

**ORDINANCE 32-2024**

**AN ORDINANCE ESTABLISHING 2025 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, has determined the salaries and other compensation to be provided to the Town of Danville officials and employees for the year 2025.

NOW, THEREFORE BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF DANVILLE, INDIANA, THAT the salaries and other compensation to be provided to the Town of Danville officials and employees for the year 2025 shall be as set forth in this Ordinance.

**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):**

	<b>Employee pays</b>	<b>Employee Amount</b>	<b>Employee Amt with Completion of Wellness Initiative (65 points)</b>	<b>Employee Amt with Completion of Wellness Initiative (85 points)</b>	<b>Town Pays</b>	<b>Town Amount</b>	<b>Town Amt with Emp Completion of Wellness Initiative (65 points)</b>	<b>Town Amt with Emp Completion of Wellness Initiative (85 points)</b>
Employee Only	8.3%	\$31.50	\$11.50	\$6.50	91.7%	\$349.67	\$369.67	\$374.67
Employee /Spouse	20.7%	\$165.41	\$145.41	\$140.41	79.3%	\$635.03	\$655.03	\$660.03
Employee/Child(ren)	20.7%	\$141.79	\$121.79	\$116.79	79.3%	\$544.31	\$564.31	\$569.31
Family	20.7%	\$228.43	\$208.43	\$203.43	79.3%	\$876.94	\$896.94	\$901.94

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**HDHP/HSA (Plan 12):**

	<b>Employee pays</b>	<b>Employee Amount</b>	<b>Employee Amt with Completion of Wellness Initiative (65 points)</b>	<b>Employee Amt with Completion of Wellness Initiative (85 points)</b>	<b>Town Pays</b>	<b>Town Amount</b>	<b>Town Amt with Emp Completion of Wellness Initiative (65 points)</b>	<b>Town Amt with Emp Completion of Wellness Initiative (85 points)</b>
Employee Only	10.8%	\$25.33	\$5.33	\$0.33	89.2%	\$210.45	\$230.45	\$235.45
Employee /Spouse	16.5%	\$81.86	\$61.86	\$56.86	83.5%	\$413.27	\$433.27	\$438.27
Employee/Child(ren)	16.5%	\$70.16	\$50.16	\$45.16	83.5%	\$354.23	\$374.23	\$379.23
Family	16.5%	\$113.04	\$93.04	\$88.04	83.5%	\$570.71	\$590.71	\$595.71

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.

Health Savings Account -

- o Distributions will be made in two increments: \$1,000.00 on January 2, 2025, and \$400.00 on July 1, 2025, 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, 2025. Distributions will be made in two increments: \$1,500.00 on January 2, 2025, and \$1,500.00 on July 1, 2025, 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, 2025.
- o If an employee is in need of their next distribution prior to July 1<sup>st</sup> 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 policy at budget time 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.

## ORDINANCE 32-2024

### Section 2: 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)

### 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.

### 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 fire department employee who has completed their 6 months of probation an annual \$500.00 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.

## ORDINANCE 32-2024

**Section 12: FULL-TIME POLICE OFFICER FIELD TRAINING**

The Town will provide each Field Training Officer a \$3.00 per hour stipend when training.

**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. The Town will provide each full-time non public safety employee with longevity pay. Longevity pay starts at year 6 to year 20 and is \$100.00 per year up to \$2,000.00 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.

**Section 18: CELL PHONE STIPEND**

The Town will provide each full-time employee with a cell phone stipend of \$20.00 per pay.

**ORDINANCE 32-2024**

This Ordinance shall be effective January 1 – December 31, 2025, upon adoption by the Town.

Adopted by the Town Council on the 4<sup>th</sup> day of December, 2024.

TOWN OF DANVILLE

C. Gearld  
Chris Gearld

Michael Chatham  
Michael Chatham

Greg Irby  
Greg Irby

Bret Doub  
Bret Doub

David Potter  
David Potter

Constituting the Majority of the Members  
of the Danville Town Council

ATTEST:

Carrie E. Lofton  
Carrie E. Lofton  
Danville Clerk-Treasurer

DEPARTMENT	POSITION	EMPLOYMENT STATUS	WAGES		PAY TYPE	PAY METHODS	FUNDING									
							GENERAL	HOST FUTURE FUND	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%									
	HOST FUTURE FUND COMMITTEE (4)	Appointed	75.00		Per meeting	December		100%								
	PARK BOARD (5)	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)	Full-Time/Exempt	4245.26		Bi-weekly Salary	Bi-weekly pay	31%		30%	30%	5%	4%				
	ASSISTANT TOWN MANAGER (1)	Full-Time	888.25		Bi-weekly Salary	Bi-weekly pay	32%		30%	30%	5%	3%				
	UTILITIES DIRECTOR (1)	Full-Time	663.12		Bi-weekly Salary	Bi-weekly pay			15%	15%	42%	28%				
	TOWN PLANNER (1)	Full-Time/Exempt	3219.18		Bi-weekly Salary	Bi-weekly pay	35%		30%	30%	5%					
	PLANNING TECHNICIAN (1)	Part-Time	15.45	20.60	Per hour (20 hr max per week)	Bi-weekly pay	100%									
	ADMINISTRATIVE ASSISTANT (1)	Full-Time	24.70	28.09	Per hour (70 hrs)	Bi-weekly pay	55%		10%	10%	25%					
	STORMWATER ADMINISTRATOR (1)	Full-Time/Exempt	3219.18		Bi-weekly Salary	Bi-weekly pay	10%				90%					
	STORWATER FOREMAN/BUILDING INSPECTOR (1)	Full-Time	35.66		Per hour (70 hrs)	Bi-weekly pay	50%				50%					
	LINE LOCATOR (1)	Full-Time	24.52	32.83	Per hour (70 hrs)	Bi-weekly pay	10%		30%	30%	30%					
	GIS MAPPING TECHNICIAN/ENGINEERING INSPECTOR (1)	Full-Time	24.52	32.83	Per hour (70 hrs)	Bi-weekly pay	25%		25%	25%	25%					
CODE ENFORCEMENT OFFICER (1)	Full-Time	24.52	32.83	Per hour (70 hrs)	Bi-weekly pay	25%		30%	30%	15%						
HUMAN RESOURCES COORDINATOR (1)	Full-Time/Exempt	2475.53		Bi-weekly Salary	Bi-weekly pay	25%		30%	30%	15%						
CLERK-TREASURER	CLERK-TREASURER (1)	Elected/Exempt	3219.18		Bi-weekly Salary	Bi-weekly pay	25%		30%	35%	10%					
	CHIEF DEPUTY CLERK-TREASURER (1)	Appointed	2857.62		Bi-weekly Salary	Bi-weekly pay	20%		35%	40%	5%					
	ACCOUNTS PAYABLE (1)	Full-Time	25.52	29.32	Per hour (70 hrs)	Bi-weekly pay	35%		30%	30%	5%					
	UTILITY DEPUTY (2)	Full-Time	17.64	23.74	Per hour (70 hrs)	Bi-weekly pay			40%	45%	15%					
	UTILITY DEPUTY (1)	Part-Time	17.64	23.74	Per hour (29 hr max per week)	Bi-weekly pay			40%	45%	15%					

