

**MINUTES OF THE MEETING
OF THE COMMON COUNCIL
VALPARAISO, INDIANA**
September 26, 2022

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The Common Council of the City of Valparaiso, Indiana, met on Monday September 26, 2022 at 6:00 p.m. in City Hall. Mayor Murphy called the meeting to order. The Pledge of Allegiance was said. Present were Councilmembers Reed, Cotton, Schmidt, Pupillo, Anderson, Costas, and Peterson.

MINUTES

Councilmember Schmidt moved to adopt minutes of the September 12, 2022 meeting. Councilmember Reed seconded the motion. Upon voice vote the motion passed with a 7-0 vote.

Councilmember Cotton stated he feels under the Update section of the meeting would be a good place for Councilmembers to bring up any questions they may have. Councilmember Reed replied she would have no objection as long as it was a clear and concise discussion.

RESOLUTION NO. 15, 2022

**A RESOLUTION OF THE COMMON COUNCIL OF THE CITY OF VALPARAISO, INDIANA,
ADOPTING GUIDELINES FOR COMMON COUNCIL LEGISLATIVE REDISTRICTING**

Councilmember Schmidt moved that Resolution No. 15, 2022 be read and considered for passage. Councilmember Reed seconded the motion. Clerk-Treasurer Taylor read Resolution No. 15, 2022.

Brian Bosma addressed the Council. This is his fourth cycle to go through redistricting with municipalities. Valparaiso's current districting is 20% deviation. Resolution No. 15, 2022 does three things. Sets out Guidelines. It Appoints Co-Redistricting Coordinators. Charges Coordinators with preparing a plan to present to the Council that gets the population as near to equal as possible in the districts. There is no State requirement to have public input. However, most municipalities have it. If a city annexes or if a city changes class, it can redistrict. Other than that, this is the only opportunity to redistrict for 10 years. The City of Valparaiso will do public notice in the newspaper. Public access packets are available in the Clerk's Office. There will be notice on the web page. Public comments will be heard at the October 10th Council meeting. October 19th is the deadline for submittal of plans. October 24th is the Public Hearing of drafts presented. November 14th is the final reading and adoption. This process has to be completed by December 31, 2022.

Councilmember Reed restated Valparaiso is at 20% deviation. She asked what is acceptable. Brian Bosma explained the goal is 5% deviation but under 10% is presumed ok. Councilmember Reed asked how many municipalities Brian Bosma has worked with. He replied 40-50. Councilmember Reed asked about pitfalls that should be avoided. Brian Bosma replied lack of public notice and if a plan is submitted with a lower deviation than the Council's plan, it needs to be justified.

Councilmember Cotton said he is concerned about who is driving this process. He feels it has the perception of being partisan. In the County they control the lines. Can the Council petition the County to change a line. Councilmember Cotton asked whose idea it was to not engage the entire Council in this process. He finds it to be suppressive to not be at the table. Brian Bosma replied an ordinance must be prepared and presented. To have all Councilmembers present a plan would be difficult. There is one Democrat and one Republican coordinator. The State Election Board has to approve the final plan. The County will probably not be very willing to go through the proceed of changing any lines.

Councilmember Anderson asked for the formula to get the 20% deviation. He also asked if State Code requires this has to be done. Brian Bosma replied yes.

MOTION: Councilmember Schmidt moved to adopt Resolution No. 15, 2022. Councilmember Reed seconded the motion. Upon roll call vote the motion to adopt Resolution No. 15, 2022 passed with a 7-0 vote.

**ORDINANCE NO. 21, 2022
VALPARAISO COMMUNITY SCHOOLS 2023 BUDGET**

Councilmember Schmidt moved that Ordinance No. 21, 2022 be read a first time and considered on first reading. Councilmember Reed seconded the motion. Clerk-Treasurer Taylor read Ordinance No. 21, 2022.

Jim Holifield, CFO for Valparaiso Community Schools, presented their 2023 budget. The presentation is posted on the VCS web page. The total budget request for 2023 is \$92,900,521.

Mayor Murphy announced Ordinance No. 21, 2022 requires a Public Hearing and presented Proof of Publication that at tonight's meeting the Council will hear comments on the VCS 2023 Budget.

Wayne Woodridge – 2104 Dunwoody. His concern is seniors living on fixed incomes. Taxes are going up but income is not.

Seeing no one else wishing to address the Council, Mayor Murphy declared the Public Hearing closed.

MOTION: Councilmember Schmidt moved that Ordinance No. 21, 2022 be carried to the October 10, 2022 meeting. Councilmember Reed seconded the motion. Upon voice vote the motion passed with a 7-0 vote.

**ORDINANCE NO. 22, 2022
CITY OF VALPARAISO 2023 BUDGET**

Councilmember Schmidt moved that Ordinance No. 22, 2022 be read a first time and considered on first reading. Councilmember Reed seconded the motion. Clerk-Treasurer Taylor read Ordinance No. 22, 2022.

