

**TOWN OF MUNSTER, INDIANA
ORDINANCE 1639
AMENDMENT #6 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 Ordinance 1611 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; and

WHEREAS, in December 2013, the Town Council approved the 2014 Salary Ordinance;

NOW, THEREFORE, BE IT ORDAINED, by the Town Council of the Town of Munster, Indiana that Ordinance 1611, be amended by Ordinance ____, as follows:

Section X – Additional Provisions

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. This increase shall be retroactive to June 22, 2014. For the purposes of firefighter payroll, this increase shall be effective July 1, 2014.
2. The revised salary matrix is adopted, as Exhibit A to Ordinance 1639, is attached.
3. Effective beginning the August 22, 2014 payroll, the health insurance premium shall shift from an 85% Town/15% Employee to 82.5% Town/17.5% Employee cost share.

ORDAINED and **ADOPTED** this 11th day of August, 2014 by a vote of 3 in favor and 0 opposed.

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



John R. Reed

President

ATTEST:



David F. Shafer Clerk-Treasurer

EXHIBIT B to AMENDMENT #6 to ORDINANCE 1611

With 3.0% Increase - Approved 8/11/14

Hourly Equivalents by Step and Grade, Full-Time and Part-Time Classified Employees														
Grade	Title	Authorized Personnel	Step	1	2	3	4	5	6	7	8	9	10	11 Max.
4	Building Maintainer (PW) Building Maintainer (Centennial Park)	1 1	\$	11.03	\$ 11.47	\$ 11.91	\$ 12.36	\$ 12.79	\$ 13.24	\$ 13.61	\$ 13.96	\$ 14.33	\$ 14.69	\$ 15.06
6	Deputy Clerk II (C-T) Police Records Clerk (PD) Secretary (TM) Secretary (P&R)	5 4 0 1	\$	14.05	\$ 14.59	\$ 15.17	\$ 15.73	\$ 16.30	\$ 16.86	\$ 17.33	\$ 17.79	\$ 18.25	\$ 18.72	\$ 19.18
6.5	Police Communications (part-time) (PD)	1	\$	14.46	\$ 15.09	\$ 15.70	\$ 16.34	\$ 16.97	\$ 17.58	\$ 18.09	\$ 18.60	\$ 19.12	\$ 19.63	\$ 20.14
7	Administrative Secretary (TM) Administrative Secretary (PD) Administrative Secretary (PW) Administrative Secretary (BCD) Administrative Secretary (P&R) Cable Television Coordinator (TM) Maintainer II (PW) Maintainer II (P&R) Maintainer II (P&R Centennial Park) Police Communications (PD) Recreation Supervisor (P&R) ± Facilities Maintenance Manager	2 1 2 1 1 1 20 3 2 5.5 3 1	\$	15.55	\$ 16.18	\$ 16.78	\$ 17.42	\$ 18.05	\$ 18.66	\$ 19.17	\$ 19.68	\$ 20.20	\$ 20.71	\$ 21.22
8	Administrative Assistant (TM) Deputy Clerk III (C-T) Maintainer III (PW) Maintainer III (Centennial Park) Maintainer III (P&R)	1 1 14 2 1	\$	17.08	\$ 17.76	\$ 18.44	\$ 19.13	\$ 19.81	\$ 20.49	\$ 21.05	\$ 21.61	\$ 22.18	\$ 22.74	\$ 23.30
9	Maintainer IV (PW) Mechanic (PW) Mechanic (Centennial Park) Multi-Discipline Inspector (BCD) Community Service Officer (PD)	2 5 1 4 1	\$	18.57	\$ 19.32	\$ 20.07	\$ 20.81	\$ 21.56	\$ 22.30	\$ 22.89	\$ 23.51	\$ 24.12	\$ 24.74	\$ 25.34
10	Crew Leader (PW) Public Information Officer (TM) Accounting Analyst (C-T) Golf Course Manager (Centennial Park)	4 1 1 1	\$	20.09	\$ 20.90	\$ 21.70	\$ 22.50	\$ 23.30	\$ 24.11	\$ 24.77	\$ 25.43	\$ 26.10	\$ 26.77	\$ 27.43
PD-10	Probationary Police Officer (PD) Second Class Police Officer (PD) First Class Police Officer (PD)	30	\$	20.09	\$ 22.10	\$ 24.11	\$ 24.77	\$ 25.43	\$ 26.10	\$ 26.77	\$ 27.43	\$ 28.13	\$ 28.83	\$ 29.55

*Hourly Position

**The Assistant to the Town Manager and Assistant Town Manager positions are authorized one full-time-equivalent. Only one position will be filled at any given time.

