



**NOTICE OF SPECIAL CALL MEETING OF THE
COMMON COUNCIL
October 17, 2024
6:00 p.m.**

There will be a Special Call meeting of the Common Council of the City of Elkhart, Indiana, on **Thursday, October 17th, 2024 at 6:00 p.m.**, in the Council Chambers, at City Hall, 229 S. Second Street, Elkhart. The purpose of the meeting will be to adopt the 2025 budget, and to adopt the 2025 salary ordinances for everyone except the fire department, which will be adopted at the regular Council meeting on Monday, October 21, 2024. The Council will take action upon the following proposed ordinances:

- **Proposed Ordinance 24-O-34**, an ordinance adopting the operating budget for the 2025 calendar year, appropriating funds for such purpose and establishing the tax rate for the City of Elkhart
- **Proposed Ordinance 24-O-35**, an ordinance fixing the annual salaries of elected officials of the City of Elkhart, Indiana, for the calendar year 2025
- **Proposed Ordinance 24-O-36**, an ordinance fixing the salaries and wages for appointed officers and other salaried employees of the City of Elkhart, Indiana, for the year 2025
- **Proposed Ordinance 24-O-37**, an ordinance adopting a schedule of salaries and other compensation for the police officers of the City of Elkhart, Indiana, for the calendar year 2025
- **Proposed Ordinance 24-O-40**, an ordinance adopting a schedule of salaries and other compensation for the fire department of the City of Elkhart, Indiana, for the calendar year 2025 (*First Reading Only, Second/Third Reading will be on Monday, October 21, 2024*)

This meeting will be held online via WebEx and will be live-streamed on the city's website



DATE: September 12, 2024
TO: Elkhart Common Council, Arvis Dawson President
FROM: Corinne Straight, Director of Communication
RE: 2025 Budget

The administration presents for your consideration Proposed Ordinance No. 24-O-34 establishing the City of Elkhart budget for 2025.

ASPIRE Elkhart will remain the focus of this administration for 2025. Making strategic investments in infrastructure, public safety, quality of place, and neighborhoods, we are building tomorrow's Elkhart, starting today.

This budget reflects the personnel, equipment, and projects necessary to carry out ASPIRE in the coming year. From paving roads to updating parks, from renovating a downtown landmark to removing invasive plant species, and everything in between, this city ASPIRES to make Elkhart a magnetic place to live, work, and play for generations to come.

We look forward to the opportunity to answer your questions and further explore the vision for Elkhart in 2025.

We greatly appreciate your consideration. Staff will be available for your questions.

ORDINANCE NO. _____

**AN ORDINANCE ADOPTING THE OPERATING BUDGET FOR THE 2025
CALENDAR YEAR, APPROPRIATING FUNDS FOR SUCH PURPOSES AND
ESTABLISHING THE TAX RATE FOR THE CITY OF ELKHART**

WHEREAS, Indiana Code § 36-4-7-7 requires the City of Elkhart, Indiana (“City”) to adopt an ordinance appropriating funds for department budgets and for other City purposes for the ensuing budget year; and

WHEREAS, pursuant to Indiana Code § 36-4-7-7, our City Controller is required to create a report of budget estimates for the Common Council of the City of Elkhart, Indiana (“Common Council”); and the City Controller has prepared such report of budget estimates; and

WHEREAS, Indiana Code § 36-4-7-7 further requires the Common Council to review the report, to adopt an ordinance making appropriations for the estimated department budgets and for other city purposes during the ensuing budget year, and to prepare and adopt an ordinance fixing the rate of taxation for the ensuing budget year; and

WHEREAS, Indiana Code § 36-4-7-7 further states that the Common Council may reduce any account line amount shown in the report of the City Controller, but the Common Council may not increase any account line amount shown in the report of the City Controller without approval of the Mayor; and

WHEREAS, the Common Council has reviewed the report of budget estimates of the City Controller, considered public comments on the report, and now desires to adopt and approve the report of budget estimates for the budget year 2025.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF ELKHART, INDIANA THAT:

Section 1. The 2025 Budget of the City of Elkhart, Indiana shown in *Budget Form No. 4 (State Form 55865)* and Schedule A, which are attached hereto and made a part hereof, are hereby adopted as the City of Elkhart's Budget for the calendar year 2025, and the sums specified therein for department budgets and other city purposes are hereby appropriated, and the same are allocated to the appropriate city accounts.

Section 2. The Common Council fixed the ____ day of _____, _____, at 7:00 p.m., in the Council Chambers, as the date, time and place when the Common Council would consider and determine the budget, appropriations and tax rates of the City of Elkhart, Indiana, and the taxpayers of the city were, then and there, afforded the right to be heard.

Section 3. The proper officers of the City of Elkhart are directed to file a certified copy of this ordinance, and the determinations herein, with the Auditor of Elkhart County, Indiana, for a hearing before the Department of Local Government Finance in such county, as provided by law.

Section 4. This Ordinance shall be in effect from and after its passage by the Common Council, approval by the Mayor, and publication according to law.

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ORDAINED this _____ day of _____, _____.

Arvis Dawson
President of the Common Council

ATTEST:

Debra D. Barrett, Elkhart City Clerk

PRESENTED to the Mayor by me this _____ day of _____, _____, at
_____ a.m./p.m.

Debra D. Barrett, Elkhart City Clerk

Approved by me this _____ day of _____, _____.

Rod Roberson, Mayor for the City of Elkhart

ATTEST:

Debra D. Barrett, Elkhart City Clerk

Schedule 'A'

| | <u>2025 Budget</u> |
|---|------------------------|
| Fund: 1101 - GENERAL | |
| Department: 000 - Non Departmental | |
| 43 - Other Services & Charges | \$ - |
| 44 - Capital Outlay | \$ - |
| 45 - Other Financing Uses | \$ 6,140,000.00 |
| Total Department: 000 - Non Departmental: | \$ 6,140,000.00 |
| Department: 001 - Mayor | |
| 41 - Personnel Services | \$ 642,800.00 |
| 42 - Supplies | \$ 5,000.00 |
| 43 - Other Services & Charges | \$ 32,900.00 |
| 45 - Other Financing Uses | \$ - |
| Total Department: 001 - Mayor: | \$ 680,700.00 |
| Department: 002 - Board Of Works | |
| 41 - Personnel Services | \$ 500,500.00 |
| 42 - Supplies | \$ 28,500.00 |
| 43 - Other Services & Charges | \$ 2,406,756.00 |
| 44 - Capital Outlay | \$ 40,000.00 |
| Total Department: 002 - Board Of Works: | \$ 2,975,756.00 |
| Department: 003 - Building/code Enforcement | |
| 41 - Personnel Services | \$ 1,464,000.00 |
| 42 - Supplies | \$ 48,950.00 |
| 43 - Other Services & Charges | \$ 88,000.00 |
| 44 - Capital Outlay | \$ 32,000.00 |
| 45 - Other Financing Uses | \$ - |
| Total Department: 003 - Building/code Enforcement: | \$ 1,632,950.00 |
| Department: 004 - City Clerk | |
| 41 - Personnel Services | \$ 919,700.00 |
| 42 - Supplies | \$ - |
| 43 - Other Services & Charges | \$ 10,000.00 |
| 44 - Capital Outlay | \$ - |
| Total Department: 004 - City Clerk: | \$ 929,700.00 |
| Department: 005 - City Court | |
| 41 - Personnel Services | \$ 121,900.00 |
| 43 - Other Services & Charges | \$ 5,293.00 |
| Total Department: 005 - City Court: | \$ 127,193.00 |
| Department: 006 - City Court/probation | |
| 41 - Personnel Services | \$ 260,800.00 |
| 42 - Supplies | \$ 6,700.00 |
| 43 - Other Services & Charges | \$ 132,361.00 |
| Total Department: 006 - City Court/probation: | \$ 399,861.00 |
| Department: 009 - Common Council | |
| 41 - Personnel Services | \$ 317,105.00 |
| 42 - Supplies | \$ 3,450.00 |
| 43 - Other Services & Charges | \$ 73,100.00 |
| Total Department: 009 - Common Council: | \$ 393,655.00 |
| Department: 010 - Controller | |
| 41 - Personnel Services | \$ 753,934.00 |
| 42 - Supplies | \$ 7,500.00 |
| 43 - Other Services & Charges | \$ 113,200.00 |
| Total Department: 010 - Controller: | \$ 874,634.00 |

Schedule 'A'

| | 2025 Budget |
|--|-------------------------|
| Department: 011 - Human Resources | |
| 41 - Personnel Services | \$ 739,200.00 |
| 42 - Supplies | \$ 17,000.00 |
| 43 - Other Services & Charges | \$ 165,500.00 |
| Total Department: 011 - Human Resources: | \$ 921,700.00 |
| Department: 015 - Legal Department | |
| 41 - Personnel Services | \$ 712,900.00 |
| 42 - Supplies | \$ 3,700.00 |
| 43 - Other Services & Charges | \$ 78,800.00 |
| Total Department: 015 - Legal Department: | \$ 795,400.00 |
| Department: 016 - Economic Development | |
| 41 - Personnel Services | \$ 798,900.00 |
| 42 - Supplies | \$ 20,200.00 |
| 43 - Other Services & Charges | \$ 531,556.00 |
| 44 - Capital Outlay | \$ - |
| Total Department: 016 - Economic Development: | \$ 1,350,656.00 |
| Department: 017 - Planning Department | |
| 41 - Personnel Services | \$ 460,700.00 |
| 42 - Supplies | \$ 12,500.00 |
| 43 - Other Services & Charges | \$ 334,700.00 |
| 44 - Capital Outlay | \$ - |
| 45 - Other Financing Uses | \$ - |
| Total Department: 017 - Planning Department: | \$ 807,900.00 |
| Department: 030 - Information Technology | |
| 41 - Personnel Services | \$ 1,365,600.00 |
| 43 - Other Services & Charges | \$ 414,015.00 |
| 44 - Capital Outlay | \$ 391,000.00 |
| Total Department: 030 - Information Technology: | \$ 2,170,615.00 |
| Department: 214 - Fire Department | |
| 41 - Personnel Services | \$ 17,303,400.00 |
| 42 - Supplies | \$ 1,229,000.00 |
| 43 - Other Services & Charges | \$ 1,165,189.00 |
| Total Department: 214 - Fire Department: | \$ 19,697,589.00 |
| Department: 218 - Communications Center | |
| 41 - Personnel Services | \$ 2,134,200.00 |
| 42 - Supplies | \$ 14,744.00 |
| 43 - Other Services & Charges | \$ 233,150.00 |
| 44 - Capital Outlay | \$ 55,000.00 |
| Total Department: 218 - Communications Center: | \$ 2,437,094.00 |
| Department: 219 - Police Department | |
| 41 - Personnel Services | \$ 18,700,320.00 |
| 42 - Supplies | \$ 1,357,166.00 |
| 43 - Other Services & Charges | \$ 2,829,039.00 |
| 44 - Capital Outlay | \$ 1,549,750.00 |
| Total Department: 219 - Police Department: | \$ 24,436,275.00 |
| Department: 301 - PW Engineering | |
| 41 - Personnel Services | \$ 330,000.00 |
| 42 - Supplies | \$ 11,110.00 |
| 43 - Other Services & Charges | \$ 461,850.00 |
| 44 - Capital Outlay | \$ 37,500.00 |
| Total Department: 301 - PW Engineering: | \$ 840,460.00 |

