

ORDINANCE 2 - 2024

AN AMENDMENT TO ORDINANCE 26-2023 ESTABLISHING 2024 SALARIES AND OTHER COMPENSATION FOR OFFICIALS, EMPLOYEES AND APPOINTEES OF THE TOWN OF DANVILLE

WHEREAS, Indiana law requires the legislative body of towns to annually fix the compensation of its own members, the Town Clerk-Treasurer by ordinance, and

WHEREAS, Indiana law also provides the legislative body of towns with the authority to establish the salaries and other compensation for town employees and appointed officials of the town, and

WHEREAS, the Town Council of Danville, acting as the legislative body of the Town of Danville, passed Ordinance 26-2023 (the "Salary Ordinance") determining the salaries and other compensation to be provided to the Town of Danville officials and employees for the year 2024; and

WHEREAS, it has been determined that amendments need to be made to the Salary Ordinance.

NOW, THEREFORE BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF DANVILLE, INDIANA, THAT the Salary Ordinance be amended to reflect the salaries and other compensation to be provided to the Town of Danville officials and employees for the year 2024 as set forth below:

Section 1: HEALTH INSURANCE (6.2)

The Town will provide full-time employees with medical insurance coverage according to the following policies:

HDHP/HSA (Plan 7):

	Employee pays	Employee Amount	Employee Amt with Completion of Wellness Initiative (65 points)	Employee Amt with Completion of Wellness Initiative (85 points)	Town Pays	Town Amount	Town Amt with Emp Completion of Wellness Initiative (65 points)	Town Amt with Emp Completion of Wellness Initiative (85 points)
Employee Only	8.4%	\$31.50	\$11.50	\$6.50	91.6%	\$341.46	\$361.46	\$366.46
Employee /Spouse	21.1%	\$165.41	\$145.41	\$140.41	78.9%	\$617.80	\$637.80	\$642.80
Employee/Child(ren)	21.1%	\$141.79	\$121.79	\$116.79	78.9%	\$529.54	\$549.54	\$554.54
Family	21.1%	\$228.43	\$208.43	\$203.43	78.9%	\$853.14	\$873.14	\$878.14

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HDHP/HSA (Plan 12):

	Employee pays	Employee Amount	Employee Amt with Completion of Wellness Initiative (65 points)	Employee Amt with Completion of Wellness Initiative (85 points)	Town Pays	Town Amount	Town Amt with Emp Completion of Wellness Initiative (65 points)	Town Amt with Emp Completion of Wellness Initiative (85 points)
Employee Only	11.0%	\$25.33	\$5.33	\$0.33	89.0%	\$205.37	\$225.37	\$230.37
Employee /Spouse	16.9%	\$81.86	\$61.86	\$56.86	83.1%	\$402.61	\$422.61	\$427.61
Employee/Child(ren)	16.9%	\$70.16	\$50.16	\$45.16	83.1%	\$345.09	\$365.09	\$370.09
Family	16.9%	\$113.04	\$93.04	\$88.04	83.1%	\$555.99	\$575.99	\$580.99

Members of the Town Council are authorized to participate in the Town's health plans at their own expense. The Town contributes nothing to these plans for Council members.

Heath Savings Account -

- o Distributions will be made in two increments: \$1,000.00 on January 2, 2024, and \$400.00 on July 1, 2024, to all full-time employees that are enrolled in the Group Health Insurance with the Town (HDHP/Health Savings Plan 7) as of January 1, 2024. Distributions will be made in two increments: \$1,500.00 on January 2, 2024, and \$1,500.00 on July 1, 2024, to all full-time employees that are enrolled in the Group Health Insurance with the Town (HDHP/Health Savings Plan 12) as of January 1, 2024
- o If an employee is in need of their next distribution prior to July 1st a "Request for H.S.A. Distribution" form is available from the Clerk-Treasurer.
- o If an employee drops their Group Health Insurance coverage, prior to the annual renewal period and after receiving their first quarterly distribution they may be required to pay taxes and/or penalty according to IRS guidelines and a pro-rated portion back to the Town.
- o The Danville Town Council will annually review this at budget time this policy and set the appropriate budget given the financial condition of the Town.
- o Proration of distributions will be done for any new employee joining the Health Insurance.

