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CITY CLERK

SPECIAL ORDINANCE NO. 28, 2010

AN ORDINANCE SETTING THE SALARY AND ESTABLISHING CERTAIN BENEFITS FOR THE POLICE DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA FOR 2011, TO TAKE EFFECT ON JANUARY 1, 2011.

BE IT ORDAINED BY the Common Council of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2011 the following salary schedule shall be in full force and effect for members of the Police Department of the City of Terre Haute, Indiana.

CLERK/TYPIST LEVEL I shall be paid an annual salary of \$29,048.

SECRETARY LEVEL II shall be paid an annual salary of \$30,430.

SECRETARY LEVEL III shall be paid an annual salary of \$31,814.

PARKING VIOLATIONS CLERK shall be paid an annual salary of \$29,048.

POLICE OFFICERS of the rank of Patrolman who have served less than one (1) year from the date of their respective appointments shall be paid an annual salary of \$39,123.

POLICE OFFICERS of the rank of Patrolman who have served more than one (1) year from the date of their respective appointments shall be paid an annual salary of \$42,088.

POLICE OFFICERS of the rank of Corporal shall be paid an annual salary of \$43,612 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Detective shall be paid an annual salary of \$43,612 plus \$1,000 incentive allowance.

POLICE OFFICERS of the rank of Sergeant shall be paid an annual salary of \$46,141 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Lieutenant shall be paid an annual salary of \$48,052 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Captain shall be paid an annual salary of \$50,135 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Assistant Chief shall be paid an annual salary of \$53,946.

POLICE OFFICERS of the rank of Chief shall be paid an annual salary of \$62,245.

SECTION 2. That in addition to salaries set forth in Section 1 of this ordinance, all sworn members of the Police Department or said City, irrespective of rank shall receive additional compensation based on the length and service with said department, in amounts as designated on the following schedule:

- (a) On the first anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (b) On the second anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (c) On the third anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (d) On the fourth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (e) On the fifth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (f) On the sixth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (g) On the seventh anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (h) On the eighth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (i) On the ninth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (j) On the tenth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (k) On the eleventh anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (l) On the twelfth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (m) On the thirteenth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (n) On the fourteenth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (o) On the fifteenth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (p) On the sixteenth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (q) On the seventeenth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (r) On the eighteenth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (s) On the nineteenth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.

- (t) (\$115) per year.
- (t) On the twentieth anniversary of employment, an additional One Hundred Fifteen Dollars (\$115) per year.
- (u) On the twenty-first anniversary of employment, and additional One Hundred Fifteen Dollars (\$115) per year.
- (v) On the twenty-second anniversary of employment, and additional One Hundred Fifteen Dollars (\$115) per year.
- (w) On the twenty-third anniversary of employment, and additional One Hundred Fifteen Dollars (\$115) per year.
- (x) On the twenty-fourth anniversary of employment, and additional One Hundred Fifteen Dollars (\$115) per year.
- (y) On the twenty-fifth anniversary of employment, and additional One Hundred Fifteen Dollars (\$115) per year.

Representing a maximum of Two Thousand Eight Hundred Seventy Five Dollars (\$2,875).

In addition to salaries set forth in Section 1 of this Ordinance, all secretarial and clerical employees of the Police Department shall receive additional compensation based on the length and service completed prior to January 1, 2011 with said department, in amounts as designated on the following schedule:

- (a) On the second anniversary of employment, an additional One Hundred and Ten Dollars (\$110) per year.
- (b) On the fourth anniversary of employment, an additional One Hundred and Ten Dollars (\$110) per year.
- (c) On the sixth anniversary of employment, an additional One Hundred and Ten Dollars (\$110) per year.
- (d) On the eighth anniversary of employment an additional One Hundred and Ten Dollars (\$110) per year.
- (e) On the tenth anniversary of employment an additional One Hundred and Ten Dollars (\$110) per year.
- (f) On the twelfth anniversary of employment an additional One Hundred and Ten Dollars (\$110) per year.
- (g) On the fourteenth anniversary of employment an additional One Hundred and Ten Dollars (\$110) per year.
- (h) On the sixteenth anniversary of employment an additional One Hundred and Ten Dollars (\$110) per year.
- (i) On the eighteenth anniversary of employment an additional One Hundred and Ten Dollars (\$110) per year.
- (j) On the twentieth anniversary of employment an additional One Hundred and Fifty Dollars (\$150) per year.

