

ORDINANCE 2022 - 23

**AN ORDINANCE REPLACING ORDINANCE 2021-25,
FIXING THE SALARIES OF OFFICERS AND EMPLOYEES
OF THE CITY OF HOBART, LAKE COUNTY, INDIANA FOR THE FISCAL YEAR
COMMENCING JANUARY 1, 2023 AND ENDING DECEMBER 31, 2023**

BE IT ORDAINED by the Common Council of the City of Hobart, Lake County, Indiana as follows:

SECTION 1: That the salaries of the following officers and employees of said City of Hobart for the fiscal year commencing January 1, 2023 and ending December 31, 2023, shall be as follows:

FUND/DEPT/ACCT	POSITION	2023 MINIMUM	2023 MAXIMUM
Mayor			
1101 031 113.000	Clerk (Part-time)	\$ 9.00/hr	16.00/hr
1101 031 117.000	Executive Secretary	21,000.00	48,195.00
1101 031 124.005	MRC Executive Director	20,000.00	51,765.00
1101 031 124.007	Assistant to the Mayor	20,000.00	56,100.00
1101 031 127.000	Director of Events / Tech Asst.	18,000.00	47,379.00
Clerk-Treasurer			
1101 032 111.020	Chief Deputy Additional	\$ 1,000.00	4,570.00
1101 032 111.020	Deputy Clerk Additional	500.00	4,570.00
1101 032 112.000	General Accounting Clerk	16,500.00	39,874.86
1101 032 112.001	Accounts Payable Clerk	19,000.00	42,209.64
1101 032 112.002	Payroll Clerk	19,000.00	42,209.64
1101 032 112.003	Accounts Receivable Clerk	17,500.00	39,874.86
1101 032 112.004	Specialized Accounting Clerk	28,000.00	50,745.00
1101 032 112.005	Human Resources Clerk	28,000.00	50,745.00
1101 032 113.000	Clerk (Part-time)	9.00/hr	16.00/hr
1101 032 124.007	Administrative Assistant	18,000.00	41,667.00
City Judge			
1101 033 111.020	Deputy Clerk Additional	\$ 1,000.00	3,060.00
1101 033 111.020	Deputy Clerk Additional	1,000.00	2,040.00
1101 033 113.000	Court Clerk (Part-time)	9.00/hr	16.00/hr
1101 033 114.000	Court Clerk	18,000.00	42,177.00
1101 033 114.001	Bailiff Civilian	9.00/hr	17.56/hr
1101 033 114.001	Police Bailiff	9.00/hr	25.63/hr
1101 033 114.002	Probation Officer	600.00/mo	1,250.00/mo
1101 033 124.007	Assistant Court Clerk	16,500.00	37,533.96
Adult Probation			
2214 090 113.000	Part-time Clerk	\$ 9.00/hr	16.00/hr
2214 090 114.002	Chief Probation Officer	600.00/mo	1,500.00/mo
2214 090 116.003	Community Service Director	9.00/hr	25.63/hr

No change from 2022 except: increased some PT range and added Sec. 1(a)

