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SPONSOR: Thomas M. McDermott, Jr.
Mayor

ORDINANCE NUMBER 9576

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 2023, 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 2023 the payday shall be every other Friday commencing on January 6th, 2023, for a total of 26 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. Hourly rates fixed above \$15.00 per hour shall be done by written approval of the Mayor.

SECTION NINE: Employees of the City Clerk's Office shall receive acting pay when so entitled pursuant to Ordinance No.8547

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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

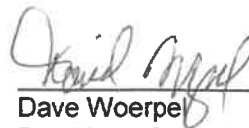
Overtime rates shall be set at 1 & ½ times the hourly rate for over 8 hours per day or 40 hours per week and 2 times the hourly rate for Sundays and Holidays if the employee qualifies for overtime payment under FLSA guidelines.

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BE IT FURTHER ORDAINED by the Common Council that this Ordinance shall be in full force and effect from and after January 1, 2023, signing by the President of the Common Council and approval by the Mayor.



Dave Woerpe
President, Common Council

ATTEST:



Robert J. Golec, City Clerk

PRESENTED BY ME, the undersigned City Clerk of the City of Hammond to the Mayor of said City for his approval on the 25th day of October, 2022 at 9:45 AM o'clock.



Robert J. Golec, City Clerk

THE FOREGOING ORDINANCE NO. 9576 approved by the Mayor on the 28th day of October, 2022.



Thomas M. McDermott, Jr., Mayor

PASSED by the Common Council on the 26th day of October, 2022 and by the Mayor on the 28th day of October, 2022.



Robert J. Golec, City Clerk

CITY OF HAMMOND CIVIL CITY SALARY ORDINANCE 2023

GENERAL DEPARTMENTS	2023 HOURLY RATE	2023 ANNUAL SALARY	2023 BI WEEKLY (26 PAYS)	2023 OTHER
MAYOR'S OFFICE				
CHIEF OF STAFF		143,841	5,532.35	
COMMUNICATIONS DIRECTOR		86,997	3,346.03	
EXECUTIVE SECRETARY		68,289	2,626.50	
ADMINISTRATIVE SECRETARY		52,362	2,013.93	
CONTROLLER'S OFFICE				
CONTROLLER		96,394	3,707.45	
DEPUTY CONTROLLER OF ACCOUNTING		86,997	3,346.03	
PAYROLL ADMINISTRATOR		56,605	2,177.10	
INSURANCE ADMINISTRATOR		65,920	2,535.38	
LICENSES MANAGER		44,936	1,728.30	
BANK AND TRUST ADMINISTRATOR		57,380	2,206.93	
RECEIPT MANAGER		44,936	1,728.30	
DEPUTY CONTROLLER OF OPERATIONS		82,709	3,181.12	
SENIOR ACCOUNTS PAYABLE ANALYST		79,310	3,050.38	
PART-TIME	13.00			
CLERK'S OFFICE				
CHIEF DEPUTY CITY CLERK		86,997	3,346.03	
CLERK/COUNCIL COORDINATOR		47,351	1,821.20	
CLERK-SENIOR FINANCE ADMINISTRATOR		54,590	2,099.62	
CLERK/OFFICE/CIB COORDINATOR		48,101	1,850.04	
CLERK/LICENSE MANAGER		44,936	1,728.30	
ASSISTANT CLERK COORDINATOR		44,936	1,728.30	
INSPECTION DEPARTMENT				
CHIEF OF INSPECTIONS		104,030	4,001.15	
BUILDING COMMISSIONER		86,997	3,346.03	
CODE COMMISSIONER		86,997	3,346.04	
ZONING ADMINISTRATOR		86,997	3,346.03	
ASSISTANT PLANNER		79,310	3,050.38	
ELECTRICAL INSPECTOR		59,474	2,287.47	
COMMERCIAL & SAFETY INSPECTOR		56,207	2,161.81	
BUILDING INSPECTOR		54,631	2,101.20	
INSPECTOR		48,341	1,859.28	
ADMINISTRATIVE ASSISTANT		48,826	1,877.93	
ZONING BOARD			200.00	PER MEETING
HEATING BOARD			200.00	PER MEETING
ELECTRICAL BOARD			200.00	PER MEETING
BUILDING CONTRACTOR'S BOARD			200.00	PER MEETING
COMMON COUNCIL				
ADMINISTRATIVE SECRETARY		46,854.00	1,802.08	
LAW DEPARTMENT				
ADMINISTRATIVE SECRETARY		57,783	2,222.42	
LEGAL SECRETARY		44,651	1,717.33	
BOARD OF WORKS				
PRESIDENT			416.67	MONTHLY
MEMBER			416.67	MONTHLY