Representing a maximum of One Thousand One Hundred and Forty Dollars (\$1,140).

SECTION 3. The City of Terre Haute agrees to pay one hundred percent (100%) of the employee's monthly pension requirements, on behalf of all sworn members of the Terre Haute Police Department into their respective pension funds.

SECTION 4. All members of the Terre Haute Police Department shall be entitled to the same number of holidays as afforded all city hall employees as set forth by the Common Council of the City of Terre Haute. Days off or proportionate days off, may be designated by the Chief of the Terre Haute Police Department.

SECTION 5. Commencing January 1, 2011 all sworn Police Officers, after completion of two (2) years active duty with the Terre Haute Police Department, shall be paid a veteran's equipment allowance in the amount of One Thousand One Hundred Twenty Five Dollars (\$1,125.00). This allowance shall be paid on or before the 15th day of November. This allowance shall be paid in full to all Police Officers that have reached their second (2nd) year anniversary date by the 15th day of November in that calendar year and shall not be prorated. This section applies only to sworn Police Officers of the Terre Haute Police Department.

SECTION 6. Commencing calendar year 2011, the City of Terre Haute will pay shift differential pay prorated on a monthly basis in a separate check on or before December 15th to all sworn officers as follows:

Hoot Owl Shift	\$1,000.00
Evening Shift	\$ 750.00
Mid Shift	\$ 500.00

SECTION 7. Commencing January 1, 2011, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance health and hospitalization insurance coverage through December 31, 2011. The City will pay Seventy percent (70%) of the actual monthly premium.

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 8. Commencing January 1, 2011, 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, 2011. The City will pay Seventy percent (70%) of the actual monthly premium.

SECTION 9. Commencing January 1, 2011, the City of Terre Haute will provide to each permanent member, whose salary is established by this ordinance, Twenty Five Thousand Dollars (\$25,000.00) of life insurance coverage through December 31, 2011 and Ten Thousand Dollar (\$10,000.00) line of duty death benefit. The City will pay one hundred percent (100%) of the costs of such coverages.

SECTION 10. Sworn members of the Terre Haute Police Department shall receive the following vacation schedule:

0 - 1 years	After seven (7) months, one (1) day per month with maximum total off of five (5) vacation days.
1 - 5 years	Ten (10) working days
6 -10 years	Fifteen (15) working days
11 - 15 years	Twenty (20) working days
16 - 20 years	Twenty-five (25) working days
21 years +	Thirty (30) working days

If a Police Officer's anniversary date falls after January 1st, the Police Officer shall be credited with the designated additional vacation days set forth in the schedule above on January 1st and shall not be subject to proration. If Police Officer terminates employment with the City, for any reason, prior to his anniversary date, Police Officer shall reimburse City for all used vacation days not yet earned.

Police Officers shall be entitled to carry over a total of fifteen (15) vacation days from year to year, with a maximum accumulation of fifteen (15) carry over days.

Secretarial and Clerical members of the Terre Haute Police Department shall receive the following vacation schedule:

0 - 1 years (after 7 months)	One (1) day per month for a maximum of five (5) days
1 - 5 years	Ten (10) days
6 - 10 years	Fifteen (15) days
11 - 19 years	Twenty (20) days
20 + years	Twenty-Five (25) days

The City of Terre Haute further agrees that vacation time for a calendar year is to begin on January 1st of that year. An employee's time on the department for eligibility for vacation days shall also be figured on the calendar year and not prorated. If an employee retires at any time in the calendar year that employee will still receive vacation time afforded to them based on years of service in the calendar year (January 1st).