<u>FUND/DEPT/ACCT</u>	<u>POSITION</u>	<u>2023 MINIMUM</u>	<u>2023 MAXIMUM</u>
City Engineer			
1101 036 113.000	Engineer Interns	\$ 10.00/hr	17.00/hr
1101 036 118.005	Civil City Engineer	50,000.00	103,275.00
1101 036 124.007	Draftsperson/Asst. to Eng.	22,000.00	45,913.26
Legal Department			
1101 035 111.026	City Attorney	40,000.00	76,500.00
1101 035 117.000	City Attorney Secretary	21,000.00	42,840.00
Maintenance			
1101 045 113.000	Maintenance (Part-time)	\$ 9.00/hr	16.00/hr
1101 045 123.000	Maintenance I	19,500.00	44,546.46
1101 045 123.001	Maintenance II	19,000.00	43,881.42
1101 045 123.002	Maintenance III	18,000.00	41,740.44
Police Department - Civilian (See related Ordinance for Sworn Personnel/Rank)			
1101 039 113.000	Police Clerk (Part-Time)	\$ 9.00/hr	16.00/hr
1101 039 113.000	Code Enforcement (Part-time)	9.00/hr	20.92/hr
1101 039 114.000	Police Clerk	17,000.00	37,533.96
1101 039 116.000	Victim's Advocate	45,000.00	56,100.00
1101 039 117.000	Chief's Secretary	19,000.00	41,422.20
1101 039 119.004	School Patrols	2,700.00	6,571.86
1101 039 119.005	IDACS Coordinator	1,000.00	1,490.00
1101 039 119.007	Spillman / Tech Supervisor	1,000.00	1,490.00
1101 039 119.008	Operations Coordinator	20,000.00	51,000.00
1101 039 124.002	Records Coordinator	19,000.00	41,422.20
Public Safety			
2240 090 111.003	Public Safety Chief Additional	\$ 500.00	5,000.00
Police Pension Board			
8802 090 117.000	Pension Secretary		1,456.00
Fire Department - Civilian (See related Ordinance for Sworn Personnel/Rank)			
1101 040 113.000	Secretary (Part-time)	\$ 9.00/hr	16.00/hr
1101 040 113.000	Part-Time Inspector	9.00/hr	18.96/hr
1101 040 117.000	Department Secretary	18,000.00	41,422.20
Fire Commission			
1101 051 115.001	Commissioner		845.00
1101 051 117.000	Secretary		1,456.00
Fire Pension Board			
8801 090 117.000	Pension Secretary		1,456.00

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<u>FUND/DEPT/ACCT</u>	<u>POSITION</u>	<u>2023 MINIMUM</u>	<u>2023 MAXIMUM</u>
Building Department			
1101 037 111.005	Building Official	\$ 30,000.00	61,035.78
1101 037 111.006	Building Inspector	25,000.00	48,724.38
1101 037 113.000	Building Inspector (Part-time)	9.00/hr	20.92/hr
1101 037 113.000	Secretary (Part-time)	9.00/hr	16.00/hr
1101 037 113.000	Locate/Light Repair Inspect. (Part-time)	9.00/hr	20.92/hr
1101 037 113.000	Code Enforcement (Part-time)	9.00/hr	20.92/hr
1101 037 117.000	Building Dept Secretary	18,000.00	39,874.86
1101 037 117.000	Licensing Board Secretary		69.00/mtg
1101 037 126.000	Code Enforcement (Full-time)	25,000.00	48,724.38
1101 037 129.000	Electrical Inspector	10.00/inspection	40.00/inspection
1101 037 129.000	HVAC Inspector	10.00/inspection	40.00/inspection
1101 037 129.000	Plumbing Inspector	10.00/inspection	40.00/inspection
1101 037 129.000	FOG Inspector	10.00/inspection	80.00/inspection
Planning & Zoning			
1101 048 111.004	Zoning Administrator	18,000.00	48,705.00
1101 048 113.000	Planning Intern	\$ 9.00/hr	16.00/hr
1101 048 115.001	Plan Commission Member		1,411.00
1101 048 117.000	Planning & Zoning Secretary	24,000.00	45,730.68
1101 048 117.000	Plan Commission Secretary		845.00
1101 048 118.002	City Planner	38,000.00	61,965.00
Board of Zoning Appeals			
1101 049 115.001	Member		860.00
1101 049 117.000	Secretary		845.00
Economic Development			
1101 050 115.001	Economic Development Comm. EDC Member		-
1101 050 127.000	Director of Development	36,000.00	55,559.40
CEDIT			
2209 090 111.021	Building Official Additional	1,000.00	14,535.00
2209 090 111.022	City Planner Additional	1,000.00	8,500.00
2209 090 111.023	Director of Events Additional	1,000.00	6,120.00
2209 090 111.025	Zoning Administrator Additional	1,000.00	50,000.00
2209 090 111.026	City Attorney	7,500.00	25,000.00
2209 090 113.000	Clerk (Part time)	\$ 9.00/hr	17.00/hr
2209 090 113.000	Intern	9.00/hr	16.00/hr
2209 090 117.000	Economic Development Secretary	20,000.00	41,422.20
2209 090 117.000	EDC / RA / RDC Secretary		69.00/mtg
2209 090 124.007	Assistant Director of Development	28,000.00	56,355.00
2209 090 125.000	Engineer In-Training	5,000.00	40,000.00
2209 090 125.001	IT Specialist	30,000.00	80,000.00
2209 090 127.000	Director of Development	36,000.00	55,559.40

