

ORDINANCE 2025 - 29

AN ORDINANCE REPLACING ORDINANCE 2024-23,
FIXING THE SALARIES OF OFFICERS AND EMPLOYEES
OF THE CITY OF HOBART, LAKE COUNTY, INDIANA FOR THE FISCAL YEAR
COMMENCING JANUARY 1, 2026 AND ENDING DECEMBER 31, 2026

BE IT ORDAINED by the Common Council of the City of Hobart, Lake County, Indiana as follows:

SECTION 1: That the salaries of the following officers and employees of said City of Hobart for the fiscal year commencing January 1, 2026 and ending December 31, 2026 shall be as follows:

FUND DEPT.	LINE ITEM NUMBER	POSITION	ANNUAL 2026 MINIMUM	2026 MAXIMUM	Notes:
Mayor					
GEN 031	1101 031 113.000	Clerk (Part-time)	12.00/hr	17.14/hr	
GEN 031	1101 031 117.000	Executive Secretary	31,200.00	55,264.00	
GEN 031	1101 031 124.001	Chief of Staff	70,000.00	85,680.00	
GEN 031	1101 031 124.007	Assistant to the Mayor	31,200.00	60,083.00	
GEN 031 MRC	1101 031 124.005: 28,708 2515 090 124.005: 28,708	MRC Executive Director	15,600.00	28,708.00	Budgeted partial; See Maria Reiner Senior Center for Maximum total
	1101 031 112.005: 59,976 6201 090 112.005: 14,280	Human Resources Clerk	40,000.00	74,256.00	
Clerk-Treasurer					
GEN 032	1101 032 111.020	Chief Deputy Additional	1,000.00	5,355.00	
GEN 032	1101 032 111.020	Deputy Clerk Additional	500.00	5,355.00	
GEN 032	1101 032 112.000	General Accounting Clerk	31,200.00	46,047.00	
GEN 032	1101 032 112.001	Accounts Payable Clerk	31,200.00	49,266.00	
GEN 032 WW	1101 032 112.002: 49,490 6201 090 112.002: 10,200	Payroll Clerk	31,200.00	59,690.00	
GEN 032	1101 032 112.003	Accounts Receivable Clerk	31,200.00	46,047.00	
GEN 032 WW	1101 032 112.004: 60,818 6201 090 112.004: 6,120	Specialized Accounting Clerk	40,000.00	66,938.00	
GEN 032	1101 032 113.000	Clerk (Part-time)	12.00/hr	17.14/hr	
GEN 032	1101 032 124.007	Administrative Assistant	31,200.00	47,967.00	
WW	6201 090 112.006	Utility Office Supervisor		See WW	
WW	6201 090 124.007	Asst. Utility Office Supervisor		See WW	
WW	6201 090 114.000	Utility Clerk (2)		See WW	
City Judge					
GEN 033	1101 033 111.020	Court Clerk Additional	1,000.00	3,277.00	
GEN 033	1101 033 111.020	Deputy Clerk Additional	1,000.00	2,185.00	
GEN 033	1101 033 113.000	Court Clerk (Part-time)	12.00/hr	17.14/hr	
GEN 033	1101 033 114.000	Court Clerk	31,200.00	49,266.00	
GEN 033	1101 033 124.007	Assistant Court Clerk (4)	16,500.00	44,447.00	
GEN 033	1101 033 114.001	Bailiff Civilian (Part-time)	12.00/hr	18.80/hr	
GEN 033	1101 033 114.002	Police Bailiff/Police Reserve Bailiff (Part-time)	12.00/hr	42.84/hr	
GEN 033 PROBATION	1101 033 114.002: 16,386 2214 090 114.002: 17,340	Chief Probation Officer (Part-time)	600.00/month	1,365.50/month	Budgeted partial; See Adult Probation for Maximum total
Adult Probation					
GEN 033 PROBATION	1101 033 114.002: 16,386 2214 090 114.002: 17,340	Chief Probation Officer (Part-time)	600.00/month	2,810.50/month	
PROBATION	2214 090 113.000	Probation Clerk (Part-time)	12.00/hr	17.14/hr	
PROBATION	2214 090 116.003	Community Service Coordinator (Part-Time)	12.00/hr	27.45/hr	
City Engineer					
GEN 036	1101 036 113.000	Engineer Interns (Part-time)	12.00/hr	18.21/hr	
GEN 036 WW	1101 036 118.005: 59,976 6201 090 118.005: 59,976	Civil City Engineer	50,000.00	119,952.00	
GEN 036	1101 036 124.007	Asst. to Eng./Draftsperson	31,200.00	52,515.00	
WW SW	6201 090 124.008: 25,769 6501 090 124.008: 25,768	Asst. to Eng./HSD Secretary	20,000.00	51,537.00	
CEDIT WW SW	2209 090 125.000: 26,623 6201 090 125.000: 21,828 6501 090 125.000: 21,828	Engineer In-Training	60,000.00	70,279.00	

