

**ORDINANCE NO. 2024- 22**

**AN ORDINANCE ESTABLISHING SALARIES, COMPENSATION  
AND WAGES FOR ELECTED OFFICIALS, APPOINTEES AND  
EMPLOYEES OF THE TOWN OF FERDINAND, INDIANA**

BE IT ORDAINED by the Town Council of the Town of Ferdinand, Indiana:

Section 1. Definitions. The following words and phrases when used in this Ordinance, shall, for the purpose of this Ordinance, have the meanings respectively ascribed to them in this Section as follows:

(a) "Calendar year" - Three hundred sixty-five (365) days commencing December 27, 2024 and ending December 25, 2025.

(b) "Year of service" - Three hundred sixty-five (365) days commencing the day full-time employment with the Town began.

(c) "Week" - A seven (7) day period commencing Thursday at midnight and ending the following Thursday at midnight.

(d) "Work period" - means twenty-eight (28) consecutive days ending on January 9, 2025 as determined by the Clerk-Treasurer and every twenty-eight (28) days thereafter.

Section II. Wages. The following salary, compensation and wage schedule is hereby adopted for all elected and appointed and employed officials and persons for the Town of Ferdinand, Indiana, payable out of the respective funds of said Town as provided:

<u>President, Town Council</u>	\$10,400 per calendar year.
General Fund	\$2,600
Sewer Fund	\$2,600
Electric Fund	\$2,600
Water Fund	\$2,600

<u>Member, Town Council</u>	\$6,000 per calendar year.
General Fund	\$1,500
Sewer Fund	\$1,500
Electric Fund	\$1,500
Water Fund	\$1,500

<u>Clerk-Treasurer</u>	\$83,720.00	\$1,610 per week
General Fund	\$20,930.00	Office Manager \$52,320
Sewer Fund	\$20,930.00	Clerk-Treasurer \$24,000
Water Fund	\$20,930.00	CPA Amount \$5,400
Electric Fund	\$20,930.00	IAMC Amount \$2,000

Sewer/Water Operator  
Benjamin Brinkman

\$38.85 per hour, 40 hours per week, plus 2 hour minimum at time and half for emergency Calls, plus 2 hour minimum at straight time for Weekend lab testing. After hours holiday preventative systems inspections and checking, minimum of 2 hours at time and a half. After hours non-holiday preventative systems inspections and checking, minimum of 2 hours at the regular rate of pay

Sewer/Water Lab Technician  
Steve Lechner

\$30.45 per hour, 21 hours per week, (8:00 to 3:30, 3 days a week), no emergency call rotation plus 2 hour minimum at straight time For weekend lab testing if needed to cover department wide absences

Sewer/Water Utility  
Employee  
Kyle Lechner

\$32.03 per hour, 40 hours per week, plus 2 hours minimum at time and half for emergency calls, plus 2 hour minimum at straight time for Weekend lab testing

Sewer/Water Utility  
Employee  
Clint Meyer

\$32.03 per hour, 40 hours per week, plus 2 hour minimum at time and half for emergency calls, plus 2 hours minimum at straight time for weekend lab testing

Sewer/Water Utility  
Employee  
Ryan Oeding

\$22.58 per hour, 40 hours per week, plus \$0.50 per hour upon obtaining his CDL, thereafter 2 hour minimum at time and half for emergency calls, plus 2 hours minimum at straight time for weekend lab testing

Sewer/Water Utility  
Employee  
Brian Hoffman

\$26.90 per hour, 40 hours per week, plus an additional \$0.61 per hour after completion of each of two more periods of 1,000 hours and then \$0.62 per hour after completion of a third 1,000 period and successfully obtaining an Operators License; plus 2 hours minimum at straight time for weekend lab testing

Supervisor of Electric Utility  
Todd Fischer \$43.83 per hour, 40 hours per week, plus two hour minimum at time and half for emergency calls, plus \$120 per week for those weeks when on call.

Journeyman Lineman  
Colin Leinenbach \$39.00 per hour, 40 hours per week, plus two hour minimum at time and half for emergency calls, plus \$120 per week for those weeks when on call.

Journeyman Lineman  
Steve Becher \$42.84 per hour, 40 hours per week, plus 2 hour minimum at time and half for emergency calls, plus \$120 per week for those weeks when on call.