Clerk-Treasurer Taylor did a presentation on details of the budget. She went over expenditures, taxes, revenues, tax rate and tax caps. A wage study has been prepared. The goal with the budget is to get everyone to the midpoint. Some employees received a 4% raise. Others who were closer to the midpoint received a \$500 raise. Health insurance costs have gone up. They have increased that budget by \$300,000.

Mike Jessen addressed the Council. The City got a Standard and Poor AA rating. Only five municipalities in the State are higher. The State Board of Accounts has done their audit of the City. They have no issues or findings with the City. It was a stellar review. This is a credit to Clerk-Treasurer Taylor and her staff. He acknowledged and expressed his appreciation to Sharon Swihart for putting the City on such a strong financial foundation. This budget includes a raise. Employees will be brought closer to the mid-range listed in the new wage study. Health insurance has had a substantial increase. The City has benefited from being part of a trust. The more people in the trust the better off the City will be. If the City had been on the open market, it would have had a 29.7% increase. If the Trust had not had guardrails in place for possible raising and lowering of rates, the City would have had a 15.2% increase.

Councilmember Reed asked if the Trust is looking for more members. Mike Jessen replied yes. The more people, the better buying power.

Councilmember Cotton pointed out that Human Resources is a single person department. She could use another support person.

Councilmember Cotton asked about the decrease longevity with the Fire Department and Police Department. Clerk-Treasurer Taylor explained employees of both Departments have retired or left. They are no longer receiving longevity so the amount went down. Mike Jessen stated they are doing a study on the HR department. There are HR people throughout the City. Councilmember Cotton asked about employees that have fulltime use of automobiles. Mike Jessen replied some are compensation. He has not heard concerns about this. He is not sure what the policy is, but he will look it up.

Councilmember Costas asked about the difference between the amount spent and the amount of income. Clerk Treasurer Taylor explained that is the cash balance.

Councilmember Pupillo asked about the seized assets fund. Clerk-Treasurer Taylor explained the Police Department uses those funds for community outreach projects.

Mayor Murphy announced Ordinance No. 22, 2022 requires a Public Hearing and presented Proof of Publication that at tonight's meeting the Council will hear comments on the City of Valparaiso 2023 Budget.

Seeing no one wishing to address the Council, Mayor Murphy declared the Public Hearing closed.

MOTION: Councilmember Schmidt moved that Ordinance No. 22, 2022 be carried to the October 10, 2022 meeting. Councilmember Reed seconded the motion. Upon voice vote the motion passed with a 7-0 vote.

Community Update

Attorney Patrick Lyp reported that the City Code does not follow State Code regarding political signs. The City follows Indiana law. Within 60 days prior to an election and 6 days after an election political sign can be up. Size and other items are subject to State code. Clerk Treasurer Taylor added the City no longer collects deposits for signs.

Council Liaison

Councilmember Reed reported the School Board met and approved matters relating to capital projects. Grants were accepted. Special recognition was given to six students for achievement. Central School got recognized for blue ribbon status. The next meeting is October 20th.

Councilmember Cotton reported the water tower at Tower Park is being re-done.

Public Comment

Barbara Dolmer – 614 Yellowstone. She is a member of the League of Women Voters. She is on the League's committee for re-districting. Tonight's Resolution is welcome news. She wants to make sure the process is equitable. She asked if citizens will be given the same tools as the coordinators. The vote on this plan is the same day as public comment. She does not see how the comments will be incorporated.

Elizabeth Gingerich – 702 Indiana. She presented and read a resolution she has prepared regarding abortion.

Kathleen Watts – 2518 Eisenhower. The minutes are not being put on the web page. How was Brian Bosma picked. There should be a statistician on the panel.

Tom Davis – 56 Chicago. Hometown Jams was at Central Park. At his home he closed the doors and windows and still could not hear his television because the music was so loud.

Leo Van Lan - 1504 Boca Lago. As a teacher he had to teach all the children. If 57% were ready to move on he still had to teach those that were not. Politicians are supposed to serve the entire community.

Jessica Jepsen – 1259 Sherwood. Duneland has said they will withdraw from the co-op. She encourages Valpo to do so also and bring it all in house. If Duneland pulls out, they will have first dibs on the high quality teachers.

Leslie Nuss - 3161 Heavilin. Her son is a student at SELF. She does not feel the Valpo Schools should pull out of the co-op. Duneland is pulling out if they cannot get the salaries they want for their teachers.

The meeting adjourned at 7:34 p.m.

/s/ Holly Taylor, Clerk-Treasurer

**A RESOLUTION APPROVING THE TRANSFER OF FUNDS IN THE
GENERAL FUND, PROJECT MANAGEMENT DEPARTMENT**

WHEREAS, as part of the 2022 budgeting process, the City appropriated funds within the General Fund, Project Management Department.

