

**AMENDED ORDINANCE # 15 -2015**

**AN ORDINANCE TO AMEND ORDINANCE #10-2015; ESTABLISHING MAXIMUM SALARIES AND HOURLY RATES FOR APPOINTED OFFICIALS AND CITY EMPLOYEES FOR THE YEAR 2015.**

**THE TERMS AND CONDITIONS SPECIFIED BY THE BATESVILLE PERSONNEL POLICY HANDBOOK ADOPTED BY THE CITY OF BATESVILLE COMMON COUNCIL ON DECEMBER 29, 2004, AND AS AMENDED, SHALL BE DEEMED AS A CONDITION OF EMPLOYEE COMPENSATION AND BENEFITS.**

**EMPLOYEE COMPENSATION SHALL BE IN COMPLIANCE WITH WAGE AND HOUR REGULATIONS SPECIFIED BY THE FAIR LABOR STANDARDS ACT (FLSA) AND INDIANA WAGE STATUTES.**

**IT IS NOW, THEREFORE, ORDAINED AS FOLLOWS:**

**SECTION 1.** The maximum salaries of appointed City Officials of the City of Batesville, Indiana, for the year 2015, shall be as follows:

Police Chief	\$ 2,245.93
Asst. Police Chief	\$ 1,993.10
Lieutenant	\$ 1,935.05
Sergeant	\$ 1,842.88
Detective Sergeant	\$ 1,842.88
Corporal	\$ 1,796.84
Police Officer First Class	\$ 1,750.75
Probationary Officer	\$ 1,443.58
Fire Chief	\$ 2,021.18
First Class Fire Fighter	\$ 1,750.75
Fire – 1 <sup>st</sup> Assistant	\$ 243.77
Fire – 2 <sup>nd</sup> Assistant	\$ 229.44
EMS/Firefighter	\$ 1,794.53
Street Commissioner	\$ 2,354.76
Building Commissioner	\$ 1,731.32
Asst. Building Commissioner	\$ 1,655.58
City Attorney (General & Utilities)	\$ 1,243.21
Community Development Coordinator	\$ 1,872.59
Head Deputy Clerk Treasurer	\$ 1,561.92
Economic Development Coor	\$ 601.91
ADA Coordinator	\$ 372.69
Park Manager	\$ 1,813.46
Downtown Greenspace Care	\$ 100.00
Pool Manager	\$ 962.70
Pool Co-Manager	\$ 962.70
Wastewater Utility Manager	\$ 2,365.80
City Engineer	\$ 2,750.43
Park Secretary	\$ 118.86
Building Dept Secretary	\$ 376.33
EMA	\$ 349.48
Secretary/Assistant to Mayor	\$ 1,211.07
Water Department Manager (Gas 25% Water 75%)	\$ 2,723.40
Comptroller/Office Mgr (Water 25% Gas 75%)	\$ 2,413.85
Gas Department Manager (Gas 75% Water 25%)	\$ 2,429.17
Utilities Service Board (5 members paid twice a year, 50%/50%)	\$ 180.00
Planning & Zoning Board President (per meeting)	\$ 15.00
Planning & Zoning Board Member (per meeting)	\$ 10.00

Technical Review Board President (per meeting)	\$ 15.00
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**SECTION 2.** The hourly maximum rate of pay for employees of the City of Batesville, Indiana, for the year 2015 shall be as follows:

Gas Operator	\$ 25.06
W&G Customer Acct Clerk (50% Gas,50% Water)	\$ 17.20
W&G Accounts Receivable Clerk (50% Gas,50% Water)	\$ 14.41
Gas Serviceman/Meter Repair	\$ 21.92
Water Maintenance Serviceman	\$ 20.86
Water Serviceman	\$ 20.87
Gas Serviceman	\$ 20.69
Utilities Meter Reader/Serviceman (100% Gas)	\$ 19.67
Utilities Meter Reader	\$ 16.74
Utilities Temp Office Help	\$ 12.44
Deputy Clerk (Part Time)	\$ 12.00
Building Inspectors	\$ 19.84
Assistant Street Commissioner	\$ 20.95
Street/Maintenance Laborers	\$ 19.67
Assistant Wastewater Superintendent	\$ 23.83
Collection Foreman	\$ 23.69
Pre-Treatment Technician	\$ 20.35
Plant Foreman	\$ 19.67
Collections Operator	\$ 19.67
Laboratory Technician/Plant Operator	\$ 19.67
Sewage Plant Operator	\$ 18.72
Administrative Asst./Asst Lab Technician	\$ 17.79
Park Laborer	\$ 19.67
Head Dispatcher	\$ 19.57
Dispatcher	\$ 18.80
City Court Clerk	\$ 16.92
Special Police	\$ 12.51
Memorial Building Custodian	\$ 16.83
Wellness Coordinator (Part Time)	\$ 20.37
Clerk – City Hall (Part Time)	\$ 11.65

