

SPECIAL ORDINANCE NO. 16, 2020

AN ORDINANCE SETTING THE MAXIMUM SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR THE CEMETERY DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2021 TO TAKE EFFECT ON JANUARY 1, 2021.

BE IT ORDAINED BY THE COMMON COUNCIL of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2021, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for the Cemetery Department of the City of Terre Haute as follows:

Regular Employees	\$17.25 per hour
Temporary or Probationary Employees & Summer Help Employees not to exceed	\$11.69 per hour

SECTION 2. Commencing January 1, 2021, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependants, health and hospitalization insurance coverage through December 31, 2021. The City will pay up to Ninety Percent (90%) of the cost of whichever plan the employee selects. The Employee shall be responsible for the remaining amount of the annual premium for Health and Hospitalization Insurance.

SECTION 3. Commencing January 1, 2021, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2021. The City will pay Seventy Percent (70%) of the actual monthly premiums.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 4. The salaries of the employees of the Cemetery Department shall be fixed on an hourly basis but the salaries shall be paid bi-weekly in a manner determined by the agreement between City Administration, Civil City of Terre Haute, Indiana Cemetery Workers, and Laborers' International Union of North America, Local #204.

SECTION 5.

(A) VACATION PAY

Employees of the Cemetery Department shall receive paid vacation as

follows:

- (a) Employees having one (1) year seniority, but less than two (2) years seniority shall receive one (1) week vacation with forty (40) hours pay at the regular rate of pay.
- (b) Employees having two (2) years seniority, but less than nine (9) years seniority shall receive two (2) weeks vacation with eighty (80) hours pay at the regular rate of pay.
- (c) Employees having nine (9) years seniority, but less than fourteen (14) years seniority shall receive three (3) weeks vacation with one hundred and twenty (120) hours pay at the regular rate of pay.
- (d) Employees having fourteen (14) years seniority, but less than twenty (20) years seniority shall receive four (4) weeks vacation with one hundred sixty (160) hours pay at the regular rate of pay.
- (e) Employees having twenty (20) years or more seniority shall receive five (5) weeks vacation with two hundred (200) hours pay at the regular rate of pay. This applies only to employees with seniority dates prior to January 1, 1982.

(B) PERSONAL DAYS

Cemetery employees, covered by this ordinance, shall be paid for a maximum of four (4) personal leave days per year.

(C) SICK DAYS

Cemetery employees, who have completed thirty (30) days of employment, covered by this ordinance, shall be entitled to be paid for a maximum of eight (8) paid sick days. Employees may accumulate a maximum of forty-five (45) sick days. The sick days may accumulate and carry over from one year to the next year. Employee shall be paid for all accumulated unused sick leave days upon termination of employment with the City.

(D) HOLIDAYS

The following days shall be recognized as paid holidays.

New Year's Day	January 1, 2021
Martin Luther King Jr. Day	January 18, 2021
President's Day	February 15, 2021

Good Friday	April 2, 2021
Memorial Day	May 31, 2021
Independence Day	July 5, 2021
Labor Day	September 6, 2021
Columbus Day	October 11, 2021
Veteran's Day	November 11, 2021
Thanksgiving Day	November 25, 2021
Day after Thanksgiving	November 26, 2021
Christmas Eve	December 23, 2021
Christmas Day	December 24, 2021
New Year's Eve	December 31, 2021
Employee's Birthday	

SECTION 6. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such sections or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 7. Contract items other than those set forth above are covered by an agreement entered into by City Administration, by its Board of Public Works and Safety, Civil City of Terre Haute, Indiana, Cemetery Workers, and the Laborer's International Union of North America, Local Union #204.

SECTION 8. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 9. This ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2021.

Introduced by: _____ O. Earl Elliott, Councilperson

Passed in open Council this _____ day of _____, 2020.

_____ George Azar, President

ATTEST: _____ Michelle L. Edwards, City Clerk

Presented by me to the Mayor this _____ day of _____, 2020.

_____ Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this _____ day of _____, 2020.

_____ Duke A. Bennett, Mayor

ATTEST: _____ Michelle L. Edwards, City Clerk