WHEREAS, upon request of the Clerk-Treasurer, it is now necessary to transfer certain funds within the General Fund, Project Management Department to better utilize funds and address needs.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Valparaiso, as follows:

1. The following appropriated funds within the General Fund, Project Management Department will be transferred from the identified appropriation(s):

GENERAL FUND, PROJECT MANAGEMENT DEPARTMENT

General Project Mgmt Travel & Education (1101 021 321)	\$ 2,597.75
Total	\$ 2,597.75

2. From the funds reduced in Section 1, the following funds within the General Fund, Project Management Department will be transferred to the identified appropriation(s):

GENERAL FUND, PROJECT MANAGEMENT DEPARTMENT

General Project Mgmt Garage & Motor Supplies (1101 021 221)	\$ 1,500.00
General Project Mgmt Office Supplies (1101 021 211)	\$ 1,097.75
Total	\$ 2,597.75

The Resolution shall be in full force and effect immediately upon its adoption by the Common Council and approval by the Mayor.

PASSED by the Common Council of the City of Valparaiso, Indiana, on the _____ day of _____, 2022 by a _____ vote of all members present and voting.

Matthew R. Murphy, Mayor

ATTEST:

Holly Taylor, Clerk-Treasurer

Ordinance #23, 2022

City of Valparaiso

2023 Salary Ordinance

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**AN ORDINANCE ESTABLISHING THE AMOUNT OF SALARIES AND COMPENSATION
TO BE PAID TO APPOINTED OFFICIALS AND ALL EMPLOYEES AND OFFICERS
OF THE CITY OF VALPARAISO WITHIN THE CALENDAR YEAR 2023, AND REPEALING
ANY ORDINANCE IN CONFLICT THEREIN.**

WHEREAS, the Mayor and Common Council of the City of Valparaiso, Indiana, are required by various statutes now in effect to establish salaries and compensations for various departments of the City; and,

WHEREAS, the Mayor and the Common Council have fulfilled their statutory obligation with regard to establishing such salaries and compensation for said appointed officials and employees;

NOW THEREFORE, BE IT ORDAINED, by the Common Council of the City of Valparaiso, Indiana:

SECTION 1: OFFICERS OF THE POLICE DEPARTMENT

From and after the first day of January 2023, said Officers of the Police Department of the City of Valparaiso shall be paid according to the following schedule of salary ranges and position classifications subject to the budgetary provisions and the Job Classification Ordinance of the City, as amended and supplemented:

(See **Exhibit A** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

SECTION 2: FIREFIGHTERS OF THE FIRE PROTECTION TERRITORY

From and after the first day of January 2023, said Firefighters of the Fire Protection Territory shall be paid according to the following schedule subject to budgetary provisions and the Job Classification Ordinance of the City, as amended and supplemented:

(See **Exhibit B** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

A. Additional compensation for Firefighters

(See **Exhibit B** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

SECTION 3: ALL REMAINING APPOINTED OFFICIALS AND EMPLOYEES

From and after the first day of January 2023, all other appointed officials and employees of the City of Valparaiso (except those appointed to the various boards and commissions), not herein before mentioned shall be paid according to the following schedule of salary ranges and position classifications subject to budgetary provisions and the Compensation Management Ordinance of the City, as amended and supplemented:

(See **Exhibit C** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

SECTION 4: SALARY FOR ELECTED OFFICIALS

(See **Exhibit D** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

SECTION 5: EXCEPTIONS FOR THE CITY ADMINISTRATOR & DEPARTMENT HEADS

The Mayor shall have the right to set salaries for the City Administrator and Department Heads positions for the City of Valparaiso for the calendar year of 2023. The Mayor shall inform the Clerk-Treasurer in writing of the salaries for the calendar year of 2023, which shall be included in the annual budget of the City.

SECTION 6: COMPENSATION FOR MEMBERS OF BOARDS & COMMISSIONS OF THE CITY OF VALPARAISO

(See **Exhibit E** which is attached hereto and incorporated herein by reference as though it had been printed here in its entirety)

SECTION 7: SERVICE PAY

The Mayor, Clerk-Treasurer, City Administrator, and all employees and appointed officials of the City shall receive additional compensation as set out below for the length of continuous employment with the City of Valparaiso

(See **Exhibit F** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

SECTION 8: OTHER SALARY MATTERS

Employees who are in this category and performing a job, which is part of the Job Classification Ordinance of the City, shall be paid at the rate stated in the ordinance for such job.

- a. On Call Compensation: Employees shall be compensated for "on-call" time at a compensation rate to be established by the Mayor and approved by the Board of Public Works and Safety.
- b. The "on-call" policy developed on a citywide or departmental basis shall be made part of the Personnel Policy of the City.
- c. The Mayor shall have the express authority to make any decisions required with regard to the establishment of salaries or the setting of salary rates not provided for within this Ordinance. The Mayor shall finally determine all conflicts of interpretation within the Ordinance.
- d. Safety Officers in specific departments shall receive the sum of \$500 per year.
- e. Every employee is classified as either Exempt (E) or Non-Exempt (NE) based on Federal Law and has the classification listed as part of the Salary Ordinance.
- f. The hourly rate in this ordinance does NOT include service pay. Employee service pay is based on the employee's starting date and is adjusted based on years of service. The hourly base pay must be adjusted per each employee to include service pay as described in Exhibit F: Service Pay.
- g. At such time as the City finances allow, the Mayor and Clerk-Treasurer may allow Performance Awards to be given to employees.

