

SPONSOR: Michael Opinker  
Councilman, 5<sup>th</sup> District

ORDINANCE NUMBER 9315

An Ordinance fixing the SALARIES AND WAGES of all city officials and employees of the City of Hammond, Indiana other than those fixed by statute or by Ordinance heretofore enacted, and fixing the effective date thereof.

BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF HAMMOND, INDIANA:

SECTION ONE: For the calendar year 2016, the salary schedule for appointed officials and employees of the City of Hammond, Indiana be fixed as follows:

SECTION TWO: The salaries authorized in this ordinance are compensation to be paid to any city official or employee of the City of Hammond unless otherwise authorized by law or ordinance.

SECTION THREE: This ordinance shall have no applicability to elected officials of the City of Hammond.

SECTION FOUR: If any part, parts, section, sections, provision, clause or portions of this ordinance shall be adjudged invalid or unconstitutional, such invalidity or constitutionality shall not affect the validity or constitutionality of this ordinance as a whole or of any other part, parts, section, sections, provision, clause or portion of this ordinance. ,

SECTION FIVE: For 2016 the payday shall be every other Friday commencing on January 1<sup>st</sup>, 2016, for a total of 27 paydays.

SECTION SIX: The minimum wage paid to any City employee shall be in compliance with the Federal law.

SECTION SEVEN: The City will pay the employees 3% contribution into PERF as of January 1, 1992.

SECTION EIGHT: Part-time employees shall be paid from the part-time line item budget within a department. Hourly rates shall be fixed ranging from minimum wage to \$15.00 per hour at the discretion of the department head based upon job assignment and experience.

SECTION NINE: Employees of the City Clerk's Office shall receive acting pay when so entitled pursuant to Ordinance No.8318

ORDINANCE NUMBER 9315

An Ordinance fixing the SALARIES AND WAGES of all city officials and employees of the City of Hammond, Indiana other than those fixed by statute or by Ordinance heretofore enacted, and fixing the effective date thereof.

SECTION TEN – Police Department Civilian Personnel: Each civilian Police Department employee scheduled to work the afternoon or midnight shift shall receive a shift differential pay allowance which shall be paid in the following manner: \$13.00 per week for afternoons, \$13.00 for midnights. Communications training operators, computer system technicians, and other specialties shall receive \$50.00 per month if warranted. When an employee is called in to work overtime, such employee shall be guaranteed a minimum of two (2) hours pay at the overtime rate. In the event an employee is held over his regular work shift to work, such employee shall receive regular overtime pay in increments of one-half (1/2) hour, but shall not be guaranteed a minimum of two hours. \$50.00 shall be paid to each civilian police department employee that works a holiday as defined in City Ordinance 37.15 section 'D' with the exception of Good Friday. Pay shall be for holidays set forth by the Mayor.

SECTION ELEVEN: All employees shall receive the following longevity pay, unless specified otherwise by contract:

After 3 years	\$1,600 per year
After 8 years	\$1,800 per year
After 13 years	\$2,000 per year

Overtime rates shall be set at 1 & ½ times the hourly rate for over 8 hours per day or 40 hours per week and 2 times the hourly rate for Sundays and Holidays if the employee qualifies for overtime payment under FLSA guidelines.

ORDINANCE NUMBER 9315

An Ordinance fixing the SALARIES AND WAGES of all city officials and employees of the City of Hammond, Indiana other than those fixed by statute or by Ordinance heretofore enacted, and fixing the effective date thereof.

BE IT FURTHER ORDAINED by the Common Council, that this Ordinance shall be in full force and effect from and after January 1, 2016, signing by the President of the Common Council and approval by the Mayor.

\_\_\_\_\_  
Michael Opinker  
President, Common Council /s/

ATTEST:

\_\_\_\_\_  
Robert J. Golec, City Clerk /s/

PRESENTED BY ME, the undersigned City Clerk of the City of Hammond to the Mayor of said City for his approval on the 14th day of October, 2015 at 10:05 a.m. o'clock.

\_\_\_\_\_  
Robert J. Golec, City Clerk /s/

THE FOREGOING ORDINANCE NO. 9315 approved by the Mayor on the 14th day of October 2015.

\_\_\_\_\_  
Thomas M. McDermott, Jr., Mayor /s/

PASSED by the Common Council on the 13th day of October, 2015 and by the Mayor on the 14th day of October, 2015.

