

ORDINANCE 1876

AMENDMENT #4 TO THE 2022 SALARY ORDINANCE

WHEREAS, The Town Council adopted Ordinance 1849 which established the 2022 Pay Plan for the Town of Munster at their meeting of November 15, 2021; and

WHEREAS, The Town Council believes in paying employees fairly and equitably; and

WHEREAS, The 2022 Pay Plan has been reviewed and found to need adjustment to be competitive in the current job market and that certain pay inequities exist; and

WHEREAS, The Town Council wants to implement certain changes to the pay plan in order to pay employees rates that are both in line with the current job market and equitably; now, therefore, be it

ORDAINED, By the Town Council of the Town of Munster, Lake County, Indiana, that Ordinance 1874 be amended by removing Section V: Park Memberships and Programming Discounts and Section VI in their entirety and replacing them with the following:

Park Membership and Programming Discounts

- *Golf:*
 - Elected Officials, members of Boards and Commissions, regular full-time employees, and non-probationary members of the Fire Department in good standing that are current with their service hours may elect to receive a free individual-rate golf membership and a free individual-rate cart pass. Elected Officials, members of Boards and Commissions, regular full-time employees, and non-probationary members of the Fire Department in good standing that are current with their service hours desiring a couple- or family-rate for the golf cart and/or golf fees may elect to have the individual-rate golf cart and/or golf fee deducted from the couple- or family-rate fees
 - Elected officials, members of Boards and Commissions, full-time and part-time employees, and non-probationary members of the Fire Department in good standing that are current with their service hours may elect to receive a free driving range membership
 - Elected Officials, members of Boards and Commissions, regular full-time employees, and non-probationary members of the Fire Department in good standing that are current with their service hours are eligible for a 20% discount off pro-shop clothing and merchandise

SECTION VI. FIRE DEPARTMENT

Authorized Personnel – There are authorized sixty (60) paid-on-call fire personnel. This does not include Town employees.

Compensation – The compensation schedule for the Fire Department shall be approved as listed below. The monthly or annual stipends are in addition to the regular hourly rate.

Daytime Firefighter Stipend – Those employees who serve the Munster Fire Department in addition to their designated position shall receive a stipend to be paid along with any other departmental compensation for Firefighter response(s) throughout the month. This stipend shall be provided to any employee who serves the Fire Department consistent with the essential duties and responsibilities of the Daytime Firefighters. The stipend payment shall be graduated to reflect the experience of the Firefighter.

DAYTIME FIREFIGHTER STIPEND

Probationary Status Firefighter I/II Certification	\$124.50/month
Firefighter I/II Certification	\$192.87/month
Firefighter I/II Certification plus one or more years of experience	\$223.01/month

Hourly Pay Scales

Deputy Chief	\$30.74
Battalion Chiefs	\$28.20
Captains	\$25.83
Lieutenants	\$22.23

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

1. Emergency Response	\$18.00
2. Training/Drills	\$18.00
3. Specials/Building, Vehicle Maintenance, Fire Prevention, Training, Planning - P.O.C.	\$18.00
4. Inspections P.O.C.	\$18.00
5. Stand-by for Emergency Conditions	\$18.00
6. Probationary Firefighter	\$15.00
7. EMT Basic	\$18.60
8. EMT Paramedic	\$19.35

Town employees shall be paid their normal compensation during regular scheduled work periods.

Fuel Stipend -An annual stipend of \$150.00 shall be paid to each firefighter in February for fuel expenses incurred by individuals responding to emergencies. This stipend is provided for the previous year's fuel expenses. Public Works employees who respond to calls during regular, daytime working hours are not eligible for this stipend. A Public Works employee is eligible for the stipend if the employee responds outside regular, daytime working hours. Employees without a full year of service as of January 1, 2022, shall receive a pro-rated fuel stipend based on full months of service.

ORDAINED and ADOPTED by the Town Council of the Town of Munster, Indiana, on the ____ day of _____ 2022, by a vote of ____ in favor and ____ opposed.

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

Chuck Gardiner, Council President

ATTEST:

Wendy Mis, Clerk-Treasurer