

**CITY OF AUSTIN, INDIANA
SALARY ORDINANCE – 2025
Ordinance 2024 – 12**

WHEREAS the City of Austin Common Council is desirous of presenting a schedule of total compensation to include the salaries and benefits for its employees for the year 2025; and

WHEREAS the City of Austin Common Council has reviewed the financial condition of the City for purposes of arriving at proposed total compensation to include salaries and benefits that are fiscally responsible, and which are fair, just, and equitable to its employees pursuant to Indiana Code 36-4-7-3

NOW THEREFORE BE IT ORDAINED by the City of Austin Common Council, that the total compensation for its elected officials and employees for January 1, 2025, through December 31, 2025, shall be as follows:

2025 BASE PAY RATE SCHEDULE

TITLE	Employee Name	BASE PAY RATES	BUDGET LINES
Common Council Member(s)		\$5,200 yearly	General Fund
Building Inspector / Ordinance Officer		\$52,003 Yearly	General Fund
Board of Works		\$4,500 yearly	Public Safety LIT / Sewer Utility Fund
Mayor / Sewer General Manager		\$36,651 Yearly \$36,538 Yearly	General Fund Sewage Utility Fund
Administrative Assistant to the Mayor		\$24.53 per hour \$500.00 Monthly	General Fund Sewage Utility Fund
Clerk-Treasurer / Sewer Office Manager		\$34, 276 Yearly \$38,799 Yearly	General Fund Sewage Utility Fund
Clerk-Treasurer 1st Deputy		\$24.53 per hour \$500.00 Monthly	General Fund Sewage Utility Fund
Clerk Treasurer Accounts Payable		\$24.53 per hour	Sewer Utility Fund
Clerk Treasurer Billing Clerk		\$24.53 per hour	Sewer Utility Fund
Clerk Treasurer Janitorial (Part Time)		\$11.00 per hour	General Fund
Police Chief		\$63,546 Yearly	General Fund
Assistant Chief		\$27.99 per hour	General Fund
Detective Major		\$27.41 per hour	Public Safety LIT
Captain		\$26.85 per hour	General Fund
Lieutenant		\$26.28 per hour	General Fund
Sergeant		\$25.72 per hour	General Fund

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Sergeant (SRO)	\$25.72 per hour	Public Safety LIT
1 st Class Officer	\$25.15 per hour	General Fund
Probation Officer	\$20.62 per hour	General Fund
Superintendent – Wastewater	\$67,595 yearly	Sewage Utility Fund
Assistant Superintendent – Wastewater	\$27.41 per hour	Sewage Utility Fund
Wastewater Interim Assistant Foreman	\$25.72 per hour	Sewage Utility Fund
Laborer - Wastewater	\$22.44 per hour	Sewage Utility Fund
Superintendent – Sanitation Department	\$30,406 yearly	Sanitation Fund
Sanitation Department Foreman	\$23.68 per hour	Sanitation Fund
Sanitation Department Laborer	\$22.44 per hour	Sanitation Fund
Street Commissioner	\$30,406 yearly	Motor/Vehicle/Highway Fund
Street Commissioner Foreman	\$23.68 per hour	Motor/Vehicle/Highway Fund
Street Department Laborer	\$22.44 per hour	Motor/Vehicle/Highway Fund

OVERTIME/COMPENSATORY TIME/FLEX-TIME

Overtime compensation will be paid to nonexempt employees, with the exception of Police Department employees (see below), at time and one-half of the employee's hourly pay rate for all hours worked over 40 in a standard workweek and in accordance with the Fair Labor Standards Act (FLSA). An employee's time off while using vacation, sick time, personal leave, bereavement leave, or on any other leave of absence will not be considered hours worked for purposes of performing overtime calculations. Holidays will be considered hours worked for purposes of performing overtime calculations.

HOLIDAY PAY

Holiday compensation for full time police officers on active status will be payable during the week the holiday occurs. Officers will receive regular pay for working a holiday plus eight hours of holiday pay. The Chief of Police shall receive holiday pay plus salary.

LONGEVITY PAY

Police Department

Police officer will receive 1% of a First Class Patrolman's salary per years of service up to 14 years of service paid out weekly.

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All other Non-Elected Employees

\$100 per year up to 10 years of service paid out in December.