\_\_\_\_\_  
Robert J. Golec, City Clerk /s/

	2016 ANNUAL SALARY	2016 BI WEEKLY (27 PAYS)	2016 OTHER
<b>DEPARTMENT</b>			
<b>MAYOR'S OFFICE</b>			
EXECUTIVE SECRETARY	51,000	1,888.89	
ADMINISTRATIVE SECRETARY	40,800	1,511.11	
<b>CONTROLLER'S OFFICE</b>			
CONTROLLER	64,742	2,397.85	6,958 15,000 3,600
DEPUTY CONTROLLER/BUDGET ASSISTANT	63,240	2,342.22	
OFFICE MANAGER - PAYROLL CLERK	48,799	1,807.36	
SENIOR CLERK	38,422	1,423.05	
CLERK	34,680	1,284.44	
<b>CLERK'S OFFICE</b>			
CHIEF DEPUTY CITY CLERK	56,235	2,082.76	
OFFICE MANAGER	47,331	1,753.00	
CLERK/COUNCIL COORDINATOR	40,823	1,511.98	
SENIOR STAFF ACCOUNTANT	42,645	1,579.45	
STAFF ACCOUNTANT	41,468	1,535.86	
SENIOR CLERK (2)	38,740	1,434.80	
CLERK (3)	33,549	1,242.55	
<b>JUDGE'S OFFICE</b>			
ADMINISTRATIVE MANAGER	40,155	1,487.24	
CHIEF BAILIFF	40,396	1,496.15	
GRAFFITI COORDINATOR - PT BAILIFF	34,100	1,262.95	
CIVIL REFEREE	26,373	976.78	
CRIMINAL REFEREE	26,373	976.78	
EXECUTIVE SECRETARY	35,905	1,329.82	
COMMUNITY SERVICE COORDINATOR & PT BAILIFF	33,762	1,250.44	
CHIEF PUBLIC DEFENDER	15,934	590.16	
ASSISTANT PUBLIC DEFENDER	15,934	590.16	
CHIEF PROBATION OFFICER	36,075	1,336.12	
PROBATION SECRETARY	31,843	1,179.38	
<b>INSPECTION DEPARTMENT</b>			
CHIEF OF INSPECTION	75,778	2,806.59	
BUILDING COMMISSIONER	64,727	2,397.30	
CODE COMMISSIONER	64,727	2,397.30	
ZONING ADMINISTRATOR	55,909	2,070.71	
ELECTRICAL INSPECTOR	51,274	1,899.05	
BUILDING INSPECTOR	49,424	1,830.52	
INSPECTOR	41,675	1,543.52	
OFFICE MANAGER	43,237	1,601.36	
ADMINISTRATIVE ASSISTANT	38,889	1,440.32	
SECRETARY II	42,092	1,558.98	
BOARD OF ZONING APPEALS PER MONTH	35		
HEATING BOARD - PER QUARTER	30		
ELECTRICAL BOARD - PER APPLICANT	10		
BUILDING CONTRACTOR'S BOARD - MONTHLY	30		
<b>DEPARTMENT</b>			
<b>COMMON COUNCIL</b>			
ADMINISTRATIVE ASSISTANT	40,393	1,496.04	
<b>LAW DEPARTMENT</b>			
CORPORATION COUNCIL	103,731	3,841.89	
ADMINISTRATIVE SECRETARY	40,483	1,499.36	
LEGAL SECRETARY	39,378	1,458.45	

