

ORDINANCE 2019 - 20

**AN ORDINANCE REPLACING ORDINANCE 2018-17,
FIXING THE SALARIES OF OFFICERS AND EMPLOYEES
OF THE CITY OF HOBART, LAKE COUNTY, INDIANA FOR THE FISCAL YEAR COMMENCING
JANUARY 1, 2020 AND ENDING DECEMBER 31, 2020**

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, 2020 and ending December 31, 2020, shall be as follows:

<u>FUND/DEPT/ACCT</u>	<u>POSITION</u>	<u>2020 MINIMUM</u>	<u>2020 MAXIMUM</u>
Mayor			
101 031 113.000	Clerk (Part-time)	\$ 8.00/hr	\$ 15.63/hr
101 031 117.000	Executive Secretary	21,000.00	47,250.00
101 031 124.005	MRC Executive Director	20,000.00	50,750.00
101 031 124.007	Assistant to the Mayor	20,000.00	55,000.00
101 031 127.000	Director of Events / Tech Asst.	18,000.00	46,450.00
Clerk-Treasurer			
101 032 111.020	Chief Deputy Additional	\$ 1,000.00	\$ 3,500.00
101 032 111.020	Deputy Clerk Additional	500.00	3,500.00
101 032 112.000	General Accounting Clerk	16,500.00	39,093.00
101 032 112.001	Accounts Payable Clerk	19,000.00	41,382.00
101 032 112.002	Payroll Clerk	19,000.00	41,382.00
101 032 112.003	Accounts Receivable Clerk	17,500.00	39,093.00
101 032 124.007	Administrative Assistant	18,000.00	40,850.00
101 032 113.000	Clerk (Part-time)	7.25/hr	15.63/hr
101 032 112.004	Specialized Accounting Clerk	28,000.00	49,750.00
101 032 112.005	Human Resources Clerk	28,000.00	49,750.00
City Judge			
101 033 111.020	Deputy Clerk Additional	\$ 1,000.00	\$ 3,000.00
101 033 111.020	Deputy Clerk Additional	1,000.00	2,000.00
101 033 113.000	Court Clerk (Part-time)	7.25/hr	15.63/hr
101 033 114.000	Court Clerk	18,000.00	41,350.00
101 033 124.007	Assistant Court Clerk	16,500.00	36,798.00
101 033 114.002	Probation Officer	600.00/mo	1,250.00/mo
101 033 114.001	Bailiff Civilian	8.00/hr	17.56/hr
101 033 114.001	Police Bailiff	9.00/hr	25.63/hr
Adult Probation			
215 090 113.000	Part-time Clerk	\$ 7.25/hr	\$ 15.63/hr
215 090 114.002	Chief Probation Officer	600.00/mo	1,500.00/mo
215 090 116.003	Community Service Director	9.00/hr	25.63/hr

FUND/DEPT/ACCT	POSITION	2020 MINIMUM	2020 MAXIMUM
City Engineer			
101 036 113.000	Engineer Interns	\$ 10.00/hr	\$ 17.00/hr
101 036 124.007	Draftsperson/Asst. to Eng.	22,000.00	45,013.00
101 036 118.005	Civil City Engineer	50,000.00	101,250.00
Maintenance			
101 045 113.000	Maintenance (Part-time)	\$ 8.00/hr	\$ 12.96/hr
101 045 123.000	Maintenance I	19,500.00	43,673.00
101 045 123.001	Maintenance II	19,000.00	43,021.00
101 045 123.002	Maintenance III	18,000.00	40,922.00
Police Department - Civilian (See related Ordinance for Sworn Personnel/Rank)			
101 039 113.000	Police Clerk (Part-Time)	\$ 8.40/hr	\$ 15.63/hr
101 039 117.000	Chief's Secretary	19,000.00	40,610.00
101 039 114.000	Police Clerk	17,000.00	36,798.00
101 039 119.004	School Patrols	2,700.00	6,443.00
101 039 119.005	IDACS Coordinator	1,000.00	1,490.00
101 039 119.007	Spillman / Tech Supervisor	1,000.00	1,490.00
101 039 113.000	Code Enforcement (Part-time)	8.00/hr	20.92/hr
101 039 119.008	Operations Coordinator	20,000.00	50,000.00
101 039 124.002	Records Coordinator	19,000.00	40,610.00
101 039 116.000	Victim's Advocate	45,000.00	55,000.00
Public Safety			
205 090 111.	Public Safety Chief Additional	\$ 500.00	\$ 1,250.00
Police Pension Board			
802 090 117.000	Pension Secretary		\$ 1,456.00
Fire Department - Civilian (See related Ordinance for Sworn Personnel/Rank)			
101 040 113.000	Secretary (Part-time)	\$ 8.00/hr	\$ 15.77/hr
101 040 113.000	Part-Time Inspector	8.00/hr	18.96/hr
101 040 117.000	Department Secretary	18,000.00	40,610.00
Fire Commission			
101 051 115.001	Commissioner		\$ 845.00
101 051 117.000	Secretary		1,456.00
Fire Pension Board			
801 090 117.000	Pension Secretary		\$ 1,456.00

