

VIGO COUNTY COUNCIL
Meeting Minutes
Tuesday, November 12, 2024 at 5:00 P.M.
Council Chamber – Vigo County Government Center

Pledge of Allegiance

President Todd Thacker called the meeting to order at 5:00.

Calling of the roll

Present: Aaron Loudermilk, Vicki Weger, Marie Theisz, Travis Norris, David Thompson, and Todd Thacker. Nancy Allsup was absent.

Correcting of the journal of the preceding meeting if needed

October 1, 2024 Sunshine Meeting

October 8, 2024 Meeting

There were no corrections to the minutes of the October 1, 2024 Sunshine Meeting. Aaron Loudermilk made a motion to approve the minutes of the October 1, 2024 Sunshine Meeting. Travis Norris seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

There were no corrections to the minutes of the October 8, 2024 meeting. Marie Theisz made a motion to approve the minutes of the October 8, 2024 meeting. Vicki Weger seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

There were no corrections to the minutes of the October 28, 2024 Executive Session meeting. Vicki Weger made a motion to approve the minutes of the October 28, 2024 Executive Session meeting. Marie Theisz seconded the motion. Upon a voice vote of 4 aye with Aaron Loudermilk and David Thompson abstaining because they were not present at the meeting, and 1 absent, the motion carried.

Communications from elected officials, other officials or agencies of the County

i. Letter of Support for Mainstream Media.

President Thacker said this had been discussed previously but a decision had been delayed after learning that the Commissioners were waiting to find out if another local business was going to be applying for the same grant as Mainstream Media before executing their letter of support. Commissioner Mark Clinkenbeard stated that it was his understanding that the other provider was not applying for this grant and the Commissioners had submitted their letter. Marie Theisz asked if Mainstream Media would be providing service or if they were just running line. Commissioner Clinkenbeard said it was his understanding that they would be providing service. This would be for rural areas and mainly in the south/southwest portion of the County. Vicki Weger made a motion to approve this Letter of Support. Marie Theisz seconded the motion. Before voting, Aaron Loudermilk commented that generally when Council does this type of thing, the requesting group presents to the Council before a decision is made. Upon a roll call vote for the pending motion, voting was as follows: Aaron Loudermilk –

nay; Vicki Weger – aye; David Thompson – nay; Travis Norris – nay; Marie Theisz – aye; Todd Thacker – aye. With a vote of 3 aye and 3 nay, the motion fails.

Reports from committee(s)

There were none.

Resolutions and Ordinances other than appropriations.

i. Resolution 2024-20 – Vigo County Council

Council Attorney Michael Wright explained that this concerned the Judicial mandate and that the Council had been provided with some additional spreadsheets showing the salary increase figures. One sheet contained the figures that the Courts are mandating for the new salaries and other information related to the employees. The mandate also directs these salaries retroactive to January 1, 2024. The other spreadsheet contains much of the same information but shows the salary and longevity using the same increases for other county employees. The Trial Rule requires, after a mandate has been issued, that the party who was mandated affirm whether they are going to waive the right to a trial on the mandate and comply or not waive the trial under the Indiana Trial Rules and inform the Superior Court judges of that fact and the Supreme Court. Mr. Wright reiterated that he had a conflict in representing the Council in this matter due to a family member being one of the employees affected. The Resolution does anticipate engaging outside counsel. There was discussion about what would take place going forward if trial was not waived. It was established that attorney fees for representation are set at a rate for attorneys in this county. It was also set out that the Supreme Court appoints the judge (who is selected from out of this area), and neither side can request a change of judge or change of venue. President Thacker also pointed out that if Council decides to move forward with not complying with the mandate, the Council is responsible for attorney fees for both sides. Voting for this Resolution 2024-20 was explained in detail. Councilman Aaron Loudermilk said he had been advised that he should abstain on any motion regarding this Resolution. Vicki Weger made a motion to approve Resolution 2024-20. Marie Theisz seconded the motion. Upon a voice vote of 5-0 with one abstention, the motion unanimously passed.

ii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies

Council Attorney Michael Wright said the only change in the salary ordinances are numerical. The new numbers approved by the Budget Committee have been inserted and the year. It was clarified that these ordinances deal with the new base compensation amounts and not staffing. Aaron Loudermilk made a motion to approve the Ordinance Adopting County of Vigo Salary Schedule and Compensation Policies. Marie Theisz seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

iii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Merit Officers

Attorney Michael Wright said that the changes are the same in this salary ordinance, that being numerical and the year. Aaron Loudermilk made a motion to approve the Ordinance Adopting County of Vigo Salary Schedule and Compensation Policies of

Merit Officers. Marie Theisz seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

iv. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Prosecutors and Public Defenders

Attorney Michael Wright said that again, the modifications are numerical and the year. Vicki Weger made a motion to approve the Ordinance Adopting County of Vigo Salary Schedule and Compensation Policies of Prosecutors and Public Defenders. Aaron Loudermilk seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

v. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Highway Department

Attorney Michael Wright said that, as with the others, the modifications reflect the per hour wages and the year. Marie Theisz made a motion to approve the Ordinance Adopting County of Vigo Salary Schedule and Compensation Policies of Highway Department. Vicki Weger seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

vi. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Dispatch/E911

Attorney Michael Wright said this Ordinance does have a couple of changes on top of the per hour wages and year. The dispatcher number was increased to 14 and the Dispatcher Training Coordinator was increased to 3. They are still paid from LIT/PSAP and will continue that way. Vicki Weger made a motion to approve the Ordinance Adopting County of Vigo Salary Schedule and Compensation Policies of Dispatch/E911. Travis Norris seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

vii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Correctional/Detention/Building Security Officers

Attorney Michael Wright said there is an increase in the number of correctional officers to a maximum of 70, and reinstatement of longevity pay for new hires. It does increase the correctional officer First Sergeant from 1 to 2. Outside of that, all modifications are to the per hour amount or annual salary amount. There was a brief discussion about the total number of officers. There was discussion about the change in the First Sergeant from 1 to 2. Travis Norris made a motion to table this Ordinance Adopting County of Vigo Salary Schedule and Compensation Policies of Correctional/Detention/Building Security Officers until next month in order to obtain some more information. Vicki Weger seconded the motion. Upon a roll call vote, voting was as follows: Aaron Loudermilk – aye; Vicki Weger – aye; Todd Thacker – aye; Marie Theisz – aye; Travis Norris – aye; David Thompson – aye. With a vote of 6-0, the motion unanimously passed and the Ordinance was tabled.

viii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Parks Department

This Ordinance contained the same modifications to wages and the year along with an increase in the hourly rate for temporary, part-time, and extra help employees. Vicki Weger made a motion to approve the Ordinance Adopting County of Vigo Salary Schedule and Compensation Policies of the Parks Department. David Thompson seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

ix. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Health Department

Attorney Michael Wright said it might be good to table this Ordinance also because of an omission with HFI funds for the Parks Department. It was determined that this issue had been addressed and a new Salary Ordinance had been given to the Council in place of the one in their packet and addressed the omission. Travis Norris asked if once the HFI funds were gone if the stipends will go away. There was a brief discussion and that is the understanding. Marie Theisz made a motion to approve the Ordinance Adopting County of Vigo Salary Schedule and Compensation Policies. Vicki Weger seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

x. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Elected Officials

Attorney Michael Wright said there was an addition to the Ordinance stating that the Sheriff's salary is based on the State of Indiana full-time Prosecutor which has been the case for some time. The Ordinance has just been updated to reflect same. Marie Theisz made a motion to approve the Ordinance Adopting County of Vigo Salary Schedule and Compensation Policies of Elected Officials. Vicki Weger seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

xi. Resolution of Reallocation of Existing Appropriation 2024-16 - Voter Registration.

Todd Thacker briefly reviewed this request. Council had no further questions. Vicki Weger made a motion to approve the Resolution of Reallocation 2024-16. David Thompson seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

xii. Resolution of Reallocation of Existing Appropriation 2024-17 – Parks

Todd Thacker briefly reviewed this request to reallocate funds in order to pay for liability insurance. Council had no further questions. Marie Theisz made a motion to approve the Resolution of Reallocation 2024-16. David Thompson seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

xiii. Resolution of Reallocation of Existing Appropriation 2024-18 – E911

Todd Thacker briefly reviewed this request to reallocate funds in order to pay for liability insurance. Council had no further questions. Vicki Weger made a motion to approve the

Resolution of Reallocation 2024-16. Travis Norris seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

xiv. Resolution of Reallocation of Existing Appropriation 2024-19 – Group Homes

At the request of Sheila Priester, this reallocation request was withdrawn.

xv. Resolution of Reallocation of Existing Appropriation 2024-21: IT

Todd Thacker briefly reviewed this request to reallocate funds in order to pay for equipment for the new maintenance building located near the jail. Council had no further questions. David Thompson made a motion to approve the Resolution of Reallocation 2024-16. Vicki Weger seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

Ordinances relating to appropriations.

i. Additional Appropriation 2024-77: Riley Fire Protection District – Special Fire Debt

This had been thoroughly discussed at the Sunshine Meeting. Council had no further questions. Aaron Loudermilk made a motion to approve Additional Appropriation 2024-77. Vicki Weger seconded the motion. Upon a voice vote of 6-0, the motion was unanimously approved.

ii. Additional Appropriation 2024-78: Commissioners – Liability Insurance

President Thacker briefly reviewed this request. Council had no further questions. Aaron Loudermilk made a motion to approve Additional Appropriation 2024-75. David Thompson seconded the motion. Upon a voice vote of 6-0, the motion was unanimously approved.

iii. Additional Appropriation 2024-79: ARPA Grant Fund – Security Equipment

It was requested that this matter be tabled to the December meeting in order to decide what fund to request this from. Mark Clinkenbeard said this was going to be for security cameras outside the Courthouse (where they currently have none). They were initially going to request these from ARPA funds but it was thought it might be best to take it out of LIT/PSAP but they need to make sure that can be done. If that is the case, they will amend the request Vicki Weger made a motion to table this request. Marie Theisz seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed.

iv. Additional Appropriation 2024-80: ARPA Grant Fund – Hasselburger Bridge

This request was withdrawn.

RJL Solutions – ARPA Update

Jonathan Blake, Senior Director of Planning, at RJL Solutions gave a powerpoint presentation and update on the ARPA funds that have been awarded. The County and City collectively received \$56.7 million dollars in ARPA funding. He briefly reviewed the uses for the ARPA funds. RJL has been overseeing the ARPA dollars along with Baker Tilly. Baker Tilly is acting as the fiscal agent and RJL is overseeing the overall project management, grant administration, compliance and community for both the City and County. All funds have to be obligated by December 31, 2024 and fully expended by the end of 2026. Any unspent funds must be returned to the federal government. The County received \$20,790,877. \$10 million was put in revenue recovery funds and the rest was in non-revenue recovery funds. A little over \$9.6 million in revenue recovery funds has been allocated, leaving about \$350,500 to be allocated by the end of the year. For the non-revenue recovery funds, \$11,068,104 has been allocated. That makes a negative balance of \$277,227 on the non-revenue recovery funds. Some of the funds available under the revenue recovery funds can be reallocated down to cover the overspent amount in non-recovery funds. In the end, there currently is a little over \$73,000 left for allocation. He gave a brief synopsis of the funding that has already been awarded. There was discussion about the funding awarded to the Chamber of Commerce and Todd Thacker would like to have it reviewed. \$3.6 million has gone to Vigo County critical infrastructure, including culvert and stormwater upgrades, Hasselburger Bridge, and another \$75,000 went to the Wabash Valley Fair Association for extension and/or replacement of sewage lines at the fairgrounds. \$512,000 has been distributed to several different organizations for public health and safety. \$400,000 went to the Vigo County Juvenile Justice Center. \$112,500 was distributed to ten different fire departments across the County. \$949,000 was distributed in the Other category for employee health insurance and benefits and various departments in the County. \$768,000 was used to construct a pre-fab structure for the Maintenance Department and \$241,000 allocated for county vehicles and \$188,000 for building repair and renovations. There was discussion about the amount of money left for expenditure. In total, there is around \$73,000 left in the program between the two categories. There was discussion about the total left to spend. President Thacker also asked for confirmation that if one of the recipients of the ARPA dollars fails to spend the money in 2025 and that money comes back to the County, can it be reallocated again as long as it gets spent by 2026? Mr. Blake said he would have to check on that. Mr. Blake was asked to have that information to the Commissioners on or before Friday because of deadlines.