**Seasonal Help** (Memorial Pool, Street Dept, Park & Rec. & Utilities)

– 1 <sup>st</sup> yr	\$ 8.00
– 2 <sup>nd</sup> yr	\$ 8.25
– 3 <sup>rd</sup> yr	\$ 8.50
– 4 <sup>th</sup> yr	\$ 8.75
– 5 <sup>th</sup> yr	\$ 9.00
– 6 <sup>th</sup> yr	\$ 9.25
– 7 <sup>th</sup> yr	\$ 9.50
– 8 <sup>th</sup> yr	\$ 9.75
– 9 <sup>th</sup> yr	\$10.00

Seasonal Help - Maximum Rate Not To Exceed \$10.00 Hr.

**SECTION 3.** The Police Officers and Dispatchers longevity is to be paid at .6% of base pay per year employed, with a maximum of 10%, to be divided by the number of pays and added to each check.

**SECTION 4.** The City of Batesville full time employees’ longevity is to be paid at the rate of \$100.00 for each year of full-time employment up to a maximum of \$2,000.00 for twenty (20) years employment; and shall be paid in a separate check in December. In the event of employee termination of employment in the first six (6) months of the calendar year such employees shall receive (50%) of their longevity pay. In the event of employee termination of employment in the last six (6) months of the calendar year such employees shall receive (100%) of their longevity pay.

**SECTION 5.** In addition to the base salary Police Officers, Dispatchers, Firefighters, and regular full-time employees shall be eligible for performance pay under the following terms and conditions:

- A. The Mayor shall conduct performance evaluations for Department Heads and establish the amount of any performance pay based on the performance evaluation.
- B. Department heads shall conduct performance evaluations of employees in their Department and recommend to the Mayor the amount of any performance employee pay based on the performance evaluation. The Mayor shall make the final determination as to the amount of any performance pay.
- C. The City's point factor performance evaluation form shall be used for all evaluations. An "exceeds expectation" rating is defined as a score of 3 and pay up to 2% of the employee's base pay. A "meets expectation" rating is defined as a score between .1 to 2 to points and performance pay up to 1.75% of the employee's base pay. A "does not meet" rating is defined as a total average score of 1 and performance pay up to 1% of the employee's base pay. Any score below 1 is an "Unsatisfactory" rating and no performance pay shall be given.
- D. Performance evaluations shall be completed by November 15th.
- E. A report of individual employee performance evaluation ratings (total points) and any corresponding performance pay shall be prepared by the Mayor and submitted to the Common Council annually (by December 1).

**SECTION 6.** Wastewater Treatment Operators will receive an additional \$.25 per hour increase per achievement of operators' certification in their respective positions.

**SECTION 7.** Street/Maintenance Department laborers will receive an additional \$.25 per hour increase per state certified trade license.

**SECTION 8.** W&G Utilities Operators will receive an additional \$.25 per hour increase per achievement of a WT-1, DS-S or WT-3 certification. W&G Utility Operators will receive an additional \$.40 per hour per achievement of a DSM, DSL, or WT-4 certification.

**SECTION 9.** The salaries in Section 1 through Section 4 will be paid on a bi-weekly basis beginning January 1, 2015.

Primarily adopted by Council this 14<sup>th</sup> day of September, 2015.

First reading:

Ayes:

Nays: None

Absent: None

Whole number of Council being five.

Formally adopted by Council this 12th day of October, 2015.

Second reading:

Ayes:

Nays:

Absent:

Whole number of Council being five.

Whereupon, the Mayor declared said ordinance finally and legally adopted.

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Gene Lambert, Acting Mayor

Attest:

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Ronald C. Weigel, Clerk Treasurer