No change from 2022 except: increased some PT range and added Sec. 1(a)

FUND/DEPT/ACCT	POSITION	2023 MINIMUM	2023 MAXIMUM
Redevelopment Commission			
4445 090 113.000	Clerk - Part time	\$ 9.00/hr	16.00/hr
4445 090 117.000	Economic Development Secretary		2,500.00
4445 090 127.000	Director of Development		15,000.00
4450 090 113.000	Clerk - Part time	9.00/hr	16.00/hr
4450 090 117.000	Economic Development Secretary		2,500.00
4450 090 127.000	Director of Development		15,000.00
4455 090 127.000	Director of Development		15,000.00
Cemetery			
1101 047 113.000	Cemetery Laborer	\$ 9.00/hr	16.00/hr
Sanitation			
1101 041 113.000	Driver (Part-time)	9.00/hr	14.04/hr
1101 041 113.000	Laborer (Part-time)	9.00/hr	14.04/hr
1101 041 121.000	Foreman	\$ 12.74/hr	25.92/hr
1101 041 121.001	Operator	12.15/hr	23.37/hr
1101 041 121.002	Driver	11.91/hr	22.89/hr
1101 041 121.003	Laborer	11.91/hr	22.30/hr
Garage Mechanics			
1101 044 111.003	Lead Mechanic Additional		600.00/annually
1101 044 122.000	Mechanic I	\$ 13.72/hr	27.28/hr
1101 044 122.001	Mechanic II	13.72/hr	27.28/hr
Recycling			
1101 043 113.000	Driver (Part-time)	9.00/hr	14.04/hr
1101 043 114.000	Clerk	\$ 8.00/hr	19.04/hr
1101 043 121.002	Driver	11.91/hr	22.89/hr
M V H			
2201 090 111.014	Superintendent	\$ 32,000.00	67,663.74
2201 090 111.026	City Attorney	\$ 2,500.00	6,120.00
2201 090 113.000	Laborer (Part-time)	9.00/hr	14.04/hr
2201 090 113.000	Driver (Part-time)	9.00/hr	14.04/hr
2201 090 117.000	Office Manager	9.00/hr	19.15/hr
2201 090 117.000	Clerk	9.00/hr	19.04/hr
2201 090 121.000	Foreman	12.74/hr	25.92/hr
2201 090 121.001	Operator	12.15/hr	23.37/hr
2201 090 121.001	Master Operator	19.00/hr	24.29/hr
2201 090 121.002	Driver	11.91/hr	22.89/hr
2201 090 121.003	Laborer	11.91/hr	22.30/hr
2201 090 122.000	Mechanic	9.00/hr	27.28/hr
Maria Reiner Senior Center			
2515 090 113.000	Part-Time NOC	\$ 10.00/hr	16.00/hr
2515 090 124.005	Executive Director	20,000.00	51,765.00
2515 090 124.007	Asst. Executive Director	18,000.00	41,055.00
Special Events			
2500 090 113.000	Special Events Security	\$ 12.00/hr	35.00/hr

No change from 2022 except: increased some PT range and added Sec. 1(a)

