

ORDINANCE 2022-19

AN ORDINANCE FIXING SALARIES AND WAGES OF TOWN OFFICIALS AND EMPLOYEES OF THE TOWN OF NASHVILLE DURING THE YEAR 2023

WHEREAS, Indiana statute provides that the Town legislative body shall fix the salaries, benefits and compensation of its officers and employees.

NOW, THEREFORE BE IT HEREBY ORDAINED by the Town Council of the Town of Nashville, Brown County, Indiana that, salaries, wages and other compensation of officials and employees for the year of 2023 shall be set forth as follows:

Section 1. General Intent

- (a) That except as otherwise expressly provided in this Ordinance, a general increase as specified by the approved 2023 Town Tax and Utility Budgets and limited to the compensation ranges set forth in this Ordinance.
- (b) No other wage or salary increases not otherwise provided by statute or by ordinances of the Town may be distributed to any single employee, unless specifically approved by the Town Council.

Section 2. General Administration

- (a) Department Heads will notify the Clerk-Treasurer and the Town Council in writing of all individual's raises, rates per hour, wages and their effective dates;

However, Department Heads shall not set rates and wages which exceed the amount allocated within the budget from which the employee is paid without Town Council approval.

- (b) For purposes of the Ordinance, references to Department Head or Supervisor shall be construed to include the Clerk-Treasurer, when acting in that capacity.
- (c) The Clerk-Treasurer shall prescribe the manner in which officers and employees shall be paid, as directed in IC 36-5-6-6(4).

Section 3. Salary and Wage Rates

Subject to the provisions of this Ordinance, the salary and wages for the elected officers, non-elected officers and employees of the Town of Nashville are hereby fixed for its departments and offices as follows:

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Nashville Town Council

Town Council Members (5) \$8,927 annually

Office of the Clerk-Treasurer

- (a) The salary of the Clerk-Treasurer shall be hereby fixed as set forth below:
- (i) The compensation for a Clerk-Treasurer possessing a relevant professional certification(s) from a generally accepted professional association including but not limited to Indiana League of Municipal Clerks and Treasurers, International Institute of Municipal Clerks, Municipal Treasurers' Association, Government Finance Officers Association, Society of Management Accountants, or the American Society of Public Accountants is hereby fixed at \$1,200.00 weekly: or
 - (ii) The compensation for a Clerk-Treasurer possessing no relevant professional certification(s) from a generally accepted professional association is hereby fixed at \$1,025.00 weekly.
- (b) The compensation for the remaining employees and officers of the Office of the Clerk-Treasurer is as follows:
- | | |
|------------------|-------------------------------|
| Billing Clerk | \$16.75 to \$19.23 hourly |
| Accounting Clerk | \$902.28 to \$1,011.39 weekly |
| Records Clerk | \$15.00 to \$16.50 per hour |

Overtime shall be paid at one and a half (1½) times the hourly rate for time worked over forty (40) hours per seven (7) day period. Alternately hourly personnel may accrue up to eighty (80) hours of compensatory time. Such time shall accrue at a rate of one and one half (1½) hours for each overtime hour worked.

One (1) employee of the Office of the Clerk-Treasurer may be designated as Deputy Clerk-Treasurer and shall receive a weekly compensation of \$104.00 for those duties.

Additionally, employees of the Office of the Clerk-Treasurer shall receive a weekly compensation of \$25.00 for acquiring and maintaining the title of Certified Municipal Clerk.

Additionally, employees of the Office of the Clerk-Treasurer shall receive a weekly compensation of \$50.00 for acquiring and maintaining the title of Certified Master Municipal Clerk. One must first obtain the title of Certified Municipal Clerk before applying and obtaining the title of Master Municipal Clerk. Therefore, once the title of Master Municipal Clerk is obtained the employee will no longer receive compensation for the title of Certified Municipal Clerk.

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Office of the Chief of Police

Chief of Police	\$942.13 to \$1,300.00 weekly
Interim Police Chief	\$26.02 per hour
Lieutenant	\$792.00 to \$1,106.00 weekly
Lateral Officer (1)	\$1,068.00 weekly
Patrolmen (up to 5)	\$574.13 to \$1,000.00 weekly
Part-time Officers (up to 4)	\$12.02 to \$25.00 per hour
Part-time Detective (1)	\$12.02 to \$25.00 per hour

Overtime shall be paid at (1½) times the equivalent hourly rate for hours worked over 171 hours per 28 day period. Alternately, police personnel may accrue up to one hundred and twenty (120) hours of compensatory time. Such time shall accrue at a rate of one and a half (1½) hours for each overtime hour worked.

Additionally, overtime rate shall be paid for special assignments on details as may be designated by the Chief of Police.

