

**ORDINANCE # 18-574**

AN ORDINANCE FIXING THE MAXIMUM ANNUAL SALARIES  
AND COMPENSATION FOR ALL EMPLOYEES AND ELECTED OFFICIALS  
OF THE TOWN OF BATTLE GROUND, TIPPECANOE COUNTY, INDIANA

**FOR THE YEAR 2019**

**SECTION I:** The Clerk-Treasurer shall receive salary for 26.67 hours per week at \$566.12 per week plus \$11.32 per week longevity pay, allocated 50% to the General Fund, 50% to the Sewage budget. Normal week 26.66 hours. The Clerk-Treasurer shall participate in all other aspects of the employee benefits programs, less mandated deductions and withholdings.

**SECTION II.** The Deputy Clerk-Treasurer pay range is \$12.00 - \$16.00 per hour paid from the Sewage budget. A normal week is 20 hours. Eligible for benefits.

**SECTION III:** Police Department, General Fund total salaries not to exceed \$112,000.00.

Town Marshal	\$23.00 per hour.	#4 Deputy	\$19.60 per hour
#1 Deputy	\$19.60 per hour.	Crossing guard	\$13.50 per hour.
#2 Deputy	\$19.60 per hour.	IDACS Coordinator	\$12.50 per hour
#3 Deputy	\$19.60 per hour.		

**SECTION IV:** Town Manager salary range \$45,000 - \$60,000, exempt. Normal week is 40 hours. Wages and benefits allocated 50% from General Fund, 50% from Sewage. Benefits and performance bonus eligible.

**SECTION V:** Town Supervisor salary range \$12.00 - \$24.00 per hour, normal week is 40 hours. Wages and benefits allocated 50% from MVH fund and 50% from Sewage. Overtime and benefits eligible. Call back for emergencies, 1 hour minimum to include travel time.

**SECTION VI:** Seasonal Labor, part time. Range of rates allowed, with individual rates based on experience, education, and/or years of service. Call back for emergencies, 1 hour minimum to include travel time at the discretion of the Town Supervisor.

Street labor, seasonal	\$12.00 to \$16.00 per hour from MVH
General town labor, seasonal	\$12.00 to \$16.00 per hour from General
Sewage plant labor, seasonal	\$12.00 to \$16.00 per hour from Sewage
Clerical, part time	\$12.00 to \$16.00 per hour from General
Snow Plow Operator	\$12.00 to \$16.00 per hour from MVH or General

**SECTION VII:** Town Council Members also comprise the Sewage Utility Board and the Storm Water Utility Board, which contribute to annual salary as shown in the table. Councilpersons who resign before end of term will receive a pro-rated salary.

	Annual	General Fund	Sewage Board	Stormwater
Town Council / President:	\$ 4,000	\$ 1,800	\$ 1,800	\$ 400
Town Council / Treasurer	\$ 4,000	\$ 1,800	\$ 1,800	\$ 400
Town Council / Area Plan	\$ 4,000	\$ 2,000	\$ 1,600	\$ 400
Town Council member:	\$ 3,600	\$ 1,600	\$ 1,600	\$ 400

**SECTION VIII:** Health, dental, life, accidental death and short term disability insurance are available to full-time employees, Clerk-Treasurer and Deputy Clerk. Covered individuals contribute up to \$52 per month and the employer pays the balance. Health and dental insurance for spouses and eligible dependents is available, and the employee pays 25% of the premium. Contributions will be deducted from payroll distribution.

**SECTION IX:** Clothing allowance for full time employees who work in the Sewage Department, up to \$450.00 per year to cover replacement cost of personal work clothing and steel-toe boots. Allocated 50% MVH and 50% Sewage budget.

**SECTION X:** Paid time off (PTO) for benefits-eligible employees is earned on the employment anniversary date, adjusted for the hours normally worked each week.

- One year..... Two weeks PTO
- Two years..... Three weeks PTO
- 20 years..... Four weeks PTO

Unused time may be carried into the next year, to a maximum of 2 times the annual accrual rate. Vacation time is scheduled according to employment policies in the employee manual.

**SECTION XI:** Paid Holidays for benefits-eligible employees:

New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and the day after, Christmas Eve and Christmas Day.

Personal time, 8 hours to be scheduled according to employment manual policies. Personal time, vacation and holiday hours adjusted equal to the percent of fulltime employment.

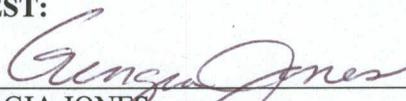
When a holiday falls on Sunday, the following Monday shall be the legal holiday. When a holiday falls on Saturday, the preceding Friday shall be the legal holiday.

**SECTION XII:** A Year-end Bonus for benefits eligible employees, up to \$100.00 per person, may be provided at the discretion of the council.

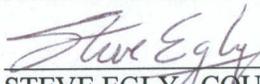
**SECTION XIII:** Any and all ordinances in conflict with this ordinance upon its passage are hereby null and void.

PASSED ON THIS 18<sup>th</sup> DAY OF DECEMBER, 2018

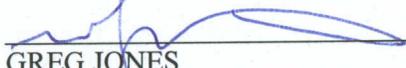
**ATTEST:**

  
\_\_\_\_\_  
GEORGIA JONES  
CLERK - TREASURER

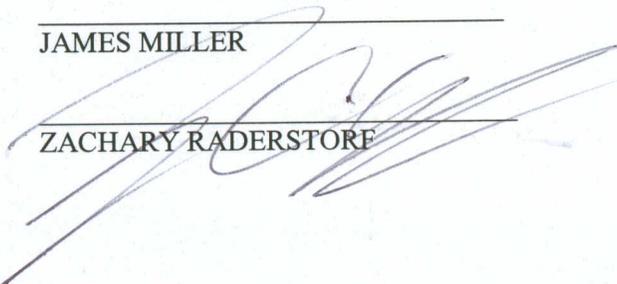
**BATTLE GROUND COUNCILPERSONS**

  
\_\_\_\_\_  
STEVE EGLY, COUNCIL PRESIDENT

  
\_\_\_\_\_  
MIKE BIRD

  
\_\_\_\_\_  
GREG JONES

\_\_\_\_\_  
JAMES MILLER

  
\_\_\_\_\_  
ZACHARY RADERSTORE