Schedule 'A'

| | 2025 Budget |
|---|-------------------------|
| Department: 303 - Buildings & Grounds Maint | |
| 41 - Personnel Services | \$ 4,113,200.00 |
| 42 - Supplies | \$ 533,997.00 |
| 43 - Other Services & Charges | \$ 1,084,448.00 |
| 44 - Capital Outlay | \$ 508,000.00 |
| Total Department: 303 - Buildings & Grounds Maint: | \$ 6,239,645.00 |
| Total Fund: 1101 - GENERAL: | \$ 73,851,783.00 |
| | |
| Fund: 2201 - MVH | |
| Department: 310 - MVH - Street Department | |
| 41 - Personnel Services | \$ 4,903,900.00 |
| 42 - Supplies | \$ 3,563,900.00 |
| 43 - Other Services & Charges | \$ 1,089,002.00 |
| 44 - Capital Outlay | \$ 1,959,700.00 |
| 45 - Other Financing Uses | \$ - |
| Total Fund: 2201 - MVH: | \$ 11,516,502.00 |
| | |
| Fund: 2202 - LOCAL ROAD & STREET | |
| Department: 305 - Local Road & Street | |
| 42 - Supplies | \$ 1,000,000.00 |
| Total Fund: 2202 - LOCAL ROAD & STREET: | \$ 1,000,000.00 |
| | |
| Fund: 2204 - PARK & RECREATION | |
| Department: 501 - Parks & Recreation | |
| 41 - Personnel Services | \$ 2,187,075.00 |
| 42 - Supplies | \$ 397,500.00 |
| 43 - Other Services & Charges | \$ 835,120.00 |
| 44 - Capital Outlay | \$ 455,000.00 |
| 45 - Other Financing Uses | \$ 775,000.00 |
| Total Fund: 2204 - PARK & RECREATION: | \$ 4,649,695.00 |
| | |
| Fund: 2205 - CEMETERY | |
| Department: 404 - Cemetery | |
| 41 - Personnel Services | \$ 876,250.00 |
| 42 - Supplies | \$ 43,650.00 |
| 43 - Other Services & Charges | \$ 121,750.00 |
| 44 - Capital Outlay | \$ 6,000.00 |
| Total Fund: 2205 - CEMETERY: | \$ 1,047,650.00 |
| | |
| Fund: 2206 - AVIATION | |
| Department: 201 - Aviation | |
| 41 - Personnel Services | \$ 1,058,700.00 |
| 42 - Supplies | \$ 130,670.00 |
| 43 - Other Services & Charges | \$ 338,301.00 |
| 44 - Capital Outlay | \$ - |
| 45 - Other Financing Uses | \$ - |
| Total Fund: 2206 - AVIATION: | \$ 1,527,671.00 |
| | |
| Fund: 2214 - PROBATION USERS FEE | |
| Department: 204 - Probation | |
| 41 - Personnel Services | \$ 173,500.00 |
| Total Fund: 2214 - PROBATION USERS FEE: | \$ 173,500.00 |
| | |
| Fund: 2228 - LAW ENFORCEMENT EDUCATION | |
| Department: 219 - Police Department | |
| 43 - Other Services & Charges | \$ 40,000.00 |
| Total Fund: 2228 - LAW ENFORCEMENT EDUCATION: | \$ 40,000.00 |

Schedule 'A'

| | 2025 Budget |
|---|------------------------|
| Fund: 2230 - RECORD PERPETUATION | |
| Department: 914 - City Clerk | |
| 41 - Personnel Services | \$ 36,400.00 |
| 42 - Supplies | \$ 12,000.00 |
| 43 - Other Services & Charges | \$ 33,500.00 |
| Total Department: 914 - City Clerk: | \$ 81,900.00 |
| Total Fund: 2230 - RECORD PERPETUATION: | \$ 81,900.00 |
| Fund: 2234 - UNSAFE BUILDING | |
| Department: 405 - Unsafe Building | |
| 43 - Other Services & Charges | \$ 256,000.00 |
| 45 - Other Financing Uses | \$ - |
| Total Department: 405 - Unsafe Building: | \$ 256,000.00 |
| Total Fund: 2234 - UNSAFE BUILDING: | \$ 256,000.00 |
| Fund: 2235 - RIVERBOAT FUND | |
| Department: 000 - Non Departmental | |
| 42 - Supplies | \$ 750,000.00 |
| 45 - Other Financing Uses | \$ - |
| Total Fund: 2235 - RIVERBOAT FUND: | \$ 750,000.00 |
| Fund: 2240 - LOIT PUBLIC SAFETY | |
| Department: 214 - Fire Department | |
| 41 - Personnel Services | \$ 3,678,000.00 |
| Total Department: 214 - Fire Department: | \$ 3,678,000.00 |
| Department: 219 - Police Department | |
| 41 - Personnel Services | \$ 3,438,280.00 |
| Total Department: 219 - Police Department: | \$ 3,438,280.00 |
| Total Fund: 2240 - LOIT PUBLIC SAFETY: | \$ 7,116,280.00 |
| Fund: 2500 - CENTRAL GARAGE | |
| Department: 901 - Central Garage | |
| 41 - Personnel Services | \$ 1,724,300.00 |
| 42 - Supplies | \$ 991,302.00 |
| 43 - Other Services & Charges | \$ 483,600.00 |
| 44 - Capital Outlay | \$ 160,000.00 |
| Total Fund: 2500 - CENTRAL GARAGE: | \$ 3,359,202.00 |
| Fund: 2501 - MAUSOLEUM OPERATIONS | |
| Department: 401 - Cemetery | |
| 42 - Supplies | \$ 8,500.00 |
| 43 - Other Services & Charges | \$ 11,400.00 |
| Total Fund: 2501 - MAUSOLEUM OPERATIONS: | \$ 19,900.00 |
| Fund: 2502 - ENVIRONMENTAL CENTER | |
| Department: 302 - Environmental Center | |
| 41 - Personnel Services | \$ 321,500.00 |
| 42 - Supplies | \$ 80,745.00 |
| 43 - Other Services & Charges | \$ 107,250.00 |
| 44 - Capital Outlay | \$ 47,000.00 |
| Total Fund: 2502 - ENVIRONMENTAL CENTER: | \$ 556,495.00 |
| Fund: 2503 - GREAT ELKHART FUND | |
| Department: 000 - Non Departmental | |
| 43 - Other Services & Charges | \$ - |
| Total Fund: 2503 - GREAT ELKHART FUND: | \$ - |

Schedule 'A'

| | <u>2025 Budget</u> |
|---|------------------------|
| Fund: 2505 - E 911 | |
| Department: 240 - Communication Center | |
| 43 - Other Services & Charges | \$ 79,200.00 |
| Total Fund: 2505 - E 911: | \$ 79,200.00 |
| Fund: 2510 - NYC RR MUSEUM | |
| Department: 505 - NYC RR Museum | |
| 41 - Personnel Services | \$ 204,300.00 |
| 42 - Supplies | \$ 3,100.00 |
| 43 - Other Services & Charges | \$ 61,950.00 |
| 45 - Other Financing Uses | \$ - |
| Total Fund: 2510 - NYC RR MUSEUM: | \$ 269,350.00 |
| Fund: 2511 - LERNER THEATRE | |
| Department: 502 - Lerner | |
| 41 - Personnel Services | \$ 1,457,600.00 |
| 42 - Supplies | \$ 60,300.00 |
| 43 - Other Services & Charges | \$ 677,651.00 |
| 44 - Capital Outlay | \$ 104,000.00 |
| 45 - Other Financing Uses | \$ 100,000.00 |
| Total Fund: 2511 - LERNER THEATRE: | \$ 2,399,551.00 |
| Fund: 2520 - PARK PROGRAM | |
| Department: 508 - Misc Programs | |
| 42 - Supplies | \$ 47,700.00 |
| 43 - Other Services & Charges | \$ 72,000.00 |
| 44 - Capital Outlay | \$ 120,000.00 |
| 45 - Other Financing Uses | \$ - |
| Total Department: 508 - Misc Programs: | \$ 239,700.00 |
| Department: 509 - Ideal Beach | |
| 42 - Supplies | \$ 13,000.00 |
| 43 - Other Services & Charges | \$ 23,850.00 |
| Total Department: 509 - Ideal Beach: | \$ 36,850.00 |
| Department: 580 - Concessions | |
| 42 - Supplies | \$ 100,000.00 |
| 43 - Other Services & Charges | \$ 2,000.00 |
| Total Department: 580 - Concessions: | \$ 102,000.00 |
| Department: 630 - Events | |
| 42 - Supplies | \$ 24,150.00 |
| 43 - Other Services & Charges | \$ 135,555.00 |
| 45 - Other Financing Uses | \$ - |
| Total Department: 630 - Events: | \$ 159,705.00 |
| Total Fund: 2520 - PARK PROGRAM: | \$ 538,255.00 |
| Fund: 2543 - ANIMAL CONTROL ORDINANCE | |
| Department: 219 - Police Department | |
| 42 - Supplies | \$ 2,000.00 |
| 43 - Other Services & Charges | \$ 140,150.00 |
| Total Fund: 2543 - ANIMAL CONTROL ORDINANCE: | \$ 142,150.00 |
| Fund: 2575 - COMMUNITY PROMOTION | |
| Department: 000 - Non Departmental | |
| 43 - Other Services & Charges | \$ 15,000.00 |
| Total Fund: 2575 - COMMUNITY PROMOTION: | \$ 15,000.00 |

Schedule 'A'

| | <u>2025 Budget</u> |
|--|------------------------|
| Fund: 3323 - PARK BOND 2019 ALLOCATION | |
| Department: 920 - Debt Service | |
| 43 - Other Services & Charges | \$ 722,650.00 |
| Total Fund: 3323 - PARK BOND 2019 ALLOCATION: | \$ 722,650.00 |
| | |
| Fund: 4401 - CUM CAPITAL IMPROVEMENT | |
| Department: 670 - Sidewalk Improvement | |
| 41 - Personnel Services | \$ - |
| 42 - Supplies | \$ 100,000.00 |
| Total Fund: 4401 - CUM CAPITAL IMPROVEMENT: | \$ 100,000.00 |
| | |
| Fund: 4402 - CUM CAPITAL DEVELOPMENT | |
| Department: 030 - Information Technology | |
| 41 - Personnel Services | \$ - |
| 42 - Supplies | \$ 5,500.00 |
| 43 - Other Services & Charges | \$ 1,310,352.00 |
| 44 - Capital Outlay | \$ - |
| Total Fund: 4402 - CUM CAPITAL DEVELOPMENT: | \$ 1,315,852.00 |
| | |
| Fund: 4425 - CUM FIRE EQUIP & POLICE | |
| Department: 680 - Fire Department | |
| 43 - Other Services & Charges | \$ 609,203.00 |
| 44 - Capital Outlay | \$ 2,495,994.00 |
| Total Fund: 4425 - CUM FIRE EQUIP & POLICE: | \$ 3,105,197.00 |
| | |
| Fund: 4428 - CUMULATIVE SEWER | |
| Department: 690 - Storm Sewer Treatment | |
| 44 - Capital Outlay | \$ 250,000.00 |
| 45 - Other Financing Uses | \$ - |
| Total Fund: 4428 - CUMULATIVE SEWER: | \$ 250,000.00 |
| | |
| Fund: 4436 - CEDIT | |
| Department: 000 - Non Departmental | |
| 45 - Other Financing Uses | \$ 1,100,000.00 |
| Total Department: 000 - Non Departmental: | \$ 1,100,000.00 |
| | |
| Department: 016 - Economic Development | |
| 43 - Other Services & Charges | \$ 1,412,000.00 |
| 44 - Capital Outlay | \$ - |
| Total Department: 016 - Economic Development: | \$ 1,412,000.00 |
| | |
| Department: 301 - PW Engineering | |
| 43 - Other Services & Charges | \$ 3,250,000.00 |
| Total Department: 301 - PW Engineering: | \$ 3,250,000.00 |
| | |
| Total Fund: 4436 - CEDIT: | \$ 5,762,000.00 |
| | |
| Fund: 4650 - ELKHART CAPITAL OUTLAY | |
| Department: 000 - Non Departmental | |
| 44 - Capital Outlay | \$ - |
| Total Department: 000 - Non Departmental: | \$ - |
| | |
| Department: 460 - River District | |
| 44 - Capital Outlay | \$ - |
| Total Department: 460 - River District: | \$ - |
| | |
| Total Fund: 4650 - ELKHART CAPITAL OUTLAY: | \$ - |

Schedule 'A'

| | 2025 Budget |
|---|--------------------------|
| Fund: 8801 - FIRE PENSION | |
| Department: 202 - Fire Pension | |
| 41 - Personnel Services | \$ 9,892.00 |
| 42 - Supplies | \$ 2,250.00 |
| 43 - Other Services & Charges | \$ 2,766,674.00 |
| Total Fund: 8801 - FIRE PENSION: | \$ 2,778,816.00 |
| | |
| Fund: 8802 - POLICE PENSION | |
| Department: 203 - Police Pension | |
| 41 - Personnel Services | \$ - |
| 42 - Supplies | \$ 1,000.00 |
| 43 - Other Services & Charges | \$ 2,329,000.00 |
| Total Fund: 8802 - POLICE PENSION: | \$ 2,330,000.00 |
| | |
| Fund: 8812 - MAUSOLEUM PREP CARE | |
| Department: 402 - Mausoleum Perpetual Care | |
| 44 - Capital Outlay | \$ - |
| Total Fund: 8812 - MAUSOLEUM PERPETUAL CARE: | \$ - |
| | |
| Report Total: | \$ 125,754,599.00 |

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 9/12/2024 8:49:36 AM

Ordinance / Resolution Number: 6002

Be it ordained/resolved by the **Elkhart City Common Council** that for the expenses of **ELKHART CIVIL CITY** for the year ending December 31, **2025** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **ELKHART CIVIL CITY**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Elkhart City Common Council**.

| Name of Adopting Entity / Fiscal Body | Type of Adopting Entity / Fiscal Body | Date of Adoption |
|---------------------------------------|---------------------------------------|------------------|
| Elkhart City Common Council | Common Council and Mayor | 10/21/2024 |

| Funds | | | | |
|-----------|----------------------------------|----------------------|---------------------|------------------|
| Fund Code | Fund Name | Adopted Budget | Adopted Tax Levy | Adopted Tax Rate |
| 0005 | CASINO/RIVERBOAT | \$750,000 | \$0 | 0.0000 |
| 0061 | RAINY DAY | \$0 | \$0 | 0.0000 |
| 0101 | GENERAL | \$73,851,783 | \$45,682,879 | 1.3944 |
| 0107 | PROPERTY MAINTENANCE | \$3,359,202 | \$2,785,076 | 0.0850 |
| 0341 | FIRE PENSION | \$2,778,816 | \$0 | 0.0000 |
| 0342 | POLICE PENSION | \$2,330,000 | \$0 | 0.0000 |
| 0706 | LOCAL ROAD & STREET | \$1,000,000 | \$0 | 0.0000 |
| 0708 | MOTOR VEHICLE HIGHWAY | \$11,516,502 | \$6,796,001 | 0.2074 |
| 1191 | CUMULATIVE FIRE SPECIAL | \$3,105,197 | \$104,180 | 0.0032 |
| 1303 | PARK | \$4,649,695 | \$4,045,652 | 0.1235 |
| 1380 | PARK BOND | \$722,650 | \$711,896 | 0.0217 |
| 2102 | AVIATION/AIRPORT | \$1,527,671 | \$1,361,284 | 0.0416 |
| 2120 | CEMETERY | \$1,047,650 | \$781,349 | 0.0238 |
| 2379 | CUMULATIVE CAPITAL IMP (CIG TAX) | \$100,000 | \$0 | 0.0000 |
| 2391 | CUMULATIVE CAPITAL DEVELOPMENT | \$1,315,852 | \$1,639,097 | 0.0500 |
| 6290 | CUMULATIVE SEWER | \$250,000 | \$329,903 | 0.0101 |
| | | \$108,305,018 | \$64,237,317 | 1.9607 |

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 9/12/2024 8:49:36 AM

| Home-Ruled Funds (Not Reviewed by DLGF) | | |
|---|--------------------------------------|---------------------|
| Fund Code | Fund Name | Adopted Budget |
| 9500 | PROBATION | \$173,500 |
| 9501 | MAUSOLEUM PERPETUAL CARE | \$0 |
| 9502 | LAW ENFORCEMENT CONTINUING EDUCATION | \$40,000 |
| 9503 | CLERK'S RECORD PERPETUATION | \$81,900 |
| 9504 | E-911 SURCHARGE | \$79,200 |
| 9505 | ENVIRONMENTAL CENTER | \$556,495 |
| 9506 | GREATER ELKHART | \$0 |
| 9507 | MAUSOLEUM OPERATING | \$19,900 |
| 9508 | NYC RR MUSEUM | \$269,350 |
| 9509 | CEMETERY PERPETUAL CARE | \$0 |
| 9510 | Community Promotion | \$15,000 |
| 9511 | LERNER THEATRE | \$2,399,551 |
| 9512 | Elkhart Capital Outlay Fund | \$0 |
| 9513 | ECONOMIC DEVELOPMENT INCOME TAX | \$5,762,000 |
| 9514 | PUBLIC SAFETY INCOME TAX | \$7,116,280 |
| 9515 | ANIMAL CONTROL | \$142,150 |
| 9516 | UNSAFE BUILDING | \$256,000 |
| 9517 | NOISE CONTROL | \$0 |
| 9518 | LOIT 2016 SPECIAL DISTRIBUTION | \$0 |
| 9520 | PARK PROGRAM FUND | \$538,255 |
| 9599 | ARP Coronavirus Local Relief | \$0 |
| | | \$17,449,581 |

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 9/12/2024 8:49:36 AM

| Name | | Signature |
|---------------|--|-----------|
| Arvis Dawson | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Tonda Hines | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Alex Holtz | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Aaron Mishler | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Chad Crabtree | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| David Henke | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| LaTonya King | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Brent Curry | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |
| Dwight Fish | Aye <input type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/> | |

ATTEST

| Name | Title | Signature |
|---------------|------------|-----------|
| Debra Barrett | City Clerk | |

MAYOR ACTION (For City use only)

| Name | | Signature | Date |
|------------------|---|-----------|------|
| Roderic Roberson | Approve <input type="checkbox"/> Veto <input type="checkbox"/> | | |

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1 Yes No

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31 Yes No



Memorandum

To: Arvis Dawson, President, Elkhart City Common Council
From: Jamie Arce, CPA, City Controller
Date: September 9, 2024
Regarding: 2025 Elected Officials Salary Ordinance

For your consideration, please find the following proposed ordinance and supporting schedule fixing the salaries of elected officials.