Honorary Resolutions

There were none.

Resolutions relating to fiscal policies of the Council

There were none.

Appointments

There were none.

Public Comments


There were none.

Adjournment

David Thompson made a motion to adjourn. Aaron Loudermilk seconded the motion. By a unanimous voice vote, the meeting was adjourned at 6:30 p.m.

MINUTES OF THE VIGO COUNTY COUNCIL
MEETING
NOVEMBER 12, 2024

Presented to the Vigo County Council, read in full and adopted as written this 10th day of December, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input checked="" type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor



Vigo County Council
Vigo County Government Center
127 Oak Street
TERRE HAUTE, INDIANA 47807
(812) 231-5638 FAX: (812) 231-6245

David Thompson - District 1
David.thompson@vigocounty.in.gov

Nancy Allsup – District 2
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Vicki Weger – District 3
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Travis Norris – District 4
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Aaron Loudermilk – At Large
Aaron.Loudermilk@vigocounty.in.gov

Marie Theisz, President Pro Tem – At Large
Marie.Theisz@vigocounty.in.gov

R. Todd Thacker, President
Todd.Thacker@vigocounty.in.gov

October 1, 2024

Indiana Broadband Office
Broadband, Equity, Access and Deployment Program
1 North Capital, Suite 600
Indianapolis, IN 46204

RE: Vigo County County’s Exclusive Support of Mainstream
Fiber Networks as BEAD Provider of Choice

Dear BEAD Review Committee:

I am writing to communicate Vigo County’s strong support to endorse Mainstream Fiber Networks as our community’s broadband service provider. We are confident in advocating for MSFN gaining BEAD grant opportunities.

We initially met with MSFN in June of 2024 and continued conversations throughout the next several months (see attached document for specific information). We are excited about MSFN’s plan to build infrastructure, including 145 miles of fiber serving 7,392 passings. Leaders and residents appreciate MSFN’s willingness to serve our hardest-to-reach areas.

Many of these areas that are unserved, despite how remote they are, are significant economic contributors. Homes and businesses that support larger businesses in Vigo County will see the benefits of high-speed fiber-optic internet, and that will enable our local economy, and our state economy to grow.

Vigo County is also pleased to learn that high-speed connectivity is affordable. MSFN has a proven track record of working with and for rural communities similar to Vigo County. This, and other reasons presented in the document attached, is why we are endorsing MSFN gaining BEAD grant opportunities. Their understanding of rural broadband sets them apart from other providers and we look forward to seeing the positive impact MSFN’s services will have on our community.

Sincerely,

R. Todd Thacker, President
Vigo County Council

Vigo County strongly endorses Mainstream Fiber Networks for BEAD grant opportunities for reasons listed below:

- MSFN intends, and has communicated, plans to serve our hardest to reach areas ensuring our unserved and underserved population is taken care of. Their proposal consists of 145 fiber miles serving 7,392 passings.
- MSFN has and continues to exhibit positive partnership by providing resources and ongoing initiatives in community spaces that benefit the public good.
- Communication with MSFN started in June 2024. Recent correspondences/communications include:
 - 6/25, 9/25, 10/1 Steve Witt, Vigo County EDC President.
 - 7/1 Steve Witt
 - 7/1 phone call Chris Switzer
 - 10/1 Mark Clinkenbeard, Mike Morris, Chris Switzer County Commissioners; R. Todd Thacker, President Vigo County Council
- MSFN has provided an affordable and ideal pricing structure for residents starting at \$35 for qualified individuals or \$49 for general pricing.
- MSFN has proven to Vigo County leaders that they are the right fit and partner for our unique needs. Their efficient build timeline, reliable customer service, affordable rates, and extensive history of rural network developments have Vigo County excited to endorse them.

Thank you for your consideration of our endorsement for Mainstream Fiber Networks for BEAD grant opportunities.

RESOLUTION NO. 2024-20

VIGO COUNTY COUNCIL

RESOLUTION RELATED TO JUDICIAL MANDATE

WHEREAS, the Common Council of Vigo County has received a Judicial Mandate under Indiana Trial Rule 60.5 (“Mandate”) related to the compensation of employees who are under the direction and control of the Vigo County Judges.

WHEREAS, this Mandate set compensation levels for all employees under the direction and control of the Vigo County Judges and Mandated retroactive compensation back to the beginning of 2024.

WHEREAS, the Budget Committee has proposed compensation levels for all County Employees, including those covered by the Judicial Mandate. The proposed compensation levels for 2025 for the employees covered by the Judicial Mandate is attached hereto and marked at Exhibit “A”.








NOW THEREFORE BE IT RESOLVED BY THE VIGO COUNTY COUNCIL:

- 1) That the Common Council of Vigo County hereby declares that it **does not consent** to the Judicial Mandate issued by the Superior Court Judges of Vigo County, Indiana under Indiana Trial Rule 60.5 and requests this matter proceed under the process outlined by the Indiana Trial Rules.
- 2) Exhibit A does detail pay increases for the employees who are under the direction and control of the Vigo County Judges. These salary ordinances, and the proposed increases, are part of the 2025 Vigo County Budget and will be considered at the November 12, 2024 Council meeting.
- 3) That attorney, Michael Wright, is authorized to communicate with potential counsel for the Mandate and engage counsel on terms agreeable to the Vigo County Council.

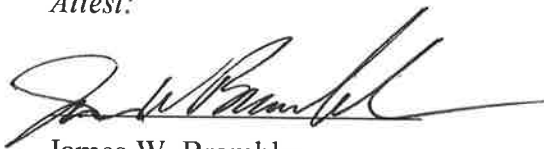
Adopted this 12th day of November, 2024

(SIGNATURE PAGE TO FOLLOW)

Presented to the Vigo County Council, read in full and adopted this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input checked="" type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input checked="" type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor

	Insurance	County Portion
Employee	\$ 12,926.32	
Emp/Child	\$ 21,990.33	
Emp/Spouse	\$ 28,437.95	
Family	\$ 37,548.64	
Waived	\$ -	

	Prior 2005 Insurance	County Portion
Employee	\$ 13,159.72	
Emp/Child	\$ 22,384.77	
Emp/Spouse	\$ 28,951.31	
Family	\$ 38,216.08	
Waived	\$ -	

e Comp	Subtotal	FICA	PERF	Total	County Insurance Portion	Total	FLSA Status	Number of Hours	2024 Rates	New Rate with Increase	New Rate with Increase	Insurance Coverage
38,804	40,679	3,111.97	5,776.45	49,567.64	21,990.33	71,557.97	Non Exempt	1820	\$ 20.70	\$ 21.32	Emp/Child	
38,804	41,054	3,140.65	5,829.70	50,024.57	21,990.33	72,014.90	Non Exempt	1820	\$ 20.70	\$ 21.32	Emp/Child	
38,804	40,054	3,064.15	5,687.70	48,806.07	21,990.33	70,796.40	Non Exempt	1820	\$ 20.70	\$ 21.32	Emp/Child	
38,804	39,742	3,040.28	5,643.40	48,425.90	-	48,425.90	Non Exempt	1820	\$ 20.70	\$ 21.32	Waived	
38,804	39,585	3,028.27	5,621.11	48,234.60	-	48,234.60	Non Exempt	1820	\$ 20.70	\$ 21.32	Waived	
38,804	50,384	3,854.36	7,154.50	61,392.61	37,548.64	98,941.25	Non Exempt	1820	\$ 25.01	\$ 25.76	Family	
53,182	59,432	4,546.58	8,439.41	72,418.39	12,926.32	85,344.71	Non Exempt	1820	\$ 25.01	\$ 25.76	Employee	
46,884	53,134	4,064.74	7,545.00	64,743.49	12,926.32	77,669.81	Non Exempt	1820	\$ 25.01	\$ 25.76	Employee	
46,884	48,134	3,682.24	6,835.00	58,650.99	28,437.95	87,088.94	Non Exempt	1820	\$ 25.01	\$ 25.76	Emp/Spouse	
46,884	47,134	3,605.74	6,693.00	57,432.49	-	57,432.49	Non Exempt	1820	\$ 25.01	\$ 25.76	Waived	
46,884	55,233	4,225.35	7,843.13	67,301.78	-	67,301.78	Non Exempt	1820	\$ 26.13	\$ 26.91	Waived	
46,884	47,665	3,646.36	6,768.40	58,079.51	21,990.33	80,069.84	Non Exempt	1820	\$ 25.01	\$ 25.76	Emp/Child	
46,884	47,978	3,670.30	6,812.84	58,460.89	12,926.32	71,387.21	Non Exempt	1820	\$ 25.01	\$ 25.76	Employee	
46,884	52,134	3,988.24	7,403.00	63,524.99	-	63,524.99	Non Exempt	1820	\$ 25.01	\$ 25.76	Waived	
46,884	47,384	3,624.86	6,728.50	57,737.11	21,990.33	79,727.44	Non Exempt	1820	\$ 25.01	\$ 25.76	Emp/Child	
46,884	49,134	3,758.74	6,977.00	60,098.56	12,926.32	73,024.88	Non Exempt	1820	\$ 25.01	\$ 25.76	Employee	
46,884	53,134	4,064.74	7,545.00	64,743.49	21,990.33	86,733.82	Non Exempt	1820	\$ 25.01	\$ 25.76	Emp/Child	
46,884	48,947	3,744.43	6,950.44	59,641.62	28,437.95	88,079.57	Non Exempt	1820	\$ 25.01	\$ 25.76	Emp/Spouse	
46,884	47,822	3,658.37	6,790.69	58,270.81	-	58,270.81	Non Exempt	1820	\$ 25.01	\$ 25.76	Waived	
46,884	51,040	3,904.55	7,247.65	62,191.95	12,926.32	75,118.27	Non Exempt	1820	\$ 25.01	\$ 25.76	Employee	
47,352	53,602	4,100.59	7,611.55	65,314.54	12,926.32	78,240.86	Non Exempt	1820	\$ 25.26	\$ 26.02	Employee	
47,352	53,602	4,100.59	7,611.55	65,314.54	12,926.32	78,240.86	Non Exempt	1820	\$ 25.26	\$ 26.02	Employee	
46,884	47,134	3,605.74	6,693.00	57,432.49	-	57,432.49	Non Exempt	1820	\$ 25.01	\$ 25.76	Waived	
56,628	58,878	4,504.20	8,360.73	71,743.30	12,926.32	84,669.62	Non Exempt		\$ 54,979	\$ 56,628	Employee	
40,796	40,796	3,120.92	5,793.07	49,710.23	28,437.95	78,148.18	Non Exempt		\$ 39,608	\$ 40,796	Emp/Spouse	
40,796	42,046	3,216.54	5,970.57	51,233.35	12,926.32	64,159.67	Non Exempt		\$ 39,608	\$ 40,796	Employee	
68,848	69,223	5,295.59	9,829.71	84,348.59	12,926.32	97,274.91	Non Exempt		\$ 66,843	\$ 68,848	Employee	
48,101	1,422,540	108,824	202,001	1,733,365	418,984	2,152,349						

Comp	Subtotal	FICA	PERF	Total
800.00	80,000	6,120.00	11,360.00	97,480.00
0	0	-	-	-
0	0	-	-	-
0	0	-	-	-
80,000	80,000	6,120.00	11,360.00	97,480.00
Subtotal	FICA	PERF	Total	
420	32.13	59.64	511.77	
0	0	0	0	
0	0	0	0	
420.00	32.13	59.64	511.77	
1,502,960	114,976.58	213,420.43	#######	

AN ORDINANCE ADOPTING THE 2025 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR GENERAL EMPLOYEES OF VIGO
COUNTY, INDIANA

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.