Journeyman Lineman  
Mitch Konerding \$34.12 per hour, 40 hours per week, plus 2 hour minimum at time and half for emergency calls, plus \$120 per week for those weeks when on call.

**Electric Employees: Emergency call out pay for multiple call outs during the same two hour call out pay window will be considered and paid as one call out.**

Utility Employee  
Groundsperson \$17.32 per hour, plus .60 cents per hour after having earned a CDL  
Apprentice 1 \$19.16 to \$20.37 per hour  
Apprentice 2 \$20.47 to \$22.05 per hour  
Apprentice 3 \$22.57 to \$23.88 per hour  
Certified Lineman \$24.41 to \$29.13 per hour (or per hire agreement)

All of the above positions are 40 hours per week, plus two hours minimum at time and half for emergency calls, plus \$120 per week for those weeks when on call. Any raise after 6 months service is subject to Town Council approval. Apprentice wages listed herein will only apply to those registered in the IMEA Lineman Apprentice Program.

Student/Apprentice  
Hudson Hayes \$12.00 per hour, up to 40 hours per week when school is not in session and 15 hours per week when school is in session. Duties appropriate for 18 year old student

Deputy Clerk  
Kayla Hoffman \$27.92 per hour, 40 hours per week water/electric/sewer/general

<u>Part-time Deputy Clerk</u> Stephanie Brinkman	\$25.30 per hour, part time, 24 hours per week water/electric/sewer/general
<u>Utility Clerk</u> Angie Gerber	\$25.30 per hour, 40 hours per week water/electric/sewer
<u>Utility Employee Clothing General Fund</u>	Provided by utility for full-time employee with 6 month's service.
<u>Chief of Police</u> Robert Randle	\$1,400.06 per week / annual \$72,803.12 based on 168 hours per work period.
<u>Sergeant</u> Brian Seffernick	\$31.65 per hour full-time, 168 hours per work period.
<u>Patrolman</u> Rayce Jones	\$28.14 (\$27.00 plus \$1.14 night shift, when applicable) per hour full time, 168 hours per work period.
<u>Patrolman</u> Joshua Clouse	\$28.14 (\$27.00 plus \$1.14 night shift) per hour full time, 168 hours work period.
<u>Patrolman New Hires</u> Chase Snider	\$26.14 (\$25.00 plus \$1.14 night shift) per hour full time, 168 hours work period.
Alfred Braunecker	\$26.14 (\$25.00 plus \$1.14 night shift) per hour full time, 168 hours work period.
Winston Glenn	\$23.00 per hour until graduation from the academy; extra \$1.14 night shift when applicable; extra \$1.00 per hour upon graduation
Zander Poole	\$23.00 per hour until graduation from the academy; extra \$1.14 night shift when applicable; extra \$1.00 per hour upon graduation
<u>Others</u>	New officers with experience \$23.00 to 25.00 per hour, full time, 168-hour work period. New officers no experience \$21.00 to \$23.00 per hour, full time, 168 hour work period plus \$2.00 per hour increase upon completion of Indiana Law Enforcement Academy requirements, 168 hours work period.
<u>Officers with Night Shift as Normal Position</u>	An additional \$1.14 per hour while on night shift
<u>Part Time Officers</u>	\$17.30 - \$20.55 per hour part time
Police clothing allowance - actual cost as reasonably required from General Fund.	

Property/Street Foreman  
MVH Fund  
Eric Rahman  
\$29.24 per hour, 40 hours per week plus  
2 hour minimum at time and half for  
emergency calls and two hour minimum for  
non-emergency call outs to service parks

Property/Street Employee  
MVH Fund  
Mike Tobin – DER  
\$26.62 per hour, 40 hours per week plus  
2 hour minimum at time and half for  
emergency calls and two hour minimum for  
non-emergency call outs to service parks

Property/Street Employee  
Park Fund  
Dan Lindauer  
\$27.87 per hour, 40 hours per week plus  
2 hour minimum at time and half for  
emergency calls and two hour minimum  
for non-emergency call outs to service parks

Property/Street Employee  
Austin Ryan  
MVH Fund 90%  
Sewer Dept 10%  
\$26.72 per hour, 40 hours per week, plus 2  
hours minimum at time and half for  
emergency calls and 2 hour minimum for  
non-emergency call outs to service parks

Part-Time Street Laborers  
\$16.80 - \$19.95 per hour

Street Employee Clothing  
MVH Fund  
Provided by MVH Fund for full-time employee  
with 6-month service

