

VIGO COUNTY COUNCIL
Meeting Minutes
Tuesday, October 11, 2022 at 5:00 P.M.
City Court, City Hall, 17 Harding Avenue

Pledge of Allegiance

President Aaron Loudermilk called the meeting to order at 5:00.

Calling of the roll

Present: R. Todd Thacker - present, Vicki Weger - present, Marie Theisz - present, Travis Norris - present, Brenda Wilson - present, David Thompson - present, Aaron Loudermilk - present.

Correcting of the journal of the preceding meeting if needed

September 6, 2022 Sunshine Meeting

September 13, 2022 Regular Meeting

There were no corrections to the minutes of the September 6, 2022 Sunshine Meeting. Brenda Wilson made a motion to approve the minutes of the Sunshine Meeting. Todd Thacker seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

There were no corrections to the minutes of the September 13, 2022 regular meeting. Vicki Weger made a motion to approve the minutes of the regular meeting. Travis Norris seconded the motion. Upon a roll call vote of 6-0 with Todd Thacker abstaining due to absence from the meeting, the motion was unanimously approved.

Public Comments – limited to items NOT on tonight's agenda

Pastor Dwayne Malone, pastor of the First Freewill Baptist Church and the coordinator of the 13th Street Corridor Project, was present to talk about the 13th Street Corridor Community Project. This project was mentioned in the Vigo County Government's 25-year comprehensive plan for growth and progress in the County. The mission of this project is to create healthy, vibrant, sustainable neighborhoods existing in and around the targeted boundaries consisting of Poplar to Voorhees from 10th to 17th Streets on the south side, Wabash to Locust from 25th to 13th Streets on the north, and Locust to Maple from 25th to 13th Streets. Historically, these neighborhoods have been overlooked creating a negative economic impact and public health crisis in the communities. The Corridor plan consists of quality, affordable housing, commercial and recreational outlets, health and wellness, education, entertainment and technology outlets to eliminate the disparity in those neighborhoods today. They are requesting the use of the American Rescue Plan to change the quality of life for individuals and families. They need a feasibility study, which could cost up to \$50,000. They seek \$1.2 million to create 10 quality, affordable housing units. Cletus Malone, owner of Jonah, Inc., was there to elaborate on the housing opportunity. Many living in the neighborhoods experience a food desert. They have a convenience store in their Community, TC West, but they need to expand their operations in order to provide healthy, nutritional foods and other products. This expansion will cost approximately \$150,000. There are additional projects to be completed in the next 12-15 years in the estimated cost of \$130 million. Mr. Cletus Malone of Jonah, Inc. and Mr. Archie Smith of TC West each gave a short presentation. A lengthy discussion took place. Ultimately Pastor Malone would like this to be a partnership with the City and County and would like for each entity to contribute \$1.5 million toward the project. Discussion continued.

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

David Thompson addressed the issue of the 2.5% wage increase for County employees that had been raised by the Highway Department employees at the Sunshine meeting who felt that the amount needed to be at least 4%. He had met with the Highway Department employees since last week and discussed the reasoning behind the decision and, in the process, had learned many things about the Department that he was unaware of. Unfortunately, the reasons why it had been decided that only a 2.5% increase could be given this year still exist (i.e. lack of information for the salary study being conducted, requested employee positions that had to be turned down, and the possibility of having to increase the jail staff in order to adequately operate the jail). He thought perhaps other options, such as an additional personal day or a clothing allowance, might be able to be offered in place of a higher percentage wage increase. He had learned of the significant expenses that the Highway employees had to pay for from their own pockets that were needed in order to fulfill their job. A lengthy discussion continued. Marie Theisz said she also felt that some of the issues brought to light about CDL licenses, clothing, etc. would need to be addressed in the coming budget years. Brenda Wilson said she agreed with Mr. Thompson and Ms. Theisz. Todd Thacker said he felt that while he agreed that the issues needed to be addressed, rather than doing something for one department, he is in favor of giving a bigger raise across the board to all county employees. Aaron Loudermilk said he had also talked to the Highway employees and also learned a lot. He agreed that he thought some of the things being paid for out-of-pocket by the employees needed to be addressed in the future. Marie Theisz asked for specific information requests/updates be given to the Council by Baker Tilly and Council Administrator Kylissa Miller was asked to contact Baker Tilley again setting forth the need for regular updates/information on progress.

Reports from committee(s)

There were none

Resolutions and Ordinances other than appropriations.

- i. **Final Reading of Binding Units 2023 Annual Budgets**
 1. Solid Waste Management District
 2. Terre Haute International Airport
 3. Honey Creek Fire Protection District
 4. Lost Creek Fire Protection District
 5. New Goshen Fire Protection District
 6. Prairieton Fire Protection District
 7. Riley Fire Protection District
 8. Sugar Creek Fire Protection District

President Loudermilk said that these had been presented last week and there were representatives present who could answer any questions if Council had anything further to ask. There were no further questions from Council. Kylissa Miller said they might want to look at Lost Creek because there had been some issues. Chief Deputy Auditor Cheryl Loudermilk said that Rick Long from Lost Creek was in attendance but both she and Mr. Long had been having conversations with DLGF and things have been adjusted and the budget will be passed through them and they will adjust everything. DLGF said they are fundable for this year and that they are working with Lost Creek to fix the future years. Todd Thacker made a motion to accept the budgets of all the binding units, those being Solid Waste Management District, Terre Haute International Airport, Honey Creek Fire Protection District, Lost Creek Fire Protection District, New Goshen Fire Protection

District, Prairieton Fire Protection District, Riley Fire Protection District and Sugar Creek Fire Protection District, for 2023 as presented. Vicki Weger seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously passed.

i. Final Reading of the 2023 Annual Budget of the Capital Improvement Board

This budget had been previously presented by James Bramble for approval. There was discussion regarding what the Council actually does with this budget. Mr. Bramble said the statute says the CIB will submit the budget for review, approval or rejection before the fiscal body of the Council. Vicki Weger made a motion to approve the annual budget of the Capital Improvement Board as submitted. Travis Norris seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously passed.

ii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies, ROC 2022-43

Vicki Weger made several comments, including that she hoped we could all make it in the coming year with prices for everything going up. She then made a motion to increase the raise for the general employees to 4% and to amend the Ordinance to increase the raise from 2.5% to 4% across the board. Todd Thacker seconded the motion. Brenda Wilson discussed her frustration and the work that the Budget Committee had done to come up with the budget that had been adopted and the Ordinance that was now up for discussion. There was a very lengthy discussion and comments made by various Councilpersons. Council Administrator Kylissa Miller said that there are several pages throughout the Ordinance that would require amending to reflect the 4% increase. Discussion then took place about how amending the salary increase would need to be accomplished since a budget for 2023 had already been adopted which reflected the 2.5% salary increase. Council Attorney Robert Effner was consulted about this question and he opined how this would need to be handled and also talked about the options that could be chosen to accomplish any changes. The time frame for one option made it impossible for consideration. Lengthy discussion continued. Vicki Weger said she would like for her motion on the table to reflect that all of the 2.5% pay increase pay rate be changed to 4% on pages 22-44 in the Salary Ordinance. Todd Thacker seconded it. Roll call vote was as follows: Todd Thacker – aye; Vicki Weger – aye; Marie Theisz – aye; Travis Norris – nay; Brenda Wilson – nay; David Thompson – nay; Aaron Loudermilk – aye. By a 4-3 vote, the motion passed. Travis Norris then stated that he wanted all the employees in the county to know that he voted no because he does not think that 4% is enough but, being over budget had to be taken into consideration. He asked the department heads, moving forward, to make the cuts that need to be made next year to get the budget in line. There was a brief discussion about how to proceed with the vote on the amended Ordinance. Todd Thacker made a motion to approve the salary ordinance as amended. Vicki Weger seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

iii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Merit Officers, ROC 2022-44

