

SPECIAL ORDINANCE NO. 23, 2023

AN ORDINANCE SETTING THE MAXIMUM SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR THE CEMETERY DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2024 TO TAKE EFFECT ON JANUARY 1, 2024.

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

SECTION 1. Commencing January 1, 2024, 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	\$19.81 per hour
Foreman	\$20.81 per hour
Temporary or Probationary Employees & Summer Help Employees not to exceed	\$15.00 per hour

SECTION 2. Commencing January 1, 2024, 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 dependents, health and hospitalization insurance coverage through December 31, 2024. The City will pay up to Seventy Percent (70%) 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, 2024, 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, 2024. 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 four (4) years seniority with the Employer, shall receive two (2) weeks' vacation with eighty (80) hours pay at the regular rate of pay.
- (b) Employees having five (5) years seniority, but less than fourteen (14) years seniority with the Employer, shall receive three (3) weeks' vacation with one hundred twenty (120) hours pay at the regular rate of pay.
- (c) Employees having fifteen (15) or more years seniority with the Employer shall receive four (4) weeks' vacation with one hundred sixty (160) hours pay at the regular rate of pay established herein.

(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, 2024
Martin Luther King Jr. Day	January 15, 2024
President's Day	February 19, 2024
Good Friday	March 29, 2024
Primary Election Day	May 7, 2024
Memorial Day	May 27, 2024
Juneteenth	June 19, 2024
Independence Day	July 4, 2024
Labor Day	September 2, 2024
Columbus Day	October 14, 2024

General Election Day	November 5, 2024
Veteran's Day	November 11, 2024
Thanksgiving Day	November 28, 2024
Day after Thanksgiving	November 29, 2024
Christmas Eve	December 24, 2024
Christmas Day	December 25, 2024
New Year's Eve	December 31, 2024
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, 2024.

Introduced by: Cheryl Loudermilk Cheryl Loudermilk, Councilperson

Passed in open Council this 5th day of October, 2023.

Curtis DeBaun Curtis DeBaun, President

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 5th day of October, 2023.

Michelle L. Edwards Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 5th day of OCTOBER, 2023.

Duke A. Bennett Duke A. Bennett, Mayor

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk