

**AN ORDINANCE ADOPTING COUNTY OF VIGO, INDIANA
SALARY SCHEDULE AND COMPENSATION POLICIES**

WHEREAS the County of Vigo, Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County, Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund, or any other fund from which the county auditor issues warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds. This includes the power to:

- (1) fix the number of officers, deputies, and other employees;
- (2) describe and classify positions and services;
- (3) adopt schedules of compensation; and
- (4) hire or contract with persons to assist in the development of compensation, and

WHEREAS Vigo County contracted with a professional human resources consulting firm to conduct a job classification and compensation study and Fair Labor Standards Act (FLSA) audit, and

WHEREAS, the Vigo County Council wishes to establish compensation schedules and pay policies;

NOW THEREFORE, it is ordained as follows:

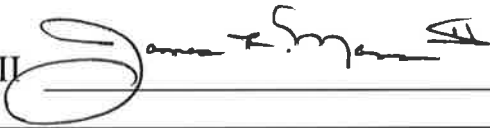
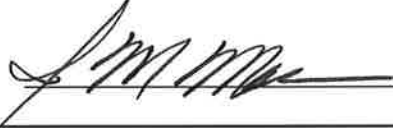


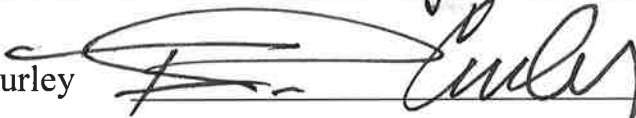


- A. The attached FLSA exempt, non-exempt, and excluded classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions; employees holding exempt or excluded positions are not eligible for FLSA overtime or FLSA compensatory time.
- B. The Vigo County Personnel Policy, effective September 12, 2017, is hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy;
- C. The attached schedule of regular pay rates and overtime pay rates shall be established and adopted on the 9th day of October 2018 and shall be in full-force and effect on January 1, 2019. Employees shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue pay warrants for pay that exceeds the authorized amount specified in the salary ordinance. New employees and existing employees transferring positions shall be compensated at the minimum salary established for the assigned classification level.
- D. Cost of Living Adjustment:
 - a. Employees that are compensated over the base salary of their 2019 pay classification are eligible to receive a cost of living adjustment of 1.2% increase of the base salary of their pay classification. The cost of living adjustment shall

- be issued to employees on the first pay date in April. The cost of living adjustment will not be added to the employees' salaries.
- b. Employees that receive a pay increase to their base salary equivalent to the cost of living adjustment of 1.2% of their pay classification are not eligible for the cost of living adjustment.
 - c. Employees that receive a pay increase to their base salary in an amount less than the cost of living adjustment of 1.2% of their pay classification, shall receive the difference in pay in the form of a cost of living adjustment. The cost of living adjustment shall be issued to employees on the first pay date in April. The cost of living adjustment will not be added to the employees' salaries.
- E. The number of officers, deputies, and other employees shall not exceed the number authorized in this salary ordinance.
- F. The attached job classification and compensation maintenance system is hereby adopted. All County Council adopted job descriptions having a job requirement that states "Possession of a valid Indiana driver's license and a demonstrated safe driving record," shall be amended to state: "Possession of a valid driver's license and a demonstrated safe driving record."
- G. Full-time employees in 2019 employed as attorneys in the office of the Public Defender will be compensated under the Vigo County Public Defender Plan. The Public Defender (Full-time) shall receive a compensation according to the classification system. The Public Defender (.800) shall be compensated at a rate of 80 percent of the Public Defender (Full-time).
- a. Number of positions are set as follows:
 - i. Public Defender (.800) – twenty-six (26)
- H. That probation officers shall be paid pursuant to the 2019 Minimum Salary Probation Officers or shall receive a 15% increase in their yearly salary, whichever is less.
- a. Number of positions are set as follows:
 - i. Adult Probation Officers
 - 1. County General – nine (9)
 - 2. Adult Probation DOC Grant – one (1)
 - ii. Juvenile Probation Officers
 - 1. County General – seven (7)
- I. Deputy Prosecutors shall be paid in addition to the base salary pursuant to the following criteria established by the Prosecutor's Office:
- a. Establish base salary on the role of each Deputy Prosecutor:
 - i. Misdemeanor and Low Level Felony Court Deputy Prosecutor – Base Salary only
 - ii. Child Support Deputy Prosecutor – Base Salary + two percent (2%)
 - iii. High Level Felony Court Deputy Prosecutor – Base Salary + four percent (4%)
 - iv. Specialized Deputy Prosecutor – Base Salary + six percent (6%)
 - b. In addition, the following criteria will be reviewed for each Deputy Prosecutor to set compensation above the base salary:

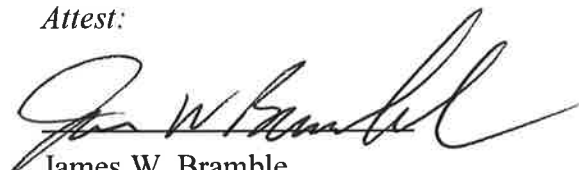
- i. Legal Experience
 - 1. Practicing at least three (3) years but less than six (6) years, plus one (1) percent
 - 2. Practicing at least six (6) years, plus two (2) percent
 - ii. Criminal Law Experience
 - 1. Criminal prosecution for at least three (3) years, plus two (2) percent
 - 2. Criminal law (defense and prosecution) for at least three (3) years, plus one (1) percent, (These cannot be combined.)
 - iii. Jury Trial Experience
 - 1. At least five (5) but less than ten (10) jury trials, plus one percent (1%)
 - 2. Ten (10) or more jury trials, plus two (2) percent
 - iv. Additional Considerations
 - 1. Extensive knowledge of the local court system, plus one percent (1%)
 - 2. Other Relevant Factors including clerking for a judge, appellate arguments, published legal paper, etc., plus up to one percent (1%)
- J. The number of Part-time Prosecutors positions are set at eight (8).
- K. Employees of the Vigo County Highway Department are eligible for classification pay at a rate of \$0.71 per hour at the discretion of the Vigo County Commissioners. The number of employees receiving classification pay must not exceed 28 at any point in time.
- L. Deputy county assessors and deputy township assessors that have achieved Level II certification shall receive \$500 annually in addition to the base salary. Deputy county assessors and deputy township assessors that have achieved Level III certification shall receive \$500 annually in addition to the base salary plus compensation for Level II certification (a total of \$1,000 in addition to the base salary for Level III certification).
- M. Temporary employees, part time employees, and extra help shall be paid at a rate of \$10.20 per hour unless otherwise approved. Temporary employees, part time employees, and extra help approved at a different rate will receive \$0.20 increase per hour on the approved rate for 2018. Hours worked by temporary and/or part time employees shall not exceed 29 hours per defined work week.
- N. The Property Tax Appeals Board Members are to be compensated based on a daily rate. Meetings lasting four (4) hours or less are to be compensated at one half (1/2) of the daily rate. Meetings lasting more than four (4) hours are to be compensated at the daily rate.
- O. All full time employees with the exception of merit officers, dispatchers, and elected officials shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 4th year in the amount of \$100. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$1,600.

- P. A dispatcher shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 4th year in the amount of \$150. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$2,400.
- Q. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate to be paid out in each pay period.
- R. In the event of an extended Military, Family Medical, or Workmen's Compensation Leave of a Maintenance Worker or Operator of the Vigo County Highway Department exceeding six (6) weeks, the Vigo County Highway may employ a Temporary Maintenance Worker or Temporary Operator. A Temporary Maintenance Worker or Operator shall be compensated at a rate of ninety (90) percent of the base rate of the respective full-time position. A temporary employee shall not work more than 29 hours in a pay week and is not entitled to retirement benefits. In the event a former employee of Vigo County is selected for the temporary position, the employee should be treated as a continuing employee, rather than a new hire, unless the employee has had a separation for a period of at least 13 weeks in deference to the Affordable Care Act Regulations. A sufficient appropriation in Personal Services must exist in the Vigo County Highway budget prior to the employment of a Temporary Maintenance Worker or Temporary Operator. The Highway Superintendent should submit a plan detailing the anticipated period of time a temporary employee will be required and the number of hours for that period to the Auditor's Office for verification of sufficient appropriation.
- S. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, part-time employees and elected officials.

Presented to the Vigo County Council, read in full and adopted as written this 9th day of October, 2018.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	James R. Mann II	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Mike Morris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Bill Thomas	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Vicki Weger	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Tim P. Curley	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Brendan Kearns	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk, President	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:


James W. Bramble
Vigo Auditor

VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, CIVILIAN POLE
2019

2019	
Classification	Base Rate
Civ POLE A	\$ 16.12
Civ POLE B	\$ 16.96
Civ POLE C	\$ 17.80
Civ POLE D	\$ 19.48

Job Category: Civilian POLE Target Base: External Midpoint

Department	Title	Classification	Status	Work Hours	2019 Base (Hourly)	2019 COLA Stipend
Juvenile Center	Detention Officer	Civilian POLE A	Non Exempt	2080	\$16.12	0
Sheriff	Ordinance Control/Animal Ctl Ofc	Civilian POLE A	Non Exempt	2080	\$16.12	0
Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
Dispatch	* Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.15	\$410
Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
Dispatch	* Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.15	\$410
Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
E-911 Dispatch	* Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.15	\$410
E-911 Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
E-911 Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
E-911 Dispatch	Dispatcher	Civilian POLE B	Non Exempt	1949	\$16.96	0
Jail	Corporal	Civilian POLE B	Non Exempt	2080	\$16.96	0
Jail	Corporal	Civilian POLE B	Non Exempt	2080	\$16.96	0
Jail	Corporal	Civilian POLE B	Non Exempt	2080	\$16.96	0
Juvenile Center	Shift Supervisor	Civilian POLE B	Non Exempt	2080	\$16.96	0
Juvenile Center	Shift Supervisor	Civilian POLE B	Non Exempt	2080	\$16.96	0
Juvenile Center	Shift Supervisor	Civilian POLE B	Non Exempt	2080	\$16.96	0
Juvenile Center	Shift Supervisor	Civilian POLE B	Non Exempt	2080	\$16.96	0
Dispatch	* IDACS Coordinator	Civilian POLE C	Non Exempt	1949	\$19.05	\$429
Dispatch	* IDACS Coordinator	Civilian POLE C	Non Exempt	1949	\$19.05	\$429
Dispatch	* Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$18.57	\$429
Dispatch	* Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$18.57	\$429
Dispatch	* Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$18.57	\$429
Dispatch	* Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$18.57	\$429
Dispatch	Training Coordinator/Dispatcher	Civilian POLE C	Non Exempt	1949	\$17.80	0
Dispatch	Training Coordinator/Dispatcher	Civilian POLE C	Non Exempt	1949	\$17.80	0
Jail	Sergeant	Civilian POLE C	Non Exempt	2080	\$17.80	0
Jail	Sergeant	Civilian POLE C	Non Exempt	2080	\$17.80	0
Jail	Sergeant	Civilian POLE C	Non Exempt	2080	\$17.80	0
Sheriff	Sex & Violent Offender Registry Ofc	Civilian POLE C	Non Exempt	2080	\$17.80	0
Sheriff	Sex Registry Officer/Instructor	Civilian POLE C	Non Exempt	2080	\$17.80	0
Jail	Senior Sergeant	Civilian POLE D	Non Exempt	2080	\$19.48	0
Juvenile Center	Senior Supervisor	Civilian POLE D	Non Exempt	2080	\$19.48	0
Prosecutor	* Investigator	Civilian POLE D	Non Exempt	1820	\$20.29	\$437
Prosecutor	Investigator	Civilian POLE D	Non Exempt	1820	\$19.48	0
Prosecutor/APS	Investigator	Civilian POLE D	Non Exempt	1820	\$19.48	0
Prosecutor/APS	Investigator	Civilian POLE D	Non Exempt	1820	\$19.48	0
Public Defender	Investigator	Civilian POLE D	Non Exempt	1820	\$19.48	0
Public Defender	* Investigator	Civilian POLE D	Non Exempt	1820	\$20.71	\$437
Public Defender	Investigator	Civilian POLE D	Non Exempt	1820	\$19.48	0
Public Defender	* Investigator	Civilian POLE D	Non Exempt	1820	\$20.40	\$437

Note: Dispatchers have a separate longevity program.

*Incumbents are grandfathered in at the higher rate.

VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, LTC
2019

2019	
Classification	Base Rate
LTC A	\$ 15.66
LTC B	\$ 17.07
LTC C	\$ 18.05
LTC D	\$ 18.62
LTC E	\$ 19.88
LTC F	\$ 22.08

Job Category: LTC Target Base: External Midpoint

Department	Title	Classification	Status	Work Hours	2019 Base (Hourly)	2019 COLA Stipend
Highway II	Operator	LTC C	Non Exempt	2080	18.05	0
Highway II	Operator	LTC C	Non Exempt	2080	18.05	0
Highway II	Sign Technician	LTC D	Non Exempt	2080	18.62	0
Highway II	Shop Working Leader	LTC D	Non Exempt	2080	18.62	0
Highway II	Working Leader	LTC D	Non Exempt	2080	18.62	0
Highway/LR & S	Working Leader	LTC D	Non Exempt	2080	18.62	0
Highway/LR & S	Working Leader	LTC D	Non Exempt	2080	18.62	0
Highway II	Working Leader	LTC D	Non Exempt	2080	18.62	0
Building Maintenance	Maintenance Assistant Supervisor	LTC D	Non Exempt	1820	18.62	0
Surveyor	* Crew Chief	LTC D	Non Exempt	1820	20.64	418
Highway III	Mechanic	LTC D	Non Exempt	2080	18.62	0
Highway III	Mechanic	LTC D	Non Exempt	2080	18.62	0
Highway III	Mechanic	LTC D	Non Exempt	2080	18.62	0
Highway/LR & S	Area Supervisor	LTC E	Non Exempt	2080	19.88	0
Highway/LR & S	Area Supervisor	LTC E	Non Exempt	2080	19.88	0
Highway/Cum Bridge	Pipe Field Supervisor	LTC E	Non Exempt	2080	19.88	0
Highway I	Shop Supervisor	LTC E	Non Exempt	2080	19.88	0
Highway I	* Assistant Superintendent	LTC F	Non Exempt	1820	23.97	474

*Incumbents are grandfathered in at the higher rate.

VIGO COUNTY, INDIANA
 GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
 2019

Classification	Base Rate
COMOT A	\$ 16.23
COMOT B	\$ 17.48
COMOT C	\$ 19.27
COMOT D	\$ 20.55

Job Category: COMOT Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2019 Base (Hourly)	2019 COLA Stpend
Area Planning	* Administrative Assistant	COMOT A	Non Exempt	1820	\$20.73	\$364
Area Planning	Bookkeeper/Planning Assistant	COMOT A	Non Exempt	1820	\$16.23	\$0
Auditor	Deputy Auditor	COMOT A	Non Exempt	1820	\$16.23	\$0
Auditor	* Deputy Auditor	COMOT A	Non Exempt	1820	\$20.15	\$364
Auditor	Deputy Auditor/Claims	COMOT A	Non Exempt	1820	\$16.23	\$0
Auditor	Deputy Auditor/Claims	COMOT A	Non Exempt	1820	\$16.23	\$364
Auditor	Deputy Auditor/Commis Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Auditor	Deputy Auditor/Plat Mapping	COMOT A	Non Exempt	1820	\$16.23	\$0
Auditor	Deputy Auditor/Plat Mapping	COMOT A	Non Exempt	1820	\$16.23	\$0
Auditor	Deputy Auditor/Tax Sales	COMOT A	Non Exempt	1820	\$16.23	\$0
Building Inspection	* Secretary	COMOT A	Non Exempt	1820	\$16.48	\$364
Clerk	Deputy Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Clerk/Bonds	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Clerk/Child Support	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Clerk/Elections/Records	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	* Deputy Clerk/Elections/Records	COMOT A	Non Exempt	1820	\$18.90	\$364
Clerk	* Deputy Clerk/Records Supervisor	COMOT A	Non Exempt	1820	\$17.28	\$364
Clerk	Deputy Clerk-Judgments/Marriages	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Clerk-Main Office	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	* Deputy Clerk-Main Office	COMOT A	Non Exempt	1820	\$19.38	\$364
Clerk	Deputy Clerk-Main Office	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	* Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.73	\$364
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	* Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.73	\$364
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0
Clerk/New Clerk Incentive	* Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.33	\$364
Courts	* Bailiff Division 1	COMOT A	Non Exempt	1820	\$18.33	\$364
Courts	Bailiff Division 2	COMOT A	Non Exempt	1820	\$16.23	\$0
Courts	Bailiff Division 3	COMOT A	Non Exempt	1820	\$16.23	\$0
Courts	Bailiff Division 4	COMOT A	Non Exempt	1820	\$16.23	\$0
Courts	* Office Manager-Adult Probation	COMOT A	Non Exempt	1820	\$17.51	\$364
Courts	* Receptionist-Adult Probation	COMOT A	Non Exempt	1820	\$17.25	\$364
Courts	Secretary Division 4	COMOT A	Non Exempt	1820	\$16.23	\$0
Courts	Secretary/Bailiff Division 5	COMOT A	Non Exempt	1820	\$16.23	\$0
Courts	* Secretary-Adult Probation	COMOT A	Non Exempt	1820	\$18.05	\$364
Extension Office	* Secretary	COMOT A	Non Exempt	1820	\$18.10	\$364
Extension Office	Secretary	COMOT A	Non Exempt	1820	\$16.23	\$0
Extension Office	Secretary/Program Assistant	COMOT A	Non Exempt	1820	\$16.23	\$0
Health	Clerical Assistant/Supply Clerk	COMOT A	Non Exempt	1820	\$16.23	\$0

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
2019

Classification	Base Rate
COMOT A	\$ 16.23
COMOT B	\$ 17.48
COMOT C	\$ 19.27
COMOT D	\$ 20.55

Job Category: COMOT Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2019 Base (Hourly)	2019 COLA Stipend
Health	* Office Manager/Bookkeeper	COMOT A	Non Exempt	1820	\$20.44	\$364
Health	Vector Control Clerk	COMOT A	Non Exempt	1820	\$16.23	\$364
Highway I	* Secretary	COMOT A	Non Exempt	1820	\$19.96	\$364
Juvenile Court	Receptionist ^	COMOT A	Non Exempt	1820	\$16.23	\$0
Juvenile Court	Secretary/Bailiff ^	COMOT A	Non Exempt	1820	\$16.23	\$0
Prosecutor	* Receptionist	COMOT A	Non Exempt	1820	\$19.96	\$364
Prosecutor/IV-D	IV-D Receptionist	COMOT A	Non Exempt	1820	\$16.23	\$0
Reassessment County	Sales Disclosure Deputy	COMOT A	Non Exempt	1820	\$16.23	\$0
Recorder	* Deputy Recorder	COMOT A	Non Exempt	1820	\$19.77	\$364
Recorder	Deputy Recorder	COMOT A	Non Exempt	1820	\$16.23	\$0
Recorder	* Deputy Recorder	COMOT A	Non Exempt	1820	\$16.73	\$364
Recorder/Perpetuation	Deputy Recorder	COMOT A	Non Exempt	1820	\$16.23	\$0
Sheriff	Secretary-a	COMOT A	Non Exempt	1820	\$16.23	\$0
Sheriff	* Secretary-b	COMOT A	Non Exempt	1820	\$16.73	\$364
Treasurer	Deputy/Garnishments	COMOT A	Non Exempt	1820	\$16.23	\$0
Treasurer	Deputy/Judgments	COMOT A	Non Exempt	1820	\$16.23	\$0
Treasurer	* Tax Sale Deputy	COMOT A	Non Exempt	1820	\$16.48	\$364
Assessor	Deputy Assessor-a	COMOT B	Non Exempt	1820	\$17.48	0
Assessor	* Deputy Assessor-b	COMOT B	Non Exempt	1820	\$18.33	\$382
Assessor	* Deputy Assessor-c	COMOT B	Non Exempt	1820	\$17.49	\$382
Assessor	* Deputy Assessor-d	COMOT B	Non Exempt	1820	\$17.49	\$382
Clerk	* Deputy Clerk Assistant Supervisor	COMOT B	Non Exempt	1820	\$20.13	\$382
Clerk	Deputy Clerk Asst Supv Courts & AV/Elections	COMOT B	Non Exempt	1820	\$17.48	0
Group Homes	Secretary/Bookkeeper	COMOT B	Non Exempt	1820	\$17.48	0
Group Homes	Secretary/Food Manager	COMOT B	Non Exempt	1820	\$17.48	0
Harrison Township Assessor	* Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$18.90	\$382
Harrison Township Assessor	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$17.48	0
Harrison Township Assessor	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$17.48	0
Harrison Township Assessor	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$17.48	0
Health	Clerical Assistant	COMOT B	Non Exempt	1820	\$17.48	\$255
Health	* Secretary/Nursing Division	COMOT B	Non Exempt	1820	\$19.19	\$382
Health	Vital Statistics Clerk	COMOT B	Non Exempt	1820	\$17.48	0
Health	Vital Statistics Clerk	COMOT B	Non Exempt	1820	\$17.48	0
Health	Vital Statistics Clerk	COMOT B	Non Exempt	1820	\$17.48	0
Reassessment County	* Deputy Assessor	COMOT B	Non Exempt	1820	\$17.49	\$382
Reassessment/Harrison	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$17.48	0
Reassessment/Harrison	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$17.48	0
Reassessment/Harrison	* Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$19.38	\$382
Soil and Water	Admin. Asst.	COMOT B	Non Exempt	1820	\$17.48	0
Treasurer	Bank Reconciliation Deputy	COMOT B	Non Exempt	1820	\$17.48	0
Treasurer	Finance Deputy	COMOT B	Non Exempt	1820	\$17.48	\$273
Treasurer	Staff Accountant	COMOT B	Non Exempt	1820	\$17.48	0
Clerk	Assistant	COMOT C	Non Exempt	1820	\$19.27	0
Clerk	* Court Clerk Supervisor	COMOT C	Non Exempt	1820	\$20.13	\$419
Clerk	* Deputy Clerk Supervisor	COMOT C	Non Exempt	1820	\$21.36	\$419
Clerk	* Deputy Clerk Supervisor	COMOT C	Non Exempt	1820	\$21.90	\$419
Clerk	Deputy Clerk/Elections	COMOT C	Non Exempt	1820	\$19.27	0

VIGO COUNTY, INDIANA
 GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
 2019

Classification	Base Rate
COMOT A	\$ 16.23
COMOT B	\$ 17.48
COMOT C	\$ 19.27
COMOT D	\$ 20.55