SECTION 9: BENEFITS, BOARD OF WORKS & SAFETY, AND PERSONNEL POLICY

Full-time employees of the City of Valparaiso, as part of their compensation, receive certain benefits from the City.

- a. Paid Time Off (PTO) - Employees (excluding police officers, firefighters, or civilian employees of the police department) will receive Paid Time Off (PTO) pursuant to the Personnel Policy Manual and adopted by the Board of Public Works & Safety.
- b. Firefighters, Police Officers, and civilian employees of the police department, receive such benefits as may be provided for within their individual department policy manuals and contract agreements.
- c. The Board of Public Works & Safety is specifically authorized to amend and change the Personnel Policy as deemed appropriate.
- d. The Board of Public Works & Safety is specifically authorized to approve and administer personnel policy issues after developed and authorized by the Mayor.
- e. The Board of Public Works & Safety is specifically authorized to enter into written employment contracts with any recognized bargaining agents provided that such contracts shall be limited to benefits, working conditions, and related matters.
- f. The Board of Public Works & Safety is specifically authorized to develop and approve a performance evaluation system on a citywide or departmental basis. Such a system or systems may be implemented during the calendar year of 2023 if the budget has sufficient funds to do so.
- g. The Board of Public Works & Safety is specifically authorized to modify job descriptions.

SECTION 10: ALLOWANCES

Mileage - Any elected or appointed official or employee of the City of Valparaiso shall be reimbursed for mileage allowance for official and authorized travel.

The Federal Department of Internal Revenue Service shall establish the rate for reimbursement.

Such compensation shall only be paid when the official or employee is using a personal vehicle and not a city-owned vehicle.

Cell Phones - Cell phones are required for some positions. The purpose of carrying such a device is to provide 24-hour access to better serve citizens and increase productivity. Those positions are designated by each department head as well as the level of access required to be maintained by the employee on behalf of the City of Valparaiso. The determination of the wireless carrier will be up to the employee.

Each employee required to carry a cell phone will receive monthly compensation dispersed proportionately in each pay. The employee is required to pay his or her own bill and to supply the phone as prescribed by their department head.

CELL PHONE ALLOWANCES:

Low Business Use	\$17.50 per pay
Medium Business Use	\$21.25 per pay
Medium-High Business Use	\$30.00 per pay
High Business Use	\$50.00 per pay

Employees failing to have the assigned amount of accessibility will be subject to a verbal warning for the first offense; a written notice for the second offense, which will be added to the employees personnel file; and at the department head's discretion, may be subject to a personal improvement plan or termination for the third offense.

SECTION 11: PERF PAYMENTS AND/OR RETIREMENT PAYMENTS

From and after January 1, 2023, the City of Valparaiso shall pay the entire employee obligation for PERF retirement for all City employees with the exception of Police Officers and Firefighters.

The City of Valparaiso shall pay one-half (1/2) share of the employee obligation for retirement benefits for Police Officers and Firefighters.

Payment of employee retirement benefits obligation shall continue until rescinded or amended by the Common Council.

SECTION 12: PUBLIC WORKS BUYBACK PROGRAM

Certain employees of the Public Works Department (Solid Waste, Vehicle Maintenance, Cemetery, and MVH/MVH Restricted) may sell back to the city up to 40 hours of Paid Time Off annually. Buyback will be calculated at the employee's current rate of pay. Buyback will be paid out during the month of December and cannot be combined with the maximum amount of PTO the city will buy back as part of employment resignation/termination. Buyback will be in the following Public Works job classifications:

- * Operations Supervisor
- * Maintenance Supervisor
- * Heavy Equipment Operator/Working Leader/Trainer
- * Working Leader
- * Working Leader/Truck Driver/Arborist
- * Working Leader/Winter Response
- * Heavy Equipment Operator
- * Mechanic
- * Truck Driver/Light Equipment Operator
- * Truck Driver/Light Equipment Operator/Safety
- * Automated Truck Driver
- * Skilled Laborer
- * Senior Mechanic
- * Mechanic Assistant
- * Compost Site Attendant

This section does not apply to any Supplemental Paid Time Off (SPTO) bank.

SECTION 13: GENERAL PROVISIONS

The Mayor, the Common Council, and the Board of Public Works & Safety of the City of Valparaiso, Indiana, shall retain all rights, duties, and privileges authorized by the State of Indiana statutes for the administration of wages and compensation received by employees.

The Mayor and the Board of Public Works & Safety of the City of Valparaiso shall resolve all disputes arising from the interpretation or enforcement of the Ordinance.