Brenda Wilson said that in light of the amendment to the general employees salary schedule, she made a motion to amend this Ordinance from 2.5% to 4% on pages 45-54. Vicki Weger seconded the motion. Upon a roll call vote of 7-0, the motion unanimously passed. Brenda Wilson made a motion to approve the Salary Schedule and Compensation Policies of Merit Officers as amended. Vicki Weger seconded the motion. Upon a roll call vote of 7-0, the motion unanimously passed.

iv. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Elected Officials, ROC 2022-45

Todd Thacker made a motion to amend pages 55-58 of the Salary Schedule and Compensation Policies of Elected Officials from 2.5% to 4%. Vicki Weger seconded the motion. Upon a roll call vote, voting was as follows: Todd Thacker – aye; Vicki Weger – aye; Marie Theisz – aye; Travis Norris – aye; Brenda Wilson – abstained because of the economic climate, she does not feel comfortable in voting for a raise for herself; David Thompson – nay; Aaron Loudermilk – nay. With a vote of 4 aye, 2 nay and 1 abstention, the motion passed. Todd Thacker made a motion to approve the salary ordinance for elected officials, as amended. Vicki Weger seconded the motion. Vicki Weger also said that this is not voting for a raise for themselves but also for future members of the Council. Upon a roll call vote, voting was as follows: Todd Thacker – aye; Vicki Weger – aye; Marie Theisz – aye; Travis Norris – aye; Brenda Wilson – abstained; David Thompson – aye; Aaron Loudermilk – aye. With a vote of 6 aye and one abstention, the motion passed.

Ordinances relating to appropriations.

i. Additional Appropriation 2022-32; ROC 2022-42: Guardian Ad Litem – payroll salary

Glenna Cheesman noted that their numbers had gone up to 1,013 children since the last meeting. She had some of her volunteers/staff with her and introduced them to the Council and gave statistics about the number of children they managed and their duties. Ms. Cheesman explained the change in the amount being requested from the amount that had been initially submitted. The amount being requested tonight will pay for her part time person through the end of the year. Brenda Wilson made a motion to amend Additional Appropriation 2022-32 to reflect a payroll salary of \$5,684 and FICA/SS of \$435 for a total of \$6,119. Todd Thacker seconded the motion. Upon a roll call vote of 7-0, the motion unanimously passed. Brenda Wilson made a motion to approve Additional Appropriation 2022-32 as amended. Todd Thacker seconded the motion. Upon a roll call vote of 7-0, the motion unanimously passed.

ii. Salary Ordinance 2022-18; ROC 2022-42: Juvenile Court – delete full time administrative assistant

Glenna Cheesman explained this last week at the Sunshine Meeting. This is just deleting this job description and reclassifying it as another. It is not actually deleting the job position. There is no change in the salary classification. Vicki Weger made a motion to approve Salary Ordinance 2022-18. Marie Theisz seconded the motion. Upon a roll call vote of 7-0, the motion unanimously passed.

iii. Salary Ordinance 2022-19; ROC 2022-42: Juvenile Court – add full time staff CASA

This Ordinance is tied in with the prior Salary Ordinance 2022-18 that was just approved. This is basically the same position with a new classification. Marie Theisz made a motion to approve Salary Ordinance 2022-19. Vicki Weger seconded the motion. Upon a roll call vote of 7-0, the motion unanimously passed.

Honorary Resolutions

There were none.

Resolutions relating to fiscal policies of the Council

There were none.

Appointments

There were none.



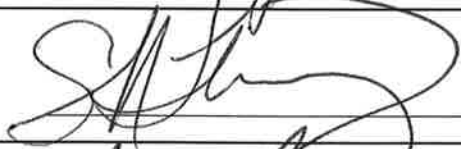
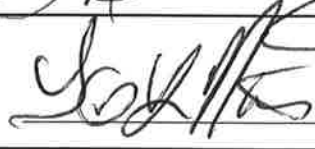



Kylissa Miller said that new Salary Ordinance documents would be presented for signature in November with all the amendments reflected that were changed tonight. The documents will be signed in November with the money appropriated in January. There was a brief discussion. President Loudermilk also reminded everyone that the Sunshine Meeting for November will also be held at the City Hall Court Room and the voting meeting will be held on Wednesday, November 9, back at the Government Center.

Adjournment

Todd Thacker made a motion to adjourn. Vicki Weger seconded the motion. By a unanimous voice vote, the meeting was adjourned at 7:15 p.m.

MINUTES OF THE VIGO COUNTY COUNCIL
OCTOBER 11, 2022

Presented to the Vigo County Council, read in full and adopted as written this 9th day of November, 2022.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker	
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"/>	Marie Theisz	
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"/>	Brenda Wilson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
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"/>	Aaron Loudermilk, President	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:

James W. Bramble
Vigo Auditor

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
Generated 10/7/2022 11:12:55 AM

Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **HONEY CREEK FIRE PROTECTION** for the year ending December 31, **2023** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **HONEY CREEK FIRE PROTECTION**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/11/2022

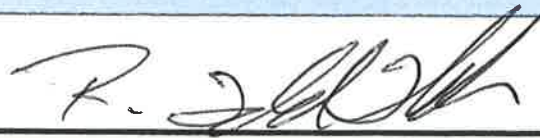
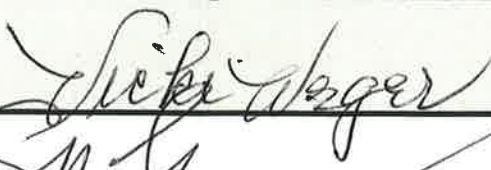
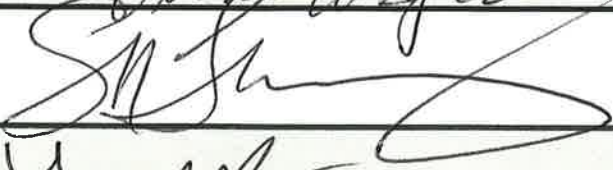
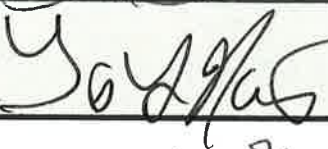
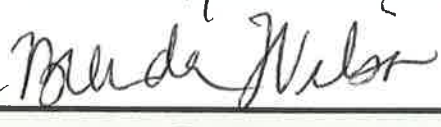


Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0180	DEBT SERVICE	\$174,607	\$188,902	0.0266
8603	SPECIAL FIRE GENERAL	\$2,774,450	\$2,423,312	0.3411
8691	SPECIAL CUM FIRE	\$350,000	\$278,365	0.0333
		\$3,299,057	\$2,890,579	0.4010


ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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Name		Signature
R. Todd Thacker	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Vicki Weger	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Marie Theisz	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Travis Norris	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Brenda Wilson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
David Thompson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Aaron Loudermilk, President	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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Budget Form No. 4
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **TERRE HAUTE INTERNATIONAL AIRPORT** for the year ending December 31, **2023** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **TERRE HAUTE INTERNATIONAL AIRPORT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

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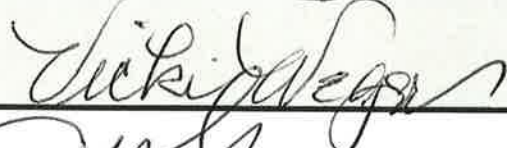
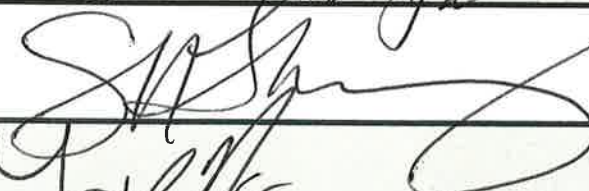
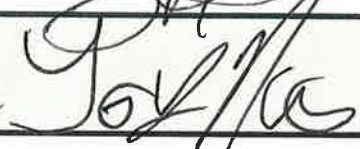
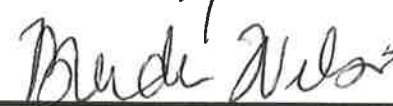
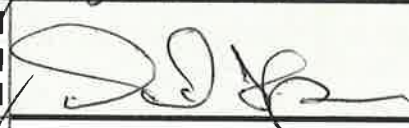

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/11/2022

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0061	RAINY DAY		\$0	\$0 0.0000
8101	SPECIAL AIRPORT GENERAL	\$2,670,834	\$1,751,336	0.1042
8190	SPECIAL AIRPORT CUMULATIVE BLDG	\$35,000	\$90,043	0.0054
		\$2,705,834	\$1,841,379	0.1096

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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Budget Form No. 4
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **Vigo County Solid Waste Management District** for the year ending December 31, **2023** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **Vigo County Solid Waste Management District**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

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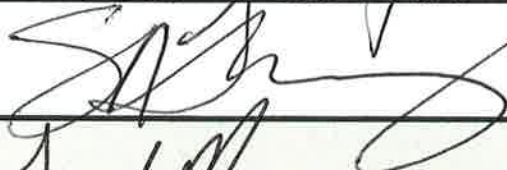
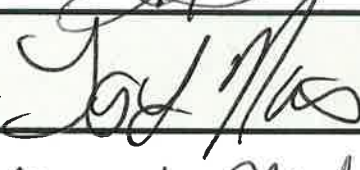
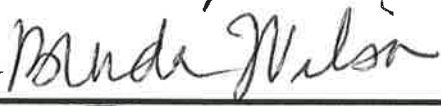
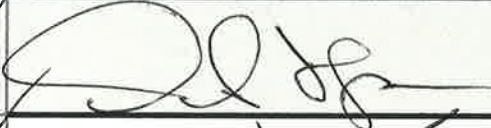

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/11/2022

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8210	SPECIAL SOLID WASTE MANAGEMENT	\$418,720	\$0	0.0000
		\$418,720	\$0	0.0000

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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

ATTEST

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James W. Bramble	Auditor	

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In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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Budget Form No. 4
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **NEW GOSHEN FIRE PROTECTION DISTRICT** for the year ending December 31, **2023** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **NEW GOSHEN FIRE PROTECTION DISTRICT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

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Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/11/2022


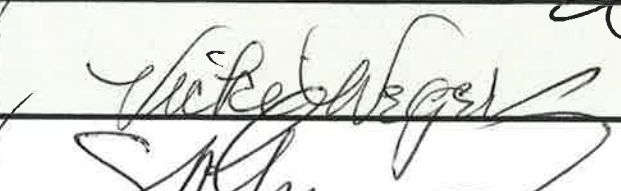
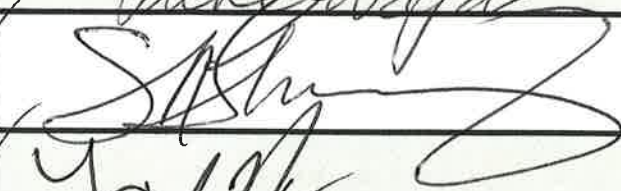
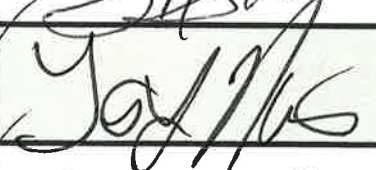
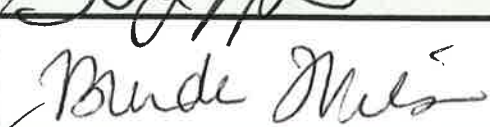
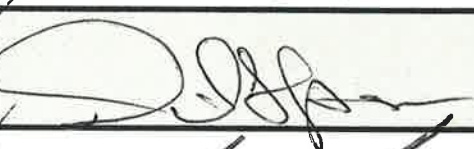

Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8603	SPECIAL FIRE GENERAL	\$204,000	\$142,468	0.1104
8684	SPECIAL FIRE DEBT	\$31,722	\$39,750	0.0308
8691	SPECIAL CUM FIRE	\$50,000	\$50,539	0.0333
		\$285,722	\$232,757	0.1745

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
Generated 10/7/2022 10:16:44 AM

Name		Signature
R. Todd Thacker	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Vicki Weger	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Marie Theisz	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Travis Norris	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Brenda Wilson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
David Thompson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Aaron Loudermilk, President	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issuse debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
Generated 10/7/2022 10:48:38 AM

Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **PRAIRIETON FIRE PROTECTION DISTRICT** for the year ending December 31, **2023** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **PRAIRIETON FIRE PROTECTION DISTRICT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/11/2022

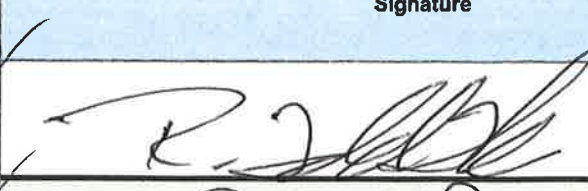

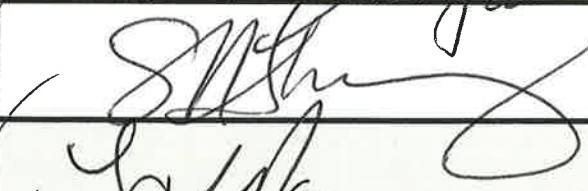
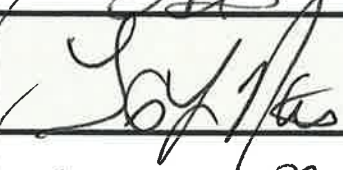
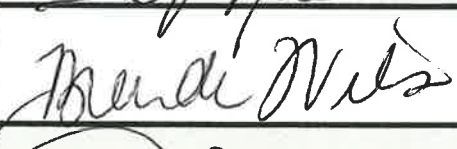
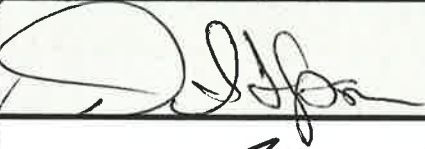
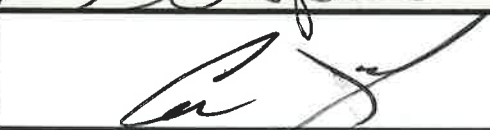
Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8603	SPECIAL FIRE GENERAL	\$347,298	\$301,411	0.4034
8691	SPECIAL CUM FIRE	\$28,900	\$27,868	0.0317
		\$376,198	\$329,279	0.4351