FUND DEPT.	LINE ITEM NUMBER	POSITION	ANNUAL 2026 MINIMUM	2026 MAXIMUM	Notes:
Legal Department					
GEN 035	1101 035 111.026: 71,441	City Attorney	50,000.00	140,903.00	
MVH	2201 090 111.026: 3,570				
PK	2204 090 111.026: 3,672				
CEDIT	2209 090 111.026: 25,500				
WW	6201 090 111.026: 18,360				
SW	6501 090 111.026: 18,360				
GEN 035	1101 035 117.000	City Attorney Secretary	31,200.00	49,223.00	
Maintenance					
GEN 045	1101 045 113.000	Maintenance (Part-time)	12.00/hr	17.14/hr	
GEN 045	1101 045 123.000	Maintenance I	31,200.00	58,905.00	
GEN 045	1101 045 123.001	Maintenance II	31,200.00	50,337.00	
GEN 045	1101 045 123.002	Maintenance III	31,200.00	48,045.00	
Police Department - Civilian (See related Ordinance for Sworn Personnel/Rank)					
GEN 039	1101 039 113.000	Police Clerk (Part-Time)	12.00/hr	17.14/hr	
GEN 039	1101 039 113.000	Code Enforcement (Part-time)	12.00/hr	22.49/hr	
GEN 039	1101 039 114.000	Police Clerk (9)	31,200.00	44,447.00	
GEN 039	1101 039 116.000	Victim's Advocate	31,200.00	60,083.00	
GEN 039	1101 039 117.000	Chief's Secretary	31,200.00	48,623.00	
GEN 039	1101 039 119.004	School Patrols (7-8)	2,700.00	7,039.00	
GEN 039	1101 039 119.005	IDACS Coordinator	1,000.00	1,595.00	
GEN 039	1101 039 119.007	Spillman / Tech Supervisor	1,000.00	1,595.00	
GEN 039	1101 039 119.008	Operations Coordinator	31,200.00	54,621.00	
GEN 039	1101 039 124.002	Records Coordinator	31,200.00	44,363.00	
Public Safety					
Public Safety	2240 090 111.003	Public Safety Chief Additional	\$ 500.00	5,355.00	
Police Pension Board					
Police Pension	8802 090 117.000	Pension Secretary		1,559.00/annually	
Fire Department - Civilian (See related Ordinance for Sworn Personnel/Rank)					
GEN 040	1101 040 113.000	Secretary (Part-time)	12.00/hr	17.14/hr	
GEN 040	1101 040 113.000	Inspector (Part-time)	12.00/hr	20.30/hr	
GEN 040	1101 040 117.000	Department Secretary	31,200.00	48,623.00	
Fire Commission					
GEN 051	1101 051 115.001	Commissioner (3)		948.00/annually	
GEN 051	1101 051 117.000	Secretary		1,559.00/annually	
Fire Pension Board					
Fire Pension	8801 090 117.000	Pension Secretary		1,559.00/annually	
Board of Zoning Appeals					
GEN 049	1101 049 115.001	Member (5)		920.00/annually	
Maria Reiner Senior Center					
MRC	2515 090 113.000	Part-Time NOC	12.00/hr	17.14/hr	
GEN 031	1101 031 124.005: 28,708	MRC Executive Director	31,200.00	57,415.00	
MRC	2515 090 124.005: 28,708				
MRC	2515 090 124.007	Asst. Executive Director	31,200.00	43,970.00	
Redevelopment					
CEDIT	2209 090 117.000: 42,250	Economic Development Secretary	31,200.00	51,250.00	
RDC (TIF SR130)	4445 090 117.000: 4,500				
RDC (TIF 61st Ave)	4450 090 117.000: 4,500				
CEDIT	2209 090 127.000: 34,660	Director of Development	40,000.00	85,680.00	
RDC (TIF SR130)	4445 090 127.000: 17,510				
RDC (TIF 61st Ave)	4450 090 127.000: 17,510				
RDC (TIF US30)	4455 090 127.000: 16,000				