This ordinance reflects a proposed 3% flat increase for Members of the Common Council, the Judge, the City Clerk, and the Mayor.

ORDINANCE NO. _____

AN ORDINANCE FIXING THE ANNUAL SALARIES OF ELECTED OFFICIALS OF THE CITY OF ELKHART, INDIANA, FOR THE CALENDAR YEAR 2025

WHEREAS, Indiana Code § 36-4-7-2 provides that the Common Council of each city shall, by ordinance, fix the annual salaries of all elected city officers; and

WHEREAS, notice is hereby given that the Common Council of the City of Elkhart, Indiana, will consider the following ordinance at its regular meeting place at 7:00 p.m. on the _____ day of _____, _____.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF ELKHART, INDIANA, THAT:

Section 1. The salaries, wages and compensation for the payment of salaries of elected officers of the City of Elkhart, Indiana, are hereby established, payable on a bi-weekly basis, every other Friday. For the calendar year 2025, the position and maximum compensation is set forth in the attached Schedule A, expressed as the annual amount, if the corresponding bi-weekly compensation were paid for the entire year.

Section 2. For the calendar year 2025, salary and wage payments shall be made every other Friday with the first payment being January 3, 2025.

Section 3. Any ordinances, resolutions or parts thereof in conflict with this Ordinance are hereby repealed.

Section 4. This Ordinance shall be in effect from and after its passage by the Common Council and approval by the Mayor, according to law, and shall be effective as to the salaries for the elective officers of the City of Elkhart provided herein on or after January 1, 2025.

ORDAINED this _____ day of _____, _____.

Arvis Dawson
President of the Common Council

ATTEST:

Debra D. Barrett, Elkhart City Clerk

PRESENTED to the Mayor by me this _____ day of _____, _____, at
_____ a.m./p.m.

Debra D. Barrett, Elkhart City Clerk

Approved by me this _____ day of _____, _____.

Rod Roberson, Mayor for the City of Elkhart

ATTEST:

Debra D. Barrett, Elkhart City Clerk

City of Elkhart
Schedule A
2025 Salary Ordinance

| Index | Position | 2025 Annual Salary |
|--------------|---------------------------------|-----------------------------------|
| | <u>Elected Officials</u> | |
| 1 | Mayor | \$ 125,839 |
| 2 | City Clerk | \$ 83,430 |
| 3 | City Judge | \$ 91,133 |
| 4 | Common Council Member | \$ 20,769 |
| 5 | Common Council President | \$ 21,369 |



Memorandum

To: Arvis Dawson, President, Elkhart City Common Council
From: Jamie Arce, CPA, Controller
Date: September 9, 2024
Regarding: 2025 Salary Ordinance for Appointed and Other Salaried Employees

For your consideration, please find the following proposed ordinance and supporting schedule adopting the maximum salaries for appointed and other salaried employees of the City of Elkhart. The ordinance as presented follows the past practice of establishing a maximum rate of pay for each defined pay grade. These paygrades were previously established as part of the wage and compensation study completed by Waggner, Irwin and Scheele (WIS).

Each paygrade maximum has been increased to accommodate proposed performance based raises which will be based on the approval of the 2024 budget and will encompass the November 1, 2023 – October 31, 2024, performance period.

New positions that have been include in the 2025 proposed budget have been noted for your convenience in identifying.

ORDINANCE NO. _____

AN ORDINANCE FIXING THE SALARIES AND WAGES FOR APPOINTED OFFICERS AND OTHER SALARIED EMPLOYEES OF THE CITY OF ELKHART, INDIANA, FOR THE YEAR 2025

WHEREAS, pursuant to Indiana Code § 36-4-7-3, the salaries of appointive officers, employees, deputies, assistants, departmental and institutional heads, and other salaried employees shall be fixed by the Mayor, subject to the approval of the Common Council of the City of Elkhart, Indiana (“Common Council”), not later than November 1 of each year for the ensuing budget year; and

WHEREAS, the Mayor of the City of Elkhart, Indiana has fixed said salaries and wages and submitted them to the Common Council for approval.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF ELKHART, INDIANA, THAT:

Section 1. The salaries, wages and compensation for the payment of salaries of appointive officers, employees, deputies, assistants, departmental and institutional heads, and other salaried employees of the City of Elkhart, Indiana, are hereby established, payable on a bi-weekly basis, every other Friday. For the calendar year 2025, the position and maximum compensation is set forth in the attached Schedule A, expressed as the annual amount, if the corresponding bi-weekly compensation were paid for the entire year.

Section 2. For the calendar year 2025, salary and wage payments shall be made every other Friday with the first payment being January 3, 2025.

Section 3. Any person, except for persons covered by a collective bargaining agreement, employed by the City of Elkhart on a full-time basis, whose compensation is fixed under this

ordinance, who establishes and maintains legal residency within the city limits of the City of Elkhart, physically resides on a continuous, permanent basis within the Elkhart city limits, and satisfies such other the requirements described in the Employee Handbook relating to this incentive, shall be entitled to an annual lump sum monetary bonus of up to two thousand four hundred dollars (\$2,400). The residency bonus shall be prorated for each full month of city residency out of the twelve (12) months immediately preceding the month selected by the City Controller for the payment of the bonus, and provided the person is so employed by the City on the last day of the pay-period prior to the bonus payment date.

Section 4. No additional compensation, excluding benefits, except overtime pay for those positions covered under the Fair Labor Standards Act, may be paid to persons holding any of the above-listed positions from sewage funds or water funds without specific prior approval of the amount of said compensation by the Common Council acting through a resolution. Said resolution, if passed, shall establish such additional payment for a period not to exceed one (1) year.

Section 5. The salaries set out in this Ordinance are not subject to increase or decrease during the year 2025, except upon order of the Mayor of the City of Elkhart, Indiana, and in accordance with Indiana law.

Section 6. Any ordinances, resolutions, or parts thereof in conflict with this Ordinance are hereby repealed.

Section 7. The effective date of this Ordinance shall be January 1, 2025.

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ORDAINED this _____ day of _____, _____.

Arvis Dawson
President of the Common Council

ATTEST:

Debra D. Barrett, Elkhart City Clerk

PRESENTED to the Mayor by me this _____ day of _____, _____, at
_____ a.m./p.m.

Debra D. Barrett, Elkhart City Clerk

Approved by me this _____ day of _____, _____.

Rod Roberson, Mayor for the City of Elkhart

ATTEST:

Debra D. Barrett, Elkhart City Clerk

City of Elkhart
Schedule A
2025 Salary Ordinance

| Index | Position | 2025 Pay Grade | 2025 Maximum Annual Salary |
|--|--|----------------------|----------------------------------|
| <u>Aviation Department</u> | | | |
| 1 | Office Services I | 1C | \$65,720 |
| 2 | Airfield Maintenance Manager | 2C | \$84,440 |
| 3 | Air Traffic Controller | 3A | \$95,010 |
| 4 | Air Traffic Controller Manager | 3A | \$95,010 |
| 5 | Airport Director | 3C | \$107,870 |
| <u>Board of Works</u> | | | |
| 6 | Switchboard Receptionist | 1C | \$65,720 |
| 7 | 311 Coordinator | 2B | \$74,110 |
| 8 | Neighborhood Coordinator (New) | 2C | \$84,440 |
| <u>Building & Code Enforcement Department</u> | | | |
| 9 | Office Services I | 1C | \$65,720 |
| 10 | Code Enforcement Officer | 2B | \$74,110 |
| 11 | Customer & Executive Services Manager | 2B | \$74,110 |
| 12 | Building Inspector | 2C | \$84,440 |
| 13 | Electrical Inspector | 2C | \$84,440 |
| 14 | Mechanical Inspector | 2C | \$84,440 |
| 15 | Plumbing Inspector | 2C | \$84,440 |
| 16 | Building Commissioner | 3C | \$107,870 |
| <u>Buildings & Grounds Maintenance Department</u> | | | |
| 17 | Office Services II (New) | 1B | \$59,250 |
| 18 | Office Services I | 1C | \$65,720 |
| 19 | City Forester | 2C | \$84,440 |
| 20 | Horticulture and Construction Supervisor | 2C | \$84,440 |
| 21 | Maintenance Supervisor | 2C | \$84,440 |
| 22 | Assistant Director of Buildings and Grounds Maintenance | 3B | \$101,680 |
| 23 | Director of Buildings and Grounds Maintenance | 3C | \$107,870 |
| <u>Cemetery Department</u> | | | |
| 24 | Cemetery Coordinator | 1C | \$65,720 |
| 25 | Cemetery Director | 3A | \$95,010 |
| <u>Central Garage</u> | | | |
| 26 | Office Services | 2A | \$70,110 |
| 27 | Assistant Fleet Manager (New) | 3A | \$95,010 |
| 28 | Fleet Manager | 3C | \$107,870 |