This Ordinance shall be in full force and effect from and after its passage in the manner provided by law and shall be implemented on the first (1st) day of January 2023.

All previous ordinances pertaining to salaries, compensation, and benefits for the employees of the City of Valparaiso, Indiana, are hereby expressly repealed effective the first (1st) day of January 2023.

SECTION 14: ACCEPTANCE BY CITY COUNCIL AND SIGNATURE PAGE

This Ordinance, consisting of six (6) pages and Exhibits A through G in its entirety, has been presented to the Mayor and Common Council of the City of Valparaiso.

PASSED by the Common Council of the City of Valparaiso, Indiana, by a _____ vote of all members present and voting, this _____ day of _____, _____.

Matthew R. Murphy
Mayor

ATTEST:

Holly Taylor
Clerk-Treasurer

Presented by me to the Mayor of the City of Valparaiso, Indiana, the _____ day of _____, _____ at the hour of _____ o'clock P.M.

Holly Taylor
Clerk-Treasurer

This Ordinance approved and signed by me the _____ day of _____, _____ at the hour of _____ o'clock P.M.

Matthew R. Murphy
Mayor

EXHIBIT A: POLICE DEPARTMENT WAGES FOR 2023

POLE (Protective Occupations Law Enforcement) Category

	<u>Market</u>	<u>Mid</u>	<u>Max</u>
POLE A Position			
Captain (E)	\$67,010.00	\$78,835.00	\$96,967.00
POLE B Position			
Lieutenant (NE)	\$63,581.00	\$74,801.00	\$92,005.00
POLE C Position			
Sergeant (NE)	\$59,632.00	\$70,155.00	\$86,291.00
POLE D Positions			
Master Patrolman (NE)	\$56,844.00	\$66,875.00	\$82,256.00
Master Patrolman 1st Class (NE)	\$58,481.00	\$67,036.00	\$80,154.00
Patrol Officer 2nd Class (NE)	\$51,445.00	\$60,524.00	\$74,445.00
Probationary Officer (NE)	\$47,310.00	\$55,659.00	\$68,461.00
POLE Part-time			
Crossing Guards (NE)	\$10,000.00 per annum (not to exceed)		

This schedule does not include service pay or other compensation.

Additional Pay/Compensation for Police Department (not-to-exceed):

Detective Specialty Pay - Sergeant	\$3,819.00
Detective Specialty Pay - Master	\$9,420.00
Patrolman IT Specialty Pay - Master	\$9,420.00
Patrolman Uniform Allowance	\$1,600.00
Breathalyzer Operator	\$120.00
Call Out/CALEA	\$1,200.00
Evidence Team Member	\$800.00
Drone Team Member	\$800.00
Emergency Response Team Member	\$800.00
Traffic Crash Reconstruction Team Member	\$800.00
FTO (Field Training Officer)/Civilian Trainer	\$1,000.00
K9	\$5,000.00
Veterans Pay or Active Military	\$1,000.00
PhD Degree	\$2,000.00
Masters Degree	\$1,500.00
Bachelors Degree	\$1,000.00
Associates Degree	\$500.00
Physical Fitness Incentive	\$400.00
Civilian Buyback	\$1,500.00
Civilian Uniform Allowance	\$300.00

Any officer who has more than one college degree will only be compensated for one degree. This compensation will be for the highest degree earned.

Any and all members of the City of Valparaiso Police Department who meet the following minimum standards shall receive additional compensation per annum in the amounts as follows:

- | | |
|--|------------|
| a. Three (3) years of continuous service | \$200.00 |
| b. Six (6) years of continuous service | \$500.00 |
| c. Nine (9) years of continuous service | \$800.00 |
| d. Twelve (12) years of continuous service | \$1,100.00 |
| e. Fifteen (15) years of continuous service | \$1,400.00 |
| f. Eighteen (18) years of continuous service | \$1,700.00 |
| g. Twenty (20) years of continuous service | \$2,000.00 |
| h. Eight (8) years of continuous services & successful attendance of an additional ten (10) approved schools | \$3,000.00 |

Any Police Officer(s) who become qualified during the year for any of the aforementioned categories will be eligible for pro-rated compensation for the remainder of the current calendar year. The Chief of Police has the sole authority to appoint the Field Training Officers and may rescind said appointment at his sole discretion.