<b>ENGINEERING/PUBLIC WORKS</b>			
CITY ENGINEER	68,231	2,527.07	10,000
			1,349
			420
ASSISTANT ENGINEER	55,000	2,037.04	
CITY HALL MAINTENANCE SUPERVISOR	46,884	1,736.46	
ACCOUNTING CLERK	44,078	1,632.53	
OFFICE MANAGER	44,673	1,654.55	
MAINTENANCE/ELECTRICAL SPECIALIST	40,703	1,507.52	
<b>INFORMATION TECHNOLOGY</b>			
IT DIRECTOR	76,942	2,849.69	
HELP DESK MANAGER	51,344	1,901.62	
<b>ENVIRONMENTAL MANAGEMENT PENALTIES</b>			
DIRECTOR/CHIEF	88,285	3,269.82	
WASTE FUEL ENGINEER	79,291	2,936.70	
CHIEF ENGINEER	70,304	2,603.83	
COMPLIANCE ENGINEER #2	58,102	2,151.94	
SENIOR INSPECTOR	45,286	1,677.26	
INSPECTOR #2	41,723	1,545.30	
INSPECTOR #1	42,460	1,572.58	
<b>HUMAN RELATIONS/HUMAN RESOURCES</b>			
PERSONNEL DIRECTOR	56,255	2,083.52	
COLLEGE BOUND COORDINATOR	54,647	2,023.94	
<b>DEPARTMENT</b>			
<b>POLICE CIVILIAN PERSONNEL</b>			
CERTIFIED MECHANIC	45,810	1,696.68	
MECHANIC	44,838	1,660.67	
EXECUTIVE SECRETARY	42,840	1,586.67	
PAYROLL CLERK	37,497	1,388.79	
BOOKKEEPER	41,820	1,548.89	
SENIOR CLERK	33,986	1,258.76	
BOOKING CLERK	31,692	1,173.79	
SECRETARY - CLERK TYPIST	31,692	1,173.79	
ANIMAL CONTROL MANAGER	30,906	1,144.67	
ANIMAL CONTROL OFFICE MANAGER	31,731	1,175.23	
ANIMAL CONTROL OFFICER (HOURLY)	18.91		
KENNEL MASTER (HOURLY)	15.74		
ASST KENNEL MASTER (HOURLY)	13.74		
SHIFT DIFFERENTIAL: Section 1. Each Civilian Police Department employee scheduled to work the afternoon or midnight shift shall receive a shift differential pay allowance which shall be paid in the following manner: \$13.00 per week for afternoons, \$13.00 for midnight's			
SPECIALTY PAY: \$50.00 Per month for communications training operators, computer system technicians other specialties if warranted and qualified.			
OVERTIME: When an employee is called in to work overtime, such employee shall be guaranteed a minimum of two (2) hours pay at the overtime rate. In the event an employee is held over his regular work shift to work, such employee shall receive regular overtime pay in increments of one-half (1 - 2) hour, but shall not be guaranteed a minimum of two (2) hours			
HOLIDAY PAY: \$50.00 Shall be paid to each civilian police department employee that works a holiday as defined in City Ordinance 37.15 section "D" with the exception of Good Friday. Pay shall be for eleven holidays annually:			
<b>FIRE CIVILIAN PERSONNEL</b>			

CHIEF'S SECRETARY	35,286	1,306.88	
BOOKKEEPER	33,526	1,241.72	
MAINTENANCE SUPERVISOR	37,124	1,374.96	
<b>DEPARTMENT</b>			
<b>MOTOR VEHICLE HIGHWAY/PUBLIC WORKS</b>			
DIRECTOR	83,240	3,082.97	
DISTRICT SUPERVISOR	64,511	2,389.29	
OFFICE MANAGER	44,673	1,654.55	
ASSISTANT OFFICE MANAGER	33,364	1,235.71	
ADMINISTRATIVE ASSISTANT	33,364	1,235.71	
BUILDING MAINTENANCE MAN(HOURLY)	17.98		
MASTER CRAFTSMAN	20.58		
MECHANIC	20.58		
HEAVY EQUIPMENT OPERATOR	18.32		
TIREMAN	18.30		
CRAFTSMAN	18.86		
SIX-WHEEL DRIVER	18.18		
RADIO DISPATCHER	17.36		
LABORER	17.36		
HEAD MECHANIC	22.60		
<b>SOLID WASTE</b>			
DEPUTY DIRECOTR	72,835	2,697.60	
DISTRICT SUPERVISOR	64,511	2,389.29	
ADMINISTRATIVE ASSISTANT	33,368	1,235.86	
SIX-WHEEL DRIVER	18		
MECHANIC	21		
TIREMAN	18		
<b>PARK DEPARTMENT/PUBLIC WORKS</b>			
ADMINISTRATOR	70,758	2,620.68	
EVENTS COORDINATOR	48,892	1,810.81	
CIVIC CENTER MANAGER	47,901	1,774.12	
RECREATION SUPERVISOR	41,820	1,548.89	
JEAN SHEPHERD CENTER MANAGER	43,087	1,595.81	
OFFICE MANAGER	35,700	1,322.22	
CLERK	32,640	1,208.89	
PARK BOARD MEMBER - MONTHLY	100		
JANITOR	17.98		
MASTER CRAFTSMAN	20.58		
CRAFTSMAN	18.86		
LABORER	17.36		
MECHANIC	20.58		
DISTRICT SUPERVISOR	64,511	2,389.29	
<b>REDEVELOPMENT</b>			
EXECUTIVE DIRECTOR	76,942	2,849.69	
REDEVELOPMENT COMMISSIONER (MONTHLY)	275		
DIRECTOR OF PLANNING	69,841	2,586.72	
SECRETARY	38,621	1,430.42	
PLAN COMMISSION MEMBERS - PER MEETING	35		
PROPERTY MAINTENANCE LABORER (HOURLY)	16.84		
<b>FIRE PENSION FUND</b>			
SECRETARY	9,854	364.97	
BOOKKEEPER	1,883	69.74	
ELECTED TRUSTEE (YEARLY)	300		
<b>POLICE PENSION FUND</b>			
SECRETARY	9,854	364.97	
BOOKKEEPER	1,883	69.74	