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Name		Signature
R. Todd Thacker	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Vicki Weger	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Marie Theisz	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Travis Norris	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Brenda Wilson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
David Thompson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Aaron Loudermilk, President	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **LOST CREEK FIRE PROTECTION DISTRICT** for the year ending December 31, **2023** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **LOST CREEK FIRE PROTECTION DISTRICT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body

Type of Adopting Entity / Fiscal Body

Date of Adoption

Vigo County Council

County Council

10/11/2022


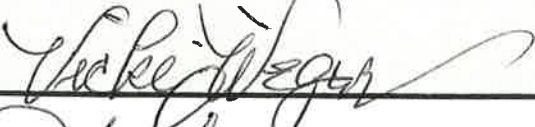
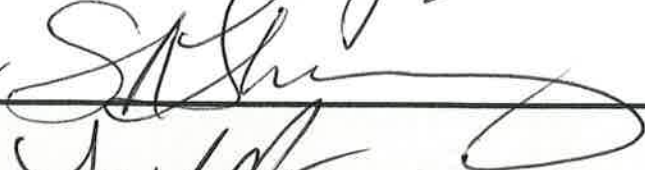
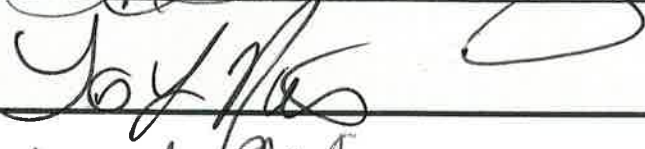
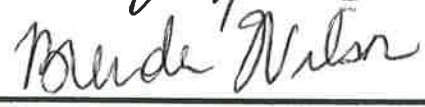


Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0061	RAINY DAY	\$100,000	\$0	0.0000
8603	SPECIAL FIRE GENERAL	\$281,750	\$147,116	0.0867
8691	SPECIAL CUM FIRE	\$65,000	\$66,458	0.0333
		\$446,750	\$213,574	0.1200


ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Name		Signature
R. Todd Thacker	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Vicki Weger	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Marie Theisz	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Travis Norris	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Brenda Wilson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
David Thompson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Aaron Loudermilk, President	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **SUGAR CREEK TOWNSHIP FIRE DISTRICT** for the year ending December 31, **2023** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **SUGAR CREEK TOWNSHIP FIRE DISTRICT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.


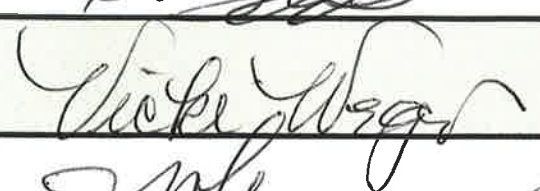



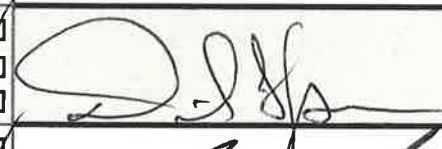

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/11/2022

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8603	SPECIAL FIRE GENERAL	\$480,000	\$498,546	0.2458
8684	SPECIAL FIRE DEBT	\$155,162	\$149,000	0.0735
8691	SPECIAL CUM FIRE	\$75,000	\$79,449	0.0333
		\$710,162	\$726,995	0.3526

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Name		Signature
R. Todd Thacker	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Vicki Weger	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Marie Theisz	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Travis Norris	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Brenda Wilson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
David Thompson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Aaron Loudermilk, President	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **RILEY FIRE PROTECTION DISTRICT** for the year ending December 31, **2023** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **RILEY FIRE PROTECTION DISTRICT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.



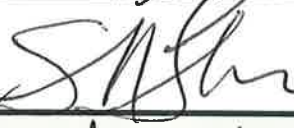
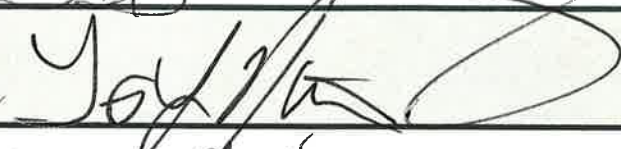

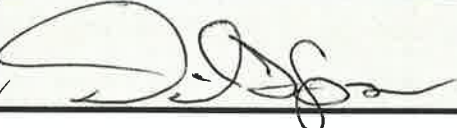

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/11/2022

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8603	SPECIAL FIRE GENERAL	\$473,800	\$473,206	0.3507
8684	SPECIAL FIRE DEBT	\$74,456	\$73,000	0.0541
8691	SPECIAL CUM FIRE	\$50,000	\$49,204	0.0310
		\$598,256	\$595,410	0.4358

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Name		Signature
R. Todd Thacker	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Vicki Weger	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Marie Theisz	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Travis Norris	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Brenda Wilson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
David Thompson	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	
Aaron Loudermilk, President	Aye <input checked="" type="checkbox"/> Nay <input type="checkbox"/> Abstain <input type="checkbox"/>	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

TERRE HAUTE CONVENTION CENTER
OVG 360
1st YEAR FISCAL YEAR 2023 (January
1, 2023 - December 31, 2023)