NOW THEREFORE it is ordained as follows:

SECTION 1. 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.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are 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.

SECTION 3. 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.

SECTION 4. The number of officers, deputies and other employees shall not exceed the number authorized in this salary ordinance.

SECTION 5. All full-time Vigo County Employees shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250

SECTION 6. That probation officers shall be paid pursuant to the 2025 Minimum Salary Probation Officers Schedule 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 - twelve (12)
 - 2. Adult Probation DOC Grant - (1)
 - ii. Juvenile Probation Officers
 - 1. County General - (7)

SECTION 7. The following positions in the judicial system will be compensated at the following rate:

- a. Courts: Screening Analyst/Case manager (2) \$40,796

SECTION 8. Employees providing services for the Juvenile Drug Court will receive the following stipends in addition to their base compensation:

- a. Coordinator(1) \$5,000 annually
- b. Case Manager(1) \$5,000 annually
- c. Public Defender(1) \$8,181 annually

SECTION 9. 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).

SECTION 10. Hours worked by temporary and/or part-time employees shall not exceed 29 hours per defined work week. Rates are established as follows:

- a. Temporary employees, part-time employees, and extra help shall be compensated at a rate of \$14.17 per hour unless otherwise approved.
- b. Deputy Coroners (4) shall be compensated at an annual rate of \$6,637. The Chief-Deputy Coroner shall be compensated at the annual rate of \$23,068.

c. Part-time employees for the position of Relief Youth Care Workers in the Group Homes department shall be compensated at a rate of \$238.85 per day unless otherwise approved.

d. Part-time employee for the position of Electrician in the Building Maintenance department shall be compensated at a rate of \$30.97 per hour unless otherwise approved.

SECTION 11. 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.

SECTION 12. One employee of the Assessor's Office will receive a \$5,000 stipend to be the Secretary to the PTABOA Board. Paid from the Reassessment Fund.

SECTION 13. The Vigo County Election Board will receive the following stipends:

a. Clerk - Member	\$8,000
b. Chief- Deputy Clerk	\$6,400
c. Democrat/Republican Primary Member	\$4,000
d. Democrat/Republican Alternate Member	\$2,000

These stipends will be paid twice a year the pay date that includes Election Day.

SECTION 14. Any new employee or transferring employee will come in at the current rate for the grade of that position.

SECTION 15. 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 (3.00%) to be paid in each pay period.

SECTION 16. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, Compensation established by other Vigo County Salary Ordinances, persons whose compensation is governed by statute, persons whose compensation is established by a state agency or grant, and elected officials.

SECTION 17. All positions funded by grants will be based off of the grant award.

SECTION 18. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

2025 Salary Ordinance
General/Various Fund Employees

Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.71
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.71
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.71
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.71
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.71
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.71
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.71
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.71
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.71
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.71
Clerk	General	Deputy Clerk Assistant Supervisor	Non-Exempt	9		\$25.76
Clerk	General	Deputy Clerk Assistant Supervisor	Non-Exempt	9		\$25.76
Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$27.43
Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$27.43
Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$27.43
Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$27.43
Clerk	General	Chief Deputy Clerk	Excluded	12	\$56,628.02	
Commissioners	General	Commissioner Administrator	Exempt	11	*	\$58,656.00
Commissioners	General	Administrative Assistant Commission	Non-Exempt	5	*	\$23.70
Coroner	General	Deputy Coroner Office Manager	Excluded	9	*	\$52,347.99
Courts	General	Court Admin/Probate Registrar	Non-Exempt	11		\$29.22
Courts	General	Secretary / Bailiff	Non-Exempt	6		\$21.32
Courts	General	Secretary I/Baliff	Non-Exempt	6		\$21.32
Courts	General	Court Reporter	Non-Exempt	9	*	\$26.91
Courts	General	Jury Administrator	Non-Exempt	9	*	\$26.02
Courts	General	Court Reporter / Secretary	Non-Exempt	9	*	\$26.02
Courts	General	Licensed Clinical Social Worker	Exempt	15	*	\$68,848.17
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter / Bailiff	Non-Exempt	9		\$25.76
Courts	General	Court Reporter / Bailiff	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter / Bailiff	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter / Secretary	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter / Bailiff	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Information Services	General	System Administrator	Non-Exempt	11	*	\$58,038.66
Courts	General	Roving Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Bailiff	Non-Exempt	6		\$21.32
Courts	General	Bailiff	Non-Exempt	6		\$21.32
Courts	General	Bailiff	Non-Exempt	6		\$21.32
EMA	General	EMA Director	Exempt	16		\$72,850.05
EMA	General	EMA Deputy Director, Operations	Non-Exempt	14		\$64,228.92
EMA	General	EMA Deputy Director, Planning / PIO	Non-Exempt	14		\$64,228.92
Extension Office	General	Secretary II	Non-Exempt	6	*	\$22.26
Extension Office	General	Program Assistant / Secretary	Non-Exempt	6		\$21.32
Extension Office	General	Secretary II	Non-Exempt	6		\$21.32
GIS	General	GIS Director	Exempt	15		\$68,403.80
Group Homes	General	Therapeutic Family Case Manager	Non-Exempt	10		\$49,926.62
Group Homes	General	Continued Care Worker	Non-Exempt	12		\$56,628.02
Group Homes	General	Group Homes Program Director	Exempt	14		\$64,228.92

2025 Salary Ordinance
General/Various Fund Employees

Group Homes	General	Group Homes Treatment Director	Exempt	15	\$68,403.80	
Group Homes	General	Group Homes Night Guardian	Non-Exempt	7		\$19.91
Group Homes	General	Group Homes Night Guardian	Non-Exempt	7		\$19.91
Group Homes	General	Group Homes Night Guardian	Non-Exempt	7		\$19.29
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$257.58
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$257.58
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$257.58
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$257.58
Group Homes	General	Office Manager / Finance Clerk	Non-Exempt	7		\$22.71
Group Homes	General	Group Homes Maintenance Specialist	Non-Exempt	8		\$24.19
Group Homes	General	Group Homes Executive Director	Exempt	17	\$79,770.80	
Harrison Twp Assessor	General	Deputy Assessor/Field Agent - Harrison Twp	Non-Exempt	7		\$22.71
Harrison Twp Assessor	General	Reassessment Deputy Assessor - Harrison Twp	Non-Exempt	7		\$22.71
Harrison Twp Assessor	General	Reassessment Deputy Assessor - Harrison Twp	Non-Exempt	7		\$22.71
Harrison Twp Assessor	General	Deputy Assessor/Field Agent - Harrison Twp	Non-Exempt	7		\$22.71
Harrison Twp Assessor	General	Chief Deputy Assessor - Harrison Twp	Excluded	11	\$53,171.85	
Human Resources	General	Human Resources Director	Exempt	16	\$72,850.05	
Human Resources	General	Human Resources Coordinator	Non-Exempt	10		\$27.43
Information Services	General	Network Administrator	Non-Exempt	11	\$53,171.85	
Information Services	General	Information Technology Director	Exempt	16	\$72,850.05	
Information Services	General	Senior Network Administrator	Non-Exempt	12	\$56,628.02	
Juvenile Center	General	Juvenile Detention Director	Exempt	17	\$79,770.80	
Juvenile Center	General	Juvenile Detention Compliance Manager	Non-Exempt	12		\$31.11
Juvenile Center	General	Juvenile Detention Assistant Director	Exempt	14	\$64,228.92	
Juvenile Court	General	Staff Advocate Supervisor	Non-Exempt	10	\$49,926.62	
Juvenile Court	General	Staff Advocate Supervisor	Non-Exempt	10	\$49,926.62	
Juvenile Court	General	Staff Advocate Supervisor	Non-Exempt	10	\$49,926.62	
Juvenile Court	General	Staff Advocate Supervisor	Non-Exempt	10	\$49,926.62	
Juvenile Court	General	Staff Advocate	Non-Exempt	8		\$24.19
Juvenile Court	General	Staff Advocate Supervisor	Non-Exempt	10		\$27.43
Juvenile Court	General	Staff Advocate	Non-Exempt	8		\$23.48
Juvenile Court	General	CASA Director	Exempt	13	\$60,308.84	
Juvenile Court	General	Court Reporter - Juvenile	Non-Exempt	9		\$25.76
Juvenile Court	General	Court Reporter - Juvenile	Non-Exempt	9		\$25.76
Juvenile Court	General	Court Reporter - Juvenile	Non-Exempt	9		\$25.76
Juvenile Court	General	Bailiff / Secretary	Non-Exempt	6		\$21.32
Juvenile Court	General	Bailiff / Secretary	Non-Exempt	6		\$21.32
Juvenile Court	General	Office Manager/Juvenile Courts	Non-Exempt	7		\$25.88
Prosecutor	General	Criminal Investigator	Non-Exempt	11		\$29.22
Prosecutor	General	Criminal Investigator	Non-Exempt	11		\$29.22
Prosecutor	General	Adult Protective Services Investigator	Non-Exempt	11		\$29.22
Prosecutor	General	Adult Protective Services Investigator	Non-Exempt	11		\$29.22
Prosecutor	General	Adult Protective Services Investigator	Non-Exempt	11		\$28.37
Prosecutor	General	Adult Protective Services Director	Non-Exempt	14	\$64,228.92	
Prosecutor	General	Prosecutor Administrative Assistant	Non-Exempt	7		\$24.53
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$22.71
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary / Bookkeeper	Non-Exempt	9		\$25.76
Prosecutor	General	Legal Secretary / Training Coordinator	Non-Exempt	9		\$25.76
Prosecutor Iv-D	General	Administrator IV-D	Non-Exempt	9		\$25.76
Prosecutor Iv-D	General	Prosecutor Administrative Assistant	Non-Exempt	7		\$22.71
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19