Section2: TERM LIFE INSURANCE (6.3)

The Town will provide full-time employees with a \$30,000 term life insurance policy on the employee only. (See your Certificate of Coverage booklet for details)

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Section 3: SHORT-TERM DISABILITY (6.1.2)

The Town will provide full-time employees with short-term disability insurance on the employee only. (See your Certificate of Coverage booklet for details)

Section 4: PUBLIC EMPLOYEE RETIREMENT FUND (PERF & PERF 77) (6.7.2 & 6.7.2)

Civilian PERF participants - The town of Danville will pay the required percentage of the Pension portion of the Civilian plan as determined annually by PERF. The Town of Danville will pay the employee's 3% mandatory "annuity" portion of their Civilian PERF on behalf of the employee.

Police & Fire PERF 77 participants – The town of Danville will pay the required percentage of the Pension portion of the PERF 77 plan as determined annually by PERF. The Town of Danville will pay the employee's 6% mandatory "annuity" portion of the pension plan. The town will not contribute to the participant's Social Security Insurance fund.

Section 5: HOOSIER S.T.A.R.T. 401A (6.7.3)

The Town will contribute on behalf of all full-time employees, hired prior to December 31, 2009, and who participate in the Civilian PERF retirement, an amount equal to 3% of their 2009 base salary (no overtime) bi-weekly on a pre-tax basis.

Section 6: EMPLOYEE ASSISTANCE PROGRAM (EAP) (6.5)

The Town will provide all (not including seasonal employees) employees with EAP services.

Section 7: HOLIDAYS (6.6)

The Town will provide paid time off to full-time employees for the observation of Town Holidays according to the established Holiday Schedule, and as adopted in the Employee Policy Handbook.

Section 8: LEAVE BENEFITS (Vacation, Sick, Bereavement, Civic, FMLA, Military, Personal & ETO leave)

The Town will provide leave benefits as adopted in the Employee Policy Handbook.

Section 9: FULL-TIME POLICE OFFICERS UNIFORM ALLOWANCE

The Town will provide each full-time police officer who has completed their one year of probation an annual \$1,000.00 clothing allowance.

Section 10: FULL-TIME FIRE DEPARTMENT UNIFORM ALLOWANCE

The Town will provide each full-time firefighter/paramedic/EMT employee who has completed their 6 months of probation an annual \$500 clothing allowance.

Section 11: PART TIME FIRE DEPARTMENT HOLIDAY STIPEND

The Town will provide each part-time firefighter/paramedic/EMT a Holiday Stipend of \$50.00 per 12-hour shift for the following recognized holidays: New Year's Eve, New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve, and Christmas Day. Center Township Trustee will reimburse this at 100%.

Section 12: FULL-TIME POLICE OFFICER FIELD TRAINING

The Town will provide each Field Training Officer with a \$1.25 per hour stipend when training.

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Section 13: PUBLIC INFORMATION OFFICER STIPEND

The Town will provide a public information officer (PIO) with 8 hours of compensatory time monthly.

Section 14: NIGHT SHIFT DIFFERENTIAL STIPEND

The Town will provide each qualifying officer a \$58.00 per pay stipend.

Section 15: ACCIDENT RECON & INSTRUCTOR STIPEND

The Town will provide each qualifying officer a \$500.00 annual stipend.

Section 16: LONGEVITY PAY

The Town will provide each full-time sworn police officer and full-time firefighter/paramedic/EMT longevity pay. Longevity pay starts at year 6 to year 20 and is \$200.00 per year up to \$3,000.00 max.

Section 17: OFFICER RIDE OUT PAY STIPEND

The Town will provide each full-time firefighter/paramedic/EMT with a \$2.00 per hour stipend when completing Ride Out duties.


This Amended Ordinance shall be effective January 1 – December 31, 2024, upon adoption by the Town.

Adopted by the Town Council on the 7TH day of February, 2024.