CITY OF HAMMOND CIVIL CITY SALARY ORDINANCE 2023

GENERAL DEPARTMENTS	2023 HOURLY RATE	2023 ANNUAL SALARY	2023 BI WEEKLY (26 PAYS)	2023 OTHER
ENGINEERING				
CITY ENGINEER		83,677	3,218.35	
ASSISTANT ENGINEER		86,997	3,346.03	
JR ENGINEER		77,250	2,971.15	
ACCOUNTING CLERK		51,128	1,966.47	
OFFICE MANAGER		51,817	1,992.97	
MAINTENANCE SUPERVISOR		54,383	2,091.65	
MAINTENANCE SPECIALIST		47,213	1,815.89	
MAINTENANCE LABORER		40,136	1,543.69	
FT ARMED SECURITY GUARD		42,024	1,616.31	
FT SECURITY GUARD		31,217	1,200.66	
PT SECURITY GUARD	13.00			
PT MAINTENANCE	12.50			
INTERN	10.00			
INFORMATION TECHNOLOGY				
IT DIRECTOR		115,566	4,444.85	
HELP DESK MANAGER		81,348	3,128.78	
MULTIMEDIA COORDINATOR		79,162	3,044.68	
ENVIRONMENTAL MANAGEMENT (PENALTIES)				
DIRECTOR/CHIEF		102,406	3,938.68	
WASTE FUEL ENGINEER		91,975	3,537.50	
CHIEF ENGINEER		91,975	3,537.50	
HUMAN RELATIONS/HUMAN RESOURCES				
PERSONNEL DIRECTOR		104,030	4,001.15	
OFFICE ASSISTANT		54,185	2,084.04	
HHRC EXECUTIVE DIRECTOR	25.00			
HOUSING INVESTIGATOR	25.00			
HUMAN RELATIONS COMMISSION			200.00	PER MEETING
COLLEGE BOUND EXCEPTIONS COMMITTEE			200.00	PER MEETING
POLICE DEPARTMENT (CIVILIANS)				
EXECUTIVE ASSISTANT		51,500	1,980.77	
BOOKKEEPER		51,500	1,980.77	
CORRECTIONAL OFFICER-TRAINER		58,401	2,246.19	
CERTIFIED CORRECTIONAL OFFICER		49,646	1,909.46	
CERTIFIED MECHANIC		56,650	2,178.85	
CORRECTIONAL OFFICER-PROBATIONARY		47,380	1,822.31	
DETECTIVE'S ASSISTANT		44,982	1,730.08	
ELECTRONIC SYSTEMS TECH		61,800	2,376.92	
CHIEF'S EXECUTIVE ASSISTANT		52,530	2,020.38	
IDACS COORDINATOR		46,350	1,782.69	
PAYROLL/HIRING COORDINATOR		51,500	1,980.77	
PROPERTY CLERK		44,982	1,730.08	
RECORDS CLERK		41,123	1,581.64	
SENIOR RECORDS CLERK		48,410	1,861.92	
CUSTODIAN	15.00			
CROSSING GUARD	15.00			
PART-TIME	15.00			
MAINTENANCE	18.00			

CITY OF HAMMOND CIVIL CITY SALARY ORDINANCE 2023

GENERAL DEPARTMENTS	2023 HOURLY RATE	2023 ANNUAL SALARY	2023 BI WEEKLY (26 PAYS)	2023 OTHER
ANIMAL CONTROL				
ANIMAL CONTROL OFFICE MANAGER		44,982	1,730.08	
ANIMAL CONTROL OFFICER		51,500	1,980.77	
ANIMAL CONTROL SUPERVISOR		56,650	2,178.85	
KENNEL MASTER		46,350	1,782.69	
<p>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.</p> <p>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". Pay shall be for holidays set forth by the Mayor.</p>				
POLICE PENSION FUND				
SECRETARY		11,430	439.62	
BOOKKEEPER		2,187	84.10	
FIRE DEPARTMENT (CIVILIANS)				
BOOKKEEPER		47,557	1,829.12	
ASSISTANT TO FIRE CHIEF		48,717	1,873.73	
PAYABLE/RECEIVABLE CLERK		44,982	1,730.08	
MAINTENANCE SUPERVISOR		47,213	1,815.89	
FIRE PENSION FUND				
SECRETARY		11,430	439.61	
BOOKKEEPER		2,164	83.24	
ELECTED TRUSTEE (ANNUALLY)				300.00
MOTOR VEHICLE HIGHWAY/PUBLIC WORKS				
DIRECTOR		100,000	3,846.15	
OFFICE MANAGER		57,282	2,203.17	
ASSISTANT OFFICE MANAGER		46,858	1,802.22	
ADMINISTRATIVE ASSISTANT		38,705	1,488.67	
STREET LIGHT MANAGER		50,840	1,955.38	
STREET LIGHT MAINTENANCE		42,843	1,647.80	
PROBATIONARY CDL DRIVER	15.00			
MASTER CRAFTSMAN*	23.64			
CRAFTSMAN*	21.66			
HEAD MECHANIC*	25.96			
MECHANIC*	23.64			
PAYLOADER*	22.57			
SWEEPER*	21.04			
TRUCK DRIVER (CDL)*	20.88			
RADIO DISPATCHER*	19.94			
LABORER*	19.94			
SOLID WASTE				
DEPUTY DIRECTOR OF SANITATION		88,155	3,390.58	
DISTRICT SUPERVISOR		74,830	2,878.06	
TRUCK DRIVER (CDL)*	20.88			
MECHANIC*	23.64			
TIREMAN*	21.02			

