

Town of Georgetown, IN

Ordinance # G-05-23

THE OMNIBUS MERIT WAGE INCREASE ORDINANCE

PROVIDING FOR THE WAGES OF EMPLOYEES OF THE TOWN OF GEORGETOWN, REPLACING AND UPDATING ORDINANCE NUMBER G-04-43

WHEREAS, the Town Council of Georgetown is the entity responsible for establishing the compensation of the Town employees pursuant to IC 36-5-3-2; and,

WHEREAS, the Town Council of the Town of Georgetown desires to pay the Town's employees a reasonable and competitive wage while continuing to insure this wage maintains its purchasing power in an ever-changing economy; and,

WHEREAS, the United States' Consumer Price Index has averaged a 3% growth rate, from year to year, since 1991; and,

WHEREAS, the US Bureau of Labor Statistics data, coupled with information from the Federal Reserve Board tend to indicate the 3% growth rate in the Consumer Price Index is stable for the foreseeable future; and,

WHEREAS, the Town Council identifies the need for the Town's government to operate at the highest level of efficiency which is possible to attain, and maintain.

NOW THEREFORE, BE IT ORDAINED the positions and salaries of the Town employees shall be set as identified below, beginning with the pay period ending January 3, 2006, increasing each successive year as indicated. Each year, each employee position is guaranteed a 3% cost of living wage increase. The tables below do not extend for a full ten years, but show the pattern of the 3% wage increase per annum.

SECTION 1. GENERAL POLICIES

A. The Town Council reserves the right to adjust the annual wage increase, and/or single out one or more positions and grant that position a greater wage increase/decrease, should the Council elect to do so.

B. Any new employee hired into a position shall begin at the first year pay level. Once that employee has been employed with the Town one year, his/her wage will increase by 3% each consecutive year to level 2 and so on thereafter. In the event a new employee is hired who brings significant experience to the Town, the prospective employee's direct administrator, *i.e.*, the Town Manager, Chief of Police, Clerk/Treasurer, or Town Council may elevate this experienced employee's starting wage above the first year's step, commensurate with the prospective new employee's experience level.

C. The Town Clerk/Treasurer shall be paid at each new level regardless of his/her experience.

D. All positions, except the elected Town Clerk-Treasurer position, listed under this Ordinance are hereby defined as "employees" for all purposes whatsoever.

E. All administrative positions shall have full Indiana statutory authority to act in the best interests of the Town of Georgetown. Furthermore, the Town Manager shall be responsible for consolidating and centralizing all data concerning Town business.

SECTION 2. POLICE DEPARTMENT

	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year
Police Chief	\$20.46	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72	\$24.43
Captain*	\$18.00	\$18.54	\$19.10	\$19.67	\$20.26	\$20.87	\$21.49
Sergeant	\$15.59	\$16.06	\$16.54	\$17.04	\$17.55	\$18.07	\$18.62
Patrolman Class A	\$15.38	\$15.84	\$16.32	\$16.81	\$17.31	\$17.83	\$18.36
Patrolman Class B	\$15.14	\$15.59	\$16.06	\$16.54	\$17.04	\$17.55	\$18.08
Patrolman Class C*	\$14.91	\$15.36	\$15.82	\$16.29	\$16.78	\$17.28	\$17.80
Patrolman Probationary*	\$13.50	\$13.91	\$14.32	\$14.75	\$15.19	\$15.65	\$16.12

*Positions indicated with an asterisk are not filled at the time of the enactment of this ordinance.

SECTION 3. CLERK-TREASURER'S OFFICE

	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year
Clerk-Treasurer	\$35,818.69	\$36,893.25	\$38,000.05	\$39,140.05	\$40,314.25	\$41,523.68	\$42,768.00
Chief Deputy Clerk	\$35,154.00	\$36,208.62	\$37,294.88	\$38,413.72	\$39,566.14	\$40,753.12	\$41,978.00
1st Deputy Clerk	\$14.74	\$15.18	\$15.64	\$16.11	\$16.59	\$17.09	\$17.60
2nd Deputy Clerk	\$13.61	\$14.02	\$14.44	\$14.87	\$15.32	\$15.78	\$16.25

SECTION 4. PUBLIC UTILITIES DEPARTMENT

	1 st year	2 nd year	3 rd year	4 th year	5 th year	6 th year
Town Manager	\$46,350.00	\$47,740.50	\$49,172.72	\$50,647.90	\$52,167.33	\$53,732.35
Utilities Department Head	\$16.48	\$16.97	\$17.48	\$18.01	\$18.55	\$19.10
Ass't Dept. Head	\$15.90	\$16.38	\$16.87	\$17.37	\$17.90	\$18.43
Water Operator	\$15.45	\$15.91	\$16.39	\$16.88	\$17.39	\$17.91
Utilities Technician	\$13.19	\$13.59	\$13.99	\$14.41	\$14.85	\$15.29
Laborer 3+	\$12.56	\$12.94	\$13.32	\$13.72	\$14.14	\$14.56
Laborer 2	\$11.97	\$12.33	\$12.70	\$13.08	\$13.47	\$13.88
Laborer 1	\$11.40	\$11.74	\$12.09	\$12.46	\$12.83	\$13.22

+Incumbents of the Laborer 3 position are required to hold a Commercial Driver's License, Class B at a minimum.

License Overrides: The previous practice of granting a 5% override on the hourly wage of employees engaged in activities requiring specific licenses and/or specialized training is hereby abolished. All employees will be paid their wage as indicated by their position, with overtime pay as required by law.

SECTION 5. SEVERABILITY

Should any portion of this ordinance be found to be invalid or unconstitutional, the remaining parts of this ordinance shall be severable and shall continue in full force and effect.

NOW, THEREFORE, BE IT FURTHER ORDAINED that all Ordinances of the Town of Georgetown, Indiana which are in conflict with this Ordinance are hereby repealed to the extent of such conflict, and any Ordinance not in conflict with this Ordinance shall remain in full force and effect.

Adopted by the Town Council of the Town of Georgetown, Indiana, this 18
day of August, 2005.

Gary L Smith
Gary Smith, President

Jeff McCaffrey
Jeff McCaffrey, Vice President

Jay Davis
Jay Davis, Member

Dean Hammersmith
Dean Hammersmith, Member

Chris Carter
Chris Carter, Member

ATTEST:

Douglas Cook
Doug Cook, Georgetown Clerk/Treasurer