLSA and shall not be entitled to overtime compensations in any form. All sworn law enforcement personnel shall be paid semi-monthly and pursuant to the schedule above.

The Town Marshal as a full-time position is compensated with Indiana Public Retirement System (INPRS) benefit and insurance benefits per policy manual.

The Deputy Town Marshall as a full-time position is compensated with Indiana Public Retirement System (INPRS) benefit and insurance benefits per policy manual.

Additional compensation for the performance of off duty police personnel for grant funded payments for performance of Driving Under the Influence Task Force (DUI TF), Operation Pull Over (OPO), Click It or Ticket (CIT), Angry and Aggressive Drivers (AAD), hourly rate of \$30.00 per hour.

B. New officers hired during the year 2015 and part-time officers (when needed) shall be paid at the rate of a Deputy < 3 years experience.

SECTION 3. GENERAL PROVISIONS

- A. The rates shown as wages and salaries in the above schedule for the positions as listed are the maximum rates.
- B. All new employees will start at the minimum of the salary range in their job classification unless approved by the Town Council to do otherwise. Thereafter, all raises must be approved by the Town Council.
- C. Seasonal employees appointed to positions not specified in the schedule for less than six months and temporary full-time appointments shall be paid at a rate approved by the Town Council at the time of hiring which rate will be based upon the market rate for the type of work being performed. Employees shall be paid at least the existing federal minimum wage.
- D. All time worked by employees in excess of 40-hours per week will be payable at time-and-a-half of the regular hourly rate earned by the employee at the time the overtime was worked.

SECTION 4. SPECIFIC PROVISIONS

- A. The Town Maintenance Manager is exempt from the overtime provisions of the FLSA and shall not be entitled to overtime compensations in any form.
- B. The Town Maintenance Manager as a full-time position is compensated with Indiana Public Retirement System (INPRS) benefit and insurance benefits per policy manual.
- C. The Deputy Town Maintenance Manager as a full-time position is compensated with Indiana Public Retirement System (INPRS) benefit and insurance benefits per policy manual.
- D. The Town Attorney shall be paid as an independent contractor pursuant to a contract for legal services approved by the Town Council.

SECTION 5. LEGISLATIVE INTENTIONS

- A. It is intended that these provisions be in accord with all applicable Federal and State laws, rules and regulations, including the Fair Labor Standards Act and the Federal Minimum Wage, and should be applied and interpreted to produce a result harmonious therewith.

- B. It is intended that these provisions be in accord with the Personnel Policy Ordinance of the Town and should be applied and interpreted to produce a result harmonious therewith. If there is an irreconcilable conflict between this Ordinance and any other Ordinance of the Town of Sweetser, including the Personnel Policy Ordinance, this Ordinance shall govern.

SECTION 6. NON-DISCRIMINATION CLAUSE

The Town of Sweetser is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, handicap, disability or otherwise in violation of any federal or state law.

SECTION 7. REPEAL PROVISION

All prior Salary Ordinances of the Town of Sweetser are repealed as of 12:01 a.m. on January 1, 2015.

SECTION 8. SEPARABILITY PROVISION

Should any portion, provision or clause of this Ordinance be held invalid, the validity of the remainder shall not be affected thereby.

SECTION 9. EFFECTIVE DATE

This Ordinance shall be in full force and effect after its passage from 12:01 a.m. on January 1, 2015.

PASSED AND ADOPTED, this 23RD day of OCTOBER, 2014 by the Town Council of Sweetser, Indiana.

**THE TOWN COUNCIL OF
THE TOWN OF SWEETSER,
STATE OF INDIANA**

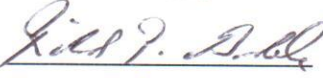
Travis J. LeMaster, President



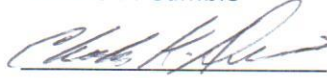
Stephen L. Kelley, Vice-President



Charles V. Briede



Richard P. Gamble



Charles K. Draine

ATTEST :

Eileen D. LeMaster

Eileen D. LeMaster, Clerk-Treasurer Town of Sweetser, Indiana