<u>FUND/DEPT/ACCT</u>	<u>POSITION</u>	<u>2023 MINIMUM</u>	<u>2023 MAXIMUM</u>
Park Department			
2204 090 111.014	Superintendent / Director	40,000.00	64,448.70
2204 090 111.026	City Attorney	2,500.00	6,120.00
2204 090 113.000	Park (Part-time)	9.00/hr	16.00/hr
2204 090 113.000	Lifeguards (Part-time)	9.00/hr	16.00/hr
2204 090 115.001	Commissioner		600.00
2204 090 117.000	Secretary	9.00/hr	19.24/hr
2204 090 121.000	Park Foreman	12.74/hr	25.15/hr
2204 090 123.000	Maintenance Worker	10.91/hr	20.73/hr
2204 090 124.002	Recreation Coordinator/Grant Coord./Info Tech	9.00/hr	22.18/hr
2204 090 124.007	Assistant Pool Manager	10.00/hr	17.00/hr
2530 090 113.007	Zumba / Yoga / Aerobics Instructor	8.00/session	50.00/session
2530 090 113.008	Community Center Maintenance (Part-time)	9.00/hr	16.00/hr
2530 090 113.009	Community Center Bartender (Part-time)	25.00/event	100.00/event
2530 090 113.010	Softball League Administrator Additional	50.00/wk	100.00/wk
2530 090 113.010	Umpire	15.00/game	25.00/game
2530 090 113.011	Event Security	12.00/hr	35.00/hr
Wastewater			
6201 090 111.014	Lift Station Supervisor	\$ 31,000.00	59,990.28
6201 090 111.026	City Attorney	\$ 7,500.00	15,300.00
6201 090 112.000	Accounting Clerk	17,500.00	39,874.86
6201 090 112.001	Accounts Payable	1,000.00	1,836.00
6201 090 112.006	Utility Office Supervisor	19,000.00	42,209.64
6201 090 113.000	Clerk (Part-time)	9.00/hr	16.00/hr
6201 090 113.000	Driver (Part-time)	9.00/hr	14.04/hr
6201 090 113.000	Laborer (Part-time)	9.00/hr	14.04/hr
6201 090 113.000	Lift Station Laborer (Part-Time)	9.00/hr	13.71/hr
6201 090 114.000	Utility Clerk	17,000.00	37,533.96
6201 090 115.001	HSD Board Member	50.00/mo	300.00/mo
6201 090 117.000	HSD Secretary	9.00/hr	18.33/hr
6201 090 118.005	Civil City Engineer	80,000.00	103,275.00
6201 090 121.000	Foreman	12.74/hr	25.92/hr
6201 090 121.000	Lift Station Foreman	14.90/hr	28.83/hr
6201 090 121.001	Operator	12.15/hr	23.37/hr
6201 090 121.001	Master Operator	19.00/hr	24.29/hr
6201 090 121.001	Lift Station Operator	9.73/hr	26.79/hr
6201 090 121.002	Driver	9.73/hr	22.89/hr
6201 090 121.003	Laborer	9.73/hr	22.30/hr
6201 090 121.003	Lift Station Laborer	9.73/hr	22.39/hr
6201 090 124.007	Asst. Utility Supervisor	18,000.00	38,254.08
6201 090 125.000	Engineer In-Training	5,000.00	20,400.00
6201 090 125.001	IT Specialist	30,000.00	80,000.00

No change from 2022 except: increased some PT range and added Sec. 1(a)

<u>FUND/DEPT/ACCT</u>	<u>POSITION</u>	<u>2023 MINIMUM</u>	<u>2023 MAXIMUM</u>
Stormwater			
6501 090 111.026	City Attorney	7,500.00	15,300.00
6501 090 121.001	Operator - Stormwater Maintenance Tech.	12.15/hr	23.37/hr
6501 090 124.002	MS4 Coordinator	30,000.00	59,571.06
6501 090 125.000	Engineer In-Training	5,000.00	20,400.00
6501 090 125.001	IT Specialist	30,000.00	80,000.00
6501 090 128.000	Project Manager - Stormwater	9.00/hr	16.00/hr

SECTION 1(a): FY 2023 ADDITIONAL COMPENSATION: Full-Time employees hired with full-time status prior to January 1, 2022 and working on the dates of distribution shall receive additional compensation in the year 2023 only as follows: \$1,500.00 in the March 23, 2023 pay and \$1,500 in the August 24, 2023 pay. Retiring employees using their banked time (vacation, personal leave, compensatory time or sick time) on the stipend distribution date will not be eligible for this additional compensation. Employees who have retired and/or terminated their employment with the City of Hobart as of the distribution dates will not be eligible for this additional compensation.