City of Elkhart
Schedule A
2025 Salary Ordinance

| Index | Position | 2025 Pay Grade | 2025 Maximum Annual Salary |
|---|--|----------------------|----------------------------------|
| <u>Clerk's Office</u> | | | |
| 29 | Assistant Cashier | 1B | \$59,250 |
| 30 | Collections Manager | 1C | \$65,720 |
| 31 | Court Recorder & Attorney Liaison | 1C | \$65,720 |
| 32 | Data Service Manager | 1C | \$65,720 |
| 33 | Head Cashier | 1C | \$65,720 |
| 34 | Deputy Clerk of Council | 2A | \$70,110 |
| 35 | Court Administrator | 2A | \$70,110 |
| 36 | Records & Information Management Coordinator | 2B | \$74,110 |
| 37 | Chief Deputy Clerk | 2C | \$84,440 |
| <u>City Court / Probation</u> | | | |
| 38 | Administrative Assistant | 1C | \$65,720 |
| 39 | Office Services I | 1C | \$65,720 |
| <u>Communications Department</u> | | | |
| 40 | Office Services I (New) | 1C | \$65,720 |
| 41 | 911 Communications Assistant Director | 3A | \$95,010 |
| 42 | 911 Communications Director | 3C | \$107,870 |
| <u>Development Services</u> | | | |
| 43 | Administrative Assistant | 2A | \$70,110 |
| 44 | Community Development Specialist | 2C | \$84,440 |
| 45 | Economic Development Specialist | 2C | \$84,440 |
| 46 | Assistant Director of Community Development and Director of Human Relations | 3A | \$95,010 |
| 47 | Assistant Director of Redevelopment | 3A | \$95,010 |
| 48 | Assistant Director of Economic Development | 3A | \$95,010 |
| 49 | Director of Development Services | 5A | \$139,420 |
| <u>Engineering</u> | | | |
| 50 | GIS Technician | 2B | \$74,110 |
| 51 | Engineering Technician | 2B | \$74,110 |
| 52 | Assistant City Engineer | 4C | \$126,930 |
| <u>Environmental Center</u> | | | |
| 53 | Environmental Education Coordinator | 1C | \$65,720 |
| 54 | Environmental Program Coordinator | 2B | \$74,110 |
| 55 | Environmental Center Manager | 2C | \$84,440 |

City of Elkhart
Schedule A
2025 Salary Ordinance

| Index | Position | 2025 Pay Grade | 2025 Maximum Annual Salary |
|---|--|----------------------|----------------------------------|
| <u>Finance Department</u> | | | |
| 56 | Accounts Payable Supervisor | 2A | \$70,110 |
| 57 | Accounts Receivable Supervisor | 2A | \$70,110 |
| 58 | Purchasing Agent | 2A | \$70,110 |
| 59 | Deputy City Treasurer | 2B | \$74,110 |
| 60 | Staff Accountant | 2C | \$84,440 |
| 61 | Deputy Controller | 3C | \$107,870 |
| 62 | Controller | 4C | \$126,930 |
| <u>Fire Department</u> | | | |
| 63 | Administrative Assistant | 1C | \$65,720 |
| 64 | Administrative Assistant to Chief | 1C | \$65,720 |
| <u>Human Resources Department</u> | | | |
| 65 | HR Generalist | 2A | \$70,110 |
| 66 | Benefits Coordinator | 2A | \$70,110 |
| 67 | HRIS & Payroll Specialist | 2A | \$70,110 |
| 68 | Talent Acquisition Specialist | 2A | \$70,110 |
| 69 | Safety and Risk Manager | 3A | \$95,010 |
| 70 | Director of Human Resources | 4C | \$126,930 |
| <u>Information Technology Department</u> | | | |
| 71 | Training Coordinator | 2B | \$74,110 |
| 72 | IT Technician I | 2A | \$70,110 |
| 73 | IT Technician II | 2B | \$74,110 |
| 74 | Network Administrator | 2C | \$84,440 |
| 75 | Server Administrator | 2C | \$84,440 |
| 76 | Emergency Services Administrator | 3A | \$95,010 |
| 77 | Project Manager | 3A | \$95,010 |
| 78 | Assistant Director of Information Technology | 3B | \$101,680 |
| 79 | Director of Information Technology | 4A | \$115,020 |
| <u>Law Department</u> | | | |
| 80 | Legal Assistant | 1B | \$59,250 |
| 81 | Board Clerk | 1C | \$65,720 |
| 82 | Paralegal I | 2A | \$70,110 |
| 83 | Paralegal II (New) | 2B | \$74,110 |
| 84 | Deputy City Attorney | 3C | \$107,870 |
| 85 | City Attorney | 4B | \$120,970 |
| 86 | Corporation Counsel | 5A | \$139,420 |

City of Elkhart
Schedule A
2025 Salary Ordinance

| Index | Position | 2025 Pay Grade | 2025 Maximum Annual Salary |
|---|--|----------------------|----------------------------------|
| <u>Lerner Theatre</u> | | | |
| 87 | Artistic Coordinator | 1B | \$59,250 |
| 88 | Custodial Coordinator | 1B | \$59,250 |
| 89 | Facilities Coordinator | 1B | \$59,250 |
| 90 | Assistant Box Office Manager | 1B | \$59,250 |
| 91 | Assistant Technical Coordinator | 1C | \$65,720 |
| 92 | Box Office Manager | 1C | \$65,720 |
| 93 | Media Specialist | 2A | \$70,110 |
| 94 | Office Manager | 2A | \$70,110 |
| 95 | Communications and Marketing Coordinator | 2C | \$84,440 |
| 96 | Operations & Building Manager | 2C | \$84,440 |
| 97 | Assistant Director of Events | 3B | \$101,680 |
| 98 | Technical & Facilities Director | 3C | \$107,870 |
| 99 | General Manager | 3C | \$107,870 |
| <u>Office of the Mayor</u> | | | |
| 100 | Administrative Assistant | 1C | \$65,720 |
| 101 | Office Manager | 2B | \$74,110 |
| 102 | Director of Communications | 3B | \$101,680 |
| 103 | Chief of Staff | 5A | \$139,420 |
| <u>New York Central Railroad Museum</u> | | | |
| 104 | Museum Coordinator | 2C | \$84,440 |
| <u>Parks & Recreation Department</u> | | | |
| 105 | Events Assistant and Volunteer Coordinator | 1B | \$59,250 |
| 106 | Park Ranger | 1B | \$59,250 |
| 107 | Lead Ranger | 1C | \$65,720 |
| 108 | Office Services I | 1C | \$65,720 |
| 109 | Program Coordinator | 1C | \$65,720 |
| 110 | Office Manager | 2A | \$70,110 |
| 111 | Business Services Coordinator (New) | 2A | \$70,110 |
| 112 | Events Coordinator | 2B | \$74,110 |
| 113 | Special Projects Coordinator (New) | 2C | \$84,440 |
| 114 | Operations Manager | 3A | \$95,010 |
| 115 | Superintendent of Parks and Recreation | 3C | \$107,870 |
| <u>Planning Department</u> | | | |
| 116 | Zoning Compliance Officer (New) | 2B | \$74,110 |
| 117 | Planner II | 2C | \$84,440 |
| 118 | Planner I | 3A | \$95,010 |
| 119 | Assistant Director of Planning | 3A | \$95,010 |

City of Elkhart
Schedule A
2025 Salary Ordinance

| Index | Position | 2025 Pay Grade | 2025 Maximum Annual Salary |
|---------------------------------|--|----------------------|----------------------------------|
| <u>Police Department</u> | | | |
| 120 | Administrative Assistant | 1C | \$65,720 |
| 121 | Records Manager | 2A | \$70,110 |
| 122 | Special Services Officer | 2B | \$74,110 |
| 123 | Special Police Officer | 2B | \$74,110 |
| 124 | Noise Enforcement Officer | 2B | \$74,110 |
| 125 | Civilian Investigations and Crime Scene Technician | 2B | \$74,110 |
| 126 | Legal Records Coordinator (New) | 2C | \$84,440 |
| 127 | Public Information and Data Analysis Manager | 2C | \$84,440 |
| 128 | Community Support Specialist | 2C | \$84,440 |
| 129 | Training and Community Liaison | 3A | \$95,010 |
| <u>Street Department</u> | | | |
| 130 | Administrative Assistant | 1C | \$65,720 |
| 131 | Office Services I | 1C | \$65,720 |
| 132 | Office Services II | 1B | \$59,250 |
| 133 | Traffic Signal Technician | 2B | \$74,110 |
| 134 | Asphalt Supervisor | 3A | \$95,010 |
| 135 | Concrete Supervisor | 3A | \$95,010 |
| 136 | Heavy Equipment Supervisor | 3A | \$95,010 |
| 137 | Assistant Director of Traffic Operations | 3A | \$95,010 |
| 138 | Assistant Street Commissioner | 3B | \$101,680 |
| 139 | Street Commissioner | 4A | \$115,020 |

City of Elkhart
Schedule D

2025 Maximum Hourly Rate Of Base Pay For Each Pay Grade
For Positions Covered By The Collective Bargaining Agreement
Between Indiana F.O.P. Labor Council And The City Of Elkhart

Position

| Index | Position | Pay Grade | 2025 Hourly Rate |
|--------------|--|------------------|-------------------------|
| 1 | Dispatcher & Safety Officer (Probationary - Under 6 Months) | PG-1 | \$ 24.42 |
| 2 | Dispatcher & Safety Officer - 1st year | PG-2 | \$ 24.86 |
| 3 | Dispatcher / Safety Officer | PG-3 | \$ 25.36 |
| 4 | Trainer | PG-4 | \$ 25.81 |
| 5 | Team Leaders / Training Coordinator | PG-5 | \$ 26.67 |

City of Elkhart
 Schedule E
 2025 Maximum Hourly Rate Of Base Pay For Positions Not Covered
 By A Collective Bargaining Agreement, Ordinance, Or Resolution

| Index | Position | 2025 Hourly Rate |
|-------|---|---------------------|
| | <u>Full-Time/Part-Time/Temporary</u> | |
| 3 | Unskilled Labor | \$10.00 - \$18.54 |
| 4 | Skilled Labor | \$16.00 - \$24.26 |
| 5 | Administrative Support Services, Professional, Specialists, Crossing Guards, & Other Non- Labor Positions | \$15.00 - \$41.20 |



Memorandum

To: Arvis Dawson, President, Elkhart City Common Council
 From: Jamie Arce, CPA, City Controller
 Date: September 9, 2024
 Regarding: 2025 Police Schedule of Salaries and Other Compensation

For your consideration, please find the following proposed ordinance and supporting schedule adopting the maximum salaries for the high-ranking officials of the Elkhart police department and members of the Fraternal Order of Police Lodge No 52.