SECTION 11. The City of Terre Haute agrees that all sworn members and secretarial and clerical employees of the Police Department shall receive four (4) personal days to be used at the member's discretion within one (1) calendar year. Personal days not used by year's end will be forfeited. Furthermore, the City of Terre Haute agrees that any member who is on call and has his/her off-duty actions restricted for fifteen (15) days or more a year, shall receive an additional four (4) personal days for a total of eight (8).

SECTION 12. Sworn members of the Terre Haute Police Department will receive one

(1) sick day per month with a cap of ninety (90) sick days. The sick days will accumulate and carry over from year to year. Upon separation of member for any reason, the City of Terre Haute shall buy back two (2) sick days for every three (3) accumulated sick days.

Any member who works three (3) consecutive months without using any sick days will receive one (1) personal day for a maximum of four (4) personal days per year. These days will accumulate and may be carried over from one calendar year to the next. These days are in addition to the member's personal days received in Section 11 of this ordinance.

Secretarial and clerical employees of the Terre Haute Police Department shall receive eight (8) sick days per year with a cap of forty-five (45) sick days. The sick days will accumulate and carry over from year to year.

SECTION 13. The City of Terre Haute will pay one hundred percent (100%) of the monthly premium of a retiree's single employee group health and hospitalization insurance plan, until such time as the employee becomes eligible for Medicare coverage. The retiree may choose another city offered insurance plan (i.e. employee/spouse, employee/children, family), but the retiree will be responsible for paying the difference between the employee only plan and the selected plan. This plan covers retirees under the Indiana State Pension Act for police officers. (I.C. 36-8-8-10).

Spouse/Dependent Benefits: (I.C. 5-10-8-2.2) In the event a police officer shall die while a retiree of the Terre Haute Police Department, and the surviving spouse is not employed and/or does not have other insurance coverage available, his/her spouse and their children shall receive said insurance at the rate of a retired police officer.

Survivor Benefits: (I.C. 5-10-8-2.2) The spouse/dependents of an employee who dies on or after January 1, 2002, while being an employee of the City of Terre Haute shall be eligible to continue the City insurance with a single plan at the cost of One Dollar (\$1) per month.

SECTION 14. City of Terre Haute shall provide and pay One Hundred Percent (100%) of the cost of an annual physical for all sworn members of the Police Department who elect to have one, in conjunction with any required physical testing implemented by the administration.

SECTION 15. Overtime or additional pay can be paid to members of the Terre Haute Police Department for work performed in time of emergencies. Said pay must be requested by the Department Head of said employee or employees or the Mayor and approved by the Board of Public Works.

SECTION 16. The salaries of all members of the Police Department of the City of Terre Haute shall be fixed on an annual basis, but the salaries shall be paid bi-weekly in a manner established by the Board of Public Works.

SECTION 17. 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, any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 18. Contract items other than those set forth above are covered by a Contract entered into by, members of the Terre Haute Police Department, and the Board of Public Works for the City of Terre Haute.

SECTION 19. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 20. This ordinance shall be in full force and effect from and after the date of its passage according to law and shall be effective as in the salaries and benefits provided on and for January 1, 2011.

Introduced by:  George Azar, Councilman

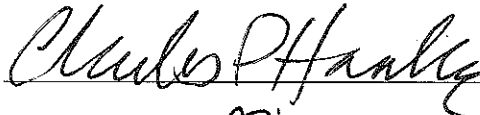
Passed in open Council this 28th day of Sept, 2010.



Neil Garrison, President

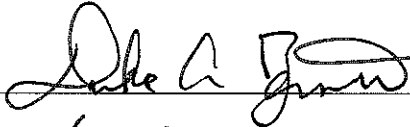
ATTEST:  Charles P. Hanley, City Clerk

Presented by me to the Mayor this 29th day of Sept, 2010.



Charles P. Hanley, City Clerk

Approved by me, the Mayor, this 29th day of SEPTEMBER, 2010.



Duke A. Bennett, Mayor

ATTEST:  Charles P. Hanley, City Clerk