

**DISTRIBUTED**

TCRM 9-8-14

**To:** President and Members of the Munster Town Council

**From:** David F. Shafer, IAMC, MMC, CMO, Clerk-Treasurer *DJS*

**Copy to:** Patricia L. Abbott, IAMC, MMC, Accounting Supervisor  
Thomas F. DeGiulio, Town Manager

**Date:** September 8, 2014

**Re:** Ord. 1641, Amendment #7 to Ord. 1611, the 2014 Pay Plan

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This matter was considered on first reading on August 25, 2014. The purpose of Amendment #7 is to correct and clarify information that was the subject of Amendment #6, which was adopted on August 11, 2014. There have been refinements to Amendment #7 since it was introduced.

Upon adoption of Amendment #7, the adoption date for 3% global increases will be corrected to read, "This increase shall be retroactive to the pay date of July 11, 2014." Also, the annual stipends for Fire Department officers (paid in monthly increments) have been included, the firefighter hourly rates have been corrected, and the daytime firefighter monthly stipends have been clarified.

In summary, upon adoption of Amendment #7, the 2014 Pay Plan will reflect the 3% global increase for all eligible full-time employees, regular part-time employees, and certain other employees, as the Council intended.

**RECOMMENDED ACTION:**

By motion and roll-call vote, adopt Ordinance 1641 on second reading.

## **ORDINANCE 1641**

### **AMENDMENT #7 TO ORDINANCE 1611 2014 PAY PLAN**

**WHEREAS**, The Munster Town Council adopted Ordinance 1611 authorizing the 2014 Pay Plan; and

**WHEREAS**, From time to time it is necessary to amend said ordinance due to requested changes in personnel, administrative reorganizations, changes in employee payroll distributions, changes in the replacement market, complying with interpretations of the State Board of Accounts, or inadvertent errors and omissions in the original ordinance;

**WHEREAS**, Amendment #6 to Ordinance 1611 requires correction and clarification; now, therefore, be it

**ORDAINED**, By the Munster Town Council, that Ordinance 1611 as amended is hereby further amended as follows.

#### **SECTION V. FIRE DEPARTMENT**

##### **DAYTIME FIREFIGHTER STIPEND**

<u>Position</u>	<u>Rate as of July 2013</u>	<u>Rate per Ord. 1611</u>	<u>Rate per this Amendment</u>
Probationary Status	\$100.00/month	\$100.00/month	\$103.00/month
Firefighter I Certification	\$125.00/month	\$140.00/month	\$140.00/month
Firefighter II Certification	\$150.00/month	\$160.00/month	\$160.00/month
Firefighter II plus one additional year of experience or more	\$175.00/month	\$185.00/month	\$185.00/month

##### **ANNUAL STIPENDS**

<u>Position</u>	<u>Rate as of July 2013</u>	<u>Rate per Ord. 1611</u>	<u>Rate per this Amendment</u>
Fire Chief	\$12,336.00	\$12,336.00	\$12,706.08
Emergency Management Director	\$6,000.00	\$6,000.00	\$6,180.00
Deputy Chief	\$3,612.00	\$3,612.00	\$3,720.36
Battalion Chiefs	\$2,892.00	\$2,892.00	\$2,978.76
Captains	\$2,220.00	\$2,220.00	\$2,286.60
Lieutenants	\$1,200.00	\$1,200.00	\$1,236.00

Hourly pay scales listed below apply to Officers and Fire personnel of the Department.

Position	Rate as of July 2013	Rate per Ord. 1611	Rate per this Amendment
Emergency Response	\$13.58	\$13.58	\$13.99
Training/Drills	\$13.58	\$13.58	\$13.99
Specials/Building, Vehicle Maint., Fire Prevention, Training, Planning	\$13.58	\$13.58	\$13.99
Inspections Paid-On-Call	\$13.58	\$13.58	\$13.99
Stand-by for Emergency Conditions	\$13.58	\$13.58	\$13.99

**SECTION X – ADDITIONAL PROVISIONS** (Amendments ~~struck out~~ and in **bold**.)

1. A 3% global increase for all eligible full-time and regular part-time employees, paid-on-call firefighters, monthly stipends paid to fire department officers, and ~~employees in other Town departments~~ **the Daytime Firefighter Stipend**. This increase shall be retroactive to ~~June 22, 2014~~ **the pay date of July 11, 2014**. For the purposes of firefighter payroll, this increase shall be effective July 1, 2014.

**ORDAINED and ADOPTED** By the Town Council of the Town of Munster, Indiana, on the \_\_\_\_\_ day of \_\_\_\_\_, 2014, by a vote of \_\_\_\_ in favor and \_\_\_\_ opposed.

**TOWN COUNCIL OF THE TOWN OF MUNSTER,  
LAKE COUNTY, INDIANA**

\_\_\_\_\_  
**John P. Reed, President**

**ATTEST:**

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**David F. Shafer, Clerk-Treasurer**