The maximum salaries of high-ranking officials align with the City's performance management model and have increased by a flat 4.25%. Performance based raises will be awarded based on the approval of the 2025 budget.

For the Members of the Fraternal Order of Police Lodge No 52 the City Council approved the collective bargaining agreement between both parties that began on January 1, 2023, and ends on December 31, 2025. The salaries, other compensation, and benefits included in herein are representative of the obligations set forth in the collective bargaining agreement. The table below lists the base salary obligations for the duration of the agreement.

| Pay Grade | Title | Annual Base Salary | | |
|-----------|---------------------|--------------------|--------------|--------------|
| | | 2023 (Base) | 2024 (4.50%) | 2025 (4.25%) |
| P-1 | 3rd Class Patrolman | \$ 61,000 | \$ 64,240 | \$ 67,438 |
| P-2 | 2nd Class Patrolman | \$ 65,000 | \$ 68,240 | \$ 71,438 |
| P-3 | 1st Class Patrolman | \$ 72,000 | \$ 75,240 | \$ 78,438 |
| P-4 | Investigator | \$ 73,000 | \$ 76,240 | \$ 79,438 |
| P-5 | Sergeant | \$ 77,000 | \$ 80,465 | \$ 83,884 |
| P-6 | Lieutenant | \$ 81,000 | \$ 84,645 | \$ 88,242 |

ORDINANCE NO. _____

**AN ORDINANCE ADOPTING A SCHEDULE OF SALARIES AND OTHER
COMPENSATION FOR THE POLICE OFFICERS OF THE CITY OF ELKHART,
INDIANA, FOR THE CALENDAR YEAR 2025**

WHEREAS, Indiana Code § 36-8-3-3 requires that the compensation for police officers be fixed by ordinance of the Common Council of the City of Elkhart, Indiana (“Common Council”) not later than November 1 of each year for the ensuing budget year.

WHEREAS, this ordinance sets forth the negotiated items which fix the annual pay and salaries of the sworn members of the Elkhart Police Department as defined in Indiana Code § 36-8-1-9; salaries of the First Class Patrolman as defined in Indiana Code § 36-8-1-11; salaries for upper level policy making positions in the department as defined in Indiana Code § 36-8-1-12; and other monetary fringe benefits

NOW, THEREFORE, BE IT ORDAINED by the Common Council that:

Section 1. The Common Council recognizes the Fraternal Order of Police Lodge #52 as the sole and exclusive bargaining representative for all sworn full-time officers (“police officers”) of the Elkhart Police Department for purposes of negotiating annual pay, monetary fringe benefits and other monetary items which are addressed in this ordinance, excluding all police officers who hold the rank of Captain or above (“upper level policy maker”), who are governed by Indiana Code § 36-8-1-12 as upper level policy makers.

Section 2. The salaries, wages, and compensation for the payment of salaries for sworn police officers of the City of Elkhart, Indiana, including upper level policy making positions defined by Indiana Code § 36-8-1-12 are hereby established, payable on a bi-weekly basis, every other Friday. For the calendar year 2025, the position and maximum compensation is set forth as

follows, expressed as the annual amount, if the corresponding bi-weekly compensation were paid for the entire year.

| Title (Paygrade) | 2023 | 2024 | 2025 |
|--------------------------------------|----------------------|----------------------|----------------------|
| Police Chief (P10 5A) | \$92,200 – \$124,700 | \$95,000 – \$128,500 | \$95,000 – \$128,500 |
| Assistant Chief (P9 4C) | \$84,000 - \$113,600 | \$86,500 – \$117,000 | \$86,500 – \$117,000 |
| Captain (P8 4B) | \$ 94,100 | \$ 97,240 | \$ 100,438 |
| Lieutenant (P6) | \$ 81,000 | \$ 84,645 | \$ 88,242 |
| Sergeant (P5) | \$ 77,000 | \$ 80,465 | \$ 83,884 |
| Investigator (P4) | \$ 73,000 | \$ 76,240 | \$ 79,438 |
| 1 st Class Patrolman (P3) | \$ 72,000 | \$ 75,240 | \$ 78,438 |
| 2 nd Class Patrolman (P2) | \$ 65,000 | \$ 68,240 | \$ 71,438 |
| 3 rd Class Patrolman (P1) | \$ 61,000 | \$ 64,240 | \$ 67,438 |

The salary set forth above for Captain (P8 | 4C) shall be retroactive to January 1, 2023.

Section 3. For the calendar year 2025, salary and wage payments shall be made every other Friday with the first payment being January 3, 2025.

Section 4. For calendar year 2025, the following special incentives and allowances are hereby authorized for police officers.

SHIFT DIFFERENTIAL PAY

All police officers who work the afternoon or midnight shift will receive an additional compensation per pay period as follows:

| Shift | 2023 | 2024 | 2025 |
|--------------|-------------|-------------|-------------|
| Afternoon | \$70.00 | \$ 73.00 | \$ 77.00 |
| Midnight | \$90.00 | \$105.00 | \$115.00 |

HOLIDAY PAY

- A. In order to receive holiday pay, a police officer must work their last regular workday before a holiday and their next scheduled workday after the holiday. Holidays are those days designated by Ordinance No. 5856, as amended from time to time.

- B. If a police officer's regular workday is a designated or actual holiday (not both) and the police officer works that day, the police officer shall receive: (i) their regular base rate of pay for hours worked, (ii) two hundred dollars (\$200.00) holiday pay, and (iii) eight (8) hours of straight compensatory time.
- C. If a police officer's regular workday is a designated or actual holiday (not both) and the police officer does not work that day, the police officer shall receive only their regular pay for that day and no additional benefits. However, if a police officer is called in to work on a designated or actual holiday that would be a regular workday for him/her, the police officer shall receive: (i) either two (2) times their base rate of pay multiplied by the actual hours worked or two (2) hours, whichever hours are greater, or compensatory time equal to one and one-half (1 ½) times the actual hours worked; and (ii) two hundred dollars (\$200.00) holiday pay.
- D. If a police officer's regular day off falls on a designated or actual holiday (not both) and the police officer is not called in to work, the police officer shall receive eight (8) hours of straight compensatory time.
- E. If a police officer's regular day off falls on a designated or actual holiday (not both) and the police officer is called in to work, the police officer shall receive: (i) either two (2) times their base rate of pay multiplied by the actual hours worked or two (2) hours, whichever hours are greater, or compensatory time equal to one and one-half (1 ½) times the actual hours worked; (ii) two hundred dollars (\$200.00) holiday pay; and (iii) (8) hours of straight compensatory time.

OVERTIME PAY

Overtime pay for non-exempt personnel shall be paid at a rate of one and one-half times the police officer's regular rate of pay in accordance with Section 7(k) of the Fair Labor Standards Act. Overtime pay is authorized for non-exempt personnel who participate in the Operation Pullover Grant Program by performing patrol duties during off-duty hours.

Overtime shall be paid at the rate of two (2) times the police officers regular hourly rate inclusive of incentive pay, specialty pay, shift differential and longevity for each hour of overtime worked or credited for the following: Overtime caused by man power need or overtime posted for any City sponsored or approved event held within the City of Elkhart.

SICK INCENTIVE PROGRAM PAY

To encourage proper attendance and avoid misuse of sick days and/or extended leave benefits, each police officer shall be entitled to Sick Incentive pay according to the following:

- A. A police officer with the rank of Third Class Patrolman (P-1) or Second Class Patrolman (P-2) shall be entitled to a One Thousand Dollar

(\$1,000.00) payment if the officer did not use a sick day during the Sick Incentive Program year.

- B. A police officer with the rank of First Class Patrolman (P-3) or above, shall be entitled to a One Thousand Two Hundred Dollar (\$1,200.00) payment if the officer did not use a sick day during the Sick Incentive Program year.
- C. The amount payable to each police officer, as referred to in paragraphs a. or b. above, shall be reduced by Two Hundred Dollars (\$200.00) per sick day for each of the first four (4) sick days used by the officer. Use of a fifth (5th) sick day shall disqualify the officer from any payment and from any further eligibility and participation in this Sick Incentive Program for the remainder of the program year.
- D. The Sick Incentive Program year shall run from December 1st through November 30th of the following year (e.g. December 1, 2024, through and including November 30, 2025). The payment due to each officer eligible under this Sick Incentive Program shall be made by the City to the officer on or before December 15th, following the end of the program year (November 30th).
- E. All monies remaining in the Sick Incentive Program after the calculation of the payments due pursuant to paragraph d. above shall be equally divided among those officers with perfect attendance for the program year. This Sick Incentive Program bonus shall also be payable on or before December 15th.
- F. An eligible officer leaving employment with the Elkhart Police Department, in good standing, shall have the payment due under this Sick Incentive Program pro-rated by the number of calendar days from December 1st until the date of separation from employment. Furthermore, any such officer shall not be entitled to any share of the perfect attendance bonus referred to in paragraph e. above.
- G. Sick Incentive Program pay (either the \$1,000.00 or the \$1,200.00 as referred to in paragraphs A. or B. Above) shall be based upon the rank the officer held the majority of the Sick Incentive Program year.

SEVERANCE PAY: POLICE OFFICERS

- A. Upon retirement, voluntary termination, or death, the officer, or their estate, shall be paid for all earned vacation time, earned unused personal days, earned compensatory time, earned sick incentive, and prorated uniform allowance to which they were entitled on their last day of employment at their current hourly rate.

Section 5. For calendar year 2025, the following special incentives and allowances are hereby authorized for police officers and upper-level policy makers as defined by Indiana Code § 36-8-1-12.

REGULAR LONGEVITY PAY

- A. Each eligible police officer or upper level policy maker shall receive additional compensation in recognition of their continuous service as a certified Law Enforcement Officer pursuant to the following schedule and in accordance with the salary ordinance in effect.

| Continuous Years of Law Enforcement Service | Compensation per Month |
|---|------------------------|
| After completing year 2 | \$25.00 |
| After completing year 5 | \$50.00 |
| After completing year 10 | \$100.00 |
| After completing year 15 | \$150.00 |
| After completing year 20 | \$450.00 |
| After completing year 21 | \$550.00 |

The longevity herein, as applied to upper-level policy makers, shall be retroactive to January 1, 2023.