TOWN OF DANVILLE



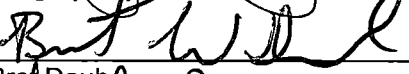
Christopher Gearld



Michael Chatham



Gregory Irby



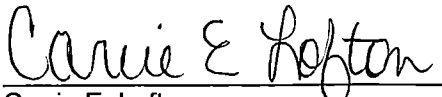
Bret Doub



David Potter

Constituting the Majority of the Members
of the Danville Town Council

ATTEST:



Carrie E. Lofton
Danville Clerk-Treasurer

DEPARTMENT	POSITION	EMPLOYMENT STATUS	WAGES		PAY TYPE	PAY METHODS	FUNDING								
							GENERAL	WATER	WWTP	SWM	MVH	PUBLIC SAFETY LIT	PARK & REC	PARK NON-REV	
COUNCIL	PRESIDENT (1)	Elected	9000.00		Annual	Quarterly	35%	30%	30%	5%					
	MEMBERS (4)	Elected	8000.00		Annual	Quarterly	35%	30%	30%	5%					
BOARDS	PLAN COMMISSION (7)	Appointed	80.00		Per meeting	December	100%								
	BOARD OF ZONING APPEALS (5)	Appointed	75.00		Per meeting	December	100%								
	PARK BOARD (6) 1 non-paid	Appointed	75.00		Per meeting	December	100%								
	DESIGN REVIEW COMMITTEE (7)	Appointed	75.00		Per meeting	December	100%								
	POLICE MERIT BOARD (5)	Appointed	75.00		Per meeting	December	100%								
ADMINISTRATION	TOWN MANAGER (1)	Appointed	4121.61		Bi-weekly Salary	Bi-weekly pay	31%	30%	30%	5%	4%				
	ASSISTANT TOWN MANAGER (1)	Full-Time	862.38		Bi-weekly Salary	Bi-weekly pay	32%	30%	30%	5%	3%				
	UTILITY DIRECTOR (1)	Full-Time	643.81		Bi-weekly Salary	Bi-weekly pay		15%	15%	42%	28%				
	TOWN PLANNER (1)	Full-Time/Exempt	3125.42		Bi-weekly Salary	Bi-weekly pay	35%	30%	30%	5%					
	ADMINISTRATIVE ASSISTANT (1)	Full-Time	23.98	27.27	Per hour (70 hrs)	Bi-weekly pay	55%	10%	10%	25%					
	STORMWATER ADMINISTRATOR (1)	Full-Time/Exempt	3125.42		Bi-weekly Salary	Bi-weekly pay	10%			90%					
	STORWATER FOREMAN/INSPECTOR (1)	Full-Time	34.62		Per hour (70 hrs)	Bi-weekly pay				100%					
	LINE LOCATOR (1)	Full-Time	23.80	31.87	Per hour (70 hrs)	Bi-weekly pay	10%	30%	30%	30%					
	GIS MAPPING TECHNICIAN/ENGINEERING INSPECTOR (1)	Full-Time	23.80	31.87	Per hour (70 hrs)	Bi-weekly pay	25%	25%	25%	25%					
	CODE ENFORCEMENT OFFICER (1)	Full-Time	23.80	31.87	Per hour (70 hrs)	Bi-weekly pay	25%	30%	30%	15%					
	HUMAN RESOURCES COORDINATOR (1)	Full-Time/Exempt	2403.43		Bi-weekly Salary	Bi-weekly pay	25%	30%	30%	15%					
CLERK-TREASURER	CLERK-TREASURER (1)	Elected/Exempt	3125.42		Bi-weekly Salary	Bi-weekly pay	25%	30%	35%	10%					
	CHIEF DEPUTY CLERK-TREASURER (1)	Appointed	2423.35		Bi-weekly Salary	Bi-weekly pay	20%	35%	40%	5%					
	ACCOUNTS PAYABLE/UTILITY DEPUTY MANAGER (1)	Full-Time	23.16	26.96	Per hour (70 hrs)	Bi-weekly pay	35%	30%	30%	5%					
	UTILITY DEPUTY (2)	Full-Time	14.94	21.04	Per hour (70 hrs)	Bi-weekly pay		40%	45%	15%					
	UTILITY DEPUTY (1)	Part-Time	14.94	21.04	Per hour (29 hr max per week)	Bi-weekly pay		40%	45%	15%					

