

To: President and Members of the Munster Town Council

From: Wendy Mis, Clerk-Treasurer

Copy to: Dustin Anderson, Town Manager

Date: February 21, 2022

Re: Ordinance 1854: Amendment #1 to 2022 Salary Ordinance

Ordinance 1854 had first read at the last Council meeting. For the vast majority of employees, Ordinance 1854 resolves the inequities in wages that currently exist. There is at least one situation where an employee with more time in grade is earning less than an employee with less time in grade and another situation where a supervisor is earning less than his subordinate. As presented on first reading, Ordinance 1854 does not resolve these two inequities.

It was anticipated that problems like this would present themselves during implementation of this, or any, new pay system. The proposed solution is to grant a level of discretion to the Town Manager and Clerk-Treasurer to correct these issues as they arise. *Exhibit 1: Clarifying Language* has been modified to allow a “true-up” of wages in order to get all employees paid fairly and equitably under the principles of the new Grade and Longevity plan. A true-up cannot exceed \$ 4,000.00, calculated as an annual amount.

No other changes have been made to the ordinance. It is known that there are requests for at least two job reclassifications. These will be reviewed administratively and brought to Council as needed

RECOMMENDED ACTION:

By motion and roll call voted, adopt Ordinance 1854.