BUDGET DRAFT

	BUDGET PROPOSAL FY 23 Jan - Dec 2023	FOR COMPARISON MONTHLY AVERAGE	BUDGET FY 22 Apr - Dec 2022	FOR COMPARISON MONTHLY AVERAGE	BUDGET TO BUDGET VAR FAV/(UNFAV)
# OF EVENTS	198	17	155	17	43
ATTENDANCE	33,875	2,823	35,850	3,983	(1,975)
DIRECT EVENT REVENUE					
RENTAL REVENUE	209,290	17,441	168,847	18,761	40,443
SERVICE REVENUE	67,725	5,644	83,581	9,287	(15,857)
TOTAL DIRECT EVENT REVENUE	277,015	23,085	252,428	28,048	277,015
ANCILLARY REVENUE					
FOOD AND BEVERAGE REVENUE	854,248	71,187	674,474	74,942	179,774
AUDIO-VISUAL REVENUE	89,150	7,429	117,150	13,017	(28,000)
PARKING REVENUE	57,757	4,813	60,720	6,747	(2,963)
DECORATOR SERVICES REVENUE	28,450	2,371	6,500	722	21,950
TOTAL ANCILLARY REVENUE	1,029,604	85,800	858,844	95,427	170,760
TOTAL GROSS EVENT REVENUE	1,306,619	108,885	1,111,272	123,475	195,347
OTHER REVENUE	12,400	1,033	35,000	3,889	(22,600)
TOTAL GROSS REVENUE	1,319,019	109,918	1,146,272	127,364	172,747
EVENT EXPENSE					
SERVICE EXPENSE	(102,862)	(8,572)	(94,080)	(10,453)	(8,782)
FOOD & BEVERAGE EXPENSE	(338,580)	(28,215)	(267,319)	(29,702)	(71,261)
AUDIO-VISUAL EXPENSE	(45,374)	(3,781)	(61,078)	(6,786)	15,704
PARKING EXPENSE	(20,853)	(1,738)	(18,144)	(2,016)	(2,709)
DECORATOR SERVICES EXPENSE	(2,845)	(237)	(650)	(72)	(2,195)
TOTAL EVENT EXPENSE	(510,514)	(42,543)	(441,270)	(49,030)	(69,243)
TOTAL EVENT INCOME	796,105	66,342	670,002	74,445	126,103
TOTAL INCOME WITH OTHER REVENUE	808,505	67,375	705,002	78,334	103,503
INDIRECT EXPENSES					
EXECUTIVE	217,209	18,101	159,856	17,762	(57,354)
FINANCE	114,668	9,556	102,875	11,431	(11,792)
MARKETING & SALES	237,984	19,832	202,761	22,529	(35,222)
EVENTS	115,370	9,614	115,627	12,847	257
OPERATIONS	241,640	20,137	277,985	30,887	36,345
OVERHEAD	190,903	15,909	219,100	24,344	28,197
FOOD & BEVERAGE	299,245	24,937	221,606	24,623	(77,640)
PARKING GARAGE	40,040	3,337	0	0	(40,040)
FIXED MANAGEMENT FEE	170,000	14,167	82,500	9,167	(87,500)
TOTAL INDIRECT EXPENSES	1,627,059	135,588	1,382,310	153,590	(244,749)
NET SUBSIDY	(818,554)	(68,213)	(677,308)	(75,256)	(141,246)
LARRY BIRD MUSEUM EXPENSES	122,784	10,232	0	0	(122,784)
NET SUBSIDY WITH MUSEUM	(941,339)	(78,445)	(677,308)	(75,256)	(264,030)

TERRE HAUTE CONVENTION CENTER
OVG 360


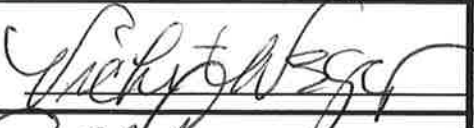

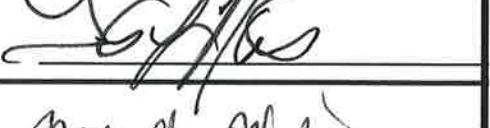
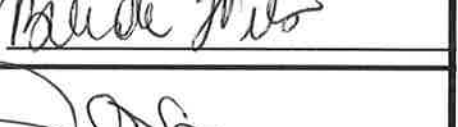


1st YEAR FISCAL YEAR 2023 (January 1, 2023 - December 31, 2023)

BUDGET DRAFT



BUDGET PROPOSAL	
FY 23	
Jan - Dec 2023	
# OF EVENTS	198
ATTENDANCE	33,875
DIRECT EVENT REVENUE	
RENTAL REVENUE	209,290
SERVICE REVENUE	67,725
TOTAL DIRECT EVENT REVENUE	277,015
ANCILLARY REVENUE	
FOOD AND BEVERAGE REVENUE	854,248
AUDIO-VISUAL REVENUE	89,150
PARKING REVENUE	57,757
DECORATOR SERVICES REVENUE	28,450
TOTAL ANCILLARY REVENUE	1,029,604
TOTAL GROSS EVENT REVENUE	1,306,619
OTHER REVENUE	12,400
TOTAL GROSS REVENUE	1,319,019
EVENT EXPENSE	
SERVICE EXPENSE	(102,862)
FOOD & BEVERAGE EXPENSE	(338,580)
AUDIO-VISUAL EXPENSE	(45,374)
PARKING EXPENSE	(20,853)
DECORATOR SERVICES EXPENSE	(2,845)
TOTAL EVENT EXPENSE	(510,514)
TOTAL EVENT INCOME	796,105
TOTAL INCOME WITH OTHER REVENUE	808,505
INDIRECT EXPENSES	
EXECUTIVE	217,209
FINANCE	114,668
MARKETING & SALES	237,984
EVENTS	115,370
OPERATIONS	241,640
OVERHEAD	190,903
FOOD & BEVERAGE	299,245
PARKING GARAGE	40,040
FIXED MANAGEMENT FEE	170,000
TOTAL INDIRECT EXPENSES	1,627,059
NET SUBSIDY	(818,554)
LARRY BIRD MUSEUM EXPENSES	122,764
NET SUBSIDY WITH MUSEUM	(941,339)

Approved on this 11th day of October, 2022.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	R. Todd Thacker	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger	
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"/>		
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"/>	Brenda Wilson	
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"/>	Aaron Loudermilk, President	

Attest:



James W. Bramble
Vigo County Auditor

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

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

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

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

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

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

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

NOW THEREFORE, it is ordained as follows:

- A. The attached FLSA exempt, non-exempt, and excluded classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions; employees holding exempt or excluded positions are not eligible for FLSA overtime or FLSA compensatory time.
- B. The Vigo County Personnel Policy, effective September 12, 2017, is hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy;
- C. The attached schedule of regular pay rates and overtime pay rates reflect a four percent increase over 2022 base pay rates. The pay rates shall be established and adopted on the 11th day of October 2022 and shall be in full-force and effect on January 1, 2023. Employees shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue pay warrants for pay that exceeds the authorized amount specified in the salary ordinance. New

employees and existing employees transferring positions shall be compensated at the minimum salary established for the assigned classification level.

- D. The number of officers, deputies, and other employees shall not exceed the number authorized in this salary ordinance.
- E. The attached job classification and compensation maintenance system is hereby adopted. All County Council adopted job descriptions having a job requirement that states "Possession of a valid Indiana driver's license and a demonstrated safe driving record," shall be amended to state: "Possession of a valid driver's license and a demonstrated safe driving record."
- F. Full-time employees in 2023 employed as attorneys in the office of the Public Defender will be compensated under the Vigo County Public Defender Plan. The Public Defender (Full-time) shall receive a compensation according to the classification system. The Public Defender (.800) shall be compensated at a rate of 80 percent of the Public Defender (Full-time).
 - a. Number of positions are set as follows:
 - i. Public Defender (.800) – twenty-six (26)
- G. That probation officers shall be paid pursuant to the 2023 Minimum Salary Probation Officers or shall receive a 15% increase in their yearly salary, whichever is less.
 - a. Number of positions are set as follows:
 - i. Adult Probation Officers
 - 1. County General – twelve (12)
 - 2. Adult Probation DOC Grant – one (1)
 - ii. Juvenile Probation Officers
 - 1. County General – seven (7)
- H. Deputy Prosecutors shall be paid in addition to the base salary pursuant to the following criteria established by the Prosecutor's Office:
 - a. Establish base salary on the role of each Deputy Prosecutor:
 - i. Misdemeanor and Low Level Felony Court Deputy Prosecutor – Base Salary only
 - ii. Child Support Deputy Prosecutor – Base Salary + two percent (2%)
 - iii. High Level Felony Court Deputy Prosecutor – Base Salary + four percent (4%)
 - iv. Specialized Deputy Prosecutor – Base Salary + six percent (6%)
 - b. In addition, the following criteria will be reviewed for each Deputy Prosecutor to set compensation above the base salary:
 - i. Legal Experience
 - 1. Practicing at least three (3) years but less than six (6) years, plus one (1) percent
 - 2. Practicing at least six (6) years, plus two (2) percent

