

ORDINANCE 2015-4

TOWN OF GENEVA

SHORT TITLE: An Ordinance fixing wages and salaries paid in the year 2016 for the employees of the Water and Sewage Utilities and Street Department of the Town of Geneva, Adams County, Indiana:

BE ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF GENEVA, ADAMS COUNTY, INDIANA, AS FOLLOWS:

SECTION 1: That the hourly wage of the Superintendent of Streets & Maintenance of the Town of Geneva for calendar year 2016, shall be set at not more than \$20.69, based on a forty (40) hour week. Work in excess of forty (40) hours in any single week to be paid at one and one-half (1 ½) the hourly rate for each hour worked.

SECTION 2: That the hourly wage of the Certified Water/Wastewater Operator of the Town of Geneva for calendar year 2016, shall be set at not more than \$20.69 per hour, based on a forty (40) hour week. Work in excess of forty (40) hours in any single week to be paid at one and one-half (1 ½) the hourly rate for each hour worked.

SECTION 3: That the salary of the Clerk-Treasurer of the Town of Geneva, for service rendered the Street Department and Water and Sewage Utilities of the Town in calendar year 2016, shall be fixed, set and paid up to the sum of \$21520.98 per year. With a Bachelor of Science degree pay is increased at up to 3%. A MBA or CPA License could yield yet additional pay increases at the discretion of the Town Council. Full time Clerk-Treasurer will have full benefits.

SECTION 4: That the hourly wage of the Deputy Clerk, with duties for Utilities Clerk and Marshal's Office Clerk, will be not more than \$14.38 per hour for the calendar year 2016. This wage is based upon a normal workweek of twenty-eight (28) hours. This is a part time position. Work in excess of forty (40) hours in any single week to be paid at one and one-half (1 ½) the hourly rate for each hour worked. Deputy Clerk will receive up to two (2) weeks (56hrs) of paid vacation per year based on seniority in job, 6 sick days, 3 personal days, 5 hours per holiday, and up to 5 bereavement days. No other benefits. The Deputy Clerk position is to be appointed by the Clerk-Treasurer, with the approval of the Town Council.

SECTION 5: That the hourly wage of full time laborers of the Street Department or Water & Sewage Utilities shall be paid up to a rate of not more than \$19.00 per hour calendar year 2016. Base rate of \$13.57 with strides being made to become a Certified Water/Wastewater Operator. One required water certification 15.08, 2nd required water certification or equivalent, \$16.30, and 3rd required certification for wastewater \$17.91. Council may at their discretion increase pay above certification level based on experience and job performance. Overtime hours in excess of forty (40) hours in any single week to be paid at one and one-half (1 ½) the hourly rate for each hour worked.

SECTION 6: That the hourly wage of part time/seasonal laborers of the Street Department or Water & Sewage Utilities shall be paid up to a rate of \$11.22 per hour for calendar year 2016. This wage is based upon a normal workweek of twenty-four (24) hours, not to exceed 1500 hr. per year. Overtime hours in excess of forty (40) hours in any single week to be paid at one and one-half (1 ½) the hourly rate for each hour worked. Part time laborers working more than 20 hours per week will be eligible for holiday pay of 4 hrs. They will not be eligible for any other fringe benefits.

SECTION 7: That part time/seasonal help for street or utility may be hired at minimum wage up to no more than \$11.25 per hour, depending on experience. At no more than 1500 hrs. per year. No benefits. All applicable state laws on hiring minors to be followed.

SECTION 8: This ordinance shall be in full force and effect from and after its passage and shall be effective as to salaries and wages provided for herein on and after January 1, 2016.

SECTION 9: All Ordinances and parts of ordinances in conflict herewith are hereby repealed.

Duly adopted by the Town Council of Geneva, Adams County, Indiana, on this 6th day of October, 2015.

Richard Clutter

Richard Clutter, President

Agnes Schoch

Agnes Schoch, Council Member

James Timmons

James Timmons, Vice-President

ATTEST: Jane Kaverman

Jane Kaverman, Clerk-Treasurer

1st reading 8-4-15

2nd reading 10-6-15