CLOTHING AND EQUIPMENT ALLOWANCE

Each police officer and upper level policy maker with the rank of Second-Class Patrolman (P-2) and above shall receive Two Thousand Dollars (\$2,000.00) each per year for clothing and equipment allowance.

COMPENSATORY TIME

All executive, administrative, and supervisory personnel, which includes upper level policy making positions defined by Indiana Code § 36-8-1-12, in accordance with the Fair Labor Standards Act (“FLSA”), will be prohibited from receiving compensatory time while serving in those capacities. Compensatory time for all non-exempt officers shall be determined and administered in accordance with the applicable law, including FLSA and the Collective Bargaining Agreement.

SPECIAL INCENTIVE PAY

In addition to regular pay and benefits, specialty pay shall be tendered to all police officers, including upper ranking policy makers defined by Indiana Code 36-8-1-

12, who are assigned and work as a specialist in the below listed assignments at the specified rate. Each police officer or upper level policy maker that is trained and assigned to a special duty position shall receive a sum not to exceed Six Hundred Dollars (\$600.00) as special incentive pay unless otherwise noted below. No police officer or upper level policy maker shall receive more than four (4) special incentive pays annually. The total number of special incentive pays for all police officers shall not exceed one hundred eighty (180).

1. Truth verification examiner
2. Firearms instructor
3. SWAT Team Member
4. Explosives, Ordinance & Disposal (EOD) Officer
5. Evidence Technician (\$1,500.00)
6. Breathalyzer Operator
7. Canine Officer
8. Armorer
9. Criminal Investigation Division (CID) Technician
10. Meth Lab Officer
11. Accident Reconstructionist
12. Field Training Officer (\$1,500.00)
13. Emergency Vehicle Operations Course (EVOC) Instructor
14. Community Relations Officer
15. Defensive Tactics Instructor
16. Drone Operator
17. Tactical Field Officer
18. Drug Recognition Expert (DRE)
19. Limited English Proficiency / Sign Language Proficiency Incentive Pay
20. Any additional special duty position established by the Administration

PENSION CONTRIBUTIONS

The City of Elkhart shall pay 22.5% of the contribution required by the 1977 Police Officers' and Firefighters' Retirement Fund for each eligible police officer and upper-level policy makers. Each eligible police officer or upper-level policy maker shall pay the remaining 1.0%.

Section 6. For calendar year 2025, the following special incentives are hereby authorized:

RESIDENT INCENTIVE

Any person, except for persons covered by a collective bargaining agreement, employed by the City of Elkhart on a full-time basis, whose compensation is fixed under this ordinance, who establishes and maintains legal residency within the city limits of the City of Elkhart, physically resides on a continuous, permanent basis within the Elkhart city limits, and satisfies such other the requirements described in the Employee Handbook relating to this incentive, shall be entitled to an annual lump sum monetary bonus of up to

two thousand four hundred dollars (\$2,400). The residency bonus shall be prorated for each full month of city residency out of the twelve (12) months immediately preceding the month selected by the City Controller for the payment of the bonus, and provided the person is so employed by the City on the last day of the pay-period prior to the bonus payment date.

LATERAL ENTRY PROGRAM

- A. A person who becomes a full-time sworn law enforcement officer through the Elkhart Police Department’s Lateral Entry Program shall be eligible for a hiring bonus payment in the following amount based on the number of years of continuous service as a full-time law enforcement officer for another local, state, or federal law enforcement agency and currently holds a law enforcement certification through a State or Federal agency:

| Years of Full-Time Experience | Total Amount of Incentive Payment |
|-------------------------------|-----------------------------------|
| Less than two (2) years (0-2) | \$5,000.00 |
| Two (2) to Three (3) Years | \$10,000.00 |
| Four (4) or more years | \$15,000.00 |

For purposes of this Section, a year of full-time law enforcement experience with another law enforcement agency shall mean that the person has worked no less than 2,080 hours from his or her current date of hire to the person’s anniversary date the following year and subsequent years thereafter. The experience or service with another law enforcement agency must be continuous and uninterrupted.

- B. The payment of the hiring bonus to the police officer shall be made in three equal installments as follows: (1) first installment, upon appointment to the Elkhart Police Department, (2) second installment, upon successful completion of the field training, and (3) third installment, upon successful completion of the police officers one-year probationary period.

Any sworn member who received monies pursuant to this Lateral Entry Program and who leaves employment from the Elkhart Police Department before their one (1) year anniversary with the Department, shall be required to pay back to the Elkhart Police Department all lateral bonus monies received.

POLICE OFFICER RECRUITMENT BONUS PROGRAM

Any City of Elkhart Employee, who verifiably assists in the recruitment and hiring of any new full-time sworn police officer, may be eligible upon Department verification of each of the stages listed below:

1. Upon an individual, who has been recruited by a City of Elkhart Employee, graduating from the Indiana Law Enforcement Academy, the sum of three hundred dollars (\$300.00) shall be allocated for payment for that City of Elkhart Employee who assisted in the recruitment.
2. Upon that individual then successfully completing the Field Training Program (FTO), the sum of seven hundred dollars (\$700.00) shall be allocated for City of Elkhart Employee who assisted in recruitment.
3. For the City of Elkhart Employee to be eligible to receive the bonuses described above, the candidate must have successfully completed the specified phase of the hiring process and be hired by the Elkhart Police Department as a full-time sworn member. Any City of Elkhart Employee desiring to participate in the Police Officer Recruitment Bonus Program shall be required to timely complete all required forms with the Department, and upon verification of their recruited candidate successfully meeting the hiring standards, processing for payment of the recruitment bonus shall commence.

LATERAL POLICE OFFICER RECRUITMENT INCENTIVE PROGRAM

Any City of Elkhart Employee, who verifiably assists in the recruitment and hiring of any new full-time lateral sworn police officer is eligible for a one-time bonus payment of one thousand dollars (\$1,000.00). Said bonus shall only be processed for payment upon the following conditions being met:

1. The lateral police officer candidate successfully completed a Law Enforcement Training Board-certified 40-hour Pre-Basic Course, and is hired as a full-time sworn member of the Elkhart Police Department.
2. Verification of the City of Elkhart Employee's recruitment activities and their timely completion of all required forms with the Elkhart Police Department.
3. The lateral police officer candidate, completed the annual mandatory training program addressing domestic violence, use of force training, firearms training, and emergency vehicle operations training; and
4. All Police Department regulations governing this program must have been complied with by the City of Elkhart Employee in order for them to be qualified and eligible to be paid under this program.

Section 7. Any ordinances, resolutions, or parts thereof in conflict with this Ordinance are hereby repealed.

Section 8. The effective date of this Ordinance shall be January 1, 2025.

[Balance of page is intentionally blank.]

ORDAINED this _____ day of _____, _____.

Arvis Dawson
President of the Common Council

ATTEST:

Debra D. Barrett, City Clerk

PRESENTED to the Mayor by me this _____ day of _____, _____, at
_____ a.m./p.m.

Debra D. Barrett, City Clerk

Approved by me this _____ day of _____, _____.

Rod Roberson, Mayor

ATTEST:

Debra D. Barrett, City Clerk



Memorandum

To: Arvis Dawson, President, Elkhart City Common Council
From: Jamie Arce, CPA, City Controller
Date: September 25, 2024
Regarding: 2025 Fire Schedule of Salaries and Other Compensation

For your consideration, please find the following proposed ordinance adopting the maximum salaries for the high-ranking officials of the Elkhart fire department and members of the International Association of Firefighters Local #338

The salary ranges of the high-ranking officials align with the City's performance management model. Performance based raises for the Chief and Assistant Chief will be awarded based on the approval of the 2025 budget.

For the Members of the International Association of Firefighters Local #338 the collective bargaining agreement between the City and IAFF was approved on September 9, 2024, and expires December 31, 2027. The rates of pay and other benefits that were agreed to are reflected in the proposed ordinance.

ORDINANCE NO. _____

**AN ORDINANCE ADOPTING A SCHEDULE OF SALARIES AND OTHER
COMPENSATION FOR THE FIRE DEPARTMENT OF THE CITY OF ELKHART,
INDIANA, FOR THE CALENDAR YEAR 2025**

WHEREAS, the Common Council of the City of Elkhart, Indiana (“Common Council”) is required by Indiana Code 36-8-3-3(d), to fix the compensation for the employees of the Fire Department, by ordinance, not later than November 1 of each year for the ensuing budget year; and

WHEREAS, the employees of the Fire Department, include the sworn members of the Elkhart Fire Department, as defined in Indiana Code 36-8-1-8, among whom are employees covered by a collective bargaining agreement, and upper-level employees who are not covered by a collective bargaining agreement; and

WHEREAS, the Common Council recognizes the International Association of Firefighters Local # 338 (IAFF Local 338), as the exclusive bargaining representative for sworn full-time firefighters (“firefighters”) of the Elkhart Fire Department, holding the rank of Firefighter (F1) through the rank of Captain (F5) (hereinafter, “CBA Covered Positions”), but excluding the rank of Investigator (F6) and above (hereinafter, “Non-CBA Covered Positions”); and

WHEREAS, the Common Council approved under *Resolution No. R-46-24*, that certain *Collective Bargaining Agreement between the City of Elkhart and International Association of Firefighters Local # 338* (hereinafter, “the CBA”), which sets forth, *inter alia*, the compensation and benefits for the 2025 calendar year for the CBA Covered Positions, specified therein; and

WHEREAS, pursuant to, and as required by, Indiana Code 36-8-3-3, the compensation fixed for the various employees of the Fire Department, for CBA Covered Positions and Non-CBA Covered Positions, is set forth herein, including, salaries, and, where applicable, other monetary compensation, and fringe benefits, monetary and non-monetary;