FUND/DEPT/ACCT	POSITION	2020 MINIMUM	2020 MAXIMUM
Building Department			
101 037 111.005	Building Official	\$ 30,000.00	\$ 59,839.00
101 037 111.006	Building Inspector	25,000.00	47,769.00
101 037 113.000	Building Inspector (Part-time)	8.00/hr	20.92/hr
101 037 113.000	Secretary (Part-time)	7.25/hr	15.63/hr
101 037 113.000	Locate/Light Repair Inspect. (P-T)	8.00/hr	20.92/hr
101 037 117.000	Building Dept Secretary	18,000.00	39,093.00
101 037 117.000	Licensing Board Secretary		69.00/mtg
101 037 129.000	Electrical Inspector	10.00/inspection	40.00/inspection
101 037 129.000	HVAC Inspector	10.00/inspection	40.00/inspection
101 037 129.000	Plumbing Inspector	10.00/inspection	40.00/inspection
Planning & Zoning			
101 048 113.000	Planning Intern	\$ 8.00/hr	\$ 15.00/hr
101 048 111.004	Zoning Administrator	18,000.00	47,750.00
101 048 115.001	Plan Commission Member		1,411.00
101 048 117.000	Planning & Zoning Secretary	24,000.00	44,834.00
101 048 117.000	Plan Commission Secretary		845.00
101 048 118.002	City Planner	38,000.00	60,750.00
Board of Zoning Appeals			
101 049 115.001	Member		\$ 860.00
101 049 117.000	Secretary		845.00
Economic Development			
101 050 115.001	Economic Development Comm. EDC Member		\$ -
101 050127.000	Director of Development	36,000.00	54,470.00
CEDIT			
206 090 113.000	Clerk - Part time	\$ 8.00/hr	\$ 17.00/hr
206 090 124.007	Assistant Director of Development	28,000.00	55,250.00
206 090 113.000	Intern	8.00/hr	15.00/hr
206 090 111.021	Building Official Additional	1,000.00	14,250.00
206 090 111.022	City Planner Additional	1,000.00	3,000.00
206 090 117.000	Economic Development Secretary	20,000.00	40,610.00
206 090 111.023	Director of Events Additional	1,000.00	6,000.00
206 090 111.025	Zoning Administrator Additional	1,000.00	5,000.00
206 090 117.000	EDC / RA / RDC Secretary		69.00/mtg
206 090 125.000	Engineer In-Training	5,000.00	20,000.00
Redevelopment Commission			
406 090 113.000	Clerk - Part time	\$ 8.00/hr	\$ 15.63/hr
406 090 116.000	Director of Development		15,000.00
410 090 113.000	Clerk - Part time	8.00/hr	15.63/hr
410 090 116.000	Director of Development		15,000.00