DEPARTMENT	POSITION	EMPLOYMENT STATUS	WAGES		PAY TYPE	PAY METHODS	FUNDING										
							GENERAL	HOST FUTURE FUND	WATER	WWTP	SWM	MVH	PUBLIC SAFETY LIT	PARK & REC	PARK NON-REV		
PARKS & RECREATION	PARK DIRECTOR (1)	Full-Time/Exempt	3219.18		Bi-weekly Salary	Bi-weekly pay										100%	
	ASSISTANT PARKS DIRECTOR (1)	Full-Time	2623.65	2857.62	Bi-weekly Salary	Bi-weekly pay										100%	
	AQUATICS & FACILITIES MANAGER (1)	Full-Time	21.46	28.73	Per hour (80 hrs)	Bi-weekly pay										100%	
	MAINTENANCE (3)	Full-Time	21.46	28.73	Per hour (80 hrs)	Bi-weekly pay										100%	
	RECREATION & FITNESS MANAGER (1)	Full-Time	21.46	28.73	Per hour (80 hrs)	Bi-weekly pay											100%
	COMMUNITY ENGAGEMENT COORDINATOR (1)	Full-Time	35.66		Per hour (80 hrs)	Bi-weekly pay			25%	25%	5%					25%	20%
	ADMINISTRATIVE ASSISTANT & CONTENT PROVIDER (1)	Part-Time	15.45	20.60	Per hour (29 hr max per week)	Bi-weekly pay										100%	
	DEPARTMENT FACILITY AIDE (1)	Full-Time	16.23	20.60	Per hour (80 hrs)	Bi-weekly pay	30%		30%	30%						10%	
	THREE SEASON MAINTENANCE (4)	Part-Time	12.36		Per hour (697 hr max per year)	Bi-weekly pay										100%	
	YEAR ROUND MAINTENANCE (1)	Part-Time	12.36		Per hour (697 hr max per year)	Bi-weekly pay										100%	
	RECREATION COORDINATOR (3)	Part-Time	10.82	16.23	Per hour (29 hr max per week)	Bi-weekly pay											100%
	BLANTON HOUSE COORDINATOR (1)	Part-Time	12.88	18.03	Per hour (29 hr max per week)	Bi-weekly pay											100%
	CAMP DIRECTOR (1)	Seasonal	14.42		Per hour	Bi-weekly pay										100%	
	CAMP COUNSELOR (8)	Seasonal	11.33		Per hour	Bi-weekly pay										100%	
	POOL MANAGER (1)	Seasonal	16.48		Per hour	Bi-weekly pay										100%	
	ASSISTANT POOL MANAGER (2)	Seasonal	15.45		Per hour (May 1st - August 31)	Bi-weekly pay										100%	
			1st yr = 10.30														
			2nd yr = 11.33														
			3rd yr = 12.36														
	CONCESSION STAFF (4)	Seasonal			Per hour (May 1st - August 31)	Bi-weekly pay										100%	
			Skill Level 1 = 11.33														
			Sill Level 2 = 12.36														
	LIFE GUARDS (25)	Seasonal			Per hour (May 1st - August 31)	Bi-weekly pay										100%	
			Skill Level 3 = 13.39														
PUBLIC WORKS	SUPERINTENDENT (1)	Full-Time/Exempt	3219.18		Bi-weekly Salary	Bi-weekly pay	20%		10%	35%	10%	25%					
	ASSISTANT SUPERINTENDENT (1)	Full-Time	2857.62		Bi-weekly Salary	Bi-weekly pay	75%					25%					
	MECHANIC (1)	Full-Time	2496.05		Bi-weekly Salary	Bi-weekly pay	75%		10%	10%	5%						
	LABORER (7)	Full-Time	21.46	28.73	Per hour (80 hrs)	Bi-weekly pay	100%										
	MAINTENANCE TECHNICIAN/LABORER (1)	Full-Time	21.46	28.73	Per hour (80 hrs)	Bi-weekly pay	100%										
	LABORER (1)	Full-Time	21.46	28.73	Per hour (80 hrs)	Bi-weekly pay								100%			





