

## **Ordinance 4-2025**

### **An Ordinance amending Ordinance 14-2024**

#### **An ordinance fixing the compensation of Elected Officials, Officers, Board and Commission Members and Employees of the Town of Mooresville**

Whereas the Town Council for the Town of Mooresville is responsible for setting the compensation for its Elected Officials, Officers, Board and Commission Members and Employees for the year 2025.

BE IT HEREBY ORDAINED that the following represents the Salary Ordinance for the Town of Mooresville for the year 2025 to be paid as follows:

#### **SECTION I. MOORESVILLE POLICE DEPARTMENT**

##### Paid from General Fund

Rate of Pay (to be paid in equal bi-weekly increments for salary and rate of pay by hourly pay periods bi-weekly)

##### Full Time Officers

Police Chief	\$3,035.23 bi-weekly
Captain	33.36 per hour
Lieutenant (3)	31.09 per hour
Sergeant (3)	30.27 per hour
Patrolman	29.54 per hour
Probationary Patrolman	29.04 per hour
Detectives	30.27 per hour

##### Communications

IDACS Coordinator	26.51 per hour
Communications Officers	26.01 per hour
Part-Time Communications Officers	22.00 per hour
Dispatchers in training (part-time)	15.00 per hour

##### Administration

Operations Support Liaison	26.21 per hour
Administrative Clerk	26.21 per hour

Police Commission Board Members	50.00 for each meeting attended
---------------------------------	---------------------------------

In addition to the above salaries, shift differential shall be paid to Police Officers and Communications Officers on the second shift in the amount of \$.25 per hour, third shift in the amount of \$.50 per hour, and Communications Officers working the swing shift will receive \$.30 per hour.

The Police Chief, as Administrative Executive of the department, shall not be entitled to overtime but instead shall receive time off at the rate of 1 to 1. For every hour worked in excess of 40 hours, they shall receive 1 hour time off for compensation.

All other Police Officers shall receive overtime as set out in the Fair Labor Standards Act based on a work period of either 7 or 28 consecutive days with the overtime computed as allowable by the Fair Labor Standards Act for the said work period, and shall receive pay at the rate of 1½ to 1, for every hour in excess of the determined regular number of hours set for the Fair Labor Standards Act.

All Police Officers shall receive as a benefit paid by the Town for the 1977 Pension Plan 20.3% of their salary. The Police Chief may opt to be in Civilian PERF instead and would receive a benefit of 14.2% of their salary paid by the Town to PERF.

## SECTION II. FIRE DEPARTMENT

### Paid from General Fund

Rate of Pay (to be paid in equal bi-weekly increments for salary and rate of pay by hourly pay periods bi-weekly)

### Full Time Firefighters

Fire Chief	\$3,035.23
Assistant Fire Chief	2,588.62
Inspection Officer & Inspection Investigator	2,543.27
Captains	2,376.97
Lieutenants	2,342.53
Firefighters	2,308.07
Probationary Firefighters	2,267.75
Full-Time Firefighter/Medic	2,500.00 additional/year
(\$2,500 additional annual pay pro-rated over 26 pay periods or applicable number of pay periods for Firefighter who is also a Medic)	

### Reserve Firefighters

Firefighter	15.00 per hour
Firefighter/EMT	20.00 per hour
Firefighter/Medic	22.00 per hour

Hourly pay for special events or training per Chief Officer's discretion.

The Fire Chief, as Administrative Executive of the Department, shall not be entitled to overtime but instead shall receive time off at the rate of 1 to 1. For every hour worked in excess of 40 hours, they shall receive 1 hour time off for compensation.

All other Firefighters shall receive overtime as set out in the Fair Labor Standards Act based on a work period of either 7 or 28 consecutive days with the overtime computed as allowable by the Fair Labor Standards Act for the said work period, and shall receive pay at the rate of 1½ to 1, for every hour in excess of the determined regular number of hours set for the Fair Labor Standards Act.

All Firefighters shall receive as a benefit paid by the Town for the 1977 Pension Plan 20.3% of their salary. The Fire Inspector shall receive a benefit of 14.2% of their salary paid by the Town for Civilian PERF.

