

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

**From:** David F. Shafer, IAMC, MMC, CMO, Clerk-Treasurer *DFA*

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

**Date:** December 23, 2019

**Subject:** Ordinance 1786, 2020 Salary and Pay Plan

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The 2020 salary ordinance was heard on first reading on November 18, 2019. The Town Council usually approves a salary ordinance for the ensuing year during December. In local election years the Town Council usually defers most compensation decisions (except those matters mandated or necessitated to be enacted prior to January 1 each year) to the Town Council whose members' terms commence on January 1 after the election. As previously discussed, the exceptions are:

- Fixing the compensation of elected officers
- Certifying the Police Pension Rate
- Recognizing the Town Manager as a regular full-time employee until a new Employment Agreement is finalized
- Continuing the compensation of all employees

Accordingly, introduced Ordinance 1786 has been drafted to accomplish the provisions of the 2020 Salary and Pay Plan that are mandated or necessitated to be effective prior to January 1, and to authorize compensation to all employees unless and until modified by the next Town Council.

Additionally, an exhibit has been added to clarify elected officials' compensation.

**RECOMMENDED ACTION:**

By motion and roll-call vote, adopt Ordinance 1786 on second reading as presented.