

ORDINANCE NO. 2025-10-15-03

**ESTABLISHING SALARIES FOR THE VARIOUS OFFICIALS AND EMPLOYEES
OF THE TOWN OF POSEYVILLE, INDIANA,
FOR THE YEAR 2026**

BE IT ORDAINED, EFFECTIVE AS OF JANUARY 1, 2026

TOWN MARSHAL Minimum: \$45,000.00 per year
Maximum: \$57,000.00 per year

To be paid bi-weekly from the general fund.

DEPUTIES Minimum: \$25.00 per hour
Maximum: \$30.00 per hour

To be paid bi-weekly from the general fund.

FIRE CHIEF Minimum: \$2,000.00 per year
Maximum: \$3,600.00 per year

To be paid on the first scheduled pay date of each month from the general fund.

COMMUNITY CENTER MANAGER Minimum: \$5,000.00 per year
Maximum: \$15,000.00 per year

To be paid on the first scheduled pay date of each month from the general fund.

**WATER AND WASTEWATER
MANAGER/OPERATOR** Minimum: \$12,000.00 per year
Maximum: \$60,000.00 per year

To be paid bi-weekly, 1/3 water, sewer, and gas at \$27.25 per hour

**GAS OPERATOR
& MAINTENANCE MANAGER** Minimum: \$23,000.00 per year
Maximum: \$60,000.00 per year

To be paid bi-weekly, 70% gas, 10% MVH, 10% water, and 10% sewer.

UTILITY CLERK Minimum: \$16.00 per hour
Maximum: \$25.00 per hour

To be paid bi-weekly from water, sewer & gas.

UTILITY OFFICE MANAGER

Minimum: \$20.00 per hour

Maximum: \$30.00 per hour

To be paid bi-weekly in thirds of water, sewer, and gas.

UTILITY SUB (On-Call):

- Monday–Friday: Paid one (1) hour per day at the employee's overtime rate
- Non-Test Weekends & Holidays: Paid three (3) hours per day at the employee's overtime rate
- Test Weekends & Holidays: Paid four (4) hours per day at the employee's overtime rate

To be paid bi-weekly in thirds of water, sewer, and gas.

MAINTENANCE TECHNICIANS

Minimum: \$17.00 per hour

Maximum: \$30.00 per hour

To be paid bi-weekly in thirds of water, sewer, and gas.

STREET LABORER

Minimum: \$12.00 per hour

Maximum: \$30.00 per hour

To be paid bi-weekly in fourths of MVH, water, sewer, and gas.

SEASONAL LABOR

Minimum: \$10.00 per hour

Maximum: \$20.00 per hour

To be paid bi-weekly from MVH.

PART TIME UTILITY LABORER

Minimum: \$10.00 per hour

Maximum: \$15.00 per hour

To be paid bi-weekly from utility work being performed.

METER READER

\$450.00 per month

Uses personal vehicle. To be paid on the first scheduled pay date of each month in thirds of water, sewer, and gas.

TOWN ATTORNEY FEES

\$150.00 per month

Monthly retainer to cover attendance at monthly board meetings and answering questions involving no research and short verbal answers:

To be paid monthly with claims as follows:

General	January - March
Water	April – June
Sewer	July –September
Gas	October – December

All other matters:

\$175.00 per hour

ELECTED OFFICIALS

TOWN COUNCIL MEMBERS

\$12,900 each per year (3 Members)

To be paid the first scheduled pay date of each month as follows:

From General Fund:	\$9,675.00
From Water:	\$9,675.00
From Sewer:	\$9,675.00
From Gas:	\$9,675.00

CLERK-TREASURER

To be paid bi-weekly as follows:

From General Fund:	\$403.37
From Water:	\$403.37
From Sewer:	\$403.37
From Gas:	\$403.35

SCHEDULE OF BENEFITS FOR EMPLOYEES AND CLERK-TREASURER

SECTION I. Workweek and Hours of Employment

The workweek for hourly-paid full-time office employees is 32.5 to 40 hours per week, depending on job duties. The workweek for hourly-paid full-time non-office employees is 40 hours per week. Salaried employees may be expected to work beyond that number as necessary. The work week for a part-time employee shall not exceed 32 hours per week.

SECTION II. Overtime and Holiday Pay

Overtime Compensation

Hourly employees shall be compensated at a rate of one and one-half (1.5) times their regular hourly rate for all hours worked in excess of forty (40) hours within a single workweek. All overtime hours must be accurately documented on the bi-weekly timesheet.