2025 Salary Ordinance
General/Various Fund Employees

Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19
Public Defender	General	Paralegal	Non-Exempt	10		\$27.43
Public Defender	General	Paralegal	Non-Exempt	10		\$27.43
Public Defender	General	Paralegal	Non-Exempt	10		\$27.43
Public Defender	General	Paralegal	Non-Exempt	10		\$27.43
Public Defender	General	Paralegal / Office Administrator	Non-Exempt	11		\$29.22
Public Defender	General	Public Defender Investigator	Non-Exempt	11		\$29.22
Public Defender	General	Public Defender Investigator	Non-Exempt	11		\$29.22
Public Defender	General	Public Defender Investigator	Non-Exempt	11		\$29.22
Public Defender	General	Public Defender Investigator	Non-Exempt	11		\$29.22
Public Defender	General	Paralegal	Non-Exempt	10		\$27.43
Public Defender	General	Paralegal	Non-Exempt	10		\$27.43
Public Defender	General	Paralegal	Non-Exempt	10		\$27.43
Recorder	General	Chief Deputy Recorder	Excluded	12	\$56,628.02	
Recorder	General	Deputy Records Clerk	Non-Exempt	6		\$21.32
Recorder	General	Deputy Records Clerk	Non-Exempt	6		\$21.32
Sheriff	General	Secretary II	Non-Exempt	6		\$21.32
Sheriff	General	Secretary II	Non-Exempt	6		\$21.32
Sheriff	General	Office Manager	Non-Exempt	7	*	\$23.70
Sheriff	General	Secretary II	Non-Exempt	6		\$21.32
Sheriff	General	Sex Registry Officer/Instruct	Non-Exempt	203	*	\$22.06
Sheriff	General	Sex/Violent Offender Registry	Non-Exempt	203	*	\$22.06
Sheriff	General	Ordinance Enforcer/Animal Cont	Non-Exempt	203	*	\$22.06
Soil & Water	General	Soil and Water District Director	Exempt	15	\$68,403.80	
Soil & Water	General	Administrative Assistant	Non-Exempt	5	*	\$21.50
Soil & Water	General	MS4 Stormwater Inspector	Non-Exempt	9		\$46,879.46
Surveyor	General	Surveyor Crew Chief	Non-Exempt	10		\$27.43
Surveyor	General	Deputy Surveyor	Non-Exempt	7	*	\$22.93
Surveyor	General	Chief Deputy Surveyor	Excluded	12	\$56,628.02	
Surveyor	General	Deputy Surveyor	Non-Exempt	7		\$22.71
Surveyor	General	Deputy Surveyor	Non-Exempt	7		\$22.71
Surveyor	General	Deputy Surveyor	Non-Exempt	8		\$24.19
Title Iv-D Court	General	Court Reporter	Non-Exempt	9		\$25.76
Treasurer	General	Treasury Clerk II - Accounting Clerk	Non-Exempt	8		\$24.19
Treasurer	General	Treasury Clerk II - Bank Reconciliatic	Non-Exempt	8		\$24.19
Treasurer	General	Finance Deputy	Non-Exempt	10		\$27.43
Treasurer	General	Treasury Clerk I - Garnishments	Non-Exempt	6		\$21.32
Treasurer	General	Treasury Clerk I - Tax Sale	Non-Exempt	6		\$21.32
Treasurer	General	Treasury Clerk I - Judgements	Non-Exempt	6		\$21.32
Treasurer	General	Chief Deputy Treasurer	Excluded	12	\$56,628.02	
Veterans Assistance	General	Veterans Service Officer	Non-Exempt	8	\$44,018.27	
Veterans Assistance	General	Veterans Service Officer	Non-Exempt	8	\$44,018.27	
Victim Assistance	General	Victim Assistance Director Prosecuto	Exempt	14	\$64,228.92	
Voter Registration	General	Co-Director Voter Registration	Non-Exempt	7	*	\$48,564.82
Voter Registration	General	Co-Director Voter Registration	Non-Exempt	7	*	\$48,564.82

2025 Salary Ordinance
General/Various Fund Employees


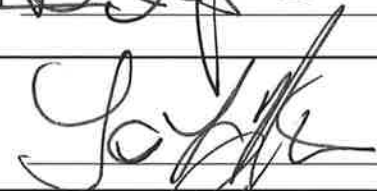


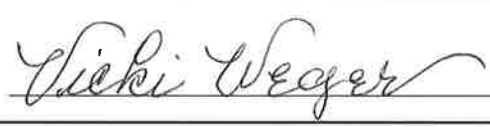

Weights & Measures	General	Weight and Measures Inspector	Exempt	11	*	\$60,110.59	
Assessor	Reassessment	Reassessment Deputy Assessor	Non-Exempt	7			\$22.71
Assessor	Reassessment	Reassessment Sales Disclosure Dep	Non-Exempt	7			\$22.71
Assessor	Reassessment	Deputy Assessor	Non-Exempt	7	*		\$23.24
Assessor	Reassessment	Deputy Assessor	Non-Exempt	7			\$22.71
Clerk	Clerk Perpetuation	Deputy Clerk	Non-Exempt	7	*		\$23.24
Harrison Twp Assessor	Reassessment	Deputy Assessor/Field Agent - Harris	Non-Exempt	7			\$22.71
Harrison Twp Assessor	Reassessment	Reassessment Deputy Assessor - Ha	Non-Exempt	7			\$22.71
Harrison Twp Assessor	Reassessment	Reassessment Deputy Assessor - Ha	Non-Exempt	7			\$22.71
Engineer Services	Engineer	Assistant County Engineer	Exempt	17	*	\$81,704.15	
Engineer Services	Engineer	Engineer/Highway Director	Exempt	19	*	\$107,107.40	
Engineer Services	Engineer	Permit Inspector	Non-Exempt	7			\$22.71
Recorder	Recorder Perp	Deputy Records Clerk	Non-Exempt	6			\$21.32
Recorder	Recorder Perp	Deputy Records Clerk	Non-Exempt	6			\$21.32
Adult Probation	Supp Adult Probation	Secretary II	Non-Exempt	6	*		\$21.32
Adult Probation	Supp Adult Probation	Office Manager-Adult Probation	Non-Exempt	7			\$22.71

* Incumbants are grandfathered at higher rate

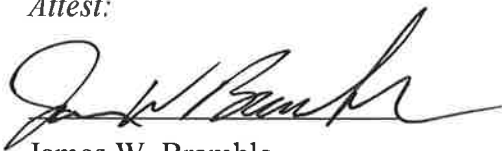
General Employees

Year	Current - 2024	Increase by 25% - 2025
1	\$0	
2	\$100	\$125
3	\$200	\$250
4	\$300	\$375
5	\$400	\$500
6	\$625	\$781
7	\$750	\$938
8	\$875	\$1,094
9	\$1,000	\$1,250
10	\$1,125	\$1,406
11	\$1,500	\$1,875
12	\$1,650	\$2,063
13	\$1,800	\$2,250
14	\$1,950	\$2,438
15	\$2,100	\$2,625
16	\$2,625	\$3,281
17	\$2,800	\$3,500
18	\$2,975	\$3,719
19	\$3,150	\$3,938
20	\$3,325	\$4,156
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

Presented to the Vigo County Council, read in full and adopted this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input checked="" type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor

**AN ORDINANCE ADOPTING THE 2025 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR MERIT OFFICERS OF VIGO COUNTY**

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 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. 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

NOW THEREFORE, it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: Chief Deputy, Chief of Operations, Jail Commander, and Jail Matron, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums are 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.

SECTION 3. Commencing January 1, 2025, the base pay rate for a Merit Deputy and Jail Matron is \$65,000 for 2025. 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.

SECTION 4. The number of Merit Deputies is set at forty-one (41), Plus a Chief Deputy and Jail Matron.

SECTION 5. Any Merit Deputy assigned the following classifications will receive the corresponding annual amount in addition to their base pay. Merit Deputies receiving classification pay are limited to the number indicated in parenthesis:

- | | | |
|----|---------------------|----------|
| a. | Chief Deputy | \$18,000 |
| b. | Chief of Operations | \$15,000 |

c.	Captain	\$10,000
d.	Jail Commander	\$10,000
e.	Lieutenant (5)	\$7,000
f.	First Sergeant (1)	\$4,500
g.	Sergeant (9)	\$3,000
h.	Detective (12)	\$1,500
i.	K-9 (1)	\$1,500
j.	Equip/Body Cam Coord. (1)	\$1,200
k.	Internal IT Coord (1)	\$1,200
l.	Instructor (16)	\$1,200
m.	Task Force Commander (1)	\$1,200
n.	Task Force Asst. Commander (1)	\$900
o.	Reserve Coord (1)	\$1,200
p.	Reserve Asst. Coord. (1)	\$900
q.	Field Training Officers (5)	\$1,200
r.	Evening Shift Diff (11)	\$750
s.	Night Shift Diff (10)	\$1,000
t.	UAV Coordinator (1)	\$1,200

SECTION 6. Merit Deputies, Chief Deputy or Matron shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in the amount of 1.25% of the base rate of a Merit Deputy Sheriff/Road Deputy (2025 - \$65,000). For each subsequent year of service, they shall receive longevity pay up to the maximum of \$16,250.

SECTION 7. Sheriff, Merit Deputies, Chief Deputy or Matron shall receive \$2,150.00 per year clothing allowance.

SECTION 8. Non-Merit Deputies volunteering an average of sixteen (16) hours per month during the year, receive \$1,500.00 per year clothing allowance. Not to exceed (20) Reserves.

SECTION 9. Merit Deputies will receive one half (1/2) of the total accumulated, but unused, sick days upon retirement.

SECTION 10. All other overtime is to be paid in accordance with Fair Labor and Standards Act at a rate of one and one half (1 ½) times the salary plus longevity.

SECTION 11. The compensation amounts are listed as annual amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

SECTION 12. In the event of an extended Military or Family Medical Leave of a merit officer exceeding six (6) weeks, the Sheriff may employ a Temporary Deputy. A Temporary Deputy shall be compensated at a rate of ninety (90) percent of the base rate of a merit deputy. A Temporary Deputy shall not work more than 29 hours in a pay week and is not entitled to any benefits. A sufficient appropriation in Personal Services must exist in the Sheriff budget prior to the employment of a Temporary Deputy. The Sheriff should submit a plan detailing the anticipated period of time a Temporary Deputy will be required and the number of hours for that period to the Auditor's Office for verification of sufficient appropriation.

SECTION 13. Compensatory time will be limited per the Vigo County Sheriff's Department Standard Operating Procedure, PER-017, effective 12/01/13 as amended 2/11/20. See Exhibit 1.

Exhibit 1

Vigo County Sheriffs Department	
Standard Operating Guidelines	
Reference Number: PER-017	Effective Date: 12/01/13
Subject: Employment Practices - Work Week, Overtime, Court Time	Revised: 02/11/20
Special Instructions: Replace all previous	Number of pages: 3
This directive is for internal use only and does not enlarge an officer's civil or criminal liability in any way. It should be construed as the creation of a higher standard of safety or care in an evidentiary sense, with respect to third party claims. Violations of this directive, if proven, can only form the basis in a non-judicial administrative setting	

PURPOSE

Establishes guidelines pertaining to a work week, overtime, and court time.

POLICY

Department employees are required to present themselves for duty on each scheduled duty day as set forth in department SOG.

