

**ORDINANCE NO. 2023- 26**

**AN ORDINANCE ESTABLISHING SALARIES, COMPENSATION AND WAGES FOR ELECTED OFFICIALS, APPOINTEES AND EMPLOYEES OF THE TOWN OF FERDINAND, INDIANA**

BE IT ORDAINED by the Town Council of the Town of Ferdinand, Indiana:

Section 1. Definitions. The following words and phrases when used in this Ordinance, shall, for the purpose of this Ordinance, have the meanings respectively ascribed to them in this Section as follows:

(a) "Calendar year" - Three hundred sixty-five (365) days commencing December 29, 2023 and ending December 26, 2024.

(b) "Year of service" - Three hundred sixty-five (365) days commencing the day full-time employment with the Town began.

(c) "Week" - A seven (7) day period commencing Thursday at midnight and ending the following Thursday at midnight.

(d) "Work period" - means twenty-eight (28) consecutive days ending on January 11, 2024 as determined by the Clerk-Treasurer and every twenty-eight (28) days thereafter.

Section II. Wages. The following salary, compensation and wage schedule is hereby adopted for all elected and appointed and employed officials and persons for the Town of Ferdinand, Indiana, payable out of the respective funds of said Town as provided:

<u>President, Town Council</u>	\$10,000 per calendar year.
General Fund	\$2,500
Sewer Fund	\$2,500
Electric Fund	\$2,500
Water Fund	\$2,500
<u>Member, Town Council</u>	\$5,000 per calendar year.
General Fund	\$1,250
Sewer Fund	\$1,250
Electric Fund	\$1,250
Water Fund	\$1,250

<u>Clerk-Treasurer</u>	\$77,488.00 (note 27 pay periods in 2024).	
General Fund	\$19,372.00	\$1490.15 per week
Sewer Fund	\$19,372.00	Office Manager \$50,289.00
Water Fund	\$19,372.00	Clerk-Treasurer Amount \$22,199
Electric Fund	\$19,372.00	CPA Amount \$5,000

<u>Town Manager</u>	\$1326.42 per week / Annual \$68,974
General Fund	\$17,243.50 (note 27 pay periods in 2024)
Sewer Fund	\$17,243.50
Water Fund	\$17,243.50
Electric Fund	\$17,243.50

<u>Sewer/Water Operator</u> Benjamin Brinkman	\$37.00 per hour, 40 hours per week, plus 2 hour minimum at time and half for emergency Calls, plus 2 hour minimum at straight time for Weekend lab testing. After hours holiday preventative systems inspections and checking, minimum of 2 hours at time and a half. After hours non-holiday preventative systems inspections and checking, minimum of 2 hours at the regular rate of pay
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<u>Sewer/Water Lab Technician/ Meter Reader/Safety Clerk</u> Steve Lechner	\$29.00 per hour, 40 hours per week, plus 2 hours minimum at time and half for emergency calls, plus 2 hour minimum at straight time For weekend lab testing
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<u>Sewer/Water Utility Employee</u> Kyle Lechner	\$28.87 per hour, 40 hours per week, plus 2 hours minimum at time and half for emergency calls, plus 2 hour minimum at straight time for Weekend lab testing; at least \$29.18/hour upon passing IDEM Operators Exam.
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<u>Wastewater Utility Employee</u> Clint Meyer	\$28.87 per hour, 40 hours per week, plus 2 hour minimum at time and half for emergency calls, plus 2 hours minimum at straight time for weekend lab testing; at least \$29.18/hour upon passing IDEM Operators Exam
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Wastewater Utility

Employees

Austin Ryan

\$24.14 per hour, 40 hours per week, plus 2 hour minimum at time and half for emergency calls, plus 2 hours minimum at straight time for weekend lab testing; at least \$26.96/hr. upon obtaining Operators License

Brian Hoffman

\$24.00 per hour, 40 hours per week, plus an additional \$0.50 per hour upon obtaining CDL; \$24.99 per hour after the first 1,000 hours completed; \$25.49 per hour after the next 1,000 hours completed; \$26.00 per hour after the next 1,000 hours completed; \$26.52 per hour after the next 1,000 hours completed; and \$26.96 after successfully obtaining an Operators License; plus 2 hours minimum at straight time for weekend lab testing.

