

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

**From:** Wendy Mis, Clerk-Treasurer

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

**Date:** November 1, 2021

**Subject:** Ordinance 1849, 2022 Salary and Pay Plan

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Compensation of elected officials must be fixed and the Police Pension Base must be certified before January 1 of the ensuing year. Proposed Ordinance 1849 has been prepared for that purpose and it includes other annual authorizations related to payroll. Of note are the following.

1. All regular, full-time employees pay rates will increase by 3.00%.
2. All elected officials pay rates will increase by 3.00%. (Elected officials' rates must be set by December 31, 2021.)
3. All firefighter stipends and hourly rates will increase by 3.00%.
4. The Certified First Class Officers Rate will increase by 3.00%. (This determines the amount of pension retired officers and their dependents receive as well as how much the Town and current officers contribute to the pension plan. The rate must be set and certified to the State of Indiana by December 31, 2021.)
5. The Pension Board voted to increase the stipend for the Pension Secretary to \$1,200.00/year. This change has been included in the ordinance.
6. The Park Board has approved the pay rates for part-time employees for 2022. The new rate for seasonal maintenance workers is from \$13.00-16.00. The rate for maintenance workers in Public Works has been changed to match this range.
7. The Park Board approved a pay range of \$11.00-\$14.00 for part-time office work. This same rate has been changed to match for non-Park part-time employees.
8. All benefits and related provisions (e.g. health insurance, Park discounts, etc.) will remain unchanged from 2021.
9. Staff is working on changes to the distribution matrix which will be included in the second reading of the ordinance. This does not impact how much one is paid, only the funding source(s).

#### **RECOMMENDED ACTION:**

By motion and roll call vote, consider Ordinance 1849 on first reading and schedule second reading for the next regular meeting.