FUND DEPT.	LINE ITEM NUMBER	POSITION	ANNUAL 2026 MINIMUM	2026 MAXIMUM	Notes:
Building Department					
GEN 037 CEDIT	1101 037 111.005: 69,385 2209 090 111.021: 21,650	Building Official	\$ 31,200.00	91,035.00	
GEN 037	1101 037 111.006	Building Inspector	31,200.00	55,525.00	
GEN 037	1101 037 113.000	Building Inspector (Part-time)	12.00/hr	22.40/hr	
GEN 037	1101 037 113.000	Secretary (Part-time)	12.00/hr	17.14/hr	
GEN 037	1101 037 113.000	Locate/Light Repair Inspect. (Part-time)	12.00/hr	22.40/hr	
GEN 037	1101 037 113.000	Code Enforcement (Part-time)	12.00/hr	22.49/hr	
GEN 037	1101 037 117.000	Building Dept Secretary (2)	31,200.00	46,047.00	
GEN 037	1101 037 117.000	Licensing Board Secretary		70.00/mtg	
GEN 037 CEDIT	1101 037 126.000: 41,846 2209 090 111.025: 20,400	Code Enforcement (Full-time)	31,200.00	62,246.00	
GEN 037	1101 037 129.000	Electrical Inspector	10.00/inspection	42.00/inspection	
GEN 037	1101 037 129.000	HVAC Inspector	10.00/inspection	42.00/inspection	
GEN 037	1101 037 129.000	Plumbing Inspector	10.00/inspection	42.00/inspection	
GEN 037	1101 037 129.000	FOG Inspector	10.00/inspection	84.00/inspection	
GEN 037	1101 037 117.001	Building Dept. Office Manager	40,000.00	54,621.00	
GEN 037 CEDIT	1101 037 111.004: 55,504 2209 090 111.025: 0	Zoning Administrator	31,200.00	55,504.00	
GEN 037	1101 037 113.000	Planning Intern (Part-time)	12.00/hr	17.14/hr	
GEN 037	1101 037 115.001	Plan Commission Member (7)		1,510.00/annual	
GEN 037	1101 037 117.000	Planning & Zoning Secretary	31,200.00	52,318.00	
GEN 037 CEDIT	1101 037 118.002: 0 2209 090 111.022: 0	City Planner	40,000.00	85,680.00	
GEN 037	1101 037 118.001	Urban Planner & Sustainability Director	40,000.00	54,621.00	
CEDIT					
GEN 037 CEDIT	1101 037 111.005: 69,385 2209 090 111.021: 21,650	Building Official Additional	1,000.00	21,650.00	Budgeted partial; See Building Dept. for Maximum total
GEN 035 MVH PK CEDIT WW SW	1101 035 111.026: 71,441 2201 090 111.026: 3,570 2204 090 111.026: 3,672 2209 090 111.026: 25,500 6201 090 111.026: 18,360 6501 090 111.026: 18,360	City Attorney	7,500.00	25,500.00	Budgeted partial; See Legal Dept. for Maximum total
GEN 037 CEDIT	1101 037 126.000: 41,846 2209 090 111.025: 20,400	Zoning Admin. / Code Enforcement Additional	1,000.00	20,400.00	Budgeted partial; See Building Dept. for Maximum total
CEDIT	2209 090 111.019	Software and GIS Facilitator (Additional Pay)	3,000.00	6,000.00/annually	
CEDIT	2209 090 128.000	Marketing & Planning Coordinator	31,200.00	60,639.00	
GEN 037 CEDIT	1101 037 126.000: 55,504 2209 090 111.025: 0	Zoning Admin. / Code Enforcement Additional	1,000.00	20,400.00	Budgeted partial; See Building Dept. for Maximum total
CEDIT	2209 090 113.000	Clerk (Part-time)	12.00/hr	18.20/hr	
CEDIT	2209 090 113.000	Intern (Part-time)	12.00/hr	17.14/hr	
CEDIT RDC (TIF SR130) RDC (TIF 61st Ave)	2209 090 117.000: 42,250 4445 090 117.000: 4,500 4450 090 117.000: 4,500	Economic Development Secretary	31,200.00	42,250.00	Budgeted partial; See Redevelopment for Maximum total
CEDIT	2209 090 124.007	Assistant Director of Development	31,200.00	60,350.00	
CEDIT WW SW	2209 090 125.000: 26,623 6201 090 125.000: 21,828 6501 090 125.000: 21,828	Engineer In-Training	31,200.00	26,623.00	Budgeted partial; See City Engineer Dept. for Maximum total
CEDIT WW SW	2209 090 125.001: 41,580 6201 090 125.001: 22,050 6501 090 125.001: 22,050	IT Specialist	31,200.00	85,680.00	
CEDIT RDC (TIF SR130) RDC (TIF 61st Ave) RDC (TIF US30)	2209 090 127.000: 34,660 4445 090 127.000: 17,510 4450 090 127.000: 17,510 4455 090 127.000: 16,000	Director of Development	40,000.00	34,660.00	Budgeted partial; See Redevelopment for Maximum total
Cemetery					
GEN 047	1101 047 1163.000	Cemetery Laborer	12.00/hr	17.14/hr	

