CITY OF AUSTIN, INDIANA
SALARY ORDINANCE – 2026
Ordinance 2025 - 11

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 2026; 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, 2026, through December 31, 2026, shall be as follows:

2026 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		$52,783 Yearly	General Fund
Board of Works		$4,500 yearly	Public Safety LIT / Sewer Utility Fund
Mayor /		$34,070 Yearly	General Fund
Sewer General Manager		$40,230 Yearly	Sewage Utility Fund
Administrative Assistant to the Mayor		$24.90 per hour $500.00 Monthly	General Fund Sewage Utility Fund
Clerk-Treasurer /		$31,695 Yearly	General Fund
Sewer Office Manager		$42,555 Yearly	Sewage Utility Fund
Clerk-Treasurer 1st Deputy		$24.90 per hour $500.00 Monthly	General Fund Sewage Utility Fund
Clerk Treasurer Accounts Payable		$24.90	Sewer Utility Fund
Clerk Treasurer Billing Clerk		$24.90	Sewer Utility Fund
Clerk Treasurer Janitorial (Part Time)		$11.00 per hour	General Fund
Police Chief		$64,500 Yearly $3473.12 Holiday Pay	General Fund
Assistant Chief		$28.41 per hour	General Fund
Detective Major		$27.82 per hour	Public Safety LIT
Captain		$27.25 per hour	General Fund
Lieutenant		$26.67 per hour	General Fund
Sergeant		$26.11 per hour	General Fund
Sergeant (SRO)		26.11 per hour	Public Safety LIT

Police officer will receive 1% of a First Class Patrolman's salary per years of service up to 20 years of service paid out weekly.

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 23.3% 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 2026
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 19)
- Presidents Day (February 16)
- Good Friday (April 3)
- Memorial Day (May 25)
- Juneteenth (June 19)
- Independence Day (July 3)
- Labor Day (September 7)
- Columbus Day (October 12)
- Veterans Day (November 11)
- Thanksgiving (November 26 & 27)
- Christmas (December 24 & 25)

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

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 Mayor's Assistant	$600.00/year $360.00	$50.00 payable the first Wednesday of each month $30.00 payable the first Wednesday of each	General Fund
Clerk-Treasurer Clerk Treasurer Staff	$600.00/ year $360.00/ year	$50.00 payable the first Wednesday of each month $30.00 payable the first Wednesday of each	General Fund
Police	$600.00/year	$50.00 payable the first Wednesday of each month	General Fund
Wastewater Assistant Superintendent	$600.00/year $600.00/year $360.00/year	$50.00 payable the first Wednesday of each month	Wastewater Fund

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

ADOPTED AND PASSED by the Common Council of the City of Austin, Indiana on the _____day of _____, 2025.

CITY OF AUSTIN, INDIANA
SALARY ORDINANCE – 2026
Ordinance 2025 - 11

City of Austin Common Council

_____
, Council President

_____
, Council Member

_____
, Council Member

_____
, Council Member

_____
, Council Member

_____
, Mayor

ATTESTED:

_____
, Clerk-Treasurer