Supervisor of Electric Utility

Todd Fischer

\$41.75 per hour, 40 hours per week, plus two hour minimum at time and half for emergency calls, plus \$120 per week for those weeks when on call.

Journeyman Lineman

Colin Leinenbach

\$37.15 per hour, 40 hours per week, Plus two hour minimum at time and half for Emergency calls, plus \$120 per week for Those weeks when on call.

Journeyman Lineman

Steve Becher

\$40.80 per hour, 40 hours per week, plus 2 hour minimum at time and half for emergency calls, plus \$120 per week for those weeks when on call.

Journeyman Lineman

Mitch Konerding

\$31.50 per hour, 40 hours per week plus 2 hour minimum at time and half for emergency calls, plus \$120 per week for those weeks when on call.

**Electric Employees: Emergency call out pay for multiple call outs during the same two hour call out pay window will be considered and paid as one call out.**

Utility Employee

Groundsperson	\$16.50 per hour, plus .50 cents per hour after having earned a CDL
Apprentice 1	\$18.25 to \$19.40 per hour
Apprentice 2	\$19.50 to \$21.00 per hour
Apprentice 3	\$21.50 to \$22.75 per hour
Certified Lineman	\$23.25 to \$27.75 per hour (or per hire agreement)

All of the above positions are 40 hours per week, plus two hours minimum at time and half for emergency calls, plus \$120 per week for those weeks when on call. Any raise after 6 months service is subject to Town Council approval. Apprentice wages listed herein will only apply to those registered in the IMEA Lineman Apprentice Program.

Deputy Clerk  
Kayla Hoffman

\$25.50 per hour, 40 hours per week  
Water/electric/sewer/general ¼ each

Part-time  
Deputy Clerk  
Stephanie Brinkman

\$22.75 per hour, part time, \$23.50 per hour commencing 8/23/24; 40 hours per week when Covering leave then back to 24 hours per week

Utility Clerk  
Angie Gerber

\$24.10 per hour, 40 hours per week.

Utility Employee Clothing  
General Fund

Provided by Utility for full-time employee with 6 month's service.

Chief of Police  
Kerri Blessinger

\$1,296.35 per week / Annual \$67,410.00  
Based on 168 hours per work period.  
(note 27 pay periods in 2024)

Captain  
Robert Randle

\$30.15 per hour full-time,  
168 hours per work period, Base pay of \$29.30  
Plus \$0.85 for administrative commander

Sergeant  
Brian Seffernick

\$29.30 per hour full-time, 168 hours per work period.

Patrolman  
Rayce Jones

\$24.60 (\$23.55 plus \$1.05 night shift) per Hour full time, 168 hours per work period.

Assistant Chief  
Christian Gogel

\$29.30 per hour. Base pay of \$28.25 plus \$1.05 as assistant chief, full time, 168 hours per work period.

Sergeant  
Tom Merkley

\$26.80 per hour full time, 168 hours per work period.

Patrolman  
Joshua Clouse

\$24.30 (\$23.25 plus \$1.05 night shift) per hour full time, 168 hours work period.

Others

\$19.00 to \$21.00 per hour full time, plus \$2.00 per hour increase upon completion of Indiana Law Enforcement Academy requirements, 168 hours work period.

Officers with Night Shift as Normal Position

An additional \$1.05 per hour while on Night Shift

Part Time Officers

\$16.00 - \$19.00 per hour part time

Police clothing allowance - actual cost as reasonably required from General Fund.

Street Foreman  
MVH Fund  
Eric Rahman

\$27.85 per hour, 40 hours per week plus 2 hour minimum at time and half for emergency calls and two hour minimum for non-emergency call outs to service parks

Street Employee  
MVH Fund  
Mike Tobin  
\$25.00 per hour, 40 hours per week plus 2 hour minimum at time and half for emergency calls and two hour minimum for non-emergency call outs to service parks

Property/Street Employee  
Park Fund  
Dan Lindauer  
\$26.55 per hour, 40 hours per week plus 2 hour minimum at time and half for emergency Calls and two hour minimum for non-emergency call outs to service parks

Part-Time Street Laborers  
\$16.00 - \$19.00 per hour.