<u>FUND DEPT.</u>	<u>LINE ITEM NUMBER</u>	<u>POSITION</u>	<u>ANNUAL 2026 MINIMUM</u>	<u>2026 MAXIMUM</u>	Notes:
Sanitation					
GEN 041	1101 041 113.000	Driver (Part-time)	12.00/hr	17.14/hr	
GEN 041	1101 041 113.000	Laborer (Part-time)	12.00/hr	17.14/hr	
GEN 041	1101 041 121.000	Foreman (1)	20.00/hr	29.36/hr	
GEN 041	1101 041 124.007	Foreman Administrative Pay Addtl.		1,285.00/annually	
GEN 041	1101 041 121.001	Operator	20.00/hr	26.63/hr	
GEN 041	1101 041 121.002	Driver (12)	20.00/hr	26.12/hr	
GEN 041	1101 041 121.003	Laborer	20.00/hr	25.55/hr	
GEN 041	1101 041 111.024	CDL Additional		.30/hr	
Recycling					
GEN 043	1101 043 121.002	Driver (1)	20.00/hr	26.12/hr	
GEN 043	1101 043 111.024	CDL Additional		.30/hr	
City Garage					
GEN 044	1101 044 122.000	Mechanic I (1)	23.46/hr	30.82/hr	
GEN 044	1101 044 122.001	Mechanic II	23.46/hr	30.82/hr	
GEN 044	1101 044 111.024	CDL Additional		.30/hr	
GEN 044	1101 044 111.003	Lead Mechanic Additional (1)		1,285.00/annually	
MVH					
MVH	2201 090 111.014	Superintendent of Public Works	32,000.00	91,035.00	
GEN 035	1101 035 111.026: 71,441	City Attorney	1,000.00	3,570.00	Budgeted partial; See Legal Dept. for Maximum total
MVH	2201 090 111.026: 3,570				
PK	2204 090 111.026: 3,672				
CEDIT	2209 090 111.026: 25,500				
WW	6201 090 111.026: 18,360				
SW	6501 090 111.026: 18,360				
MVH	2201 090 121.000	Foreman (1)	20.00/hr	29.36/hr	
MVH	2201 090 124.007	Foreman Administrative Pay Addtl.		1,285.00/annually	
MVH	2201 090 121.001	Master Operator (1)	20.00/hr	27.62/hr	
MVH	2201 090 121.001	Operator (5)	20.00/hr	26.63/hr	
MVH	2201 090 121.002	Driver (9)	20.00/hr	26.12/hr	
MVH	2201 090 122.000	Mechanic (2)	23.46/hr	30.82/hr	
MVH	2201 090 117.000	Office Manager	20.00/hr	22.11/hr	
MVH	2201 090 117.000	Clerk	20.00/hr	22.00/hr	
MVH	2201 090 113.000	Driver (Part-time)	12.00/hr	17.14/hr	
MVH	2201 090 113.000	Laborer (Part-time)	12.00/hr	17.14/hr	
MVH	2201 090 111.024	CDL Additional		.30/hr	
Park Department					
PARK	2204 090 111.014	Superintendent / Director	40,000.00	72,828.00	
PARK	2204 090 115.001	Commissioner (4)		642.00/annually	
GEN 035	1101 035 111.026: 71,441	City Attorney	1,000.00	3,672.00	Budgeted partial; See Legal Dept. for Maximum total
MVH	2201 090 111.026: 3,570				
PK	2204 090 111.026: 3,672				
CEDIT	2209 090 111.026: 25,500				
WW	6201 090 111.026: 18,360				
SW	6501 090 111.026: 18,360				
PARK	2204 090 117.000	Secretary (1)	12.00/hr	22.21/hr	
PARK	2204 090 121.000	Park Foreman (1)	12.74/hr	28.54/hr	
PARK	2204 090 123.000	Maintenance Worker (3)	12.00/hr	23.80/hr	
PARK	2204 090 124.002	Recreation Coordinator/Grant Coord./Info Tech (12.00/hr	25.70/hr	
PARK	2204 090 127.000	Director of Events / Tech Asst. (1)	31,200.00	60,639.00	
PARK	2204 090 111.024	Arborist Additional Certification (1)		1,575.00/annually	
PARK	2204 090 111.025	Aquatic Facility Operator Certification (1)		630.00/annually	
PARK	2204 090 113.000	Park (Part-time)	12.00/hr	17.14/hr	
PARK	2204 090 124.007	Assistant Pool Manager (Part-time)	12.00/hr	18.20/hr	
PARK	2204 090 113.000	Lifeguards (Part-time)	12.00/hr	17.14/hr	
PARK PROGRAM	2530 090 113.007	Zumba / Yoga / Aerobics Instructor	15.00/session	50.00/session	
PARK PROGRAM	2530 090 113.008	Community Center Maintenance (Part-time)	12.00/hr	17.14/hr	
PARK PROGRAM	2530 090 113.009	Community Center Bartender (Part-time)	25.00/event	100.00/event	
PARK PROGRAM	2530 090 113.010	Softball League Admin. Additional (Part-time)	50.00/wk	100.00/wk	
PARK PROGRAM	2530 090 113.010	Umpire (Part-time)	15.00/game	25.00/game	
PARK PROGRAM	2530 090 113.011	Event Security (Part-time)	12.00/hr	40.00/hr	