PROCEDURE

- A. Work Week: Regular Duty
 - I. The Sheriff shall establish duty hours for all department employees.
- 8. Work Week: General Attendance
 - I. Officers will present themselves for duty on each scheduled duty day with the following exceptions:
 - a. When absence is due to illness, and it has been reported to his commanding officer at the earliest possible moment or before the start of duty hours.
 - b. When on vacation, taking approved accumulated time off or if an authorized leave of absence has been granted.
- C. Work Week: Stand by Duty
 - I. All duly sworn officers of the department are on twenty-four (24) hours' call except when absent due to illness, on vacation, taking approved accumulated time off, or where an authorized leave of absence has been granted.

When contacted by a superior officer on regularly scheduled off duty days, they shall make themselves available for duty as requested, and as soon as possible.

3. Any duty time performed during regularly scheduled off duty periods shall be logged as accumulated authorized overtime.

D. Work Week: Authorized Overtime

1. Any officer performing overtime duty must have authorization from his or her direct supervisor when possible, otherwise it must be approved by any department supervisor.
2. All earned overtime will be reported to the secretarial staff as part of the officer's monthly activity report. In almost every situation the approving commander of the monthly report should be the supervisor of the shift or division in which the overtime is actually earned.
3. The monthly report will briefly explain the need or reason for the earned overtime.
4. Overtime Authorization is not required for grant funded projects. However, officers working grant projects cannot claim grant funded hours as regular work hours. An officer may take accrued leave time to work grant funded projects.
5. Overtime is to be reported in actual overtime earned or taken. Do not multiply by one and one-half. All record keeping of overtime by secretarial staff will be recorded in actual overtime hours. Overtime taken as compensatory time will be adjusted by secretarial staff at the one and one-half rate.
6. The approval of the officer's immediate supervisor is required when extra days off are taken utilizing accumulated overtime.
7. A deputy sheriff may accumulate a maximum of eighty (80) hours in approved overtime during the period of December 15th to November 30th. If at any time during this 12-month period, a deputy exceeds eighty (80) hours of authorized overtime he/she shall be compensated for all hours in excess of eighty (80) hours on the next practical pay cycle following the report of the overtime to the secretarial staff.
8. During the 12-month period if a deputy has a change in position that either increases or decreases their pay rate all overtime hours that the deputy has accumulated will be paid out at the rate of which the overtime was earned.
9. At the end of each 12-month period (November 30) all overtime that remains on record for the deputy as of November 30th will be reported to the auditor in the month of December and that officer will be compensated for all accumulated hours over forty and thus a deputy will return to forty hours of accumulated overtime on December 1.

10. A deputy may utilize any or all of his/her accumulated overtime during this twelve-month period as permitted by their immediate supervisor.

E. Court Time



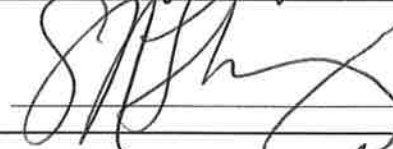


1. Frequently, police officers are required to testify in judicial hearings or trials concerning criminal violations. Any officer of the department who performs such duty during regularly scheduled off duty periods shall be compensated for it in the accumulated overtime.

F. This guideline is to be used in conjunction with all relevant department regulations, rules, policies, and procedures.

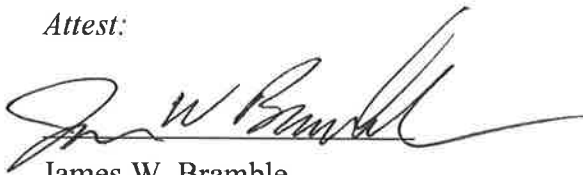
2025 Merit Deputy Longevity 1.25% of Salary

Base Pay	\$65,000.00
	Annual
Year 2	\$812.50
Year 3	\$1,625.00
Year 4	\$2,437.50
Year 5	\$3,250.00
Year 6	\$4,062.50
Year 7	\$4,875.00
Year 8	\$5,687.50
Year 9	\$6,500.00
Year 10	\$7,312.50
Year 11	\$8,125.00
Year 12	\$8,937.50
Year 13	\$9,750.00
Year 14	\$10,562.50
Year 15	\$11,375.00
Year 16	\$12,187.50
Year 17	\$13,000.00
Year 18	\$13,812.50
Year 19	\$14,625.00
Year 20	\$15,437.50
Year 21	\$16,250.00

Presented to the Vigo County Council, read in full and adopted this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input checked="" type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor

**AN ORDINANCE ADOPTING THE 2025 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY PROSECUTORS OFFICE AND
PUBLIC DEFENDERS**

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.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: All Prosecutors and Public Defenders, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. 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.

SECTION 3. Commencing January 1, 2025, Licensed Attorneys employed by the Vigo County Prosecutor or Vigo County Public Defender 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 as detailed below:

Deputy Prosecutor Base Salary (14) - \$82,400 annually

Part Time Trial Deputy (6) - \$42,777 annually
Part Time Trial Deputy/City Court Prosecutor (1) - \$44,627 annually
Public Defender Base Rate (2) - \$65,920 annually
Public Defender Problem Solving/First Appearance (2) - \$68,495 annually
Public Defender High Level Felony (23) - \$69,875 annually
Full Time Public Defender (1) - \$87,344 annually

SECTION 4. The Prosecutor shall have authority to designate seven (7) of the full-time deputies as High-Level Felony Prosecutors with a 6% pay increase above the base rate, three (3) specialized prosecutor designations with a 10% pay increase above the base rate, and one (1) juvenile court prosecutor designation and one (1) child support prosecutor designation, which will each be entitled to a 4% pay increase above the base rate and two (2) Low-Level Felony Prosecutors paid at the base rate.

SECTION 5. All full-time Deputy Prosecutors shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 6. Nothing in this ordinance will impact the salaries established and paid for by the State of Indiana.

SECTION 7. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 8. 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, or persons whose compensation is established by a state agency or grant.

SECTION 9. The Chief Public Defender's salary is based from the State of Indiana Full-time Prosecutor.

SECTION 10. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

Presented to the Vigo County Council, read in full and adopted this 12th day of November, 2024.

Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	_____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
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Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker,	_____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	President	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Vicki Weger	_____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Nancy Allsup	_____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	_____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:

James W. Bramble
Vigo Auditor

**AN ORDINANCE ADOPTING THE 2025 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY HIGHWAY EMPLOYEES**

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.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: Highway Superintendent, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are 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.

SECTION 3. Commencing January 1, 2025, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Highway Department as follows:

Maintenance (Non-CDL)*	\$22.63 per hour
Maintenance (CDL) *	\$24.09 per hour
Operator (12)	\$25.66 per hour
Mechanic (3)	\$27.33 per hour
Working Leader (5)	\$27.33 per hour
Supervisor (4) **	\$33.01 per hour
Sign Technician (1)	\$27.33 per hour
Custodian (1)	\$18.87 per hour
Safety/Store Clerk (1)	\$22.62 per hour

Secretary (1)
Office Manager (1)
Superintendent (1)

\$22.79 per hour
\$24.28 per hour
\$85,279 annually

*Maintenance positions between CDL and Non-CDL not to exceed (15)

** (1) Supervisor paid from Cum Bridge Fund

SECTION 4. All full-time employees of the Vigo County Highway Department, shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 5. Employees of the Vigo County Highway Department that are currently in positions receiving the \$0.71 per hour classification pay will continue to receive until they vacate that position. A Vigo County Highway employee that holds a Class "A" CDL (16) will receive \$0.50 per hour, a Tanker (8) or Hazmat(4) endorsement will receive \$0.25 per hour.

SECTION 6.

(A) **VACATION PAY**

Highway Department employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) **PERSONAL DAYS**

Highway Department employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) **SICK DAYS**

Highway Department employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) **HOLIDAYS**

Highway Department employees covered by this ordinance shall receive paid holidays as established in the Vigo County Employee Handbook.

SECTION 7. Any callout for emergency road conditions shall be compensated at the minimum of two (2) hours worked and all hours worked shall be compensated under the provisions of the Fair Labor Standards Act.

SECTION 8. Mechanics will be allowed a \$400 tool replacement allowance.

SECTION 9. 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.

SECTION 10. 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 (3.00%) to be paid in each pay period.

SECTION 11. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 12. 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, or persons whose compensation is established by a state agency or grant,

SECTION 13. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

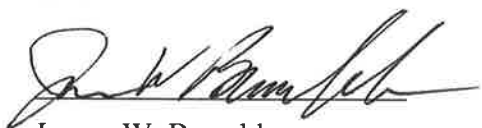
General Employees

Year	Current - 2024	Increase by 25% - 2025
1	\$0	
2	\$100	\$125
3	\$200	\$250
4	\$300	\$375
5	\$400	\$500
6	\$625	\$781
7	\$750	\$938
8	\$875	\$1,094
9	\$1,000	\$1,250
10	\$1,125	\$1,406
11	\$1,500	\$1,875
12	\$1,650	\$2,063
13	\$1,800	\$2,250
14	\$1,950	\$2,438
15	\$2,100	\$2,625
16	\$2,625	\$3,281
17	\$2,800	\$3,500
18	\$2,975	\$3,719
19	\$3,150	\$3,938
20	\$3,325	\$4,156
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

Presented to the Vigo County Council, read in full and adopted this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
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Attest:



James W. Bramble
Vigo Auditor

**AN ORDINANCE ADOPTING THE 2025 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY HIGHWAY EMPLOYEES**

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.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: Highway Superintendent, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are 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.

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Custodian (1)	\$18.87 per hour
Safety/Store Clerk (1)	\$22.62 per hour

\$0.71 per hour
\$0.25 per hour
\$6,250 annually

- *Maintenance positions between CDL and Non-CDL not to exceed (15)
- ** (1) Supervisor paid from Cum Bridge Fund

SECTION 4. All full-time employees of the Vigo County Highway Department, shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 5. Employees of the Vigo County Highway Department that are currently in positions receiving the \$0.71 per hour classification pay will continue to receive until they vacate that position. A Vigo County Highway employee that holds a Class "A" CDL (16) will receive \$0.50 per hour, a Tanker (8) or Hazmat(4) endorsement will receive \$0.25 per hour.

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SECTION 7. Any callout for emergency road conditions shall be compensated at the minimum of two (2) hours worked and all hours worked shall be compensated under the provisions of the Fair Labor Standards Act.

SECTION 8. Mechanics will be allowed a \$400 tool replacement allowance.

SECTION 9. 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

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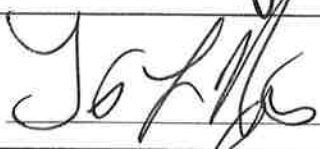
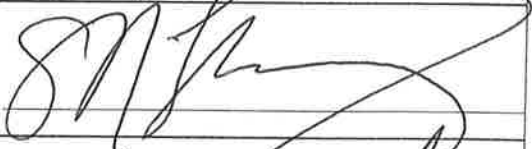



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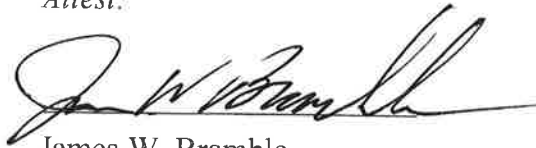
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8	\$875	\$1,094
9	\$1,000	\$1,250
10	\$1,125	\$1,406
11	\$1,500	\$1,875
12	\$1,650	\$2,063
13	\$1,800	\$2,250
14	\$1,950	\$2,438
15	\$2,100	\$2,625
16	\$2,625	\$3,281
17	\$2,800	\$3,500
18	\$2,975	\$3,719
19	\$3,150	\$3,938
20	\$3,325	\$4,156
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

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Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input checked="" type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor

**AN ORDINANCE ADOPTING THE 2025 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY DISPATCH/E-911 EMPLOYEES**

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.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non--exempt positions. Employees holding exempt positions: Dispatch Director and Dispatch Asst. Director, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are 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.