Property/Street Manager  
MVH Fund  
Tom Lueken  
\$36.23 per hour, 40 hours per week plus  
two hour minimum at time and half for  
emergency calls and two hour minimum for  
non-emergency call outs to service parks

**Any employee who does not possess a CDL who is hired for a position  
which requires a CDL will receive a salary increase of \$0.50 per hour after  
the employee obtains his or her CDL.**

Part-Time/Seasonal  
Park Employee  
Park Fund/Street Fund  
Brian Mullis  
\$20.50 per hour (seasonal mowing); \$22.10  
per hour if/when assists Street Department  
when it is short handed

Park and Recreation Manager  
Park Fund  
\$11.55 - \$15.22 per hour

Stormwater  
General Fund  
\$262.50 per month base, plus \$73.50 per hour  
for all additional work per contract.

Zoning Administrator  
General Fund  
Don Foerster  
\$6,877 per year. \$132.25/week, plus \$10.50/  
hour worked in any week in excess of fourteen  
hours.

<u>Volunteer Fire Fighter</u> General Fund	\$14.70 per hour. Any Town employee doing certified Fire Department duties during regular Town working hours will be paid their regular pay (not the Volunteer Fire Fighter pay).
<u>Fire Chief</u> General Fund John Hoppenjans	\$7,350 per year, paid quarterly and additional compensation per hour at the Volunteer Fire Fighter rate, paid twice per year.
Fire Fighter Clothing Allowance	\$110 per person according to State Statute.
Fire Fighter Auto Allowance	\$110 per person according to State Statute.
<u>Park Board Members</u> Park Fund	\$220 per year
<u>Town Attorney</u> Sharon Bohnenkemper*	\$1,542.00 per week/Annual \$80,184
General Fund	\$32,073
Electric Fund	\$16,037
Water Fund	\$16,037
Sewer Fund	\$16,037
*Classified as Salaried/Exempt (Professional Service) under Fair Labor Standards Act; average hours per week sufficient to comply with Ferdinand Personnel Policy relative to employee benefits.	
<u>Marketing and Promotions Coordinator</u> Kim Fischer	Part-time – up to 20 hours per week, works from home, \$22.05 per hour.

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Mileage \$ .55 per mile.

Section III. Extraordinary Services. All salaries, compensation and wages herein above mentioned and established out of the Water, Electric, Sewer, General and MVH funds shall be for services performed by the respective officials, appointees, and employees for said respective function in their respective capacities. In the event that extraordinary circumstances arise involving extra hours worked outside of the employee's normal job requirements, and at the sole discretion of the Town Council, salaried employees may be compensated monetarily or otherwise in excess of what is allowed by this Ordinance or in excess of what is allowed by the Ferdinand Personnel Policy. All salaries and wages herein above mentioned shall be made payable out of the designated funds stated herein.


Section IV. All employees shall receive those additional benefits to the extent they are eligible and in the manner provided, as set forth in the Ferdinand Personnel Policy for health insurance and paid time off for vacation, sickness, bereavement leave, personal leave, and holiday pay.

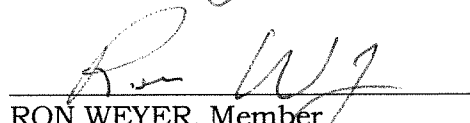
Section V. If any provision of this Ordinance or the application thereof is held invalid, the invalidity shall not affect other provisions or applications of this Ordinance which can be given effect without the invalid provision or application, and to this end, the provisions of this Ordinance are declared severable. All ordinances and parts of ordinances in conflict herewith, including 2023-26; 2024-6; 2024-7; 2024-8; 204-10; 2024-11; 2024-12; 2024-13; 2024-15; 2024-16; and 2024-19 and all amendments thereto, are hereby expressly repealed upon the effective date of this Ordinance. This Ordinance shall be in full force and effect on December 27, 2024.

The above Ordinance was duly adopted by the Town Council of the Town of Ferdinand, Indiana, on the 17 day of December, 2024.


TOWN COUNCIL OF THE  
TOWN OF FERDINAND, INDIANA

  
KENNETH J. SIGARD, President

  
DEBRA JOHNSON, Member

  
RON WEYER, Member

ATTEST:

  
TAMARA M. MILLER, Clerk-Treasurer

