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COMMON COUNCIL OF THE CITY OF HOBART, INDIANA

ORDINANCE NO. 2015 - 01

**An Ordinance Amending Ordinance 2014-17 of the City of Hobart regarding
Teamster Employees by adding the position of Master Operator, adjusting the
Foreman rate of hourly compensation,
and adding Additional Compensation for certain
Special Certifications and Job Related Responsibilities**

WHEREAS, the Common Council (“Council”) of the City of Hobart, Indiana (“City”) adopted Ordinance No. 2014-17 on August 20, 2014, Fixing the Salaries of Officers and Employees of the City of Hobart for the fiscal year of 2015; and

WHEREAS, the City Executive desires to add a new position entitled Master Operator at an hourly rate of \$20.02 to be rewarded to workers through the bidding process for those that show the ability to operate or have acceptable working knowledge of all operating equipment within the criteria laid out and agreed upon by management and the Teamsters Union in their Collective Bargaining Agreement; and

WHEREAS, the City Executive desires to increase the hourly rate of pay for Foreman positions from a maximum of \$21.50 per hour to a maximum of \$21.91 per hour to bring the compensation more in line with other area municipalities; and

WHEREAS, the City Executive desires to increase the hourly rate of Additional Compensation for Heavy Equipment Operators from \$.28 per hour to \$.50 per hour for each hour they are assigned to operate heavy equipment as determined by the Superintendent of Public Works; and

WHEREAS, the City Executive desires to provide additional compensation for the following special certifications and job-related responsibilities:

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.

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 prorated for any teamster employee who does not hold this certification for the entire year.

Safety Team Leader Additional Compensation: Teamster employees

47 who receive extra detailed training on departmental and overall
48 occupational safety procedures and standards, provide safety meetings
49 and basic safety training for other employees and work with employees
50 and management toward creating a safer work environment shall receive
51 additional compensation at a rate of \$600.00 annually, divided equally
52 by the number of pays in the year and the portion distributed with each
53 regular pay. This pay will be pro-rated for any teamster employee who
54 does not hold this position for the entire year.

55
56 and

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58 WHEREAS, the Indiana Code Title 36, Article 4, Chapter 7. City Budget Procedures and
59 Compensation of Officers and Employees provides, under I.C. §36-4-7-3, that:

- 60
61 (a) This section does not apply to compensation paid by a city to members of its
62 police and fire departments.
63
64 (b) Subject to the approval of the city legislative body, the city executive shall fix
65 the compensation of each appointive officer, deputy, and other employee of
66 the city. The legislative body may reduce but may not increase any
67 compensation fixed by the executive. Compensation must be fixed under this
68 section not later than September 30 of each year for the ensuing budget year.
69
70 (c) Compensation fixed under this section may be increased or decreased by the
71 executive during the budget year for which it is fixed.
72
73 (d) Notwithstanding subsection (b), the city clerk may, with the approval of the
74 legislative body, fix the salaries of deputies and employees appointed under
75 I.C. 36-4-11-4.
76

77 And

78
79 WHEREAS, the provisions of I.C. §36-4-7-4 provide that:

- 80
81 (a) Subject to the approval of the city legislative body, the city executive may
82 provide that city officers and employees receive additional compensation for
83 services that:
84
85 (1) Are performed for the city;
86
87 (2) Are not governmental in nature; and
88
89 (3) Are connected with the operation of a municipally owned utility or
90 function.
91
92 (b) Subject to the approval of the executive and legislative body, the

93 administrative agency operating the utility or function shall fix the amount of
94 the additional compensation, which shall be paid from the revenues of the
95 utility or function.

96 And

97
98 WHEREAS, the City Executive has recommended that the Council consider amendments
99 to Ordinance 2014-17 for Teamster employees in the form of additional compensation for certain
100 special certifications and additional job responsibilities and to add the position of a Master
101 Operator; and

102
103 WHEREAS, the combined Hobart Sanitary District Board of Commissioners and
104 Stormwater Department Board of Directors (“Board”) by motion duly enacted on January 14,
105 2015, concurred and approved the City Executive’s recommendation for the amendments to the
106 compensation of employees who meet the requirements for the additional compensation or a new
107 position of Master Operator and recommended that the Council adopt said proposed
108 amendments; and

109
110 WHEREAS, the Council now desires to approve the recommendations of the City
111 Executive and the Board with respect to an added position of Master Operator and certain
112 additional compensations for teamster employees who meet the requirements of the additional
113 job responsibilities and certifications.

114
115 THEREFORE, BE IT ORDAINED by the Common Council of the City of Hobart,
116 Indiana as follows:

117
118 *SECTION ONE:* Ordinance 2014-17 is hereby amended under Section 1, the sub-
119 sections entitled “MVH,” and “Wastewater” by adding the position of Master Operator at
120 a 2015 minimum rate of pay of \$19.00 per hour and a 2015 maximum rate of pay of
121 \$20.02 per hour as compensation.

122
123 *SECTION TWO:* Ordinance 2014-17 is hereby further amended under Section 1,
124 in the sub-sections entitled “Sanitation,” “MVH,” and “Wastewater” by increasing the
125 2015 maximum rate of pay for the position of Foreman to \$21.91 per hour.

126
127 *SECTION THREE:* Ordinance 2014-17 is hereby further amended under Section
128 3(C) by striking out the language in that subsection and inserting the following new
129 language in lieu thereof:

130
131 (C) HEAVY EQUIPMENT OPERATORS ADDITIONAL
132 COMPENSATION: Teamster employees who operate heavy
133 equipment will receive additional compensation in the amount of
134 \$.50 per hour for each hour they are assigned to operate heavy
135 equipment as determined by the Superintendent of Public Works.

136
137 *SECTION FOUR:* Ordinance 2014-17 is hereby further amended
138 under Section 3 by adding the following new subsections to be

denominated subsections (D), (E) and (F):

(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 FIVE: This ordinance shall become effective upon its adoption in the manner required by law.

SECTION SIX. All other provisions of Ordinance 2014-17 which are not specifically amended herein are affirmed. All ordinances or portions thereof in effect prior to the effective date in conflict with the provisions of this ordinance are hereby repealed.

ALL OF WHICH is PASSED and ADOPTED by the Common Council of the City of Hobart, Indiana on this 21st day of JANUARY, 2015.

Presiding Officer

ATTEST:

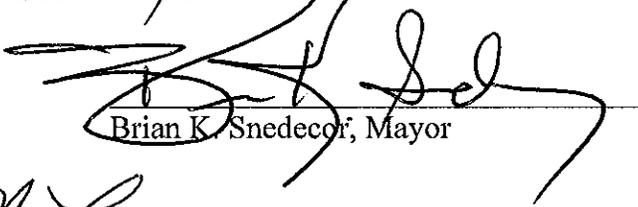
Deborah A. Longer, Clerk-Treasurer

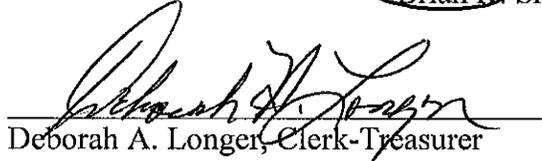
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PRESENTED by me to the Mayor of the City of Hobart on the 21st day of JANUARY, 2015 at the hour of 6:45 pm.


Deborah A. Longer, Clerk-Treasurer

APPROVED, EXECUTED and RETURNED by me to the Common Council of the City of Hobart on this 21st day of JANUARY, 2015.


Brian K. Snedecor, Mayor

ATTEST: 
Deborah A. Longer, Clerk-Treasurer