SECTION 3. Commencing January 1, 2025, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Dispatch/E-911 employees as established as follows:

Dispatcher (14)	\$22.11 per hour
Dispatcher/IDACS Coordinator (2)	\$23.43 per hour
Dispatcher/Training Coordinator (3)	\$23.43 per hour
Dispatcher/Supervisor (6)	\$24.97 per hour
Assistant Director	\$66,411 annually
Director	\$77,447 annually

SECTION 4. All full-time employees of the Vigo County Dispatch/E-911 Department, shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule in Appendix A. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$7,812.50.

SECTION 5. All full-time employees of the Vigo County Dispatch/E-911 Department are eligible to receive an annual stipend of \$1,500 in order to aid in the attraction and retention of employees. To be eligible for the stipend an employee must have continuous serve for 6 months prior to receiving the stipend. Equal installments of the stipend will be paid in June and December.

SECTION 6. 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 (3.00%) to be paid in each pay period.

SECTION 7. Temporary employees, part-time employees, and extra help for the Vigo County Dispatch shall be compensated at a rate of \$14.17 per hour. All part-time employees will be limited to twenty-nine hours per week.

SECTION 8.

(A) **VACATION PAY**

Dispatch/E-911 employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) **PERSONAL DAYS**

Dispatch/E-911 employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) **SICK DAYS**

Dispatch/E-911 employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) **HOLIDAY**

Dispatch/E-911 employees who work on recognized holidays shall be paid for all hours worked and will be compensated at the holiday rate eight (8) hours of their shift on said holiday.

SECTION 9. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 10. 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, or persons whose compensation is established by a state agency or grant.

SECTION 11. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

**2025 Salary Ordinance
Dispatch/E-911**

Department	Fund	Proposed Title	FLSA Status	Grade	2025 Salary Base	2025 Hourly Base
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	202		22.11
Dispatchers	LIT PSAP	Dispatcher IDACS Coordinator	Non-Exempt	203		23.43
Dispatchers	LIT PSAP	Dispatcher IDACS Coordinator	Non-Exempt	203		23.43
Dispatchers	LIT PSAP	Dispatcher Training Coordinator	Non-Exempt	203		23.43
Dispatchers	LIT PSAP	Dispatcher Training Coordinator	Non-Exempt	203		23.43
Dispatchers	LIT PSAP	Dispatcher Training Coordinator	Non-Exempt	203		23.43
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	204		24.97
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	205		24.97
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	205		24.97
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	205		24.97
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	204		24.97
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	204		24.97

Year	Dispatch	
	Current- 2024	Increase by 25% - 2025
1	\$0	
2	\$150	\$187.50
3	\$300	\$375.00
4	\$450	\$562.50
5	\$600	\$750.00
6	\$875	\$1,093.75
7	\$1,050	\$1,312.50
8	\$1,225	\$1,531.25
9	\$1,400	\$1,750.00
10	\$1,575	\$1,968.75
11	\$2,000	\$2,500.00
12	\$2,200	\$2,750.00
13	\$2,400	\$3,000.00
14	\$2,600	\$3,250.00
15	\$2,800	\$3,500.00
16	\$3,375	\$4,218.75
17	\$3,600	\$4,500.00
18	\$3,825	\$4,781.25
19	\$4,050	\$5,062.50
20	\$4,275	\$5,343.75
21	\$5,000	\$6,250.00
22	\$5,250	\$6,562.50
23	\$5,500	\$6,875.00
24	\$5,750	\$7,187.50
25	\$6,000	\$7,500.00
26	\$6,250	\$7,812.50

Presented to the Vigo County Council, read in full and adopted this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input checked="" type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor

AN ORDINANCE ADOPTING THE 2025 SALARY SCHEDULE AND COMPENSATION POLICIES FOR THE CORRECTIONAL/ DETENTION /BUILDING SECURITY OFFICERS OF VIGO COUNTY

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.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are 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.

SECTION 3. Commencing January 1, 2025, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for all Vigo County Correctional Detention Officers ("Correctional Officers") of Vigo County, which includes the Vigo County Jail, Vigo County Juvenile Detention Center and Vigo County Building Security as follows:

Table with 2 columns: Position and Hourly Rate. Includes 'Vigo County Jail', 'Correctional Officers (70)' at \$22.06 per hour, and 'Correctional Officer Corporals (3)' at \$23.10 per hour.

Correctional Officers Sergeant (4)	\$24.14 per hour
Correctional Officer Senior Sergeant. (1)	\$26.19 per hour
Correctional Officer First Sgt. (2)	\$57,741 annually

Juvenile Detention Center

Detention Officers (8)	\$22.06 per hour
Detention Officers Corporals (4)	\$23.10 per hour
Detention Officers Shift Supervisors (4)	\$24.14 per hour
Detention Officer Senior Sergeant (1) (paid from Non-Reverting fund)	\$26.19 per hour
Detention Officer First Sergeant (1)	\$57,741 annually

Building Security

Building Security Officers (8)	\$22.06 per hour
Building Security Corporal (1)	\$23.10 per hour
Building Security Sergeant. (1)	\$24.14 per hour

SECTION 4. All full-time Vigo County Correctional Officers (Jail, Juvenile Detention Center and Building Security), shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 5. All full-time Correctional Officers employed by the Vigo County Jail and those employed as Building Security will receive \$1,500.00 per year clothing allowance.

SECTION 6. All full-time Correctional Officers employed by the Vigo County Jail, Juvenile Detention Center or as Building Security are eligible to receive an annual stipend of \$1,500 in order to aid in the attraction and retention of employees. To be eligible for the stipend an employee must have continuous serve for 6 months prior to receiving the stipend. Equal installments of the stipend will be paid in June and December.

SECTION 7. Two (2) Juvenile Detention Officers will receive a \$1,000 Stipend each for being Trainers.

SECTION 8. 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 (3.00%) to be paid in each pay period.

SECTION 9. Temporary employees, part-time employees, and extra help for the positions of Vigo County Jail Correctional Officers, Juvenile Detention Officers, and Building Security shall be compensated at a rate of \$22.06 per hour. Process Servers shall be compensated at a rate of \$17.00 per hour. Those employed as any part-time employee Correctional Officer, Juvenile Detention Officer or Building Security will be limited to twenty-nine hours per week.

SECTION 10.

(A) VACATION PAY

Correctional Officer Employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Correctional Officer Employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Correctional Officer Employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Correctional Officers of the Vigo County Jail and Juvenile Detention officers who work on recognized holidays shall be paid for all hours worked and will be compensated at the holiday hourly rate for eight (8) hours of their shift on said holiday.

SECTION 11. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 12. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, Compensation established by other Vigo County Salary Ordinances, persons whose compensation is governed by statute, persons whose compensation is established by a state agency or grant, and elected officials.

SECTION 13. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

**2025 Salary Ordinance
Corrections/Dentention/Building Security Officers**

Department	Fund	Proposed Title	FLSA Status	Grade	2025 Salary Base	2025 Hourly Base
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Officer	Non-Exempt	203		\$22.06
Jail	General	Correctional Corporal	Non-Exempt	204		\$23.10
Jail	General	Correctional Corporal	Non-Exempt	204		\$23.10
Jail	General	Correctional Corporal	Non-Exempt	204		\$23.10
Jail	General	Correctional Sergeant	Non-Exempt	205		\$24.14
Jail	General	Correctional Sergeant	Non-Exempt	205		\$24.14
Jail	General	Correctional Sergeant	Non-Exempt	205		\$24.14
Jail	General	Correctional Sergeant	Non-Exempt	205		\$24.14
Jail	General	Correctional Sergeant	Non-Exempt	205		\$24.14
Jail	General	Correctional Senior Sergeant	Non-Exempt	206		\$26.19
Jail	General	Correctional First Sergeant	Non-Exempt	207	\$57,741	
Jail	General	Correctional First Sergeant	Non-Exempt	207	\$57,741	
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.06
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.06
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.06
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.06
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.06
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.06
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.06
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.06
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.06
Juvenile Center	General	JDC Corporal	Non-Exempt	204		\$23.10
Juvenile Center	General	JDC Corporal	Non-Exempt	204		\$23.10
Juvenile Center	General	JDC Corporal	Non-Exempt	204		\$23.10
Juvenile Center	General	JDC Corporal	Non-Exempt	204		\$23.10
Juvenile Center	General	JDC Corporal	Non-Exempt	204		\$23.10
Juvenile Center	General	JDC Shift Supervisor	Non-Exempt	205		\$24.14
Juvenile Center	General	JDC Shift Supervisor	Non-Exempt	205		\$24.14
Juvenile Center	General	JDC Shift Supervisor	Non-Exempt	205		\$24.14
Juvenile Center	General	JDC Shift Supervisor	Non-Exempt	205		\$24.14
Juvenile Center	General	JDC Shift Supervisor	Non-Exempt	205		\$24.14
Juvenile Center	General	Detention Officer First Sergeant	Non-Exempt	207	\$57,741	
Juvenile Center	Non-Reverting JC	Detention Officer Senior Sergeant	Non-Exempt	206		\$26.19
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.06
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.06
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.06
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.06
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.06
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.06
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.06
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.06
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.06
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.06
Sheriff	General	Building Security Corporal	Non-Exempt	204		\$23.10
Sheriff	General	Building Security Sergeant	Non-Exempt	205		\$24.14

General Employees

Year	Current - 2024	Increase by 25% - 2025
1	\$0	
2	\$100	\$125
3	\$200	\$250
4	\$300	\$375
5	\$400	\$500
6	\$625	\$781
7	\$750	\$938
8	\$875	\$1,094
9	\$1,000	\$1,250
10	\$1,125	\$1,406
11	\$1,500	\$1,875
12	\$1,650	\$2,063
13	\$1,800	\$2,250
14	\$1,950	\$2,438
15	\$2,100	\$2,625
16	\$2,625	\$3,281
17	\$2,800	\$3,500
18	\$2,975	\$3,719
19	\$3,150	\$3,938
20	\$3,325	\$4,156
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

Presented to the Vigo County Council, read in full and adopted this 12th day of November, 2024.

Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson _____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris _____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz _____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, _____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	President
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Vicki Weger _____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input checked="" type="checkbox"/>	Nancy Allsup _____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk _____
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	

Attest:

James W. Bramble
Vigo Auditor

**AN ORDINANCE ADOPTING THE 2025 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY PARKS DEPARTMENT EMPLOYEES**

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.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: Park Superintendent, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are 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.

SECTION 3. Commencing January 1, 2025, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Parks Department employees as established as follows:

Parks Maintenance Specialist (7)	\$24.18 per hour
Parks Maintenance Specialist/Park Ranger (1)	\$24.18 per hour
Office Manager (1)	\$22.71 per hour
Natural Resource Programmer (1)	\$46,879 annually
Park Asst. Superintendent	\$60,309 annually
Park Superintendent	\$68,403 annually
Griffin Bike Park Manager (Paid from Park Non-Revert)	\$53,172 annually

SECTION 4. All full-time Vigo County Park Employees shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 5. 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 (3.00%) to be paid in each pay period.