BENEFITS SCHEDULE

HEALTH DENTAL and VISION INSURANCE

The insurance premiums contributions are paid at 100% by the City of Austin from the General Fund, Wastewater Funds, Sanitation fund LIT Public Safety Fund.

INDIANA PUBLIC RETIREMENT SYSTEM (INPRS)

The Mayor, the Clerk-Treasurer, and eligible full-time employees may participate in the Indiana Public Retirement System (INPRS). The City of Austin will contribute 11.2% of the elected officials and employees' base wage to the fund. The city contributes the 3% that the employee is required to pay. Benefits are paid from the General Fund, Motor Vehicle Highway and Sewage Operating Funds.

INDIANA PUBLIC RETIREMENT SYSTEM (INPRS) POLICE OFFICERS' AND FIREFIGHTERS FUND (1977 Fund)

Eligible employees in the Police who work in covered jobs will be eligible for participation in the Indiana Public Retirement System (INPRS) Police Officers' and Firefighters' Fund (1977 Fund). The City of Austin will contribute 20.3% weekly of what a 20-year public service employee earns. The city contributes 3% of the 6% the officers are required to pay. Benefits are paid from the LIT Fund.

HOLIDAYS FOR 2025

The City of Austin may grant the following paid holidays to all full-time employees immediately upon assignment to an eligible employment classification:

- New Year's Day (January 1)
- Martin Luther King Jr. Day (January 20)
- Presidents Day (February 17)
- Good Friday (April 18)
- Memorial Day (May 26)
- Juneteenth (June 19)
- Independence Day (July 4)
- Labor Day (September 1)
- Columbus Day (October 13)
- Veterans Day (November 11)
- Thanksgiving (November 27 & 28)
- Christmas (December 25 & 26)

Utility Department – Wastewater Job Advancement Certification.
All certifications will be paid from either the Sewage Utility Funds.

\$1000.00 per certification

Street / Sanitation Department - The street / sanitation departments certification for CDL's. paid from M.V.H. fund or Sanitation fund.

\$1000.00 for a CDL

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CLOTHING AND UNIFORM ALLOWANCES

Eligible employees in the following departments, and as determined by the Common Council will receive a yearly clothing and uniform allowance. The employee shall be responsible for any costs exceeding the amounts as listed.

Department	Dollar Amount Per Year	Payable	Budget Line
Police	\$1,200.00	Payable in June	General Fund
Wastewater	\$750.00	Employee orders through an approved vendor or uses the city credit card	Wastewater Fund
Sanitation	\$750.00	Employee orders through an approved vendor or uses the city credit card	Sanitation Fund
Street	\$750.00	Employee orders through an approved vendor or uses the city credit card	Motor/Vehicle/Highway Fund

MOBILE PHONE ALLOWANCE

Eligible employees in the following departments, and as determined by the Common Council will receive a yearly mobile phone allowance payable in the amounts as indicated below:

Department	Dollar Amount	Payable	Budget Line
Mayor	\$600.00/year	\$50.00 payable the first Wednesday of each month	General Fund
Mayor's Assistant	\$360.00	\$30.00 payable the first Wednesday of each	
Council	\$600.00 / year	\$50.00 payable the first Wednesday of each month	General Fund
Clerk-Treasurer	\$600.00/ year	\$50.00 payable the first Wednesday of each month	General Fund
Clerk Treasurer Staff	\$360.00/ year	\$30.00 payable the first Wednesday of each	
Police	\$600.00/year	\$50.00 payable the first Wednesday of each month	General Fund
Wastewater Assistant Superintendent Interim Foreman Laborers	\$600.00/year \$600.00/year \$360.00/year	\$50.00 payable the first Wednesday of each month \$30.00 payable the first Wednesday of each	Wastewater Fund

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		month	
Street / Sanitation Superintendent	\$600.00 / year	\$50.00 payable the first Wednesday of each month	100% Motor/Vehicle/Highway Fund
Foreman	\$600.00 / year	\$50.00 payable the first Wednesday of each month	Sanitation Fund
Sanitation Department Employees	\$360.00 / Year	\$30.00 payable the first Wednesday of each	

ADOPTED AND PASSED by the Common Council of the City of Austin, Indiana on the _____ day of _____, 2024.

City of Austin Common Council



, Council President



, Council Member



, Council Member



, Council Member

, Council Member



, Mayor

ATTESTED:



, Clerk-Treasurer