

FILED

OCT 09 2014

CITY CLERK

**SPECIAL ORDINANCE NO. 28, 2014  
AS AMENDED**

AN ORDINANCE SETTING THE SALARY AND ESTABLISHING CERTAIN BENEFITS FOR THE POLICE DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA FOR 2015, TO TAKE EFFECT ON JANUARY 1, 2015.

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

SECTION 1. Commencing January 1, 2015 the following salary schedule shall be in full force and effect for members of the Police Department of the City of Terre Haute, Indiana. The base salary amounts listed below for the uniformed officers include the One Thousand One Hundred Twenty Five Dollar (\$1,125.00) veteran's pay allowance.

CLERK/TYPIST LEVEL I shall be paid an annual salary of \$31,631.

SECRETARY LEVEL II shall be paid an annual salary of \$33,136.

SECRETARY LEVEL III shall be paid an annual salary of \$34,643.

PARKING VIOLATIONS CLERK shall be paid an annual salary of \$31,631.

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 ~~\$42,602~~ \$42,180.

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 ~~\$47,055~~ \$46,589.

POLICE OFFICERS of the rank of Corporal shall be paid an annual salary of ~~\$48,714~~ \$48,232 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Detective shall be paid an annual salary of ~~\$48,714~~ \$48,232 plus \$1,000 incentive allowance.

POLICE OFFICERS of the rank of Sergeant shall be paid an annual salary of ~~\$51,469~~ \$50,959 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Lieutenant shall be paid an annual salary of ~~\$53,548~~ \$53,018 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Captain shall be paid an annual salary of ~~\$55,850~~ \$55,297

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 ~~\$59,968~~ \$59,374.

POLICE OFFICERS of the rank of Chief shall be paid an annual salary of ~~\$69,004~~ \$68,321.

SECTION 2. City of Terre Haute shall pay an annual cash allowance of Five Hundred Dollars (\$500.00) to each uniformed officer to be used for uniforms, clothing, and equipment (excluding body armor). This allowance will not be included in the calculation of base pay and will be paid on November 5, 2015.

SECTION 3. 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 two (2) consecutive months without using any sick days will receive one (1) reward day for a maximum of six (6) reward 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 sixty (60) sick days. The sick days will accumulate and carry over from year to year.

Each secretarial and clerical employee who works six (6) consecutive months without using any Sick Days will receive one (1) Reward Day for a maximum of two (2) Reward Days per year. These days will accumulate to a maximum of sixty (60) days and may be carried over from one calendar year to the next.

SECTION 4. The City of Terre Haute agrees that all sworn members of the Police Department shall receive thirty-two (32) hours personal time 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 thirty-two (32) hours personal time for a total of sixty-four (64) hours per year.

The City of Terre Haute agrees that all 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.

**SECTION 5.** 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. If Police Officer terminates employment with the City, for any reason, prior to the end of the calendar year, Police Officer shall reimburse City for all used holidays not yet earned.

**SECTION 6.** 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 forty (40) vacation hours.
1 - 5 years	Eighty (80) hours
6 - 10 years	One Hundred Twenty (120) hours
11 - 15 years	One Hundred Sixty (160) hours
16 - 20 years	Two Hundred (200) hours
21 years +	Two Hundred Forty (240) hours

If a Police Officer's anniversary date falls after January 1<sup>st</sup>, the Police Officer shall be credited with the designated additional vacation days set forth in the schedule above on January 1<sup>st</sup> and shall not be subject to proration.

Police Officers shall be entitled to carry over a total of One Hundred Twenty (120) vacation hours from year to year, with a maximum accumulation of Two Hundred Forty (240) carry over hours.

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 7.** 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 ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (b) On the second anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (c) On the third anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (d) On the fourth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (e) On the fifth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (f) On the sixth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (g) On the seventh anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (h) On the eighth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (i) On the ninth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (j) On the tenth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (k) On the eleventh anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (l) On the twelfth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (m) On the thirteenth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (n) On the fourteenth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (o) On the fifteenth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (p) On the sixteenth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (q) On the seventeenth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75)~~ Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.
- (r) On the eighteenth anniversary of employment, an additional ~~Two Hundred Eleven Dollars~~

- ~~and 75/100 (\$211.75) Two Hundred Seventy Nine Dollars and 53/100 (\$279.53) per year.~~
- (s) On the nineteenth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75) Two Hundred Seventy Nine Dollars and 53/100 (\$279.53)~~ per year.
- (t) On the twentieth anniversary of employment, an additional ~~Two Hundred Eleven Dollars and 75/100 (\$211.75) Two Hundred Seventy Nine Dollars and 53/100 (\$279.53)~~ per year.

Representing a maximum of ~~Four Thousand Two Hundred Thirty Five Dollars (\$4,235.00) Five Thousand Five Hundred Ninety Dollars and 60/100 (\$5,590.60).~~

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, 2015 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 (\$1,140.00).

**SECTION 8.** Commencing calendar year 2015 the City of Terre Haute will pay shift differential pay prorated on a monthly basis in a separate check on or before December 15<sup>th</sup> to all sworn officers as follows:

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

SECTION 9. Commencing January 1, 2015, 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, 2015. 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 10. Commencing January 1, 2015, 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, 2015. The City will pay Seventy percent (70%) of the actual monthly premium.

SECTION 11. Commencing January 1, 2015, 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, 2015 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 12. 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.

SECTION 13. 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 14. 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 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.

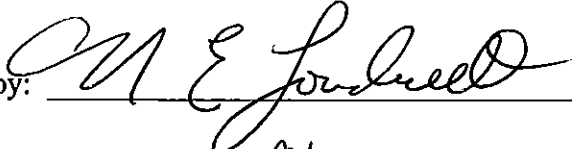
SECTION 16. The salaries of all members of the Police Department of the City of Terre Haute shall be fixed on an annual basis, but the salaries shall be paid semi-monthly in a manner established by the Board of Public Works.

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.

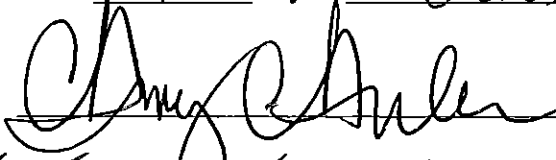
SECTION 18. Contract items other than those set forth above are covered by a Contract entered into by, members of the Terre Haute Police Department, and the Board of Public Works for the City of Terre Haute.

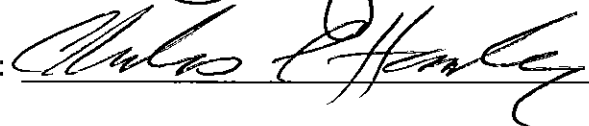
SECTION 19. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

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, 2015.

Introduced by:  Norman Loudermilk, Councilman

Passed in open Council this 9<sup>th</sup> day of October, 2014.


 Amy Auler, President


ATTEST:  Charles P. Hanley, City Clerk

Presented by me to the Mayor this 10<sup>th</sup> day of October, 2014.

 Charles P. Hanley, City Clerk

Approved by me, the Mayor, this 10<sup>th</sup> day of OCTOBER, 2014.

 Duke A. Bennett, Mayor

ATTEST:  Charles P. Hanley, City Clerk