SECTION 6. Temporary employees, part-time employees, and extra help for the Vigo County Parks Dept, shall be compensated at a rate of \$14.17 per hour. Any part-time employee of the Parks Department will be limited to twenty-nine hours per week.

SECTION 7.

(A) VACATION PAY

Parks Department employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Parks Department employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Parks Department employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Parks Department employees covered by this ordinance shall receive paid holidays as established in the Vigo County Employee Handbook.

SECTION 8. Any new employee or transferring employee will come in at the current rate for the grade of that position.

SECTION 9. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.


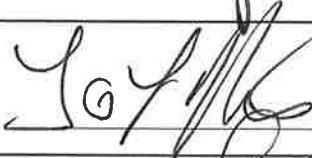



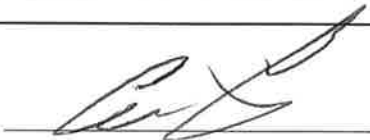
SECTION 10. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, or persons whose compensation is established by a state agency or grant,

SECTION 11. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

General Employees

Year	Current - 2024	Increase by 25% - 2025
1	\$0	
2	\$100	\$125
3	\$200	\$250
4	\$300	\$375
5	\$400	\$500
6	\$625	\$781
7	\$750	\$938
8	\$875	\$1,094
9	\$1,000	\$1,250
10	\$1,125	\$1,406
11	\$1,500	\$1,875
12	\$1,650	\$2,063
13	\$1,800	\$2,250
14	\$1,950	\$2,438
15	\$2,100	\$2,625
16	\$2,625	\$3,281
17	\$2,800	\$3,500
18	\$2,975	\$3,719
19	\$3,150	\$3,938
20	\$3,325	\$4,156
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

Presented to the Vigo County Council, read in full and adopted this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input checked="" type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor

**AN ORDINANCE ADOPTING THE 2025 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY HEALTH DEPARTMENT EMPLOYEES**

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.

NOW THEREFORE it is ordained as follows:

SECTION 1. The attached FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are 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.

SECTION 3. Commencing January 1, 2025, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Health Department employees as established on the following spreadsheets.

SECTION 4. All full-time Vigo County Health Department Employees shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 5. The following positions will receive a stipend paid from the new Local Public Health Services Fund, this will be added to their base pay:

Environmental Health Specialist (3)	\$2,780
Environmental Health Specialist	\$3,446
Nursing Director	\$4,162
Public Health Nurse (2)	\$3,446
Vector Control Specialist (3)	\$2,852
Vector Control Asst. Sup	\$3,446
Vector Control Supervisor	\$4,162
Vital Records Supervisor	\$3,235
Office Mgr/Bookkeeper	\$2,852
Health Administrator/Grant Manager	\$5,506
Parks Superintendent	\$4,724
Bike Park Manager	\$3,672
Parks Office Manager	\$2,852
Financials/Grant Administrator	\$3,446
Payroll Administrator	\$3,672

SECTION 6. The following positions will receive a salary paid from the new Local Public Health Services Fund:

Peer Recovery Coach (2)	\$36,578
School Health Liaison	\$38,956
Lead Case Manager	\$44,184
Health Educator	\$53,373
Environmental Health Specialist	\$53,373
Social Services Division Supervisor	\$64,471
Intake Coordinator	\$38,956

SECTION 7. 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 (3.00%) to be paid in each pay period.

SECTION 8.

(A) **VACATION PAY**

Health Department employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) **PERSONAL DAYS**

Health Department employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) **SICK DAYS**

Health Department employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(C) **HOLIDAYS**

Health Department employees covered by this ordinance shall receive paid holidays as established in the Vigo County Employee Handbook

SECTION 9. Any part-time employee of the Health Department will be limited to twenty-nine hours per week. Part-time employees for the Vigo County Health Department will be compensated at a rate of \$14.17 per hour.

SECTION 10. Any new employee or transferring employee will come in at the current rate for the grade of that position.

SECTION 11. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 12. 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, or persons whose compensation is established by a state agency or grant.

SECTION 13. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

2025 Salary Ordinance
Health Department

Department	Fund	Position Title	FSLA Status	Grade	2025 Salary Base	2025 Hourly Base
Health Department	Health	Environmental Supervisor	Non-Exempt	14	\$ 64,229	
Health Department	Health	Vector Control Supervisor	Non-Exempt	13	\$ 60,309	
Health Department	Health	Nursing Director	Exempt	13	\$ 60,309	
Health Department	Health	Health Administrator	Exempt	17	\$ 79,770	
Health Department	Health	Environmental Health Specialist	Non-Exempt	10	\$ 54,883	
Health Department	Health	Vector Control Specialist	Non-Exempt	7	\$ 41,332	
Health Department	Health	Vector Control Specialist	Non-Exempt	7	\$ 41,332	
Health Department	Health	Vector Control Specialist	Non-Exempt	7	\$ 41,332	
Health Department	Health	Environmental Health Specialist	Non-Exempt	10	\$ 50,593	
Health Department	Health	Environmental Health Specialist	Non-Exempt	10	\$ 49,926	
Health Department	Health	Environmental Health Specialist	Non-Exempt	10	\$ 50,593	
Health Department	Health	Environmental Health Specialist	Non-Exempt	10	\$ 50,593	
Health Department	Health	Clerical Assistant/Supply Clerk	Non-Exempt	5		\$ 20.02
Health Department	Health	Vector Control Clerk	Non-Exempt	6		\$ 21.32
Health Department	Health	Public Health Nurse	Exempt	10	\$ 49,926	
Health Department	Health	Public Health Nurse	Exempt	10	\$ 49,926	
Health Department	Health	Vector Control Assistant Supervisor	Non-Exempt	10	\$ 49,926	
Health Department	Health	Vital Statistics Registrar Supervisor	Non-Exempt	9		\$ 25.76
Health Department	Health	Office Manager/Bookkeeper	Non-Exempt	7		\$ 22.71
Health Department	Health	Secretary I	Non-Exempt	4		\$ 23.60
Health Department	Health	Vital Records Clerk	Non-Exempt	4		\$ 21.50
Health Department	Health	Clerical Assistant	Non-Exempt	4		\$ 21.50
Health Department	Health	Vital Records Clerk	Non-Exempt	4		\$ 18.80
Health Department	Health	Vital Records Clerk	Non-Exempt	4		\$ 21.50

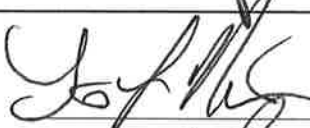
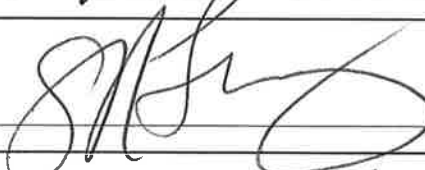
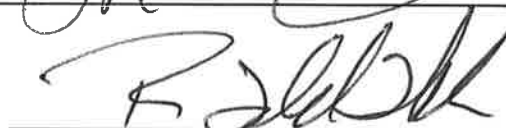
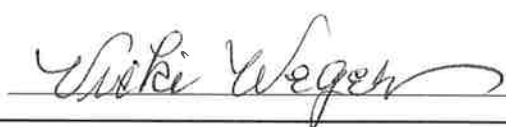

General Employees

Year	Current - 2024	Increase by 25% - 2025
1	\$0	
2	\$100	\$125
3	\$200	\$250
4	\$300	\$375
5	\$400	\$500
6	\$625	\$781
7	\$750	\$938
8	\$875	\$1,094
9	\$1,000	\$1,250
10	\$1,125	\$1,406
11	\$1,500	\$1,875
12	\$1,650	\$2,063
13	\$1,800	\$2,250
14	\$1,950	\$2,438
15	\$2,100	\$2,625
16	\$2,625	\$3,281
17	\$2,800	\$3,500
18	\$2,975	\$3,719
19	\$3,150	\$3,938
20	\$3,325	\$4,156
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

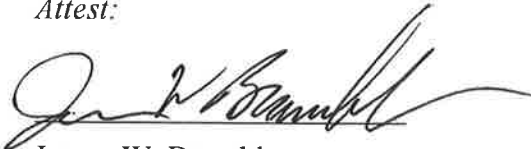
Grade	2024 Rate (3%)	2024 Rate with 3% Increase for 2025	Mid-Range Salary	Mid-Range 2025 (3%) Salary	Difference Between 2025 Rate and Mid-Range	Employee to receive stipend	Total 2025 Stipend	Total 2024 Stipend
7	40,128	41,332	42,897	44,184	2,852	Warren Swetzer, VC	2,852	693
7	40,128	41,332	42,897	44,184	2,852	David Higgins, VC	2,852	693
7	40,128	41,332	42,897	44,184	2,852	Logan Edwards, VC	2,852	693
9	45,514	46,879	48,655	50,115	3,235	Poore, Robbin, Office Mgr/Bookkeeper	3,235	3,137
10	48,472	49,926	51,818	53,373	3,446	Loretta Nicoson, VR Supervisor	3,446	3,346
10	48,472	49,926	51,818	53,373	3,446	Tony Grayless, VC Assist. Sup	3,446	3,346
10	49,119	50,593	51,818	53,373	2,780	Anna Burch, EHS	2,780	2,699
10	49,119	50,593	51,818	53,373	2,780	Cheryl Lehman, EHS	2,780	2,699
10	49,119	50,593	51,818	53,373	2,780	Shelley Rubinacci, EHS	2,780	2,699
10	53,284	54,883	51,818	53,373	0	Amanda Baker, EHS	0	-
10	48,472	49,926	51,818	53,373	3,446	Steve Thompson, EHS	3,446	3,346
13	58,552	60,309	62,593	64,471	4,162	Carolyn Smeltzer, RN	4,162	3,346
13	58,552	60,309	62,593	64,471	4,162	Open RN Position	4,162	4,041
14	62,358	64,229	66,662	68,662	4,433	Mike Grayless, VC Sup.	4,433	4,041
17	77,447	79,770	82,793	85,277	5,506	Chelsea Willis, RN	5,506	4,304
						Joni Wise, Administrator	5,506	5,346
Grade	2024 Rate (3%)	2024 Rate with 3% Increase for 2025	Mid-Range Salary	Mid-Range 2025 (3%) Salary		Position	Salary	
4	33,219	34,216	35,513	36,578		Peer Recovery Coach	36,578	
4	33,219	34,216	35,513	36,578		Peer Recovery Coach	36,578	
5	35,379	36,440	37,821	38,956		School Health Liaison	38,956	
7	40,128	41,332	42,897	44,184		Lead Case Manager	44,184	
10	48,472	49,926	51,818	53,373		Health Educator	53,373	
10	48,472	49,926	51,818	53,373		Environmental Health Specialist	53,373	
10	48,472	49,926	51,818	53,373		Social Services Division	53,373	

NONE OF THESE FIGURES INCLUDE LONGEVITY

Presented to the Vigo County Council, read in full and adopted this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input checked="" type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor

**AN ORDINANCE ADOPTING THE 2025 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY ELECTED OFFICIALS**

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.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: All elected officials are classified as exempt and are not eligible for overtime pay.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are 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.