Street Employee Clothing  
MVH Fund  
Provided by MVH Fund for full-time employee with 6-month service.

Property Manager  
MVH Fund  
Tom Lueken  
\$34.50 per hour, 40 hours per week plus two hour minimum at time and half for emergency calls and two hour minimum for non-emergency call outs to service parks

**Any employee who does not possess a CDL who is hired for a position which requires a CDL will receive a salary increase of \$0.50 per hour after the employee obtains his or her CDL.**

Part-Time/Seasonal  
Park Employee  
Park Fund/Street  
Brian Mullis  
\$19.00 per hour (seasonal mowing); \$21.00 per hour if/when assists Street Department when it is short handed

Park and Recreation Manager  
Park Fund  
\$11.00 - \$14.50 per hour

Stormwater  
General Fund  
\$250.00 per month base, plus \$70 per hour for all additional work per contract.

Zoning Administrator \$6,550 per year. \$126/week, plus \$10.00 per  
General Fund hour worked in any week in excess of fourteen  
Don Foerster hours.

Volunteer Fire Fighter \$14.00 per hour. Any Town employee doing  
General Fund certified Fire Department duties during regular  
Town working hours will be paid their Regular  
pay (not the Volunteer Fire Fighter Pay).

Fire Chief \$7,000 per year, paid quarterly. And additional  
General Fund compensation per hour at the  
John Hoppenjans Volunteer Fire Fighter rate, paid  
twice per year.

Fire Fighter Clothing Allowance \$100 per person according to State Statute.  
Fire Fighter Auto Allowance \$100 per person according to State Statute.

Park Board Members \$200 per year  
Park Fund

Town Attorney \$1,426.92 per week/Annual \$74,200  
Sharon Bohnenkemper\* Note 27 pay periods in 2024  
General Fund \$29,680  
Electric Fund \$14,840  
Water Fund \$14,840  
Sewer Fund \$14,840

\*Classified as Salaried/Exempt (Professional Service) under Fair Labor Standards Act; average hours per week sufficient to comply with Ferdinand Personnel Policy relative to employee benefits.

Marketing and Promotions Coordinator

Kim Fischer Part-time – up to 20 hours per week,  
Works from home, \$20.50 per hour;  
\$21.00 per hour commencing 9/20/24

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Mileage \$.55 per mile.

Section III. Extraordinary Services. All salaries, compensation and wages herein above mentioned and established out of the Water, Electric, Sewer, General and MVH funds shall be for services performed by the respective officials, appointees, and employees for said respective function in their respective capacities. In the event that extraordinary circumstances arise involving extra hours worked outside of the employee's normal job requirements, and at the sole discretion of the Town Council, salaried employees may be compensated monetarily or otherwise in excess of what is allowed by this Ordinance or in excess of what is allowed by the Ferdinand Personnel Policy. All salaries and wages herein above mentioned shall be made payable out of the designated funds stated herein.


Section IV. All employees shall receive those additional benefits to the extent they are eligible and in the manner provided, as set forth in the Ferdinand Personnel Policy for health insurance and paid time off for vacation, sickness, bereavement leave, personal leave, and holiday pay.


Section V. If any provision of this Ordinance or the application thereof is held invalid, the invalidity shall not affect other provisions or applications of this Ordinance which can be given effect without the invalid provision or application, and to this end, the provisions of this Ordinance are declared severable. All ordinances and parts of ordinances in conflict herewith, including 2022-47; 2023-03; 2023-14; 2023-15; and 2023-21 and all amendments thereto, are hereby expressly repealed upon the effective date of this Ordinance. This Ordinance shall be in full force and effect on December 29, 2023.

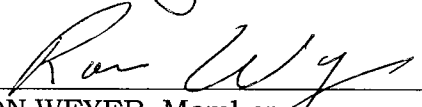
The above Ordinance was duly adopted by the Town Council of the Town of Ferdinand, Indiana, on the 20 day of December, 2023.



TOWN COUNCIL OF THE  
TOWN OF FERDINAND, INDIANA

  
KENNETH J. SICARD, President

  
DEBRA JOHNSON, Member

  
RON WEYER, Member

ATTEST:

  
TAMARA M. MILLER, Clerk-Treasurer