- ii. Criminal Law Experience
 - 1. Criminal prosecution for at least three (3) years, plus two (2) percent
 - 2. Criminal law (defense and prosecution) for at least three (3) years, plus one (1) percent, (These cannot be combined.)
 - iii. Jury Trial Experience
 - 1. At least five (5) but less than ten (10) jury trials, plus one percent (1%)
 - 2. Ten (10) or more jury trials, plus two (2) percent
 - iv. Additional Considerations
 - 1. Extensive knowledge of the local court system, plus one percent (1%)
 - 2. Other Relevant Factors including clerking for a judge, appellate arguments, published legal paper, etc., plus up to one percent (1%)
- I. The number of Part-time Prosecutors positions are set at eight (8) and effective January 1, 2023 the rate of compensation for those positions will reflect a four percent increase over the 2022 base pay rates.
- J. Employees of the Vigo County Highway Department are eligible for classification pay at a rate of \$0.71 per hour at the discretion of the Vigo County Commissioners. The number of employees receiving classification pay must not exceed 28 at any point in time.
- K. 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).
- L. The following positions in the judicial system are not rated under the compensation study and are established at the following annual rates of compensation for 2023:

a. Courts: Social Worker/Therapist	\$64,896
b. Courts: Screening Analyst/Case Manager, 2	\$38,454
- M. Employees providing services for the Juvenile Drug Court will be receive the following stipends in addition to their base compensation:



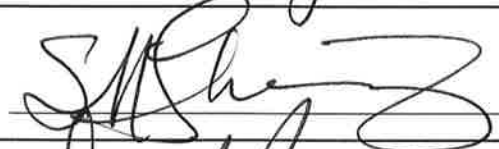
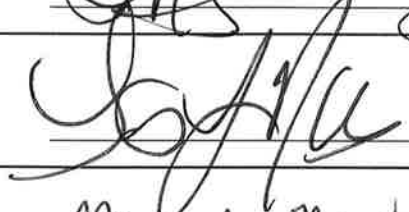


a. Coordinator (1):	\$5,000 annually (\$192.30 per pay)
b. Public Defender (1):	\$8,180 annually (\$314.61 per pay)
c. Case Manager (1):	\$5,000 annually (\$192.30 per pay)
- N. Hours worked by temporary and/or part time employees shall not exceed 29 hours per defined work week. Rates are established as follows:
 - a. Temporary employees, part time employees, and extra help shall be compensated at a rate of \$13.36 per hour unless otherwise approved.

- b. Temporary employees, part time employees, and extra help for the positions of Correctional Officers, Detention Officers, Courthouse Security, Dispatchers, and Process Servers shall be compensated at a rate of \$14.77 per hour.
 - c. Part time employees for the positions of Electrician and Plumber in the Building Maintenance department shall be compensated at a rate of \$29.19 per hour unless otherwise approved.
 - d. Deputy Coroners (4) shall be compensated at an annual rate of \$6,256.00
 - e. Part time employees for the position of Relief Youth Care Workers in the Group Homes department shall be compensated at a rate of \$225.14 per day unless otherwise approved.
- O. 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.
- P. All full time employees of Vigo County with the exception of merit officers, dispatchers, and elected officials shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 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 \$5,000.
- Q. A dispatcher 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 \$6,250.
- R. All full time Correctional Officers employed by the Vigo County Jail will receive \$1,500.00 per year clothing allowance.
- S. All full time Correctional Officers employed by the Vigo County Jail and full time Dispatchers employed by E911 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 service for 6 months prior to receiving the stipend. Equal installments of the stipend will be paid in June and December.
- T. 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.
- U. 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.

- V. 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, persons whose compensation is established by a state agency or grant, and elected officials.

Presented to the Vigo County Council, read in full and adopted as amended this 11th day of October, 2022.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	R. Todd Thacker 
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger 
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"/>	
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"/>	Brenda Wilson 
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"/>	Aaron Loudermilk, President 

Attest:



James W. Bramble
Vigo Auditor

**VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, CIVILIAN POLE
2023**

2023	
Classification	Base Rate
Civ POLE A	\$ 18.68
Civ POLE B	\$ 19.66
Civ POLE C	\$ 20.63
Civ POLE D	\$ 22.57

Job Category: Civilian POLE

Target Base: External Midpoint

[illegible]

**VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, CIVILIAN POLE
2023**

2023	
Classification	Base Rate
Civ POLE A	\$ 18.68
Civ POLE B	\$ 19.66
Civ POLE C	\$ 20.63
Civ POLE D	\$ 22.57

Job Category: Civilian POLE

Target Base: External Midpoint

[illegible]

VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, CIVILIAN POLE
2023

2023	
Classification	Base Rate
Civ POLE A	\$ 18.68
Civ POLE B	\$ 19.66
Civ POLE C	\$ 20.63
Civ POLE D	\$ 22.57

Job Category: Civilian POLE

Target Base: External Midpoint

Department	Title	Classification	Status	Work Hours	2023 Base (Hourly)	Stipend
Sheriff	Courthouse Security	Civilian POLE A	Non Exempt	2080	\$18.68	
Sheriff	Courthouse Security	Civilian POLE A	Non Exempt	2080	\$18.68	
Sheriff	Courthouse Security	Civilian POLE A	Non Exempt	2080	\$18.68	
Sheriff	Courthouse Security	Civilian POLE A	Non Exempt	2080	\$18.68	
Sheriff	Courthouse Security	Civilian POLE A	Non Exempt	2080	\$18.68	
Sheriff	Courthouse Security	Civilian POLE A	Non Exempt	2080	\$18.68	
Sheriff	Courthouse Security	Civilian POLE A	Non Exempt	2080	\$18.68	
Dispatch/PSAP	*Dispatcher	Civilian POLE B	Non Exempt	1949	\$21.04	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	*Dispatcher	Civilian POLE B	Non Exempt	1949	\$21.04	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Dispatch/PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.66	\$1,500
Jail	Corporal	Civilian POLE B	Non Exempt	2080	\$21.78	\$1,500
Jail	Corporal	Civilian POLE B	Non Exempt	2080	\$21.78	\$1,500
Jail	Corporal	Civilian POLE B	Non Exempt	2080	\$21.78	\$1,500
Juvenile Center	Corporal	Civilian POLE B	Non Exempt	2080	\$19.66	
Juvenile Center	Corporal	Civilian POLE B	Non Exempt	2080	\$19.66	
Juvenile Center	Corporal	Civilian POLE B	Non Exempt	2080	\$19.66	
Juvenile Center	Corporal	Civilian POLE B	Non Exempt	2080	\$19.66	
Dispatch/PSAP	IDACS Coordinator	Civilian POLE C	Non Exempt	1949	\$20.63	\$1,500
Dispatch/PSAP	*IDACS Coordinator	Civilian POLE C	Non Exempt	1949	\$22.08	\$1,500
Dispatch/PSAP	*Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$21.53	\$1,500
Dispatch/PSAP	Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$20.63	\$1,500

