

ORDINANCE NO. 2025- 25

**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 26, 2025 and ending December 24, 2026.

(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 8, 2026 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>	\$10,600 per calendar year.
General Fund	\$2,650
Sewer Fund	\$2,650
Electric Fund	\$2,650
Water Fund	\$2,650

<u>Member, Town Council</u>	\$6,200 per calendar year.
General Fund	\$1,550
Sewer Fund	\$1,550
Electric Fund	\$1,550
Water Fund	\$1,550

<u>Clerk-Treasurer</u>	\$86,232.00	
General Fund	\$21,558.00	\$1,658.00 per week
Sewer Fund	\$21,558.00	Office Manager \$53,881.48
Water Fund	\$21,558.00	Clerk-Treas. Amt \$24,728.52
Electric Fund	\$21,558.00	CPA Amount \$5,562
		ILMCT Amount \$2,060

<u>Sewer/Water Operator</u> Benjamin Brinkman	\$40.00 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
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<u>Water/Wastewater</u> <u>Employee</u> Kyle Lechner	\$32.99 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
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<u>Water/Wastewater</u> <u>Employee</u> Nick Werner	\$23.00 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 Additional \$0.50 per hour commencing with The payroll period that starts 1/23/26.
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<u>Wastewater/Wastewater</u> <u>Employees</u> Ryan Oeding	\$24.71 per hour, 40 hours per week, 2 hour minimum at time and half for emergency calls, plus 2 hours minimum at straight time for
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weekend lab testing

Brian Hoffman

\$28.96 per hour, 40 hours per week, plus an additional \$0.62 per hour after completion of a third 1,000 period and successfully obtaining an Operators License; plus 2 hour minimum at time and half for emergency calls and 2 hours minimum at straight time for weekend lab testing.

Supervisor of Electric Utility

Todd Fischer

\$45.14 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

\$40.17 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

\$44.13 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

\$36.17 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

\$17.84 per hour, plus .60 cents per hour after having earned a CDL

Apprentice 1

\$19.73 to \$20.98 per hour

Apprentice 2

\$21.08 to \$22.71 per hour

Apprentice 3

\$23.24 to 24.60 per hour

Certified Lineman

\$25.14 to \$30.00 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

\$12.40 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

\$28.76 per hour, 40 hours per week
Water/electric/sewer/general

Part-time

Deputy Clerk

Stephanie Brinkman

\$26.06 per hour, part time,
24 hours per week
water/electric/sewer/ general

Utility Clerk

Angie Gerber

\$26.06 per hour, 40 hours per week.
Electric/water/sewer

Utility Employee Clothing
General Fund

Provided by Utility for full-time employee with 6 month's service.

Chief of Police

Robert Randle

\$1,442.06 per week / Annual \$74,987.12
Based on 168 hours per work period.

Assist. Chief

Brian Seffernick

\$32.60 per hour full-time, 168 hours per work period.

Patrolman

Rayce Jones

\$28.98 (\$27.81 plus \$1.17 night shift, when applicable) per hour full time, 168 hours per work period.

Patrolman

Joshua Clouse

\$28.98 (\$27.81 plus \$1.17 night shift) per hour full time, 168 hours work period.

Patrolman

Chase Snider

\$26.92 (\$25.75 plus \$1.17night shift) per hour full time, 168 hours work period.

Cole Meyer

\$26.92 (\$25.75 plus \$1.17 night shift) per hour full Time, 168 hours work period.

Winston Glenn

\$25.89 (\$24.72 plus \$1.17 per hour night shift), 168 hours work period.

Steffen Zink

\$25.75 per hour plus extra \$1.14 night shift when applicable, 168 hours work period.

Others

New officers with experience \$23.69 to 25.75 per hour, full time, 168 hour work period. New officers no experience \$21.63 to \$23.69 per hour, full time, 168 hour work period plus \$2.06 per Hour increase upon completion of Indiana Law Academy requirements, 168 hours work period.

Officers with Night Shift
as Normal Position

An additional \$1.17 per hour while on Night Shift

Part Time Officers

\$17.82 - \$21.17 per hour part time

Police clothing allowance - actual cost as reasonably required from General Fund.

Street/Prop. Super.

MVH Fund

Eric Rahman

\$33.21 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 subject to additional review @ pay period beginning April 3, 2026

Street Employee

MVH Fund

Mike Tobin – DER

\$27.42 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

\$28.70 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%
Water D. 10%

\$27.76 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

\$17.30 - \$20.55 per hour.

Street Employee Clothing
MVH Fund

Provided by MVH Fund for full-time employee with 6-month service.

Any employee who does not possess a CDL who is hired for a position which requires a CDL will receive a salary increase of \$0.60 per hour after the employee obtains his or her CDL.

Part-Time/Seasonal
Park Employee
Park Fund/Street
Brian Mullis

\$21.12 per hour (seasonal mowing)

<u>Park and Recreation Manager</u> Park Fund	\$11.90 - \$15.68 per hour
<u>Stormwater</u> General Fund	\$270.40 per month base, plus \$75.70 per hour for all additional work per contract.
<u>Volunteer Fire Fighter</u> General Fund	\$15.15 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	\$7,600 per year, paid quarterly. And additional compensation per hour at the Volunteer Fire Fighter rate, paid twice per year.
Fire Fighter Clothing Allowance Fire Fighter Auto Allowance	\$115 per person according to State Statute. \$115 per person according to State Statute.
<u>Park Board Members</u> Park Fund	\$230 per year
<u>Town Attorney</u> Sharon Bohnenkemper* General Fund Electric Fund Water Fund Sewer Fund	\$1,588.46 per week/Annual \$82,600 \$33,040 \$16,520 \$16,520 \$16,520

Plus, zoning administration bonus payment of \$4,000 (pay period ending Jan. 8,
2026)

*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.

Marketing and Promotions Coordinator

Peyton Nalley Part-time – up to 10 hours per week,
Works from home, \$22.05 per hour;

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.

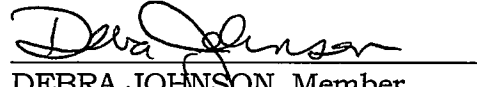
Section IV. All employees shall receive those additional benefits to the extent they are eligible and in the manner provided, as set forth in the Ferdinand Personnel Policy for health insurance and paid time off for vacation, sickness, bereavement leave, personal leave, and holiday pay.


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 2024-22; 2025-01; 2025-02; 2025-05; 2025-11; 2025-14; 2025-16; 2025-17; and 2025-18 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 26, 2025.

The above Ordinance was duly adopted by the Town Council of the Town of Ferdinand, Indiana, on the 16th day of December, 2025.

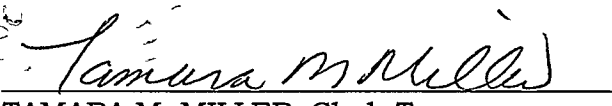
TOWN COUNCIL OF THE
TOWN OF FERDINAND, INDIANA


KENNETH J. SICARD, President


DEBRA JOHNSON, Member


RON WEYER, Member

ATTEST:


TAMARA M. MILLER, Clerk-Treasurer