

COMMON COUNCIL OF THE CITY OF AUSTIN, INDIANA

ORDINANCE NO. 2025-OR-05

AN ORDINANCE OF THE CITY OF AUSTIN, INDIANA

AMENDING THE 2025 SALARY ORDINANCE

WHEREAS, the City of Austin recognizes the need to attract, train, and retain qualified personnel to operate and maintain its wastewater systems;

WHEREAS, the City further recognizes that the position of Wastewater Systems Operations Specialist Apprentice requires structured on-the-job training and educational curriculum in accordance with industry standards, and has partnered with the National Rural Water Association to implement a certified apprenticeship program;

NOW, THEREFORE, BE IT ORDAINED by the Common Council of the City of Austin, Indiana, as follows:

SECTION 1. AMENDMENT OF SALARY ORDINANCE: The Salary Ordinance of the City of Austin is hereby amended to establish the following progressive hourly wage schedule for the position of Rural Alliance Apprentice:

<u>Progression</u>	<u>OJT</u>	<u>RTI Curriculum</u>	<u>Evaluation Requirement</u>	<u>Hourly</u>
<u>Level</u>	<u>Hours</u>	<u>Hours</u>		<u>Wage</u>
Initial Entry	0	0	None	\$21.58
Level 2	1,000	72	Satisfactory evaluation from mentor and program sponsor	\$22.78
Level 3	2,000	144	Satisfactory evaluation from mentor and program sponsor	\$23.97
Level 4	3,000	216	Satisfactory evaluation from mentor and program sponsor	\$25.16
Level 5	4,000	288	Passing final assessment examination	\$26.36

SECTION 2. CONDITIONS FOR ADVANCEMENT: Advancement through each wage level shall be contingent upon:

- A. Completion of the required number of on-the-job training ("OJT") hours;
- B. Completion of the required hours of related technical instruction ("RTI");
- C. Receipt of a satisfactory performance evaluation by the assigned mentor and program sponsor, or passing of the final assessment exam as applicable.

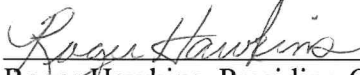
SECTION 3. NO CONFLICT: All ordinances, resolutions, and orders (or parts thereof) that conflict with the provisions of this Ordinance hereby is repealed to the extent of such conflict.

SECTION 4. SEVERABILITY: If any section, paragraph, or provision of this Ordinance is held to be invalid or unenforceable for any reason, then the invalidity or unenforceability of such section, paragraph, or provision shall not affect any of the remaining provisions of this Ordinance.

SECTION 5. EFFECTIVENESS: This Ordinance shall be in full force and effect from and after its passage and publication in accordance with the Indiana Code.

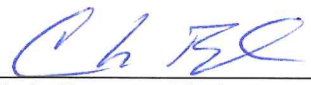
PASSED AND ADOPTED by the Common Council of the City of Austin, Indiana, this 13 day of May, 2025 by a vote of 5 ayes, 0 nays, and 0 abstentions.

Common Council City of Austin, Indiana



Roger Hawkins, Presiding Officer

Attest:



Chris Fugate, Clerk-Treasurer

Presented by me to the Mayor of the City of Austin for his approval or veto pursuant to Indiana Code § 36-4-6-15 and 16, on May 13 at 5:09 p.m.



Chris Fugate, Clerk-Treasurer

This Ordinance having been passed by the legislative body and presented to me is approved by me and duly adopted, pursuant to Indiana Code § 36-4-6-16(a)(1), on May 13 at 5:09 p.m.



Roger Hawkins, Mayor

Attest:



Chris Fugate, Clerk-Treasurer