

ORDINANCE 2024-17

**AN ORDINANCE ESTABLISHING WAGES FOR CERTAIN EMPLOYEES OF
THE CITY OF DELPHI FROM AND AFTER JANUARY 1, 2025**

Be it ordained by the Common Council of the City of Delphi, Indiana, that from and after the first day of January 2025 the employees of the City of Delphi shall receive the following wages per hour.

GENERAL FUND

Police Department:	
Police Sergeant	29.64 - 31.67
1 st Class Patrolman	28.32 - 30.38
Patrolman	26.68 - 28.08
Probationary Patrolman	27.47
Part-Time Patrolman	26.54

City Building:	
Administrative Assistant	7.09 - 7.64
Part-Time Janitor	20.02

Clerk-Treasurer:	
Deputy Clerk	7.09 - 7.64
Utility Clerk	7.09 - 7.64
Bookkeeper	7.09 - 7.64
Part-time Bookkeeper	7.09 - 7.64

Street and Parks:	
Foreman	23.68 - 25.64
Full Time	20.28 - 22.80
Part-Time	17.12
Summer Help	13.15 - 15.04
On Call Pay Per Week	25.00
Holiday On Call Pay Per Holiday	50.00

UTILITIES

Wastewater:	
Certified Operator	23.68 - 25.64
Laborer	20.28 - 22.80
Trainee, Part-Time	17.12
Summer Help	13.15 - 15.04
On Call Pay Per Week	25.00
Holiday On Call Pay Per Holiday	50.00
Deputy Clerk	7.09 - 7.64
Utility Clerk	7.09 - 7.64
Bookkeeper	7.09 - 7.64
Administrative Assistant	7.09 - 7.64

Water:	
Foreman	29.62
Certified Operator	23.68 - 25.64

Laborer	20.28 - 22.80
Trainee, Part-Time	17.12
Summer Help	13.15 - 15.04
On Call Pay Per Week	25.00
Holiday On Call Pay Per Holiday	50.00
Deputy Clerk	7.09 - 7.64
Utility Clerk	7.09 - 7.64
Bookkeeper	7.09 - 7.64
Administrative Assistant	7.09 - 7.64

AIRPORT

Airport Manager (Part-Time) 20.50
Up to 30 hours per pay period

Section 2. For eligible employees, the percent of their salary/wages paid to the Public Employees Retirement Fund for the employees' benefit will be paid by the City of Delphi. This includes the mandatory rate as well as the employee contribution.

Section 3. In addition to the above-stated wages for Police Sergeant or First-Class Patrolman, an amount of three thousand dollars (\$3,000) will be paid annually, for the benefit of the officer, into an Individual Retirement Account. The benefit is applicable if the officer is ineligible to participate in the Police Pension Plan.

Section 4. The work period for police officers is 168 hours per 28-day period. Hours in excess of 168 but less than 171 will be paid at the equivalent hourly rate. Hours in excess of 171 will be paid at normal overtime rate.

Section 5. The mileage allowance will be paid to City of Delphi employees for travel necessary and undertaken by private automobile in connection with the responsibility of their respective offices of employment. The mileage rate reimbursement will be the same as the federal rate in effect at that time.

Section 6. On-call personnel are authorized to keep a city owned vehicle at their home during their on-call shift.

Section 7. Police officers will receive up to two stipends of \$500 each for certifications in specific required training for actual service. Those fields could be field training officers, hostage negotiations, ILEA psycho-motor skills, instructors for firearms, defensive tactics, and emergency vehicle operations. Their ability to train others should be acknowledged and rewarded.

Section 8. Police Officers will receive Special Duty pay up to \$500 on an annualized basis for the following specialty positions: School Liaison, Events Liaison, Sports Liaison, and Parks and Trails Liaison. Special Duty pay will commence upon an Officer being in such a position and will end when the Officer ceases the position as determined by the Police Chief.

Section 9. Longevity will be paid to regular full-time employees on the basis of: \$500 payment upon completion of five (5) years of service to ten (10) years of service, \$750 payment after ten (10) years of service to fifteen (15) years of service, \$1,000 payment after fifteen (15) years of service to twenty (20) years of service, and \$1,500 payment after twenty (20) years of service. Longevity payments will be paid annually on the third Wednesday of November. Payments will be paid on a separate check that will be subject to the appropriate tax withholding requirements.

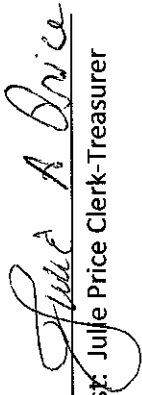
Section 10. The City of Delphi offers insurance coverage to the employees after a 90-day probationary period. The City of Delphi will pay 90% of the cost of the plan for the employee. The 10% participation of the employee will be withheld through payroll deductions,


Section 11. In order to promote wellness for employees, a membership to a local gym of choice will be paid by the City of Delphi for full time employees.

Section 12. Other policies and benefits as outlined in the official personnel policies of the City of Delphi are applicable under this ordinance.

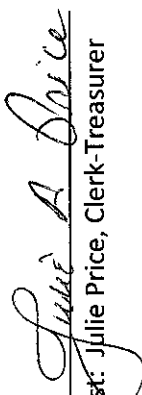
This ordinance will be in full force and effect January 1, 2025 after passage by the Common Council and approval by the Mayor of the City of Delphi and revokes all previous ordinances in conflict herewith.

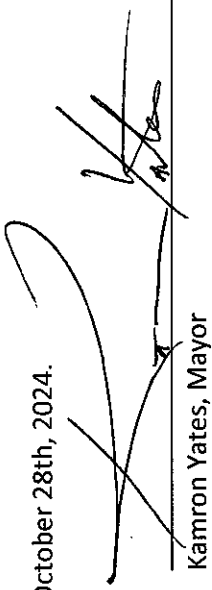
Passed by the Common Council of the City of Delphi, Indiana this 28th day of October, 2024.


Attest: Julie Price Clerk-Treasurer


Kamron Yates, Presiding Officer

Approved/Vetoed by me, the Mayor, this 28th day of October 28th, 2024.


Attest: Julie Price, Clerk-Treasurer


Kamron Yates, Mayor