VIGO COUNTY
**GENERAL EMPLOYEE SALARY ORDINANCE, CIVILIAN POLE
2023**

2023	
Classification	Base Rate
Civ POLE A	\$ 18.68
Civ POLE B	\$ 19.66
Civ POLE C	\$ 20.63
Civ POLE D	\$ 22.57

Job Category: Civilian POLE
Target Base: External Midpoint

Department	Title	Classification	Status	Work Hours	2023 Base (Hourly)	Stipend
Dispatch/LIT-PSAP	Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$20.63	\$1,500
Dispatch/LIT-PSA*	Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$21.53	\$1,500
Dispatch/LIT-PSAP	Training Coordinator/Dispatch	Civilian POLE C	Non Exempt	1949	\$20.63	\$1,500
Dispatch/LIT-PSAP	Training Coordinator/Dispatch	Civilian POLE C	Non Exempt	1949	\$20.63	\$1,500
Jail	Sergeant	Civilian POLE C	Non Exempt	2080	\$22.76	\$1,500
Jail	Sergeant	Civilian POLE C	Non Exempt	2080	\$22.76	\$1,500
Jail	Sergeant	Civilian POLE C	Non Exempt	2080	\$22.76	\$1,500
Jail	Sergeant	Civilian POLE C	Non Exempt	2080	\$22.76	\$1,500
Juvenile Center	Shift Supervisor	Civilian POLE C	Non Exempt	2080	\$20.63	
Juvenile Center	Shift Supervisor	Civilian POLE C	Non Exempt	2080	\$20.63	
Juvenile Center	Shift Supervisor	Civilian POLE C	Non Exempt	2080	\$20.63	
Juvenile Center	Shift Supervisor	Civilian POLE C	Non Exempt	2080	\$20.63	
Sheriff	Courthouse Security Sergeant	Civilian POLE C	Non Exempt	2080	\$20.63	
Sheriff	Sex & Violent Offender Registr	Civilian POLE C	Non Exempt	2080	\$20.63	
Sheriff	Sex Registry Officer/Instructor	Civilian POLE C	Non Exempt	2080	\$20.63	
Jail	Senior Sergeant	Civilian POLE D	Non Exempt	2080	\$24.69	\$1,500
Juvenile Center	Senior Supervisor	Civilian POLE D	Non Exempt	2080	\$22.57	\$500
Prosecutor	*Investigator	Civilian POLE D	Non Exempt	1820	\$23.51	
Prosecutor	Investigator	Civilian POLE D	Non Exempt	1820	\$22.57	
Prosecutor/APS	Investigator	Civilian POLE D	Non Exempt	1820	\$22.57	
Prosecutor/APS	Investigator	Civilian POLE D	Non Exempt	1820	\$22.57	
Public Defender	Investigator	Civilian POLE D	Non Exempt	1820	\$22.57	
Public Defender	Investigator	Civilian POLE D	Non Exempt	1820	\$22.57	
Public Defender	Investigator	Civilian POLE D	Non Exempt	1820	\$22.57	
Public Defender	Investigator	Civilian POLE D	Non Exempt	1820	\$22.57	

Note: Dispatchers have a separate longevity program.

**Incumbents are grandfathered in at the higher rate.*

VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, LTC
2023

2023	
Classification	Base Rate
LTC A	\$ 18.15
LTC B	\$ 19.78
LTC C	\$ 20.91
LTC D	\$ 21.58
LTC E	\$ 23.04

Job Category: LTC

Target Base: External Midpoint

Department	Title	Classification	Status	Work Hours	2023 Base (Hourly)
Building Maintenance	Custodian-a	LTC A	Non Exempt	1820	18.15
Building Maintenance	Custodian-b	LTC A	Non Exempt	1820	18.15
Building Maintenance	Custodian-b	LTC A	Non Exempt	1820	18.15
Building Maintenance	Custodian-b	LTC A	Non Exempt	1820	18.15
Building Maintenance	Nightwatch/Custodian	LTC A	Non Exempt	1820	18.15
Engineer Services	*Permit Inspector	LTC A	Non Exempt	1820	21.26
Highway III	Custodian	LTC A	Non Exempt	1820	18.15
Building Maintenance	*Maintenance	LTC B	Non Exempt	1820	22.92
Building Maintenance	Maintenance	LTC B	Non Exempt	1820	19.78
Building Maintenance	Maintenance	LTC B	Non Exempt	1820	19.78
Building Maintenance	Maintenance	LTC B	Non Exempt	1820	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	19.78
Highway II	Maintenance Worker/Signs	LTC B	Non Exempt	2080	19.78
Highway II	Safety Coord/Store Clerk	LTC B	Non Exempt	2080	19.78
Parks	Maintenance Specialist	LTC B	Non Exempt	1950	19.78
Parks	Maintenance Specialist	LTC B	Non Exempt	1950	19.78
Parks	*Maintenance Specialist	LTC B	Non Exempt	1950	19.93
Parks	Maintenance Specialist	LTC B	Non Exempt	1950	19.78
Parks	Maintenance Specialist	LTC B	Non Exempt	1950	19.78
Parks	Maintenance Specialist	LTC B	Non Exempt	1950	19.78
Parks	Maintenance Specialist	LTC B	Non Exempt	1950	19.78

VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, LTC
2023

2023	
Classification	Base Rate
LTC A	\$ 18.15
LTC B	\$ 19.78
LTC C	\$ 20.91
LTC D	\$ 21.58
LTC E	\$ 23.04

Job Category: LTC **Target Base: External Midpoint**

Department	Title	Classification	Status	Work Hours	2023 Base (Hourly)
Surveyor	Deputy	LTC B	Non Exempt	1820	19.78
Surveyor	Deputy	LTC B	Non Exempt	1820	19.78
Surveyor	Deputy	LTC B	Non Exempt	1820	19.78
Surveyor	*Deputy	LTC B	Non Exempt	1820	21.61
Group Homes	*Maintenance Supervisor	LTC C	Non Exempt	1820	21.25
Highway II	Operator	LTC C	Non Exempt	2080	20.91
Highway II	Operator	LTC C	Non Exempt	2080	20.91
Highway II	Operator	LTC C	Non Exempt	2080	20.91
Highway II	Operator	LTC C	Non Exempt	2080	20.91
Highway II	Operator	LTC C	Non Exempt	2080	20.91
Highway II	Operator	LTC C	Non Exempt	2080	20.91
Highway II	Operator	LTC C	Non Exempt	2080	20.91
Highway II	Operator	LTC C	Non Exempt	2080	20.91
Highway II	Operator	LTC C	Non Exempt	2080	20.91
Highway II	Operator	LTC C	Non Exempt	2080	20.91
Highway II/Engineer Svcs	Bridge/Pipe/Drainage Operator	LTC C	Non Exempt	2080	20.91
Highway II/Engineer Svcs	Bridge/Pipe/Drainage Operator	LTC C	Non Exempt	2080	20.91
Building Maintenance	Maintenance Asst Supv	LTC D	Non Exempt	1820	21.58
Highway II	Shop Working Leader	LTC D	Non Exempt	2080	21.58
Highway II	Sign Technician	LTC D	Non Exempt	2080	21.58
Highway II	Working Leader	LTC D	Non Exempt	2080	21.58
Highway II	Working Leader	LTC D	Non Exempt	2080	21.58
Highway II	Working Leader	LTC D	Non Exempt	2080	21.58
Highway II	Working Leader	LTC D	Non Exempt	2080	21.58
Highway III	Mechanic	LTC D	Non Exempt	2080	21.58
Highway III	Mechanic	LTC D	Non Exempt	2080	21.58
Highway III	Mechanic	LTC D	Non Exempt	2080	21.58
Surveyor	Crew Chief	LTC D	Non Exempt	1820	21.58
Cum Bridge/Engineer Svcs	Pipe Field Supervisor	LTC E	Non Exempt	2080	23.04
Highway I	Shop Supervisor	LTC E	Non Exempt	2080	23.04
Highway I	Area Supervisor	LTC E	Non Exempt	2080	23.04
Highway I	Area Supervisor	LTC E	Non Exempt	2080	23.04

