

To: President and Members of the Munster Town Council

From: Patricia Abbott, Controller/Interim Town Manager

Date: April 15, 2024

Subject: Ordinance 1940, Amendment #1 to 2024 Salary Ordinance

Ordinance 1926 established the 2024 Salary Ordinance and was adopted December 4, 2023. The following amendments are proposed.

1. The longevity schedule is being replaced. Longevity will be paid at a flat \$250.00/year beginning with the third year of service. Longevity will be capped at twenty-five years of service or \$6,250.00. Longevity will no longer be paid as a lump-sum in January but on a bi-weekly basis. This will go into effect June 30, 2024. Firefighters will continue to receive the lump-sum in February.
2. The pay matrix for Sworn Police Officers is amended to as follows.
 - a. First Class Patrolman's hourly rate to increase from a range of \$32.38-\$36.92 to \$39.32 for all First Class Officers regardless of years of service.
 - b. Sergeant's hourly rate to increase from a range of \$38.83-\$42.20 to \$44.60 for all Sergeants regardless of years of service.
 - c. Lieutenant's bi-weekly rate will increase from a range of \$3,713.84-\$3,955.90 to \$4,147.90 regardless of years of service.
 - d. Chief's bi-weekly rate will increase from \$4,560.76 to \$5,522.30.
 - e. The steps within the grades are being removed. All officers within a Grade will have the same hourly rate.
 - f. All new rates will go into effect June 21, 2024.
3. The Certified First-Class Officers Rate will increase from \$84,126.00 to \$88,035.60. This includes the new hourly rate and the new twenty-five-year longevity rate. The new rate will go into effect June 21, 2024. The Pension Board is investigating the impact of this change for members and dependents of the 1925 Plan.
4. Language for the vehicle stipend is removed in favor of the take-home vehicle program effective June 21, 2024.
5. The following positions are added or removed.
 - a. One Maintainer I assigned to Public Works to serve as a janitor at Town Hall and the Police Station
 - b. One additional Administrative Secretary in the Town Manager's Office
 - c. One Administrative Assistant removed from the Town Manager's Office
 - d. One Benefits Specialist added to the Town Manager's Office
 - e. One additional Deputy Clerk III in the Clerk-Treasurer's Office
 - f. One Apprentice Mechanic added to Public Works
 - g. One Deputy Controller added in the Clerk-Treasurer's Office
6. Various exhibits have been updated to conform with the proposed changes.
7. All other provisions of Ordinance 1926 remain.

RECOMMENDED ACTION:

By motion and roll call vote, consider Ordinance 1940 on first reading and schedule second reading for the next regular meeting.