Job Category: COMOT Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2019 Base (Hourly)	2019 COLA Stipend
Commissioners	Admin. Asst	COMOT C	Non Exempt	1820	\$19.27	0
Commissioners	Executive Secretary	COMOT C	Non Exempt	1820	\$19.27	0
Health	Vital Statistics Registrar/Spvr	COMOT C	Non Exempt	1820	\$19.27	0
Highway I	Office Manager	COMOT C	Non Exempt	1820	\$19.27	0
Juvenile Center	Office Manager	COMOT C	Non Exempt	1820	\$19.27	0
Juvenile Court	* Office Manager/Juvenile Courts	COMOT C	Non Exempt	1820	\$21.05	\$419
Parks	* Administrative Assistant	COMOT C	Non Exempt	1820	\$21.69	\$419
Prosecutor	Bookkeeper/Legal Secretary	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor	Bookkeeper/Legal Secretary	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor	Legal Secretary	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor	Legal Secretary	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor	Legal Secretary	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor	Legal Secretary	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor	* Program Coordinator	COMOT C	Non Exempt	1820	\$21.35	\$419
Prosecutor/APS	Legal Secretary	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$19.27	0
Public Defender	Legal Secretary	COMOT C	Non Exempt	1820	\$19.27	0
Public Defender	* Legal Secretary	COMOT C	Non Exempt	1820	\$19.37	\$419
Public Defender	Legal Secretary	COMOT C	Non Exempt	1820	\$19.27	0
Reassessment County	District Assessor	COMOT C	Non Exempt	1820	\$19.27	0
Sheriff	* Office Manager	COMOT C	Non Exempt	1820	\$20.85	\$419
Auditor	Deputy Auditor/Payroll	COMOT D	Non Exempt	1820	\$20.55	0
Auditor	Deputy/Bookkeeper/Programmer	COMOT D	Non Exempt	1820	\$20.55	0
Auditor	Deputy/Staff Accountant	COMOT D	Non Exempt	1820	\$20.55	0
Auditor	* GIS Plat Supervisor	COMOT D	Non Exempt	1820	\$23.62	\$455
Courts	Bailiff/Court Reporter Division 6	COMOT D	Non Exempt	1820	\$20.55	0
Courts	* Court Admin/Probate Reg	COMOT D	Non Exempt	1820	\$21.16	\$455
Courts	Court Reporter Division 1 #	COMOT D	Non Exempt	1820	\$20.55	0
Courts	* Court Reporter Division 2	COMOT D	Non Exempt	1820	\$20.63	\$455
Courts	* Court Reporter Division 2	COMOT D	Non Exempt	1820	\$21.16	\$455
Courts	* Court Reporter Division 3	COMOT D	Non Exempt	1820	\$21.89	\$455
Courts	Court Reporter Division 4	COMOT D	Non Exempt	1820	\$20.55	0
Courts	Court Reporter Division 4	COMOT D	Non Exempt	1820	\$20.55	0
Courts	Court Reporter/Bailiff Division 5	COMOT D	Non Exempt	1820	\$20.55	0
Courts	Court Reporter/Bailiff Division 5	COMOT D	Non Exempt	1820	\$20.55	0
Courts	Court Reporter/Division 5	COMOT D	Non Exempt	1820	\$20.55	0
Courts	Court Reporter/Division 6	COMOT D	Non Exempt	1820	\$20.55	0
Courts	Court Reporter/Division 6	COMOT D	Non Exempt	1820	\$20.55	0
Courts	* Court Reporter/Office Admin Division 5	COMOT D	Non Exempt	1820	\$21.16	\$455
Courts	Court Reporter/Office Manager Division 4	COMOT D	Non Exempt	1820	\$20.55	0
Courts	Court Reporter/Secretary Division 1	COMOT D	Non Exempt	1820	\$20.55	0
Courts	* Court Reporter/Secretary Division 3	COMOT D	Non Exempt	1820	\$21.16	\$455
Courts	* Jury Administrator	COMOT D	Non Exempt	1820	\$21.16	\$455
Courts	Roving Court Reporter	COMOT D	Non Exempt	1820	\$20.55	0
Courts/IV-D	* Court Reporter/IV-D	COMOT D	Non Exempt	1820	\$21.37	\$455
Human Resources	Human Resources Coordinator	COMOT D	Non Exempt	1820	\$20.55	0
Juvenile Court	Court Reporter ^	COMOT D	Non Exempt	1820	\$20.55	0
Juvenile Court	Court Reporter ^	COMOT D	Non Exempt	1820	\$20.55	0
Public Defender	Paralegal	COMOT D			\$20.55	0

VIGO COUNTY, INDIANA
 GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
 2019

Classification	Base Rate
COMOT A	\$ 16.23
COMOT B	\$ 17.48
COMOT C	\$ 19.27
COMOT D	\$ 20.55

Job Category: COMOT Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2019 Base (Hourly)	2019 COLA Stipend
Public Defender	Paralegal	COMOT D			\$20.55	0
Public Defender	Paralegal	COMOT D	Non Exempt	1820	\$20.55	0
Public Defender	* Paralegal	COMOT D	Non Exempt	1820	\$20.91	\$455

*Incumbents are grandfathered in at the higher rate.

