

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

**From:** Wendy Mis, IAMC, Clerk-Treasurer *Wmo*

**Copy to:** Patricia L. Abbott, IAMC, MMC, Controller  
Dustin C. Anderson, Town Manager

**Date:** December 21, 2020

**Subject:** Ordinance 1817, 2021 Salary and Pay Plan

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Council held first reading on this matter at the December 7, 2020 meeting. Compensation of elected officials must be fixed and the Police Pension Base must be certified before January 1 of the ensuing year. Proposed Ordinance 1817 has been prepared for that purpose and it includes other annual authorizations related to payroll. Following are the highlights of Ordinance 1817.

1. All regular, full-time employees pay rates will increase by 2.00%.
2. All elected officials pay rates will increase by 2.00%. (Elected officials' rates must be set by December 31, 2020.)
3. All firefighter stipends and hourly rates will increase by 2.00%.
4. The Certified First Class Officers Rate will increase by 2.00%. (This determines the amount of pension retired officers and their dependents receive as well as how much the Town and current officers contribute to the pension plan. The rate must be set and certified to the State of Indiana by December 31, 2020.)
5. The Building & Community Development Department has requested the addition of a part-time Administrative Secretary and a reduction in the number of Multi-Discipline Inspectors. These inspector positions may be filled by full or part-time employees up to the maximum of two full-time equivalent employees. See Exhibit A.
6. All benefits and related provisions (e.g. health insurance, Park discounts, etc.) will remain unchanged from 2020.

**RECOMMENDED ACTION:**

By motion and roll-call vote, adopt Ordinance 1817 on second reading as presented.