FUND/DEPT/ACCT	POSITION	2020 MINIMUM	2020 MAXIMUM
Cemetery			
101 047 113.000	Cemetery Laborer	\$ 7.25/hr	\$ 9.99/hr
Sanitation			
101 041 121.000	Foreman	\$ 12.74/hr	\$ 25.42/hr
101 041 121.001	Operator	12.15/hr	22.92/hr
101 041 121.002	Driver	11.91/hr	22.45/hr
101 041 113.000	Driver (Part-time)	7.25/hr	14.04/hr
101 041 121.003	Laborer	11.91/hr	21.87/hr
101 041 113.000	Laborer (Part-time)	7.25/hr	14.04/hr
Garage Mechanics			
101 044 122.000	Mechanic I	\$ 13.72/hr	\$ 26.75/hr
101 044 122.001	Mechanic II	13.72/hr	26.75/hr
101 044 111.003	Lead Mechanic Additional		600.00/annually
Recycling			
101 043 114.000	Clerk	\$ 8.00/hr	\$ 18.67/hr
101 043 121.002	Driver	11.91/hr	22.45/hr
101 043 113.000	Driver (Part-time)	7.25/hr	14.04/hr
M V H			
201 090 111.014	Superintendent	\$ 32,000.00	\$ 66,337.00
201 090 113.000	Laborer (Part-time)	7.25/hr	14.04/hr
201 090 113.000	Driver (Part-time)	7.25/hr	14.04/hr
201 090 117.000	Office Manager	8.50/hr	18.78/hr
201 090 117.000	Clerk	8.00/hr	18.67/hr
201 090 121.000	Foreman	12.74/hr	25.42/hr
201 090 121.001	Operator	12.15/hr	22.92/hr
201 090 121.002	Driver	11.91/hr	22.45/hr
201 090 121.003	Laborer	11.91/hr	21.87/hr
201 090 121.001	Master Operator	19.00/hr	23.33/hr
201 090 122.000	Mechanic	8.00/hr	26.75/hr
Maria Reiner Senior Center			
255 090 113.000	Part-Time NOC	\$ 10.00/hr	\$ 15.00/hr
255 090 124.005	Executive Director	20,000.00	50,750.00
255 090 124.007	Asst. Executive Director	18,000.00	40,250.00
Special Events			
265 090 113.000	Special Events Security	\$ 12.00/hr	\$ 25.00/hr

<u>FUND/DEPT/ACCT</u>	<u>POSITION</u>	<u>2020 MINIMUM</u>	<u>2020 MAXIMUM</u>
Park Department			
204 090 115.001	Commissioner		\$ 600.00
204 090 111.014	Superintendent / Director	40,000.00	63,185.00
204 090 113.000	Park (Part-time)	7.25/hr	11.44/hr
204 090 113.000	Lifeguards (Part-time)	7.25/hr	11.44/hr
204 090 117.000	Secretary	7.25/hr	18.87/hr
204 090 123.000	Maintenance Worker	10.91/hr	20.33/hr
204 090 124.002	Recreation Coordinator/Grant Coord./Info Tech	7.25/hr	21.75/hr
204 090 121.000	Park Foreman	12.74/hr	24.66/hr
204 090 124.007	Assistant Pool Manager	10.00/hr	14.96/hr
273 090 113.008	Community Center Maintenance (Part-time)	7.25/hr	15.96/hr
273 090 113.009	Community Center Bartender (Part-time)	25.00/event	100.00/event
273 090 113.010	Softball League Administrator Additional	50.00/wk	100.00/wk
273 090 113.010	Umpire	15.00/game	25.00/game
273 090 113.011	Event Security	12.00/hr	25.00/hr
273 090 113.007	Zumba / Yoga / Aerobics Instructor	8.00/session	50.00/session
Wastewater			
606 090 111.014	Lift Station Supervisor	\$ 31,000.00	\$ 58,814.00
606 090 112.001	Accounts Payable	1,000.00	1,800.00
606 090 112.006	Utility Office Supervisor	19,000.00	41,382.00
606 090 124.007	Asst. Utility Supervisor	18,000.00	37,504.00
606 090 112.000	Accounting Clerk	17,500.00	39,093.00
606 090 113.000	Clerk (Part-time)	7.25/hr	15.63/hr
606 090 115.001	HSD Board Member	50.00/mo	300.00/mo
606 090 117.000	HSD Secretary	8.00/hr	17.98/hr
606 090 125.000	Engineer In-Training	5,000.00	20,000.00
606 090 118.005	Civil City Engineer	80,000.00	101,250.00
606 090 114.000	Utility Clerk	17,000.00	36,798.00
606 090 121.000	Foreman	12.74/hr	25.42/hr
606 090 121.001	Operator	12.15/hr	22.92/hr
606 090 121.001	Master Operator	19.00/hr	23.33/hr
606 090 121.002	Driver	9.73/hr	22.45/hr
606 090 113.000	Driver (Part-time)	7.25/hr	14.04/hr
606 090 121.003	Laborer	9.73/hr	21.87/hr
606 090 113.000	Laborer (Part-time)	7.25/hr	14.04/hr
606 090 121.000	Lift Station Foreman	14.90/hr	28.27/hr
606 090 121.001	Lift Station Operator	9.73/hr	26.27/hr
606 090 121.003	Lift Station Laborer	9.73/hr	21.96/hr
606 090 113.000	Lift Station Laborer (Part-Time)	7.25/hr	13.71/hr
610 090 128.000	Project Manager - Stormwater	8.00/hr	15.96/hr
610 090 124.002	MS4 Coordinator	30,000.00	58,403.00
610 090 _____	Operator - Stormwater Maintenance Tech.	12.15/hr	22.92/hr
610 090 125.000	Engineer In-Training	5,000.00	20,000.00