Additionally, full time employees of the Office of the Chief of Police shall receive an additional compensation of \$48.08 per week for becoming a graduate from the Indiana Law Enforcement Academy and maintaining the subsequent continuing education necessary to have arrest powers. However, no employee shall receive the probationary increase described in section 1(b) in the same year as the increase described in this paragraph.

Additionally, one employee of the Office of the Chief of Police may receive a promotion to the rank of Sergeant and will receive a merit benefit of \$1,545 per year along with a choice of shifts.

Office of the Town Administration

Town Manager to be a salary position at \$1,250.00 weekly

(a) The salary of the Chief Administrative Officer and Chief Operating Officer shall be hereby fixed as set forth below:

The Chief Administrative Officer is to be a salary position at \$1,115.39 per week and a one-time merit increase of \$442.52.

The Chief Operating Officer is to be a salary position at \$1,346.16 per week.

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(b) The compensation for the remaining employees of the Office of the Town Administration is as follows:

Customer Care Specialist	\$13.50 to \$17.81
Utility Operator	\$18.36 to \$21.35
Utility Supervisor	\$13.50 to \$21.12
Utility Manager	\$13.50 to \$18.73
Assistant Utility Manager	\$13.50 to \$18.73
Utility Tech (5)	\$13.50 to \$24.00
Part-time Utility Tech (1)	\$12.73 to \$24.00
Street Superintendent	\$22.00 to \$25.00
On-Call Employee(s)	\$15.45 per day

Overtime shall be paid at one and a half (1½) times the hourly rate for time worked over forty (40) hours per seven (7) day pay period. Alternately, hourly personnel may accrue up to eighty (80) hours of compensatory time. Such time shall accrue at a rate of one and a half (1½) hours for each overtime hour worked. Additionally, overtime shall be paid for holiday assignments as may be designated by the Town Administration. Furthermore, any employee working an authorized shift or overtime shall be compensated for a minimum of one (1) hour each day.

All employees of the Office of the Town Administration shall receive an additional compensation in the amount of \$21.86 per week for the following certifications. The additional compensation will begin from the date the certification(s) was issued.

- (i) Operator certification(s) necessary for the operation of the water system, for each DSS Certification and DSM or DSL Certification or equivalent.
- (ii) Operator certification(s) necessary for the operation of the sewer system, for each Class I and Class II Certification or equivalent.

One (1) employee of the Office of the Town Administration may be designated as the Water Operator and shall receive an annual compensation of \$1,092.94 for those duties.

One (1) employee of the Office of the Town Administration may be designated as the Wastewater Operator and shall receive an annual compensation of \$1,092.94 for those duties.

One (1) employee of the Office of the Town Administration may be designated as the Mechanic and shall receive an annual compensation of \$1,560.45 for those duties.

One (1) employee of the Office of the Town Administration may be designated as the Project Manager and shall receive an annual compensation of \$1,560.45 for those duties.

Section 4. Employee Benefits

The Town of Nashville offers full-time employees medical, dental, vision and life insurance

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through the AIM Medical Trust. The Town pays a portion of the employee's insurance premium, and that percentage is calculated each year prior to open enrollment. Additionally, the Town offers HSA plans and will contribute yearly up to \$1,500 for employee only plan and \$3,000 for family plan.

Section 5. Conflicting Ordinances

All portions of any ordinances in conflict with this Ordinance are hereby repealed and of no further force or effect.

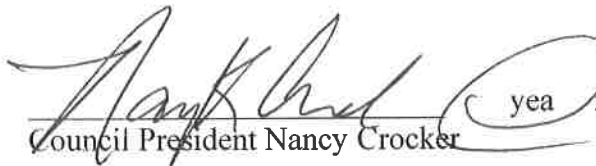
Section 6. Severability

If any section, subsection or clause of this Ordinance shall be deemed to be invalid, the validity of the remaining provisions shall not be affected.

Section 7. Effective Date

This Ordinance shall be in full force and effect from and after January 1, 2023, and shall be used in conjunction with the Town of Nashville's general personnel policies.


PASSED AND ADOPTED BY THE TOWN COUNCIL OF THE TOWN OF NASHVILLE, BROWN COUNTY, INDIANA, THIS 29TH DAY OF DECEMBER 2022.

 yea nay abstain
Council President Nancy Crocker

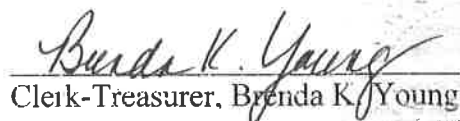
 yea nay abstain
Council Vice-President Jane Gore

 yea nay abstain
Council Member Anna Hofstetter

 yea nay abstain
Council Member Tyra Miller

 yea nay abstain
Council Member Dave Rudd

ATTEST:


Clerk-Treasurer, Brenda K. Young