SECTION 3. Commencing January 1, 2025, the following annual salaries for 2025 will be the compensation tied to the exempt class of elected officials, the rates, and stipends for elected, or appointed, positions:

County Commissioners (3) - \$80,562
County Council (7) - \$21,825
Vigo County Auditor (1) - \$77,445
Vigo County Sheriff (1) - \$183,513

Vigo County Treasurer (1) - \$70,726
Vigo County Recorder (1) - \$70,726
Vigo County Surveyor (1) - \$70,726
Vigo County Assessor (1) - \$70,726
Vigo County Clerk (1) - \$70,726
Vigo County Coroner (1) - \$62,356 (\$41,571 base rate with increase of \$20,785 due to status as physician)
Harrison Township Assessor (1) - \$66,409

SECTION 4. 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.

SECTION 5. The number of officers, deputies and other employees shall not exceed the number authorized in this salary ordinance.

SECTION 6. If an Assessor, County or Harrison, has received Level II assessor certification from the Department of Local Government Finance, the Assessor shall, in addition to the salary provided for above, receive \$1,000 compensation. If an Assessor, County or Harrison, has received Level III assessor certification from the Department of Local Government, the Assessor shall receive an additional \$1,500 over the compensation of an Assessor with a Level II certification.

SECTION 7. Per IC 36-2-14-15, if the Coroner is licensed to practice as a physician in Indiana the compensation must be one and one-half (1 ½) times of the fixed compensation of a Coroner. If the Coroner is a licensed pathologist and performing autopsies for the County without additional autopsy fees incurred by the County, the compensation will be one and one-half (1 ½) times of the fixed compensation of a Coroner with a license to practice as a physician in Indiana.

SECTION 8. The duly appointed Juvenile Magistrate shall be entitled to the \$5,000 stipend for 2025. Additionally, all the Superior and Circuit Court Judges of Vigo County, along with the Sheriff, Prosecutor and Chief-Deputy Prosecutor will continue to receive the \$5,000 stipend.

SECTION 9. Elected Officials determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

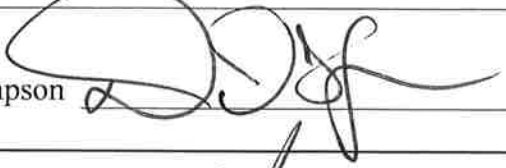
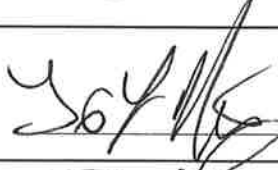
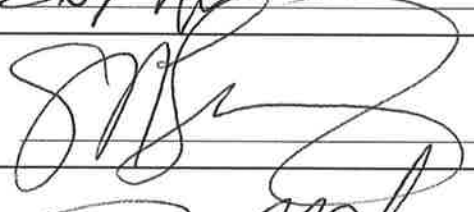
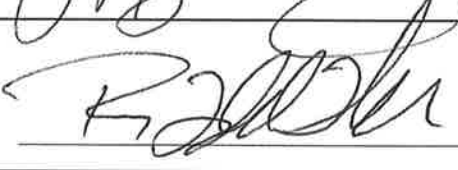

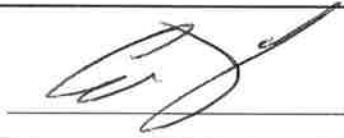
SECTION 10. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, or persons whose compensation is established by a state

Agency or grant.

SECTION 11. The Sheriff's salary is based from the State of Indiana Full-time Prosecutor.

SECTION 12. The compensation amounts are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

Presented to the Vigo County Council, read in full and adopted this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input checked="" type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:





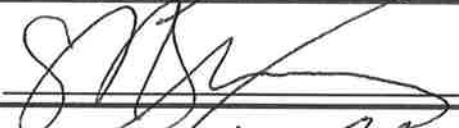



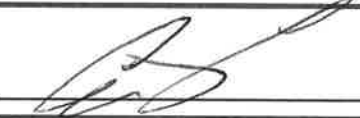
James W. Bramble
Vigo Auditor

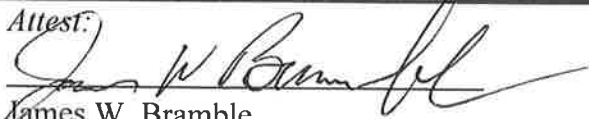
RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2024-16

It has been shown that certain existing appropriations now have unobligated balances which will not be needed for the purposes which appropriated are hereby re-allocated in the following amounts:

	<u>REQUESTED</u>	<u>APPROVED</u>
<u>COUNTY GENERAL FUND/1000</u>		
<u>Voter Registration/0010</u>		
From: 1000.21000.0000.0010 Office Supplies	\$600	
To: 1000.44510.0000.0010 New Equipment	\$600	\$600

Approved on this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input checked="" type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
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Attest:

 James W. Bramble
 Vigo County Auditor

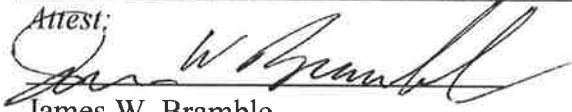
RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2024-17

It has been shown that certain existing appropriations now have unobligated balances which will not be needed for the purposes which appropriated are hereby re-allocated in the following amounts:

	<u>REQUESTED</u>	<u>APPROVED</u>
<u>PARKS/1219</u>		
From: 1219.24400.0000.0000 Gasoline	\$12,819	
To: 1219.30300.0000.0000 Liability Insurance	\$12,819	\$12,819

Approved on this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input checked="" type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		



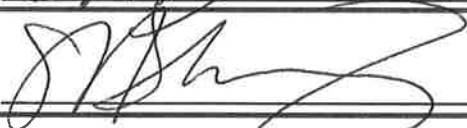

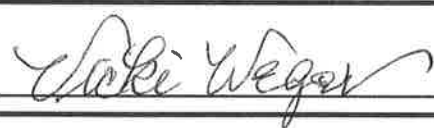


Attest:

 James W. Bramble
 Vigo County Auditor

RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2024-18


It has been shown that certain existing appropriations now have unobligated balances which will not be needed for the purposes which appropriated are hereby re-allocated in the following amounts:

	<u>REQUESTED</u>	<u>APPROVED</u>
<u>E911/1235</u>		
From: 1235.44510.0000.0000 New Equipment	\$4,498	
To: 1235.30300.0000.0000 Liability Insurance	\$4,498	\$4,498

Approved on this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input checked="" type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:


James W. Bramble
Vigo County Auditor

W/D

RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2024-19

It has been shown that certain existing appropriations now have unobligated balances which will not be needed for the purposes which appropriated are hereby re-allocated in the following amounts:

	<u>REQUESTED</u>	<u>APPROVED</u>
<u>COUNTY GENERAL FUND/1000</u>		
<u>Group Home/0622</u>		
From: 1000.33700.0000.0622 Electricity	\$500	
1000.33700.0000.0622 Electricity	\$600	
1000.35450.0000.0622 Building Repairs	\$400	
To: 1000.21600.0000.0622 Institutional Supplies	\$500	
1000.24400.0000.0622 Gasoline	\$600	
1000.21050.0000.0622 Maintenance & Repair Services	\$400	

Approved on this 12th day of November, 2024.

Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	David Thompson
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Travis Norris
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Marie Trzisz
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	R/Todd Macker,
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	President
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger
Aye <input type="checkbox"/>	Absent <input checked="" type="checkbox"/>	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Nancy Allsup
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Aaron Loudermilk

Attest:



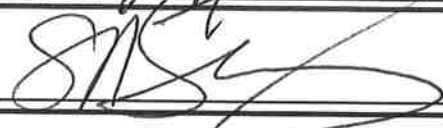

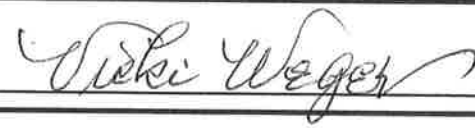

James W. Bramble
Vigo County Auditor

RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2024-21


It has been shown that certain existing appropriations now have unobligated balances which will not be needed for the purposes which appropriated are hereby re-allocated in the following amounts:

	<u>REQUESTED</u>	<u>APPROVED</u>
<u>COUNTY GENERAL FUND/1000</u>		
<u>IT/0106</u>		
From: 1000.44510.0000.0106 Equipment New	\$30,000	
To: 1000.33313.0000.0106 Telecommunications	\$20,000	\$ 20,000
1000.33300.0000.0106 Contractual	\$10,000	\$ 10,000

Approved on this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input checked="" type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:


James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2024-77

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:


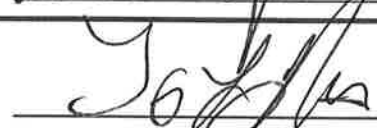
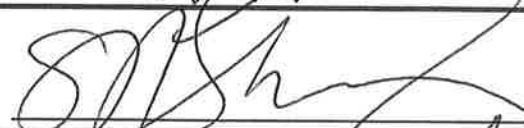

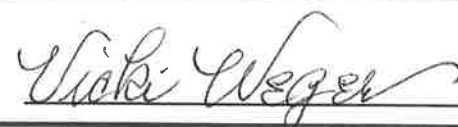

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the Riley Fire Protection District, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

RILEY FIRE PROTECTION DISTRICT


Fund 8684

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
Special Fire Debt	\$ 11,604	
Total Special Fire Debt	\$ 11,604	11,604

Approved on this 12th day of November, 2024 .

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President	
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 type="checkbox"/>	Absent <input checked="" type="checkbox"/>	Nancy Allsup	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:


James W. Bramble
Vigo County Auditor





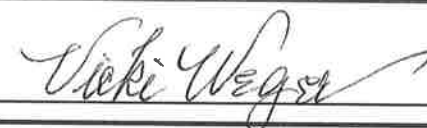

ADDITIONAL APPROPRIATION ORDINANCE 2024-78

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:

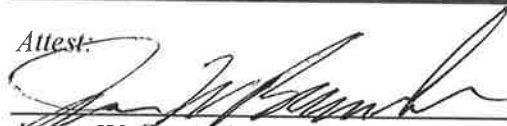
SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of County General, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

<u>COUNTY GENERAL/1000</u>	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>Commissioners/0068</u>		
1000.30300.000.0068 Liability Insurance	\$66,839	
Total Commissioners	\$66,839	
 Total County General	 \$66,839	 <i>\$66,839</i>

Approved on this 12th day of November, 2024.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	David Thompson	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Travis Norris	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Marie Theisz	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	President	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger	
Aye <input type="checkbox"/>	Absent <input checked="" type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Nancy Allsup	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:



 James W. Bramble
 Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2024-79

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the ARPA Grant Fund, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

ARPA GRANT FUND/8950

8950.44526.0000.0000 Security Equipment

ADVERTISED

APPROPRIATED

Total ARPA Grant Fund

\$	38,500
\$	38,500

Approved on this 12th day of November, 2024.

Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norri
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Marie T...z
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker, President
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Vicki Weger
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Nancy Allsup
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	

Attest:

James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2024-80

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the ARPA Grant Fund, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

ARPA GRANT FUND/8950

8950.44040.0000.0000 Hasselburger Bridge

ADVERTISED

APPROPRIATED

Total ARPA Grant Fund

\$ 312,000

\$ **312,000**

Approved on this 12th day of November, 2024 .

Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	David Thompson
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Travis Norris
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Marie Theisz
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Tucker, President
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Nicki Weger
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Fancy Allsup
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	
Aye <input type="checkbox"/>	Absent <input type="checkbox"/>	Aaron Loudermilk
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	

Attest:

James W. Bramble
Vigo County Auditor