

ORDINANCE 1636
TOWN OF MUNSTER, INDIANA
AMENDMENT #5 TO ORDINANCE 1611
2014 PAY PLAN

WHEREAS, the Munster Town Council adopted on December 30, 2013, 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 an effort to fairly compensate Town of Munster employees who accept additional responsibilities due to vacancy or absorption of a position of a higher grade for a period of greater than twenty days; and

WHEREAS, in an effort to compensate all employees fairly and equitably, the Town Council amends Section VIII Additional Provisions; and

WHEREAS, to memorialize a provision that is currently recited in the Town of Munster Personnel Manual, Chapter 3.1 "Pay and Benefits," Section 8;

NOW, THEREFORE, BE IT ORDAINED, that the Town Council of the Town of Munster, Indiana, amends Ordinance 1611, Section VIII "Additional Provisions" with the following:

1.

- When an employee performs the duties of a higher job classification for an expected period of twenty (20) or more working days, he/she shall be compensated at the minimum of the higher job grade, or 5% more than their current hourly compensation, whichever is greater. Advancement to the maximum rates subsequent to the promotion will be based on the application of merit principles.
- In cases where the current salary ordinance is silent, the adopted personnel rules as amended prevail.
- In the case of a conflict between the current salary ordinance, as amended, and the adopted personnel rules, as amended, the salary ordinance shall prevail.

2.

"Exhibit B," the step and grade matrix, shall also be amended with the temporary positions of Water Superintendent and Streets Superintendent at Grade 11. These positions shall exist until the hiring of a Public Works Director/Director of Operations.

ORDAINED and **ADOPTED** this 9th day of June, 2014 by a vote of 4 in favor and 0 opposed.

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


John P. Reed

President

ATTEST:


David F. Shafer Clerk-Treasurer