EXHIBIT B: FIRE TERRITORY WAGES FOR 2023

POLE (Protective Occupations Law Enforcement) Category

Based on 2,912 hours

	<u>Market</u>	<u>Mid</u>	<u>Max</u>
POLE A Positions			
Division Chief of Training/Fire Marshal	\$66,745.00	\$78,524.00	\$96,585.00
POLE B Positions			
Battalion Chief (E)	\$65,378.00	\$76,915.00	\$94,605.00
Master Firefighter 1st Class (NE)	\$59,675.00	\$67,735.00	\$80,094.00
POLE C Positions			
Captain (NE)	\$62,592.00	\$73,638.00	\$90,575.00
POLE D Position			
Lieutenants (NE)	\$59,707.00	\$70,244.00	\$86,400.00
POLE E Position			
Firefighter/Engineer (NE)	\$56,873.00	\$66,909.00	\$82,298.00
POLE F Positions			
Master Firefighter (Paramedic) (NE)	\$54,915.00	\$64,606.00	\$79,465.00
Master Firefighter (EMT) (NE)	\$50,915.00	\$60,606.00	\$75,465.00
Probationary Firefighter (NE)	\$46,920.00	\$55,200.00	\$67,896.00

POLE Part-time

PT Administrative Assistant \$17.85 per hour (not to exceed)

Additional Pay/Compensation for the Fire Territory (not-to-exceed):

Members of the Valparaiso Fire Department who are certified in the following categories shall receive additional compensation per year in the following amounts:

Air Pack Maintenance	\$1,000.00
Assistant Mechanic	\$1,650.00
Chief Fire Investigator	\$2,000.00
Mechanic	\$1,000.00
CPR Instructor	\$500.00
Educator/Trainer	\$500.00
EMT with Grade	\$1,000.00
Inspector	\$2,000.00
Investigator	\$1,000.00
ISO Coordinator (Maintenance)	\$1,000.00
Paramedic Certification with Grade	\$5,000.00
Paramedic Certification (Probationary FF)	\$4,000.00
Safety Officer	\$1,500.00
Child Safety Seat Technician	\$500.00
Radio Technician (Maintenance)	\$1,000.00
Supplies Coordinator (Maintenance)	\$500.00
Map Coordinator (Maintenance)	\$1,000.00
Uniform Allowance	\$1,250.00 **added to base pay
Additional Uniform Allowance	\$750.00
Rescue Task Force Coordinator	\$1,000.00
Water Rescue Coordinator	\$1,000.00
Shift Drill Master	\$1,000.00
Veterans Pay or Active Military	\$1,000.00
PhD Degree	\$2,000.00
Masters Degree	\$1,500.00
Bachelors Degree	\$1,000.00
Associates Degree	\$500.00
Rideout Pay	\$1,500.00 **added to base pay

Any firefighter who has more than one college degree will only be compensated for one degree. This compensation will be for the highest degree earned.

Any firefighter who becomes qualified during the year for any of the aforementioned categories will be eligible for pro-rated compensation for the remainder of the current calendar year. Non-FLSA exempt combat firefighters performing the duty of inspections and/or preplanning while off regular scheduled duty will be paid at the hourly rate of one and one half (1-1/2) times their regular rate of pay. FLSA exempt combat firefighters (Battalion Chiefs) performing the duty of inspection and/or preplanning while off regular scheduled duty will be paid at an hourly rate not to exceed forty dollars (\$40.00) per hour.

EXHIBIT C: ALL REMAINING APPOINTED OFFICIALS AND EMPLOYEES**SO (Special Occupation)****All positions are excluded from the Fair Labor Standards Act (FLSA)**

	Market	Mid	Max
City Administrator (E)	\$100,691.00	\$118,460.00	\$145,706.00
Chief Deputy Clerk-Treasurer (E)	\$53,333.00	\$62,745.00	\$77,176.00
Executive Assistant (E)	\$54,974.00	\$64,675.00	\$79,550.00

EXE (Executives)**All positions are exempt under the Fair Labor Standards Act (FLSA)****EXE A**

City Services Director (E)	\$154,534.00	\$181,805.00	\$223,620.00
Engineering Director (E)	\$107,630.00	\$126,624.00	\$155,748.00
City Attorney (E)			

EXE B

Project & Facility Management Director (E)	\$79,764.00	\$93,840.00	\$115,423.00
Public Works Director (E)			
Parks Director (E)			
Development Director (E)			
Police Chief (E)			
Fire Chief (E)			
Planning/Transit Director			
(E) Chief Deputy Engineer			
(E) IT Director (E)			
Building & Code Enforcement Director			
(E) Human Resources Director (E)			
Community Engagement Director (E)			

EXE C

Assistant Public Works Director (E)	\$70,467.00	\$82,902.00	\$101,969.00
Assistant Fire Chief (Operations) (E)			
Assistant Fire Chief (EMS) (E)			
Assistant Police Chief (E)			
Assistant Parks Director (E)			
Assistant Project & Facility Management Director (E)			
Deputy Engineer (E)			

PAT (Professional, Administrative, Tech)**PAT A - Based on 2,080 hours**

Parks - Facilities & Maintenance Director (E)	\$62,644.00	\$73,699.00	\$90,650.00
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PAT B - Based on 2,080 hours

Parks - Golf Maintenance Superintendent (E)	\$59,661.00	\$70,190.00	\$86,333.00
Parks - Horticulture Superintendent (E)			
Parks - Maintenance/Construction Superintendent (E)			
Planning - Transit Manager (E)			
Planning - Associate Planner (E)			