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GENERAL DEPARTMENTS	2023 HOURLY RATE	2023 ANNUAL SALARY	2023 BI WEEKLY (26 PAYS)	2023 OTHER
PARK DEPARTMENT				
PARK ADMINISTRATOR		115,566	4,444.85	
SPECIAL EVENTS COORDINATOR		80,037	3,078.35	
SPECIAL EVENTS/BOOKKEEPER ASSISTANT		41,200	1,584.62	
DOWLING CENTER MANAGER		64,130	2,466.53	
FACILITY OPERATIONS MANAGER		70,310	2,704.23	
SPORTSPLEX HOSPITALITY MANAGER		61,800	2,376.92	
SPORTSPLEX ASSISTANT HOSPITALITY MANAGER		50,000	1,923.08	
RECREATION PROGRAM SUPERVISOR - CIVIC CENTER		48,508	1,865.69	
BOOKKEEPER		54,688	2,103.38	
CIVIC CENTER MANAGER		64,130	2,466.53	
ADMINISTRATIVE ASSISTANT		44,884	1,726.32	
SUPERINTENDENT OF PARKS		80,037	3,078.34	
SPORTSPLEX GENERAL MANAGER		103,000	3,961.54	
ASSISTANT GENERAL MANAGER		80,037	3,078.35	
OFFICE MANAGER		46,944	1,805.55	
ATHLETIC SUPERVISOR-JSCC		53,581	2,060.79	
ATHLETIC SUPERVISOR-PLEX		61,800	2,376.92	
BUILDING ENGINEER- DAY SHIFT RATE*	21.69			
BUILDING ENGINEER- NIGHT SHIFT RATE*	22.07			
BUILDING ENGINEER- CLASS I CERTIFICATION*	2.00			
BUILDING ENGINEER- CLASS II CERTIFICATION*	2.50			
MASTER CRAFTSMAN*	23.64			
CRAFTSMAN*	21.66			
LABORER*	19.94			
MECHANIC*	23.64			
FT CUSTODIAN	12.00			
PARK BOARD MEMBER - MONTHLY		5,000.00	416.67	MONTHLY
PLANNING AND DEVELOPMENT- REDEVELOPMENT				
EXECUTIVE DIRECTOR		105,060	4,040.77	
DIRECTOR OF PLANNING		86,997	3,346.03	
OFFICE COORDINATOR		48,972	1,883.55	
REDEVELOPMENT COMMISSION		8,500	708.33	MONTHLY
PLANNING COMMISSION		2,600	200.00	PER MEETING
ECONOMIC DEVELOPMENT BOARD		2,600	200.00	PER MEETING
PLANNING AND DEVELOPMENT-COMMUNITY DEVELOPMENT				
COMMUNITY DEVELOPMENT DIRECTOR		86,997	3,346.03	
ECONOMIC DEVELOPMENT DIRECTOR		86,997	3,346.03	
FINANCE MANAGER		69,596	2,676.77	
LOAN OFFICER		49,453	1,902.03	
SOCIAL SERVICE COORDINATOR		54,185	2,084.05	
ADMINISTRATIVE ASSISTANT		56,286	2,164.86	
PAYABLE - RECEIVABLE CLERK		44,936	1,728.30	
HOUSING/HOMELESS PREVENTION CORR DINATOR		47,277	1,818.35	
HISTORIC PRESERVATION BOARD			200.00	PER MEETING
DISABILITY COMMISSION			200.00	PER MEETING
PLANNING AND DEVELOPMENT- TIF				
TIF PROGRAM COORDINATOR		79,310	3,050.38	

CITY OF HAMMOND CIVIL CITY SALARY ORDINANCE 2023

GENERAL DEPARTMENTS	2023 HOURLY RATE	2023 ANNUAL SALARY	2023 BI WEEKLY (26 PAYS)	2023 OTHER
SPECIAL BOARD SALARIES- WATER				
CONTROLLER		10,716	412.15	
CITY ENGINEER		5,575	214.42	
SPECIAL BOARD SALARIES-SANITARY DISTRICT				
CONTROLLER		21,432	824.31	
CITY ENGINEER		44,648	1,717.23	
SPECIAL BOARD SALARIES- PORT AUTHORITY				
CONTROLLER		5,358	206.08	

NON-UNION LONGEVITY PAY	ANNUAL AMOUNT
AFTER 3 YEARS	1,600.00
AFTER 8 YEARS	1,800.00
AFTER 13 YEARS	2,000.00

OVERTIME/COMPENSATORY TIME: 1.5 times the hourly rate for exceeding 8 hours worked per day and/or 40 hours worked per week (Monday-Friday) including Saturdays; 2 times the hourly rate for Sundays and Holidays worked outside of normally scheduled hours.

PART TIME: Part Time maximum per hour rate is \$25; any increase over \$15/hour will require written approval from the Mayor.

***TITLE REPRESENTS UNION EMPLOYEE**

ALL CITY EMPLOYEES ARE ENTITLED TO A DISCOUNTED CIVIC CENTER/ JEAN SHEPHERD CENTER MEMBERSHIP.