### **SECTION III. TOWN COURT**

<u>Paid from General Fund</u>	Rate of Pay (to be paid in equal bi-weekly increments for salary and rate of pay by hourly pay periods bi-weekly)
Town Judge	\$2,361.38 (no longevity)
Court Administrative Clerk	1,870.07
Court Full-Time Administrative Assistant Clerk	1,619.99

The Judge, Court Administrative Clerk and Court Full-Time Administrative Assistant Clerk shall receive a benefit of 14.2% of their salary paid by the Town to PERF.

**SECTION IV.****TOWN ADMINISTRATIVE**

<u>Paid from General &amp; Wastewater Funds</u>	Rate of Pay (to be paid in equal bi-weekly increments for salary and rate of pay by hourly pay periods bi-weekly)
Town Council (5) (50% from Wastewater & 50% from General)	\$3,000.00 annually (paid quarterly)
Clerk-Treasurer (50% from Wastewater & 50% from General)	2,746.10 (no longevity)
Budgetary Clerk (50% from Wastewater & 50% from General)	2,031.99
Entry Level Budgetary Clerk	1,699.19
Reconciliation and Budgetary Clerk (Deputy Clerk-Treasurer) (50% from Wastewater & 50% from General)	2,346.86
Entry Level Reconciliation and Budgetary Clerk (50% from Wastewater & 50% from General)	1,891.70
WWTP Billing Manager (All from Wastewater)	1,865.59
WWTP Entry Level Billing Manager (All from Wastewater)	1,699.19
Full-Time Clerk (50% from Wastewater & 50% from General)	1,502.40
Part-Time Year-Round Billing Clerk (All from Wastewater)	18.00 per hour

Town Council members, Clerk-Treasurer and Judge are eligible to receive Medical, Dental, Life and Vision insurance.

The Clerk-Treasurer and the Full-Time Clerks shall receive a benefit of 14.2% of their salary paid by the Town to PERF.

The Town Attorney shall be paid pursuant to a contract for employment of attorney.

**Paid from General Fund**

School Crossing Guards	\$15.00 per hour
Seasonal Worker – Clerk’s Office	\$12.00 - \$15.00 per hour

**Paid from NR Building Fund**

Plan Commission Members	50.00 per each meeting attended
Plan Commission Tech Review Committee	35.00 per each meeting attended
BZA Board Members	50.00 per each meeting attended
Board Clerks	35.00 per each meeting attended

**SECTION V.****STREET DEPARTMENT**Paid from MVH, NR Bldg & Wastewater Funds

Rate of Pay (to be paid in equal bi-weekly increments for salary and rate of pay by hourly pay periods bi-weekly)

Street Superintendent/Building Official (50% from MVH & 50% from NR Bldg)	\$2,900.60 bi-weekly
Assistant Street Superintendent (All from MVH)	31.18 per hour
Skilled Laborer (2 from Wastewater & rest from MVH)	28.04 per hour
Entry Level (Shall receive a \$.50 raise after the first six months)	27.52 per hour
Unskilled Laborer	24.11 per hour
Entry Level (Shall receive a \$.50 raise after the first six months)	23.59 per hour
Office Manager (50% from MVH & 50% from NR Bldg)	2,226.87 bi-weekly

An additional \$.50 per hour shall be paid to any employee with a Category 8 Certification.

The Street Superintendent, as Administrative Executive of the Department, shall not be entitled to overtime but instead shall receive time off at the rate of 1 to 1. For every hour worked in excess of 40 hours, they shall receive 1 hour time off for compensation.

Full-Time employees of the MVH Department shall receive as a benefit 14.2% of the employee's salary paid by the Town to PERF.

## **SECTION VI.**

## **STORMWATER DEPARTMENT**

### Paid from Stormwater Fund

Rate of Pay (to be paid in equal bi-weekly increments for salary and rate of pay by hourly pay periods bi-weekly)

Stormwater/Building Inspector

\$2,242.83

Seasonal Stormwater Employees

12.00 per hour

Seasonal employees shall be paid at the rate of \$12.00 per hour out of Stormwater with seasonal employees from the prior year to be paid an additional \$.50 per hour up to \$13.50. These employees are seasonal, despite the number of hours worked and shall not be considered full-time employees or receive health insurance benefits under the Town or monies paid into the Town retirement account.