PAT C - Based on 1,820 hours

Planning - Assistant Planner (E)	\$48,620.00	\$57,200.00	\$70,357.00
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PAT C - Based on 2,080 hours

Police - Social Worker (E)	\$55,566.00	\$65,372.00	\$80,407.00
Park - Business Operation Manager			
(E) Park - Recreation Program Director			
(E) Park - Youth Sports Director (E)			
Park - Special Event Director (E)			
Park - Marketing Director (E)			

	<u>Market</u>	<u>Mid</u>	<u>Max</u>
PAT D - Based on 1,820 hours	\$40,461.00	\$47,602.00	\$58,550.00
Building - Building Inspector (NE)			
Building - Code Enforcement Inspector (NE)			
PAT D - Based on 2,080 hours	\$46,242.00	\$54,402.00	\$66,914.00
Park - Event & Venue Coordinator (NE)			
LTC (Labor, Trade & Crafts)			
LTC A - Based on 2,080 hours	\$56,706.00	\$66,713.00	\$82,057.00
Public Works - Maintenance Supervisor (E)			
Public Works - Operations Supervisor (E)			
Project & Facility Mgmt - Maintenance Technician (NE)			
LTC B - Based on 2,080 hours	\$52,649.00	\$61,940.00	\$76,186.00
Park - Asst Horticulture Superintendent (NE)			
Park - Asst Maintenance Superintendent (NE)			
Park - Asst Golf Course Superintendent (NE)			
Public Works - Working Leader/Winter Response (NE)			
Public Works - Working Leader/Truck Driver/Arborist (NE)			
Public Works - Working Leader (NE)			
Public Works - Senior Mechanic (NE)			
Public Works - Heavy Equip Operator/WL/Trainer (NE)			
LTC C - Based on 2,080 hours	\$47,492.00	\$55,873.00	\$68,724.00
Public Works - Mechanic (NE)			
Park - Mechanic (NE)			
LTC D - Based on 2,080 hours	\$45,113.00	\$53,074.00	\$65,281.00
Public Works - Heavy Equipment Operator (NE)			
Public Works - Mechanic Assistant (NE)			
Park - Maintenance Property Supervisor (NE)			
LTC E - Based on 2,080 hours			
Public Works - Automated Truck Driver (NE)	\$43,186.00	\$50,807.00	\$62,493.00
Public Works - Truck Driver/Light Equip Operator (NE)	\$42,336.00	\$49,807.00	\$61,262.00
Park - Groundskeeper/Working Crew Leader (NE)			
LTC F - Based on 2,080 hours	\$39,560.00	\$46,541.00	\$57,245.00
Public Works - Skilled Laborer (NE)			
Public Works - Compost Site Attendant (NE)			
Park - Groundskeeper (NE)			
LTC F			
Positions are compensated at hourly rates not to exceed the amounts listed below			
Public Works Part-time	\$22.38 per hour		
OSS (Office Support Specialist)			
All positions are non-exempt under the Fair Labor Standards Act (FLSA)			
OSS A - Based on 1,820 hours			
Clerk-Treasurer - Deputy Clerk Treasurer/Grant Administrator (NE)	\$53,333.00	\$62,745.00	\$77,176.00
Clerk-Treasurer - Deputy Clerk Treasurer (NE)	\$46,059.00	\$54,187.00	\$66,651.00
OSS A - Based on 2,080 hours			
Park - Executive Assistant (NE)	\$52,639.00	\$61,928.00	\$76,172.00
	<u>Market</u>	<u>Mid</u>	<u>Max</u>

OSS B - Based on 1,820 hours	\$40,439.00	\$47,575.00	\$58,517.00
Police - Administrative Assistant (NE)			
Police - Investigations Administrative Assistant (NE)			
Building - Administrative Assistant (NE)			
Planning - Administrative Assistant (NE)			
Project & Facility Mgmt - Administrative Assistant (NE)			

OSS B - Based on 2,080 hours	\$46,216.00	\$54,371.00	\$66,877.00
Engineering/RDC - Executive Admin Assistant (NE)			
Fire - Administrative Assistant (NE)			
City Attorney - Administrative Asst/Paralegal (NE)			
Park - Administrative Asst/Payroll/HR (NE)			
Park - Bookkeeper (NE)			
Public Works - Administrative Assistant (NE)			
Public Works - GIS/WMS Coordinator (NE)			

OSS C - Based on 1,820 hours	\$37,184.00	\$43,746.00	\$53,807.00
Police - Records Clerk (NE)			
Police - Parking Enforcement (NE)			
Board of Works - Receptionist (NE)			

OSS C - Based on 2,080 hours	\$42,496.00	\$49,995.00	\$61,494.00
Park - Payroll/Bookkeeping Assistant (NE)			
Park - Customer Service Secretary (NE)			

