

ORDINANCE 1940

AMENDMENT #1 TO THE 2024 SALARY ORDINANCE

WHEREAS, The Munster Town Council adopted Ordinance 1926 which established the 2024 Pay Plan for the Town of Munster at their meeting of December 4, 2023; and

WHEREAS, The Town Council believes in paying employees fairly and equitably; and

WHEREAS, It is necessary from time to time to add, subtract, modify, correct, or otherwise amend the terms of an adopted ordinance; now, therefore, be it

ORDAINED, By the Town Council of the Town of Munster, Lake County, Indiana, that Ordinance 1926 be amended by changing the following provisions and exhibits.

SECTION IV. PENSION

2024 Certified Police Pension Rate

The Certified Police Pension Base for 2024 is increased to \$81,785.60 plus \$6,250.00 longevity, for an annual total of \$88,035.60.

SECTION V. BENEFITS

A. LONGEVITY

Inclusion of Longevity in Police Pension

For Police Pension purposes, the twenty-five-year level shall be used to determine the longevity portion of the Police Pension certified salary.

Longevity Payment Non-Fire Personnel

The new longevity rates go into effect June 30, 2024. Payments shall be made on a bi-weekly basis effective with the July 24, 2024, payroll. A true-up from the longevity earned under the old method from January 1, 2024 through June 29, 2024, will be calculated and included on the payroll of July 24, 2024, as a lump sum. Employees not eligible under the old longevity program will not be eligible for a true up or any type of retroactive payment of longevity. Per the IRS, this is a taxable benefit, and all required taxes and deductions will be withheld.

Longevity Payment Schedule

Regular full-time and regular part-time employees will begin earning longevity at the rate of \$250.00/year at the start of their employment. Longevity is capped once an employee reaches twenty-five years of service as illustrated below.

Start of Service Year	Annual Longevity Benefit		Start of Service Year	Annual Longevity Benefit
1	\$ 250.00		14	\$ 3,500.00
2	\$ 500.00		15	\$ 3,750.00
3	\$ 750.00		16	\$ 4,000.00
4	\$ 1,000.00		17	\$ 4,250.00
5	\$ 1,250.00		18	\$ 4,500.00
6	\$ 1,500.00		19	\$ 4,750.00
7	\$ 1,750.00		20	\$ 5,000.00
8	\$ 2,000.00		21	\$ 5,250.00
9	\$ 2,250.00		22	\$ 5,500.00
10	\$ 2,500.00		23	\$ 5,750.00
11	\$ 2,750.00		24	\$ 6,000.00
12	\$ 3,000.00		25	\$ 6,250.00
13	\$ 3,250.00			

B. MISCELLANEOUS BENEFITS & PROVISIONS

Automobile (Taxable Benefit)

Police officers will receive the use of a take home vehicle as outlined in Munster Police Department General Order #11.7: Take Home Vehicle Program scheduled for adoption on May 9, 2024, and effective June 21, 2024. Only the Police Chief shall be granted unlimited personal use of a take-home vehicle. Take home vehicles are subject to IRS regulations and are considered a Working Condition Benefit. Per IRS Publications 15 and 15-B, “A qualified nonpersonal use vehicle is any vehicle the employee isn’t likely to use more than minimally for personal purposes because of its design.” Marked public safety vehicles are generally included in this category. As such, any personal use is to be at a de minimis level.

SECTION X. LISTING OF EXHIBITS

Exhibit A – 2024 Pay Ranges for Classified Employees changes as follows effective upon passage.

Grade 5 – addition of one (1) Maintainer I position in Public Works for a total of one (1) authorized in the department.

Grade 7 – addition of one (1) Administrative Secretary in the Town Manager’s Office for a total of two (2) authorized in the department.

Grade 8 – removal of one (1) Administrative Assistant in the Town Manager’s Office for a total of zero authorized in the department. Addition of one (1) Benefits Specialist in the Town Manager’s Office for a total of one authorized in the department. Addition of one (1) Deputy Clerk III in the Clerk-Treasurer’s Office for a total of three (3) in the department. Addition of one (1) Apprentice Mechanic in Public Works for a total of one authorized in the department.

Grade 11 – addition of one (1) Deputy Controller in the Clerk-Treasurer’s Office for a total of one (1) in the department.

Exhibit B – Pay Scale for Sworn Police Officers to include new hourly rates effective June 21, 2024.

Exhibit D – 2024 Distribution of Payroll by Fund to include new positions.

Exhibit E – Police Department Take-Home Vehicles and Stipend will be removed in its entirety and replaced by Munster Police Department General Order #11.7: Take Home Vehicle Program upon adoption currently scheduled for May 9, 2024, to be effective May 9, 2024.

All other aspects of the 2024 Salary Ordinance remain in place.

ORDAINED and ADOPTED by the Town Council of the Town of Munster, Indiana, on the ____ day of ____ 2024, by a vote of ____ in favor and ____ opposed.

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

David B. Nellans, President

ATTEST:

Wendy Mis, Clerk-Treasurer