VIGO COUNTY
 GENERAL EMPLOYEE SALARY ORDINANCE, SO
 2019

Job Category: SO (Special Occupations)

Department	Title	FLSA Status	2019 Rate	2019 COLA Stipend
Auditor	* Chief Deputy	Excluded	\$45,672	\$501
Assessor	Chief Deputy	Excluded	\$42,225	\$0
Clerk	Chief Deputy	Excluded	\$42,225	\$0
Recorder	Chief Deputy	Excluded	\$42,225	\$0
Treasurer	Chief Deputy	Excluded	\$42,225	\$0
Harrison Township Assessor	Chief Deputy	Excluded	\$38,205	\$0
Surveyor	Chief Deputy	Excluded	\$42,225	\$0

Department	Title	FLSA Status	2019 Base	2019 COLA Stipend
Coroner	Deputy Coroner/Office Manager	Non Exempt	\$42,587	0
Commissioners	Attorney, Full-Time	Exempt	\$77,810	0
Voter Registration	Republican Election Administrator	Exempt	\$39,509	0
Voter Registration	Democrat Election Administrator	Exempt	\$39,509	0
Jail	First Sergeant	Non Exempt	\$43,160	0

*Incumbents are grandfathered in at the higher rate.

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, PAT
2019

2019	
Classification	Base Rate
PAT A	\$ 35,366
PAT B	\$ 41,159

Job Category: PAT Target Base: External Minimum

Department	Title	Classification	FLSA Status	2019 Base	2019 COLA Stipend
Building Inspection	* Ordinance Enforcement Officer	PAT A	Non Exempt	\$ 37,560	\$420
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$ 35,366	0
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$ 35,366	0
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$ 35,366	0
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$ 35,366	0
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$ 35,366	0
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$ 35,366	0
Area Planning	* General Planner II	PAT A	Non Exempt	\$ 40,645	\$420
Juvenile Court	Volunteer Coordinator/Monitor CASA	PAT A	Non Exempt	\$ 35,366	0
Juvenile Court	Volunteer Coordinator/Special Projects	PAT A	Non Exempt	\$ 35,366	0
Juvenile Court	Volunteer Coordinator/Monitor CASA	PAT A	Non Exempt	\$ 35,366	0
Juvenile Court	Volunteer Coordinator/Monitor CASA	PAT A	Non Exempt	\$ 35,366	0
Courts	* System Administrator	PAT A	Non Exempt	\$ 40,638	\$420
Information Services	Network Analyst/Technician	PAT A	Non Exempt	\$ 35,366	0
Building Inspection	* Building Inspector	PAT A	Non Exempt	\$ 37,503	\$420
Soil and Water	* Urban Conservationist/MS4 Review/Inspector*	PAT A	Non Exempt	\$ 35,465	\$420
Prosecutor/IV-D	* Administrator IV-D	PAT A	Non Exempt	\$ 35,522	\$420
Victim Assistance	Assistant Director	PAT A	Non Exempt	\$ 35,366	0
Health	* Environmental Health Specialist-Food	PAT A	Non Exempt	\$ 35,836	\$420
Health	* Environmental Health Specialist-Food	PAT A	Non Exempt	\$ 38,082	\$420
Health	Environmental Health Specialist-Septic	PAT A	Non Exempt	\$ 35,366	0
Health	* Environmental Health Specialist-Septic	PAT A	Non Exempt	\$ 44,650	\$420
Health Maintenance	* Environmental Health Specialist-Food	PAT A	Non Exempt	\$ 36,387	\$420
Health	Vector Control Specialist	PAT A	Non Exempt	\$ 35,366	0
Health	Vector Control Specialist	PAT A	Non Exempt	\$ 35,366	0
Health	Vector Control Specialist	PAT A	Non Exempt	\$ 35,366	0
Veterans Assistance	* Service Officer	PAT A	Exempt	\$ 38,865	\$420
Health Maintenance	Health Educator/Media Coordinator	PAT A	Exempt	\$ 35,366	0
Parks/NR	Griffin Bike Park Manager	PAT A	Non Exempt	\$ 35,366	0
Parks	Natural Resource Programmer	PAT A	Non Exempt	\$ 35,366	0
Health	* Vector Control Assistant Supervisor	PAT A	Non Exempt	\$ 37,560	\$420
EMA	* Deputy Director/Operations	PAT A	Non Exempt	\$ 37,785	\$420
EMA	* Deputy Director/Planning/PIO	PAT A	Non Exempt	\$ 37,785	\$420
Group Homes	* Continued Care Worker/Indep. Living	PAT A	Exempt	\$ 38,865	\$420
Group Homes	Therapeutic Family Case Manager	PAT A	Exempt	\$ 35,366	0
Drug Court	Case Manager	PAT A	Non Exempt	\$ 35,366	0
Drug Court	Drug Court Coordinator	PAT B	Non Exempt	\$ 41,159	0
Council	* Council Administrator	PAT B	Exempt	\$ 51,494	\$489
Area Planning	Assistant Director	PAT B	Non Exempt	\$ 41,159	0
Victim Assistance	Director	PAT B	Exempt	\$ 41,159	0
Group Homes	Program Director	PAT B	Exempt	\$ 41,159	\$428
Soil and Water	District Director	PAT B	Exempt	\$ 41,159	0
Information Services	* Network Administrator	PAT B	Non Exempt	\$ 45,583	\$489
Area Planning	GIS Manager	PAT B	Non Exempt	\$ 41,159	0
Prosecutor/APS	* Adult Protective Services Director ^	PAT B	Non Exempt	\$ 44,492	\$489
Parks	Assistant Superintendent	PAT B	Non Exempt	\$ 41,159	0
Health	* Environmental Supervisor	PAT B	Non Exempt	\$ 45,575	\$489
Health	Vector Control Supervisor	PAT B	Non Exempt	\$ 41,159	0
Health	Public Health Nurse	PAT B	Exempt	\$ 41,159	0
Health	Public Health Nurse	PAT B	Exempt	\$ 41,159	0
Health	Public Health Nurse	PAT B	Exempt	\$ 41,159	0
Group Homes	Treatment Director	PAT B	Exempt	\$ 41,159	0