Holiday Work Compensation

Should an hourly employee be required to work on a scheduled holiday, they shall receive overtime pay at the rate of one and one-half (1.5) times their regular hourly rate for those hours worked. This overtime compensation is in addition to the standard holiday pay.

SECTION III. Insurance Benefits

- Full-time employees shall pay \$5.00 per pay period for medical premiums, with the remaining premium paid by the Town.
- The Town provides group term life insurance and accidental death and dismemberment insurance for all full-time employees at no cost to the employee.
- The Town provides a transferable term life insurance policy to full-time employees up to a \$500 annual premium at no cost to the employee, or the employee may use the \$500.00 as a one-time yearly contribution to a deferred compensation account.
- When an employee becomes 65 and is still a full-time employee and is Medicare eligible, the Town will pay the premium for Medicare Part B and Part D, as well as a Medicare supplement, instead of the medical insurance that was paid for before the employee became Medicare eligible.
- The employee will provide documentation showing the exact cost of Part B and Part D Medicare, as well as the monthly cost of a supplement.
- The Town will issue a reimbursement check to any Medicare-eligible employee each month after the Town approves the Claim Docket.
- The Town reserves the right to reimburse full-time employees for insurance and supplemental insurance, as long as the reimbursement is based on prior agreed-upon or negotiated terms and proper documentation is submitted and approved.

SECTION IV. Vacation

- Vacation time for eligible employees is as follows:

6 months paid service days	40 hours
One year of service, but less than five years:	80 hours
Five years of service, but less than 10 years:	120 hours
Ten years of service, but less than fifteen years:	160 hours
Fifteen or more years:	200 hours
- Vacation time may be taken in half-day or full-day increments.
- Vacation time may not be carried over into the following year.

SECTION V. Holidays

- Holidays for eligible employees are as follows:

○ January 1	New Year's Day
○ January 19	Martin Luther King, Jr. Day
○ February 16	Presidents' Day
○ April 3	Good Friday
○ May 5	Primary Election 2026
○ May 25	Memorial Day
○ June 19	Juneteenth
○ July 3	Independence Day
○ September 7	Labor Day
○ October 12	Columbus Day
○ November 3	General Election 2026
○ November 11	Veterans Day
○ November 26 & 27	Thanksgiving
○ December 24	Christmas Eve
○ December 25	Christmas
- Two floating holidays to be taken as schedule allows: Please notify the Town Hall one week in advance before taking a floating holiday. Floating holidays may not be carried over into the following year.
- In the event there is a Primary in May and/or an election in November, the Town Hall will be closed for the day and all employees will be off.

SECTION VI. Sick Days

- All full-time employees shall be credited with eight (8) sick days on January 1, 2025. New hires will be prorated.
- Sick days can accumulate from year to year.
- There shall be no compensation for unused sick time.

SECTION VII. Bereavement Days

- All eligible employees shall be permitted a maximum of five (5) paid bereavement days per occurrence for the purpose of arranging and attending a funeral of a spouse, child, or parent.
- All eligible employees shall be permitted a maximum of three (3) paid bereavement days for the death of other immediate family members. "Other immediate family members" shall mean sister, brother, grandparent, mother-in-law, or father-in-law.

SECTION VIII. Employment of new personnel:

- Town Council approval is required for all newly created positions.
- Town Council has sole authority for hiring, terms of employment, disciplinary action, and termination of all employees.

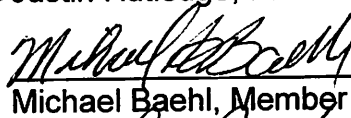
SECTION IX. Additional Compensation

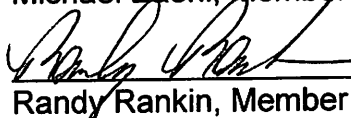
- Full-time and eligible employees shall be paid an additional compensation of \$175.00 in the first payroll in December 2026.

APPROVED AND ORDAINED THIS 15th DAY OF OCTOBER, 2025

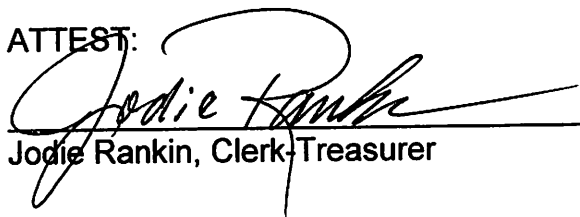
TOWN COUNCIL OF POSEYVILLE, INDIANA.


Justin Rutledge, President


Michael Baehl, Member


Randy Rankin, Member

ATTEST:


Jodie Rankin, Clerk-Treasurer