OSS D

**Positions are compensated at hourly rates
not to exceed the amounts listed below**

Deputy Clerk-Treasurer Part-time	\$18.20 per hour
Police Records Clerk Part-time	\$21.97 per hour
Parks Part-time	\$25.00 per hour
Public Works Part-time	\$22.05 per hour
Building Part-time	\$20.00 per hour
Engineering Part-time	\$22.90 per hour
Planning Part-time	\$20.00 per hour
Board of Works Part-time	\$20.00 per hour

EXHIBIT D: ELECTED OFFICIALS

EO (Elected Officials)

**All positions are excluded from the Fair
Labor Standards Act (FLSA)**

	Market	Mid	Max
Mayor	\$92,898.00	\$109,292.00	\$134,429.00
Clerk-Treasurer	\$68,163.00	\$80,192.00	\$98,636.00
City Council	\$11,467.00	\$13,491.00	\$16,594.00

EXHIBIT E: COMPENSATION FOR MEMBERS OF BOARDS & COMMISSIONS

Plan Commission	\$1,440.00
Board of Zoning & Appeals	\$1,440.00
Park Board	\$1,440.00
Board of Public Works & Safety (Citizen Member)	\$3,480.00

EXHIBIT F: SERVICE PAY

<u>At Least</u>	<u>Not More Than</u>	<u>Amount</u>
3 years	6 years	\$200.00
6 years	9 years	\$500.00
9 years	12 years	\$800.00
12 years	15 years	\$1,100.00
15 years	18 years	\$1,400.00
18 years	20 years	\$1,700.00
More than 20 years		\$2,000.00

In the event that the anniversary date of employment for an employee or an appointed and/or elected official covered by this section falls on a date other than January 1, 2023, and such date changes the category for service pay contained herein, such employee shall be paid at the higher rate for the remainder of the calendar year.

The schedule appearing above is not intended to be cumulative and each employee and/or elected official of the City shall fall into only one (1) of the seven categories.

This schedule shall not apply to members of Boards and/or Commissions and/or Council Members as referred to in Section 7.

EXHIBIT G: HEALTH SAVINGS ACCOUNT CONTRIBUTIONS

City employees previously enrolled or enrolling in the following health savings account health insurance tiers will receive a contribution from the City to be paid into each such employee's account as follows:

<u>HSA Tiers</u>	<u>Total Contribution</u>
Employee Only	\$1,800.00
Employee Plus One	\$3,100.00
Family	\$4,100.00

The above referenced contribution will be paid by the City into each employee's account in January.

New employees that begin working for the City in 2023, and subsequently enroll in the health savings account health insurance program, will receive a pro-rated contribution from the City to be paid into each employee's account. The pro-rated contribution shall be determined based upon the employee's ***first full month*** of employment with the City.

Employees who have spouses that also work for the City may only receive a maximum combined contribution of \$3,100.00 for an employee plus one, or a maximum combined contribution of \$4,100.00 for a family.

ORDINANCE NO. 24, 2022

**ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF VALPARAISO,
INDIANA, AMENDING ORDINANCE 9-2019 AND ACCEPTING THE
RECOMMENDATIONS OF THE ST. PAUL ECONOMIC DEVELOPMENT DISTRICT
BOARD**

WHEREAS, consistent with Indiana Code § 36-7-22 *et seq.*, Ordinances 15-2017 and 9-2019 created the St. Paul Economic Improvement District (“EID”).

WHEREAS, on October 4, 2022, the EID Board met and adopted Resolution 2022-1 seeking certain changes to the structure of the EID. A true and accurate copy of Resolution 2022- 1 is attached as **Exhibit A**.

WHEREAS, the City Council finds the proposed changes recommended by the EID Board to be proper.

NOW, THEREFORE, BE IT ORDAINED by the Common Council of the City of Valparaiso, Indiana, as follows:

1. Consistent with Indiana Code § 36-7-22-11, the following are appointed to the EID Board:

- **Robert Coolman** – Owner of property located outside of the EID
- **Carol Carden** – Owner of property located within the EID as nominee of Coolman Communities, Inc
- **Brian Nosbusch** – Owner of property located within the EID

2. Consistent with Indiana Code § 36-7-22-7(a), **Exhibit A** to EID Board Resolution 2022-1 shall be used for calculation of the EID Fee. Upon adoption of this Ordinance, a *Certification of Special Assessment* shall be executed by the County Auditor and County Treasurer and filed with the County Recorder.

3. Consistent with **Exhibit B** to the EID Board Resolution 2022-1, it is acknowledged that MJF Development, Inc. has consented to these actions.

PASSED AND ADOPTED by the Common Council of the City of Valparaiso, Porter County, Indiana, by a _____ vote of all members present and voting, this ____ day of October, 2022.

Matthew R. Murphy, Mayor

ATTEST:

Holly Taylor, Clerk-Treasurer

Presented by me to the Mayor of the City of Valparaiso, Indiana, this ____day of _____, 2022 at the hour of _____o'clock P.M.

Holly Taylor, Clerk-Treasurer

This Ordinance approved and signed by me this ____day of _____, 2022 at the hour of _____o'clock P. M.

Matthew R. Murphy, Mayor