*Incumbents are grandfathered in at the higher rate.

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, EXE
2019

Classification	Base Rate
EXE A	\$ 48,903
EXE B	\$ 57,993
EXE C	\$ 70,751

Job Category: EXE Target Base: External Midpoint Rate

Department	Title	Classification	FLSA Status	2019 Base	2019 COLA Stipend	Prosecutor Scale	2019 Adjusted Base
Building Inspection	Building Commissioner	EXE A	Exempt	\$48,903	0		
Building Maintenance	Maintenance Supervisor	EXE A	Exempt	\$48,903	0		
EMA	Director	EXE A	Exempt	\$48,903	0		
Human Resources	* Director	EXE A	Exempt	\$53,382	\$580		
Juvenile Court	CASA Director	EXE A	Exempt	\$48,903	0		
Weights and Measures	* Inspector	EXE A	Exempt	\$49,659	\$580		
Juvenile Center	Assistant Director	EXE A	Exempt	\$48,903	0		
Health	* Administrator	EXE A	Exempt	\$49,008	\$580		
Area Planning	Executive Director	EXE A	Exempt	\$48,903	0		
Information Services	Director	EXE A	Exempt	\$48,903	\$400		
Parks	Superintendent	EXE A	Exempt	\$48,903	0		
Highway I	Superintendent	EXE B	Exempt	\$57,993	0		
E-911 Dispatch	Director	EXE B	Exempt	\$57,993	0		
Group Homes	* Executive Director	EXE B	Exempt	\$59,010	\$688		
Juvenile Center	* Executive Director	EXE B	Exempt	\$59,230	\$688		
Engineer Services	* Assistant Engineer	EXE B	Exempt	\$62,144	\$688		
Prosecutor	Deputy Prosecutor - Spec	EXE B	Exempt	\$57,993	0	8%	\$62,633
Prosecutor	Deputy Prosecutor - Spec	EXE B	Exempt	\$57,993	0	14%	\$66,113
Prosecutor	Deputy Prosecutor - Spec	EXE B	Exempt	\$57,993	0	14%	\$66,113
Prosecutor	Deputy Prosecutor - Spec	EXE B	Exempt	\$57,993	0	14%	\$66,113
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$57,993	0	9%	\$63,213
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$57,993	0	12%	\$64,953
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$57,993	0	7%	\$62,053
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$57,993	0	9%	\$63,213
Prosecutor	Deputy Prosecutor-LL Felony	EXE B	Exempt	\$57,993	0	4%	\$60,313
Prosecutor/IV-D	* Deputy Prosecutor/IV-D	EXE B	Exempt	\$57,993	\$688	5%	\$60,904
Public Defender	* Public Defender #	EXE B	Exempt	\$65,004	\$688		
Public Defender	* Chief Public Defender ^	EXE C	Exempt	\$85,467	\$839		
Engineer Services	Engineer	EXE C	Exempt	\$75,034	\$839		

Salary set at percentage of Public Defender's annual salary.

^ Salary set at percentage of Judge's annual salary.