DEPARTMENT	POSITION	EMPLOYMENT STATUS	WAGES		PAY TYPE	PAY METHODS	FUNDING								
							GENERAL	WATER	WWTP	SWM	MVH	PUBLIC SAFETY LIT	PARK & REC	PARK NON-REV	
PARKS & RECREATION	PARKS DIRECTOR (1)	Full-Time/Exempt	3125.42		Bi-weekly Salary	Bi-weekly pay								100%	
	ASSISTANT PARKS DIRECTOR (1)	Full-Time	2189.38	2423.35	Bi-weekly Salary	Bi-weekly pay								100%	
	AQUATICS & FACILITIES MANAGER (1)	Full-Time	20.83	27.89	Per hour (80 hrs)	Bi-weekly pay								100%	
	MAINTENANCE (3)	Full-Time	20.83	27.89	Per hour (80 hrs)	Bi-weekly pay								100%	
	RECREATION & FITNESS MANAGER (1)	Full-Time	20.83	27.89	Per hour (80 hrs)	Bi-weekly pay									100%
	COMMUNITY ENGAGEMENT COORDINATOR (1)	Full-Time	30.29		Per hour (80 hrs)	Bi-weekly pay		25%	25%	5%				25%	20%
	ADMINISTRATIVE ASSISTANT & CONTENT PROVIDER (1)	Part-Time	15.00	20.00	Per hour (29 hr max per week)	Bi-weekly pay								100%	
	DEPARTMENT FACILITY AIDE (1)	Part-Time	15.75		Per hour (29 hr max per week)	Bi-weekly pay	30%	30%	30%	10%					
	THREE SEASON MAINTENANCE (4)	Part-Time	12.00		Per hour (697 hr max per year)	Bi-weekly pay								100%	
	RECREATION COORDINATOR (3)	Part-Time	10.50	15.75	Per hour (29 hr max per week)	Bi-weekly pay									100%
	BLANTON HOUSE COORDINATOR (1)	Part-Time	12.50	17.50	Per hour (29 hr max per week)	Bi-weekly pay									100%
	CAMP DIRECTOR (1)	Seasonal	14.00		Per hour	Bi-weekly pay								100%	
	CAMP COUNSELORS (8)	Seasonal	11.00		Per hour	Bi-weekly pay								100%	
	POOL MANAGER (1)	Seasonal	16.00		Per hour (May 1st - August 31)	Bi-weekly pay								100%	
	ASSISTANT POOL MANAGER (2)	Seasonal	15.00		Per hour (May 1st - August 31)	Bi-weekly pay								100%	
	POOL CONCESSIONS (4)	Seasonal	1st yr = 10.00		Per hour (May 1st - August 31)	Bi-weekly pay									
2nd yr = 11.00															
3rd yr = 12.00															
	LIFEGUARD (25)	Seasonal	Skill Level 1 = 11.00		Per hour (May 1st - August 31)	Bi-weekly pay									
Skill Level 2 = 12.00															
Skill Level 3 = 13.00															
PUBLIC WORKS	PUBLIC WORKS SUPERINTENDENT (1)	Full-Time/Exempt	3125.42		Bi-weekly Salary	Bi-weekly pay	20%	10%	35%	10%	25%				
	FOREMAN (1)	Full-Time	2423.35		Bi-weekly Salary	Bi-weekly pay	75%				25%				
	MECHANIC (1)	Full-Time	2423.35		Bi-weekly Salary	Bi-weekly pay	75%	10%	10%	5%					
	LABORER (8)	Full-Time	20.83	27.89	Per hour (80 hrs)	Bi-weekly pay	100%								
	LABORER (1)	Full-Time	20.83	27.89	Per hour (80 hrs)	Bi-weekly pay						100%			