±Salaried positions due to FLSA Exempt status

EXHIBIT B to AMENDMENT #6 to ORDINANCE 1611

Hourly Equivalents by Step and Grade, Full-Time and Part-Time Classified Employees

With 3.0% Increase - Proposed 8/11/14

Positions below are exempt from overtime and salaries reflect bi-weekly rates

Grade	Title	Authorized Personnel	Step 1	2	3	4	5	6	7	8	9	10	11 Max.
11	Superintendent of Park Maintenance (P&R)	1	\$ 1,728.31	\$ 1,796.66	\$ 1,866.10	\$ 1,934.45	\$ 2,003.89	\$ 2,072.24	\$ 2,130.83	\$ 2,188.33	\$ 2,244.74	\$ 2,302.25	\$ 2,358.66
	Superintendent of Recreation (P&R)	1											\$ 2,419.42
	Chief Building Inspector (BCD)	1											
	Facilities Manager (Centennial Park)	1											
	Food Service Manager (Centennial Park & Pool)	1											
	Water Superintendent [†]	1											
	Street Superintendent [†]	1											
12	Data Processing Specialist (TM)	1	\$ 1,847.66	\$ 1,922.52	\$ 1,995.21	\$ 2,070.07	\$ 2,143.85	\$ 2,217.62	\$ 2,278.38	\$ 2,339.13	\$ 2,400.98	\$ 2,461.73	\$ 2,522.49
	Information Technical Specialist (TM) ^{**}	1											\$ 2,587.59
	MIS & Communication Supervisor (PD)	1											
13	Assistant to Town Manager (TM) ^{**} - vacant	0	\$ 1,970.25	\$ 2,047.29	\$ 2,126.49	\$ 2,205.69	\$ 2,284.89	\$ 2,361.92	\$ 2,429.18	\$ 2,493.20	\$ 2,558.29	\$ 2,623.39	\$ 2,688.49
	Sergeant (PD) [*]	8											\$ 2,757.92
14	Centennial Park Maintenance Superintendent (P&R)	1	\$ 2,090.68	\$ 2,173.14	\$ 2,256.68	\$ 2,341.30	\$ 2,424.85	\$ 2,507.30	\$ 2,577.82	\$ 2,646.17	\$ 2,715.61	\$ 2,785.05	\$ 2,853.40
	General Maintenance Superintendent (PW)	1											\$ 2,927.17
	Golf Course Superintendent (P&R)	1											
	Administrative Aide to COP (PD)	1											
15	Assistant Town Manager (TM) ^{**}	1	\$ 2,210.03	\$ 2,297.91	\$ 2,385.79	\$ 2,475.84	\$ 2,564.80	\$ 2,652.68	\$ 2,725.37	\$ 2,798.07	\$ 2,871.84	\$ 2,944.53	\$ 3,017.22
	Accounting Supervisor (C-T)	1											\$ 3,094.25
	Lieutenant (PD)	2											
17	Fire Chief (FD) - vacant	0	\$ 2,451.97	\$ 2,550.70	\$ 2,647.26	\$ 2,744.90	\$ 2,843.63	\$ 2,942.36	\$ 3,023.73	\$ 3,104.02	\$ 3,185.39	\$ 3,265.68	\$ 3,347.05
18	Chief of Police (PD)	1	\$ 2,572.40	\$ 2,676.55	\$ 2,779.62	\$ 2,881.61	\$ 2,984.68	\$ 3,087.74	\$ 3,172.37	\$ 3,257.00	\$ 3,342.71	\$ 3,427.33	\$ 3,511.96
	Town Engineer (TM)	1											\$ 3,602.01
	Director of Operations/Fire Chief	1											
	Director of Parks & Recreation (P&R)	1											

^{*}Hourly Position

^{**}The Assistant to the Town Manager and Assistant Town Manager positions are authorized one full-time-equivalent. Only one position will be filled at any given time.

[†]Salaries positions due to FLSA Exempt status

^{*}Position is temporary until such time the Public Works Director/Director of Operations position is filled.