To: President and Members of the Munster Town Council

From: Chief Stephen Scheckel

Copy to: Patricia L. Abbott, IAMC, MMC, Controller

Date: December 23, 2019

Re: Ordinance _1790_: Amendment to the 2020 Pay Plan

Proposed Ordinance _1790__ is "An Amendment to the Ordinance Establishing the 2020 Salary and Pay Plan for the Town of Munster, Indiana (2020 Salary Ordinance)." The interpretation of Salary Ordinance 1786 and the previous 2019 Salary Ordinance 1759 was not what was originally intended in reference to the Police Department employees in the way that the pay increases (global raises) and Step and Grade pay were distributed. This amendment will clarify that the original intent was to place the pay increases or raises on the pay grade and not on the individual employee. This will correct the current and previous trend that caused pay disparity among employees.

Salary Ordinance 1786 also does not address the topic of take-home vehicles and in particular take home vehicles for the police department. This Amendment to the 2020 Salary Ordinance 1786 will add a section to address and make changes to the police department required take-home vehicle policy related payment and personal use of the vehicle.

Proposed Ordinance __1790__ has been prepared for that purpose. The Proposed Amended Ordinance_1790_ contains Exhibits A - F which will replace the Exhibits A - C of Ordinance 1786. This proposed Ordinance 1790 will become effective December 29, 2019.

RECOMMENDED ACTION:

By motion and roll call vote, consider Ordinance 1790, Amendment to the 2020 salary ordinance and its Exhibits A - F, on second reading and set the effective date as _December 29th, 2019_.

ORDINANCE **1790**

AN ORDINANCE AMENDING ORDINANCE 1786, THE 2020 PAY PLAN FOR THE TOWN OF MUNSTER, INDIANA

(1st AMENDMENT TO THE 2020 SALARY ORDINANCE)

WHEREAS, Ordinance 1786, The 2020 Salary Ordinance and Pay Plan, was adopted by the Munster Town Council on December 23, 2019; and

WHEREAS, from time to time it is necessary to make clarifications to Ordinance Number 1786 to provide better direction on employee payroll distributions to effectuate the intent of the Town Council; and

WHEREAS, from time to time it is appropriate to change payroll distribution of employees based on previously enacted raises and adjust the Take-Home Vehicle Personal Use by policy for the police department.

NOW, THEREFORE, BE IT ORDAINED, that the Town Council of the Town of Munster, Indiana, amends Ordinance 1786 to clarify the intent of the Ordinance by adopting this Ordinance 1790 and replacing Exhibits A - C of Ordinance 1786 with Exhibits A - F which are attached to this Ordinance. This Proposed Ordinance 1790 will become effective December 29, 2019.

ORDAINED and **ADOPTED** by the Town Council of the Town of Munster, Indiana, on the _23rd_ day of _December 2019__, by a vote of ___ in favor and ___opposed.

TOWN COUNCIL OF THE TOWN OF

MUNSTER, LAKE COUNTY, INDIANA

_____

Andy Koultourides, President

ATTEST:

_____

David F. Shafer, Clerk-Treasurer