SECTION 2. LONGEVITY: CIVILIAN EMPLOYEES: Each civilian employee, other than an employee designated part-time, including elected officials, shall receive as longevity, in addition to the basic compensation amount, as follows: One Hundred Twenty Five Dollars (\$125.00) for each completed twelve months of service, commencing the following pay period, up to a maximum of One Thousand Eight Hundred Seventy Five Dollars (\$1,875.00). After fifteen (15) years of service, an additional Five Hundred Dollars (\$500.00), after twenty (20) years of service, an additional Five Hundred Dollars (\$500.00), and after twenty-five (25) years of service, an additional Five Hundred Dollars (\$500.00).

SECTION 3. TEAMSTER EMPLOYEE COMPENSATION:

(A) **PROBATIONARY COMPENSATION:** All Teamster employees hired after January 1, 2008 shall receive \$14.00 per hour as a starting rate and a \$.50 per hour increase at the end of a six (6) month period. At the end of one (1) year they shall receive the full contract rate.

(B) **COMMERCIAL DRIVERS LICENSE HOLDERS ADDITIONAL COMPENSATION:** All Teamster employees holding a current, valid Commercial Drivers License (CDL) shall receive additional compensation at the rate of \$600.00 annually, divided equally by the number of pays in the year and the portion distributed with each regular pay. This pay will be pro-rated for any teamster employee who does not hold a valid CDL for the entire year.

(C) **HEAVY EQUIPMENT OPERATORS ADDITIONAL COMPENSATION:** Teamster employees who operate heavy equipment will receive additional compensation in the amount of \$.50 per hour for each hour they are assigned to operate heavy equipment as determined by the Superintendent of Public Works.

(D) **CONCRETE FINISHER ADDITIONAL COMPENSATION:** Teamster employees who perform concrete finishing work will receive additional compensation of \$.50 per hour for each hour they are assigned to concrete finishing work as determined by the Superintendent of Public Works.

(E) **PESTICIDE CONTROL / APPLICATION CERTIFICATION ADDITIONAL COMPENSATION:** Teamster employees who hold current, valid certifications in Pesticide Control and Application shall receive additional compensation at the rate of \$600.00 annually, divided equally by the number of pays in the year and the portion distributed with each regular pay. This pay will be pro-rated for any teamster employee who does not hold this certification for the entire year.

(F) **SAFETY TEAM LEADER ADDITIONAL COMPENSATION:** Teamster employees who receive extra detailed training on departmental and overall occupational safety procedures and standards, provides safety meetings and basic safety training for other employees and works with employees and management toward creating a safer work environment shall receive additional compensation at a rate of \$600.00 annually, divided equally by the number of pays in the year and the portion distributed with each regular pay. This pay will be pro-rated for any teamster employee who does not hold this position for the entire year.

SECTION 4. DEFINITIONS: The term "member" of the Police and Fire Department shall not include civilian radio operators, secretaries and clerical employees. Singular shall include the plural and the plural shall include the singular.

SECTION 5. REPEALER: The intent of this Ordinance is to include all provisions with respect to compensation of civilian city employees which may be provided by Ordinance. Therefore, all prior Ordinances with respect to compensation of civilian city employees are hereby repealed as of the effective date of this Ordinance.

SECTION 6. EFFECTIVE DATE: The provisions of this Ordinance shall take effect January 1, 2022.

PASSED and ADOPTED by the Common Council of the City of Hobart, Lake County, Indiana, on the 7th day of September, 2022.

ATTEST:
[Signature]
Clerk-Treasurer

[Signature]
Presiding Officer

PRESENTED by me to the Mayor of the City of Hobart, Lake County, Indiana, this 7th day of September, 2022, at 6:45 p.m.

ATTEST:
[Signature]
Clerk-Treasurer

[Signature]
Clerk-Treasurer

APPROVED, SIGNED and RETURNED by me to the Common Council of the City of Hobart, Lake County, Indiana, this 7th day of September, 2022.

ATTEST:
[Signature]
Clerk-Treasurer

[Signature]
Mayor