Full-time employees of the Stormwater Department shall receive as a benefit 14.2% of the employee's salary paid by the Town to PERF. An additional \$.50 per hour shall be paid to any employee with a Category 8 Certification.

## **SECTION VII.**

## **WASTEWATER TREATMENT PLANT**

### Paid from Wastewater Fund

Rate of Pay (to be paid in equal bi-weekly increments for salary and rate of pay by hourly pay periods bi-weekly)

Treatment Plant Superintendent

\$3,006.38 bi-weekly

Assistant Plant Superintendent

31.18 per hour

Skilled Treatment Plant Operator

28.04 per hour

Unskilled Treatment Plant Operator

24.11 per hour

Additional hourly pay shall be paid for any employee, excluding the Superintendent, who obtains the following status:

- Lab Technician 1.50 per hour
- CDL Certification .50 per hour
- Class I, II, III Wastewater Certification 1.00 per hour/per certification

No additional pay will be given for Certifications above a Class III.

The Treatment Plant Superintendent, as Administrative Executive of the Department, shall not be entitled to overtime but instead shall receive time off at the rate of 1 to 1. For every hour worked in excess of 40 hours, they shall receive 1 hour time off for compensation.

Full-Time employees of the Treatment Plant shall receive as a benefit 14.2% of the employee's salary paid by the Town to PERF.

## SECTION VIII.

## PARKS DEPARTMENT

### Paid from Park & Recreation Fund

Rate of Pay (to be paid in equal bi-weekly increments for salary and rate of pay by hourly pay periods bi-weekly)

Park Superintendent	\$2,900.60 bi-weekly
Office Manager	27.82 per hour
Assistant Superintendent (Aquatic/Recreation Director)	30.85 per hour
Maintenance Supervisor	28.04 per hour
Maintenance Technician	24.70 per hour
*Recreation Coordinator (paid from Park Non-Reverting Operating Fund)	24.35 per hour

Park Board Members (paid from Park Non-reverting Operating Fund)	\$50.00 per meeting attended
---------------------------------------------------------------------	------------------------------

\*NOTE: This position is to be reviewed annually to verify that the position is being covered by the user fees from the "Before and After School Program" which is pursuant to an agreement with the Mooresville Consolidated School Corporation and the Mooresville Park & Recreation District. In the event the user fees are not covering the position, the Town Council reserves the right to terminate this position.

The Park Superintendent, as Administrative Executive of the Department, shall not be entitled to overtime but instead shall receive time off at the rate of 1 to 1. For every hour worked in excess of 40 hours, they shall receive 1 hour time off for compensation.

Overtime for Park & Recreation District employees shall be granted to the Assistant Superintendent/Aquatics & Recreation Director, Office Manager, Maintenance Supervisor, Recreation Coordinator (RECU), and Maintenance Coordinator exempting seasonal workers under the Fair Labor Standards Act that would qualify for this exemption. Employees that are not exempt shall be entitled to overtime as defined by the Town's overtime policy. For every 1 hour in excess of 40 hours a week worked, the aforementioned employees shall be paid 1½ hour wages.

Full-Time employees of the Park shall receive a benefit of 14.2% of their salary paid by the Town to PERF.

Compensation for all Part-Time/Seasonal employees of the Park will be set by the Mooresville Parks Board.

**SECTION IX.****OVERTIME**

All employees of the Town that are not elected officials and not excluded as supervisors shall receive overtime compensation. Overtime shall be defined as hours worked in excess of 40 hours per week. Overtime compensation shall be paid at the rate of 1½ hour of wages for every 1 hour in excess of 40 hours of work per week. These provisions shall not apply to the Police Chief and the Fire Chief where comp time is granted to these officers so long as the Federal Fair Labor Standards Act provisions are met.