FUND DEPT.	LINE ITEM NUMBER	POSITION	ANNUAL 2026 MINIMUM	2026 MAXIMUM	Notes:
Wastewater					
GEN 035	1101 035 111.026: 71,441	City Attorney	5,000.00	18,360.00	Budgeted partial; See Legal Dept. for Maximum total
MVH	2201 090 111.026: 3,570				
PK	2204 090 111.026: 3,672				
CEDIT	2209 090 111.026: 25,500				
WW	6201 090 111.026: 18,360				
SW	6501 090 111.026: 18,360				
WW	6201 090 111.014	Lift Station Supervisor	31,200.00	64,250.00	
WW	6201 090 115.001	HSD Board Member (5)		3,780.00/annually	
WW	6201 090 121.000	Lift Station Foreman (1)	14.90/hr	32.49/hr	
WW	6201 090 121.001	Lift Station Operator (1)	12.00/hr	30.29/hr	
WW	6201 090 121.003	Lift Station Laborer (3)	12.00/hr	25.58/hr	
WW	6201 090 113.000	Lift Station Laborer (Part-time)	12.00/hr	17.14/hr	
GEN 032	1101 032 112.002: 49,490	WW Payroll / Accounting Clerk	4,000.00	10,200.00	Budgeted partial; See Clerk Treasurer's Dept. for Maximum total
WW	6201 090 112.002: 10,200				
GEN 032	1101 032 112.004: 60,818	WW Specialized / Accounting Clerk	4,000.00	6,120.00	Budgeted partial; See Clerk Treasurer's Dept. for Maximum total
WW	6201 090 112.004: 6,120				
GEN 032	1101 031 112.005: 59,976	WW Human Resources	4,000.00	14,280.00	Budgeted partial; See Clerk Treasurer's Dept. for Maximum total
WW	6201 090 112.005: 14,280				
WW	6201 090 113.000	Clerk (Part-time)	12.00/hr	17.14/hr	
WW	6201 090 113.000	Driver (Part-time)	12.00/hr	17.14/hr	
WW	6201 090 113.000	Laborer (Part-time)	12.00/hr	17.14/hr	
WW	6201 090 113.000	Clerk (Part-time)	12.00/hr	17.14/hr	
WW	6201 090 124.008: 25,769	Asst. to Eng./HSD Secretary	20,000.00	25,769.00	Budgeted partial; See City Engineer Dept. for Maximum total
SW	6501 090 124.008: 25,768				
GEN 036	1101 036 118.005: 59,976	Civil City Engineer	50,000.00	59,976.00	Budgeted partial; See City Engineer Dept. for Maximum total
WW	6201 090 118.005: 59,976				
WW	6201 090 121.000	Foreman (2)	15.00/hr	29.36/hr	