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: One Hundred Twenty Five Dollars (\$125.00) for each completed twelve months of service, commencing the following pay period, up to a maximum of One Thousand Eight Hundred Seventy Five Dollars (\$1,875.00). After fifteen (15) years of service, an additional Five Hundred Dollars (\$500.00), after twenty (20) years of service, an additional Five Hundred Dollars (\$500.00), and after twenty-five (25) years of service, an additional Five Hundred Dollars (\$500.00).

SECTION 3. TEAMSTER EMPLOYEE COMPENSATION:

(A) PROBATIONARY COMPENSATION: All Teamster employees hired after January 1, 2008 shall receive \$14.00 per hour as a starting rate and a \$.50 per hour increase at the end of a six (6) month period. At the end of one (1) year they shall receive the full contract rate.

(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 \$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 a valid CDL for the entire year.

(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 \$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 certification for the entire year.

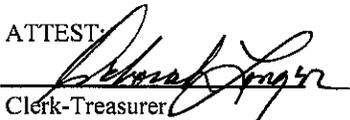
(F) SAFETY TEAM LEADER ADDITIONAL COMPENSATION: Teamster employees who receive extra detailed training on departmental and overall occupational safety procedures and standards, provides safety meetings and basic safety training for other employees and works with employees and management toward creating 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

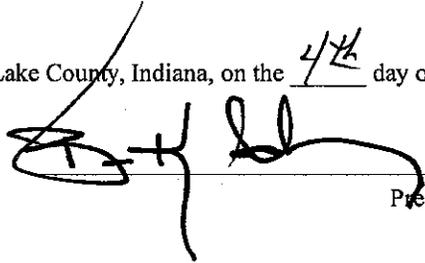
SECTION 4. DEFINITIONS: The term "member" of the Police and Fire Department shall not include civilian radio operators, secretaries and clerical employees. Singular shall include the plural and the plural shall include the singular.

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.

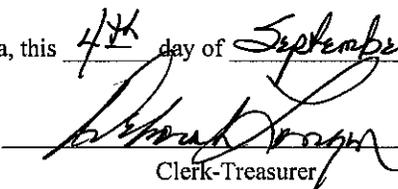
SECTION 6. EFFECTIVE DATE: The provisions of this Ordinance shall take effect January 1, 2020.

PASSED and ADOPTED by the Common Council of the City of Hobart, Lake County, Indiana, on the 4th day of September, 2019.

ATTEST:

Clerk-Treasurer


Presiding Officer

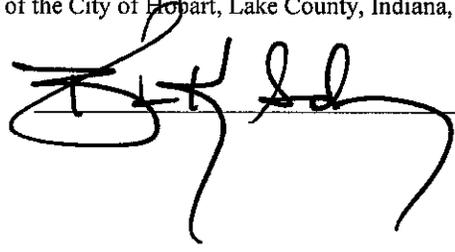
PRESENTED by me to the Mayor of the City of Hobart, Lake County, Indiana, this 4th day of September, 2019, at 7:10 p.m.


Clerk-Treasurer

APPROVED, SIGNED and RETURNED by me to the Common Council of the City of Hobart, Lake County, Indiana, this
4th day of September, 2019.

ATTEST:

Clerk-Treasurer



Mayor