**SECTION X.****LONGEVITY SCALE**

YEARS OF SERVICE	ANNUAL AMOUNT	BI-WEEKLY AMOUNT
1	\$ 500.00	\$ 19.23
2	\$ 1,000.00	\$ 38.46
3	\$ 1,500.00	\$ 57.69
4	\$ 2,000.00	\$ 76.92
5	\$ 2,500.00	\$ 96.15
6	\$ 3,000.00	\$115.38
7	\$ 3,500.00	\$134.62
8	\$ 4,000.00	\$153.85
9	\$ 4,500.00	\$173.08
10	\$ 5,000.00	\$192.31
11	\$ 5,500.00	\$211.54
12	\$ 6,000.00	\$230.77
13	\$ 6,500.00	\$250.00
14	\$ 7,000.00	\$269.23
15	\$ 7,500.00	\$288.46
16	\$ 8,000.00	\$307.69
17	\$ 8,500.00	\$326.92
18	\$ 9,000.00	\$346.15
19	\$ 9,500.00	\$365.38
20 years and above	\$10,000.00	\$384.62

Longevity pay shall be calculated by using a "longevity scale" set out at the top of this section and applying the following definitions: a year of service shall be calculated by the date the individual was hired on a full-time basis and totaling 365 days to complete 1 year of service. The adjustment in pay shall be made annually based upon the number of years of service as of the employee's hire date of each calendar year and paid in equal bi-weekly increments.



## **SECTION XI.**

## **OTHER BENEFITS**

Medical insurance shall be paid to all Full-Time, non-seasonal Park Employees, all Full-Time employees of the Town and Part-Time employees of the Town that are scheduled regularly for 30 hours of work per week (this excludes Fire Reserves and Part-Time or Casual Dispatchers that are Part-Time employees) This does include Elected Officials who elect medical insurance coverage.

Eligible employees shall be entitled to retirement benefits provided by the Town of Mooresville pursuant to Resolutions and Ordinances passed by the Town of Mooresville that would entitle them to these benefits. Medical insurance, dental insurance, vision insurance, life insurance and long-term disability insurance shall be provided pursuant to existing plans.

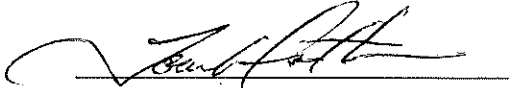
The Town shall also reimburse employees for meals, lodging, parking fees and hotel fees during periods of travel along with mileage (documented) at \$.575 per mile.

This Ordinance shall become effective for pay periods starting December 14, 2024 and shall continue in full force and effect until December 12, 2025 unless amended. Any Ordinance or parts of Ordinances conflicting with this Ordinance are hereby repealed.

This Ordinance 4-2025, passed and adopted by the Civil Town of Mooresville, Indiana this  
6th day of May 2025.

FOR:

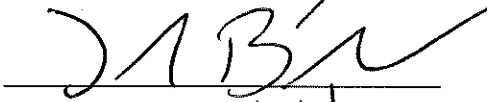
AGAINST:



Tom Warthen \_\_\_\_\_



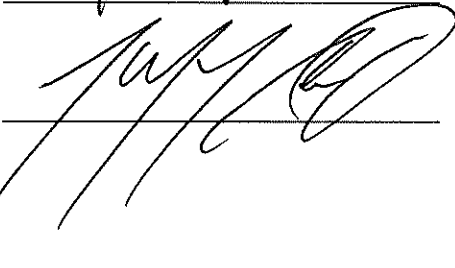
Greg Swinney \_\_\_\_\_



Josh Brown \_\_\_\_\_

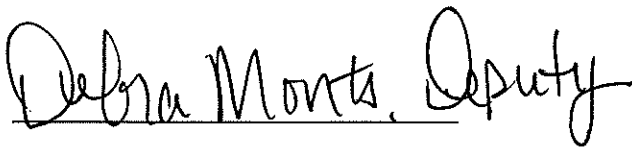


Kirk Witt \_\_\_\_\_



Jeff Cook \_\_\_\_\_

ATTEST:



Dianna Wamsley, Clerk-Treasurer