WW	6201 090 124.007	Foreman Administrative Pay Addtl.		1,285.00/annually	
WW	6201 090 121.001	Operator (3)	15.00/hr	26.63/hr	
WW	6201 090 121.001	Master Operator (1)	19.00/hr	27.62/hr	
WW	6201 090 121.002	Driver (4)	15.00/hr	26.12/hr	
WW	6201 090 121.003	Laborer	15.00/hr	25.55/hr	
WW	6201 090 111.024	CDL Additional		.30/hr	
CEDIT	2209 090 125.000: 26,623	Engineer In-Training	5,000.00	21,828.00	Budgeted partial; See City Engineer Dept. for Maximum total
WW	6201 090 125.000: 21,828				
SW	6501 090 125.000: 21,828				
CEDIT	2209 090 125.001: 41,580	IT Specialist	10,000.00	22,050.00	Budgeted partial; See CEDIT for Maximum total
WW	6201 090 125.001: 22,050				
SW	6501 090 125.001: 22,050				
WW	6201 090 112.006	Utility Office Supervisor	31,200.00	49,266.00	
WW	6201 090 124.007	Asst. Utility Office Supervisor	31,200.00	44,982.00	
WW	6201 090 114.000	Utility Clerk (2)	31,200.00	43,540.00	
Stormwater					
GEN 035	1101 035 111.026: 71,441	City Attorney	5,000.00	18,360.00	Budgeted partial; See Legal Dept. for Maximum total
MVH	2201 090 111.026: 3,570				
PK	2204 090 111.026: 3,672				
CEDIT	2209 090 111.026: 25,500				
WW	6201 090 111.026: 18,360				
SW	6501 090 111.026: 18,360				
SW	6501 090 121.001	Stormwater Maintenance Tech Operator	12.15/hr	26.63/hr	
SW	6501 090 124.002	MS4 Coordinator	30,000.00	67,140.00	
CEDIT	2209 090 125.000: 26,623	Engineer In-Training	5,000.00	21,828.00	Budgeted partial; See City Engineer Dept. for Maximum total
WW	6201 090 125.000: 21,828				
SW	6501 090 125.000: 21,828				
CEDIT	2209 090 125.001: 41,580	IT Specialist	10,000.00	22,050.00	Budgeted partial; See CEDIT for Maximum total
WW	6201 090 125.001: 22,050				
SW	6501 090 125.001: 22,050				
WW	6201 090 124.008: 25,769	Asst. to Eng./HSD Secretary	20,000.00	25,768.00	Budgeted partial; See City Engineer Dept. for Maximum total
SW	6501 090 124.008: 25,768				