NOW, THEREFORE, BE IT ORDAINED by the Common Council that:

Section 1. Compensation. The compensation for the payment of salaries of employees of the Fire Department of the City of Elkhart, Indiana, is hereby established, payable on a bi-weekly basis, every other Friday, for the calendar year 2025, setting forth the position and maximum compensation, expressed as an annual amount of compensation, if the corresponding bi-weekly compensation were paid for the entire year:

| | Non-CBA Covered Positions | 2025 | 2026 | 2027 |
|-----|--|----------------|----------------|----------------|
| F10 | Chief | NTE: \$119,300 | NTE: \$119,300 | NTE: \$119,300 |
| F9 | Assistant Chief | NTE: \$113,700 | NTE: \$113,700 | NTE: \$113,700 |
| F8 | Division Chief | \$ 98,500 | \$ 101,400 | \$ 103,700 |
| F7 | Battalion Chief | \$ 97,900 | \$ 100,800 | \$ 103,100 |
| F6 | Inspector | \$ 86,000 | \$ 88,900 | \$ 91,200 |
| F6 | Investigator | \$ 86,000 | \$ 88,900 | \$ 91,200 |
| | CBA Covered Positions | | | |
| F5 | Captain | \$ 80,400 | \$ 83,300 | \$ 85,600 |
| F4 | Lieutenant | \$ 78,900 | \$ 81,800 | \$ 84,100 |
| F3 | Operator | \$ 75,300 | \$ 78,200 | \$ 80,500 |
| F2 | 1st Class FF | \$ 72,500 | \$ 75,400 | \$ 77,700 |
| F1 | Fire Fighter | \$ 65,200 | \$ 68,100 | \$ 70,400 |

Section 2. Pay Schedule. For the calendar year 2025, salary and wage payments shall be made every other Friday with the first payment being January 3, 2025.

Section 3. Specialty and Incentive Pay. For calendar year 2025, the following special

incentives are authorized for each eligible firefighter, including a firefighter holding a non-cba covered positions, provided the firefighter is assigned work requiring the application of the corresponding specialty:

A sum not to exceed the following:

| <u>Specialty</u> | <u>Annual Incentive</u> |
|---|-------------------------|
| <u>Hazardous Materials</u> | |
| HAZMAT Team Leaders | \$2,300.00 ea. |
| HAZMAT Team | \$1,000.00 ea. |
| <u>EMS</u> | |
| Advanced EMT | \$3,500.00 ea. |
| Tier 1 Probationary Paramedic | \$2,500.00 ea. |
| Tier 2 Paramedic | \$4,800.00 ea. |
| Tier 3 Preceptor Paramedic | \$5,500.00 ea. |
| Tier 4 Preceptor Educator Paramedic | \$7,000.00 ea. |
| <u>Water Rescue</u> | |
| Water Rescue Team Leader | \$2,300.00 ea. |
| Water Rescue Team | \$1,000.00 ea. |
| <u>Technical Rescue</u> | |
| Technical Rescue Team Coordinator | \$2,300.00 ea. |
| Technical Rescue Team | \$1,000.00 ea. |
| <u>Mechanics, Instructors, and Assistants</u> | |
| SCBA Coordinator | \$4,000.00 ea. |
| SCBA Maintenance | \$2,742.00 ea. |
| Assistant Mechanics | \$2,742.00 ea. |
| Instructors | \$4,000.00 ea. |
| Technology Assistant | \$2,742.00 ea. |
| Peer Support | \$1,000.00 ea. |
| Honor Guard | \$1,000.00 ea. |

Section 4. Holiday Pay. For the calendar year 2025, Holiday Pay shall be payable to firefighters holding positions covered by the *Collective Bargaining Agreement between the City of Elkhart and International Association of Firefighters Local # 338*, as restated below:

A. Except as otherwise stated in Subsection C, to be eligible for holiday pay, a firefighter must work his or her regular tour of duty before, during or after a scheduled holiday. Holidays are those days designated by Ordinance No. 5856, as amended from time to time.

B. If a firefighter's regular tour of duty begins on a scheduled holiday and he or she works that entire shift, the firefighter shall receive three hundred dollars (\$300.00) holiday pay. If a firefighter does not work the entire shift, then he or she will receive a pro-rated amount of holiday pay. If a firefighter's regular tour of duty does not begin on a scheduled holiday and he or she is eligible for holiday pay pursuant to Subsection A, the firefighter shall receive one hundred fifty dollars (\$150.00) holiday pay.

C. If a firefighter's regular tour of duty begins on the calendar day before or after a scheduled holiday, but he or she: (i) takes a vacation day or personal day on at least one of those days, or (ii) is unable to work at least one of those days due to an on-duty injury, then the firefighter shall receive one hundred fifty dollars (\$150.00) holiday pay. If a firefighter's regular tour of duty begins on the day of the scheduled holiday, but he or she: (i) takes a vacation day or personal day on that day, or (ii) is unable to work that day due to an on-duty injury, then the firefighter shall receive three hundred dollars (\$300) holiday pay.

D. If a firefighter's regular tour of duty does not begin on the day of the scheduled holiday, but he or she works overtime on that day, then the firefighter shall be paid his or her overtime rate and a pro-rated amount of holiday pay based on the number of actual hours worked, in addition to their normal holiday pay.

E. If a firefighter's regular tour of duty begins on a scheduled holiday, but he or she elects to trade work time with another firefighter, then the first firefighter will forfeit a pro-rated amount of his or her holiday pay based on the number of hours worked by the second firefighter. The second firefighter shall receive the forfeited pro-rated amount based on the number of hours he or she actually works.

Section 5. Longevity Pay. Longevity Pay shall be payable to all firefighters, regardless of rank, as follows:

| <u>Continuous years of service</u> | <u>Compensation</u> |
|---|--|
| Five (5) years | \$25 per month, payable at the beginning of the 5 th year |
| Ten (10) years | \$50 per month, payable at the beginning of the 10 th year |
| Fifteen (15) years | \$150 per month, payable at the beginning of the 15 th year |
| Twenty (20) years | \$300 per month, payable at the beginning of the 20 th year |
| Twenty-one (21) or more years | \$500 per month, payable at the beginning of the 21 st year |

Section 6. Uniform Allowance. Uniform Allowance shall be payable to all firefighters, regardless of rank, After serving one (1) year on the Fire Department, each firefighter shall receive a sum not to exceed Two Thousand Dollars (\$2,000.00) per year as clothing allowance.

Section 7. Compensatory Time. Compensatory Time shall be payable as provided below:
Firefighters in rank of Firefighter (F1) through Captain (F5) are eligible to earn Compensatory Time.

Section 8. Overtime Pay. Overtime Pay shall be payable as provided below:

Firefighters in rank of Firefighter (F1) through Captain (F5) shall be entitled to overtime pay. Overtime pay for firefighters shall be paid at a rate of one and one-half times the firefighter's regular rate of pay, which is to be calculated at the firefighter's pay grade and specialty pay.

Section 9. Stipend Pay. Stipend Pay shall be payable to firefighters holding the rank of Battalion Chief (F7). Stipend Pay shall equal one and one-half times (1 and ½) the Battalion Chief's regular compensation and shall be payable for any additional shifts worked over and above the Battalion Chief's regular schedule.

Section 10. Severance Pay. A firefighter's earned benefits shall be paid upon a firefighter's separation from service, as follows:

A. For firefighters holding the rank of Firefighter (F1) through Captain (F5), upon retirement, voluntary termination, or death while on active duty, the firefighter, or the firefighter's estate, shall be eligible for payment for earned vacation benefits, personal time, sick time, compensatory time and incentive pay in accordance with the collective bargaining agreement between the City of Elkhart (the "City") and the International Association of Firefighters, Local No. 338 (the "Union").

B. All other firefighters shall receive payment of accrued benefits as provided in the Employee Handbook or as otherwise provided by law.

Section 11. Sick Pay. Sick pay shall be available to firefighters, as follows:

A. All those firefighters holding the rank of F6 and above, the amount of sick time they shall receive annually shall be forty (40) hours.

B. For those firefighters holding the paygrade and rank of F5 and below, the firefighter will be allowed two (2) paid sick days per year.

C. Sick time shall not accumulate from year to year.

D. All sick time shall be taken in accordance with the sick time provisions of the most current collective bargaining agreement between the City and the Union.

E. These sick time provisions supersede all other sick time benefits provided by the City.

Section 12. Injury Benefits. Injury Benefits shall be available, notwithstanding any ordinance to the contrary, to all firefighters covered by the *Collective Bargaining Agreement* with

the City, and shall be entitled to take medical leave in accordance with the medical leave provisions of the Collective Bargaining Agreement.

Section 13. Residency Incentive. The Residency Incentive provided herein, applies only to firefighters who are not covered by the Collective Bargaining Agreement with the City of Elkhart. All other firefighter who are employed on a full-time basis, who establishes and maintains legal residency within the city limits of the City of Elkhart, physically resides on a continuous, permanent basis within the Elkhart city limits, and satisfies such other the requirements described in the Employee Handbook relating to this incentive, shall be entitled to an annual lump sum monetary bonus of up to two thousand four hundred dollars (\$2,400). The residency bonus shall be prorated for each full month of city residency out of the twelve (12) months immediately preceding the month selected by the City Controller for the payment of the bonus, and provided the person is so employed by the City on the last day of the pay-period prior to the bonus payment date

Section 14. Inconsistent Ordinances. Any ordinances, resolutions or parts thereof in conflict with this Ordinance are hereby deemed repealed.

Section 15. Effective Date. The effective date of this Ordinance shall be January 1, 2025.

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ORDAINED this _____ day of _____, _____.

Arvis Dawson
President of the Common Council

ATTEST:

Debra D. Barrett, City Clerk

PRESENTED to the Mayor by me this _____ day of _____, _____, at
_____ a.m./p.m.

Debra D. Barrett, City Clerk

Approved by me this _____ day of _____, _____.

Rod Roberson, Mayor

ATTEST:

Debra D. Barrett, City Clerk