FUND DEPT.	LINE ITEM NUMBER	POSITION	ANNUAL 2026 MINIMUM	2026 MAXIMUM	Notes:
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SECTION 2. LONGEVITY: CIVILIAN EMPLOYEES: Each civilian employee, other than an employee designated part-time, including elected officials, shall receive as longevity, in addition to the basic compensation amount, as follows: Two Hundred Fifty Dollars (\$250.00) for each completed twelve months of service, commencing the following pay period, up to a maximum of Three Thousand Seven Hundred Fifty Dollars (\$3,750.00). After fifteen (15) years of service, an additional One Thousand Dollars (\$1,000.00), after twenty (20) years of service, an additional One Thousand Dollars (\$1,000.00), and after twenty-five (25) years of service, an additional One Thousand Dollars (\$1,000.00) longevity will increase to an annual maximum amount of Six Thousand Seven Hundred Fifty Dollars (\$6,750.00). Longevity for civilian employees within the Police and Fire Department shall be paid from the Public Safety Local Income Tax Fund; for all other civilian employees Longevity will be paid from the Economic Development Local Income Tax (CEDIT) Fund.

SECTION 3. TEAMSTER EMPLOYEE COMPENSATION:

- (A) PROBATIONARY COMPENSATION: All Teamster employees hired after May 1, 2024 shall receive \$20.00 per hour as a starting rate and a \$2.00 per hour increase at the end of a six (6) month period. At the end of one (1) year of employment, they shall receive the full contract rate. Effective May 1, 2024, any current probationary teamster employees will receive \$20.00 per hour with a \$2.00 per hour increase at the end of their six (6) month probationary period and the full contract rate at the end of one (1) year of employment.
- (B) COMMERCIAL DRIVERS LICENSE HOLDERS ADDITIONAL COMPENSATION: All Teamster employees holding a current, valid Commercial Drivers License (CDL) shall receive additional compensation at the rate of \$0.30 per hour and distributed with each regular pay.
- (C) HEAVY EQUIPMENT OPERATORS ADDITIONAL COMPENSATION: Teamster employees who operate heavy equipment will receive additional compensation in the amount of \$.50 per hour for each hour they are assigned to operate heavy equipment as determined by the Superintendent of Public Works.
- (D) CONCRETE FINISHER ADDITIONAL COMPENSATION: Teamster employees who perform concrete finishing work will receive additional compensation of \$.50 per hour for each hour they are assigned to concrete finishing work as determined by the Superintendent of Public Works.
- (E) PESTICIDE CONTROL / APPLICATION CERTIFICATION ADDITIONAL COMPENSATION: Teamster employees who hold current, valid certifications in Pesticide Control and Application shall receive additional compensation at the rate of \$750.00 annually, divided equally by the number of pays in the year and the portion distributed with each regular pay. This pay will be pro-rated for any teamster employee who does not hold this certification for the entire year.
- (F) SAFETY TEAM LEADER ADDITIONAL COMPENSATION: Teamster employees who receive extra detailed training on departmental and overall occupational safety procedures and standards, provides safety meetings and basic safety training for other employees and works with employees and management toward creating a safer work environment shall receive additional compensation at a rate of \$600.00 annually, divided equally by the number of pays in the year and the portion distributed with each regular pay. This pay will be pro-rated for any teamster employee who does not hold this position for the entire year.

SECTION 4. DEFINITIONS: The term "member" of the Police and Fire Department shall not include civilian radio operators, secretaries and clerical employees. Singular shall include the plural and the plural shall include the singular.

SECTION 5. REPEALER: The intent of this Ordinance is to include all provisions with respect to compensation of civilian city employees which may be provided by Ordinance. Therefore, all prior Ordinances with respect to compensation of civilian city employees are hereby repealed as of the effective date of this Ordinance.

SECTION 6. EFFECTIVE DATE: The provisions of this Ordinance shall take effect January 1, 2026.

PASSED and ADOPTED by the Common Council of the City of Hobart, Lake County, Indiana, on the 3rd day of September, 2025.

ATTEST:  Clerk-Treasurer

 Presiding Officer

PRESENTED by me to the Mayor of the City of Hobart, Lake County, Indiana, this 3rd day of September, 2025, at 8:30 p.m.

 Clerk-Treasurer

APPROVED, SIGNED and RETURNED by me to the Common Council of the City of Hobart, Lake County, Indiana, this 3rd day of September, 2025.

ATTEST:  Clerk-Treasurer

 Josh Huddleston, Mayor