**Incumbents are grandfathered in at the higher rate.*

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
2023

2023	
Classification	Base Rate
COMOT A	\$ 18.81
COMOT B	\$ 20.26
COMOT C	\$ 22.34
COMOT D	\$ 23.82

Job Category: COMOT

Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2023 Base (Hourly)
Area Planning	Administrative Assistant	COMOT A	Non Exempt	1820	\$18.81
Area Planning	Bookkeeper/Planning Assistant	COMOT A	Non Exempt	1820	\$18.81
Auditor	* Deputy Auditor	COMOT A	Non Exempt	1820	\$23.35
Auditor	Deputy Auditor	COMOT A	Non Exempt	1820	\$18.81
Auditor	Deputy Auditor/Claims	COMOT A	Non Exempt	1820	\$18.81
Auditor	Deputy Auditor/Claims	COMOT A	Non Exempt	1820	\$18.81
Auditor	Deputy Auditor/Commissioner Clerk	COMOT A	Non Exempt	1820	\$18.81
Auditor	Deputy Auditor/Plat Mapping	COMOT A	Non Exempt	1820	\$18.81
Auditor	Deputy Auditor/Plat Mapping	COMOT A	Non Exempt	1820	\$18.81
Auditor	Deputy Auditor/Tax Sales	COMOT A	Non Exempt	1820	\$18.81
Building Inspection	Secretary	COMOT A	Non Exempt	1820	\$18.81
Clerk	Deputy Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk	Deputy Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk	Deputy Clerk/Bonds	COMOT A	Non Exempt	1820	\$18.81
Clerk	Deputy Clerk/Child Support	COMOT A	Non Exempt	1820	\$18.81
Clerk Perpetuation	* Deputy Clerk/Elections/Records	COMOT A	Non Exempt	1820	\$21.90
Clerk	Deputy Clerk/Elections/Records	COMOT A	Non Exempt	1820	\$18.81
Clerk	Deputy Clerk/Records Supervisor	COMOT A	Non Exempt	1820	\$18.81
Clerk	Deputy Clerk/Judgments/Marriages	COMOT A	Non Exempt	1820	\$18.81
Clerk	Deputy Clerk/Main Office	COMOT A	Non Exempt	1820	\$18.81
Clerk	Deputy Clerk/Main Office	COMOT A	Non Exempt	1820	\$18.81
Clerk	Deputy Clerk/Main Office	COMOT A	Non Exempt	1820	\$18.81
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81

Classification	Base Rate
COMOT A	\$ 18.81
COMOT B	\$ 20.26
COMOT C	\$ 22.34
COMOT D	\$ 23.82

Target Base: External Minimum

	Department	Title	Classification	Status	Work Hours	2023 Base (Hourly)
Clerk		* Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk		Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk		Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk		Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk		Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk		Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk		Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk		Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk		Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk		Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk		Deputy Court Clerk	COMOT A	Non Exempt	1820	\$18.81
Clerk	*	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$21.25
Courts		Bailiff Division 1	COMOT A	Non Exempt	1820	\$18.81
Courts		Bailiff Division 2	COMOT A	Non Exempt	1820	\$18.81
Courts		Bailiff Division 3	COMOT A	Non Exempt	1820	\$18.81
Courts		Bailiff Division 4	COMOT A	Non Exempt	1820	\$18.81
Courts	*	Receptionist-Adult Probation	COMOT A	Non Exempt	1820	\$19.99
Courts		Secretary Division 4	COMOT A	Non Exempt	1820	\$18.81
Courts		Secretary/Bailiff Division 5	COMOT A	Non Exempt	1820	\$18.81
Extension Office	*	Secretary	COMOT A	Non Exempt	1820	\$20.98
Extension Office		Secretary	COMOT A	Non Exempt	1820	\$18.81
Extension Office		Secretary/Program Assistant	COMOT A	Non Exempt	1820	\$18.81
Health		Clerical Assistant/Supply Clerk	COMOT A	Non Exempt	1820	\$18.81
Health	*	Office Manager/Bookkeeper	COMOT A	Non Exempt	1820	\$23.69
Health		Vector Control Clerk	COMOT A	Non Exempt	1820	\$18.81

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
2023

Classification	Base Rate
COMOT A	\$ 18.81
COMOT B	\$ 20.26
COMOT C	\$ 22.34
COMOT D	\$ 23.82

Job Category: COMOT

Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2023 Base (Hourly)
Highway I	* Secretary	COMOT A	Non Exempt	1820	\$23.13
Juvenile Court	Admin Assist/Mediation Admin	COMOT A	Non Exempt	1820	\$18.81
Juvenile Court	Receptionist ^	COMOT A	Non Exempt	1820	\$18.81
Juvenile Court	Secretary/Bailiff ^	COMOT A	Non Exempt	1820	\$18.81
Prosecutor	* Receptionist	COMOT A	Non Exempt	1820	\$23.13
Prosecutor/IV-D	IV-D Receptionist	COMOT A	Non Exempt	1820	\$18.81
Reassessment County	Sales Disclosure Deputy	COMOT A	Non Exempt	1820	\$18.81
Reassessment County	Deputy Assessor/Field Agent	COMOT A	Non Exempt	1820	\$18.81
Recorder	Deputy Recorder	COMOT A	Non Exempt	1820	\$18.81
Recorder/Perpetuation	Deputy Recorder	COMOT A	Non Exempt	1820	\$18.81
Recorder	Deputy Recorder	COMOT A	Non Exempt	1820	\$18.81
Recorder/Perpetuation	Deputy Recorder	COMOT A	Non Exempt	1820	\$18.81
Sheriff	Secretary-a	COMOT A	Non Exempt	1820	\$18.81
Sheriff	Secretary-b	COMOT A	Non Exempt	1820	\$18.81
Supp Adult Probation	* Office Manager-Adult Probation	COMOT A	Non Exempt	1820	\$20.30
Supp Adult Probation	* Secretary-Adult Probation	COMOT A	Non Exempt	1820	\$20.91
Treasurer	Deputy/Garnishments	COMOT A	Non Exempt	1820	\$18.81
Treasurer	Deputy/Judgments	COMOT A	Non Exempt	1820	\$18.81
Treasurer	* Tax Sale Deputy	COMOT A	Non Exempt	1820	\$18.81
Assessor	Deputy Assessor-a	COMOT B	Non Exempt	1820	\$20.26
Assessor	Deputy Assessor-b	COMOT B	Non Exempt	1820	\$21.25
Assessor	* Deputy Assessor-c	COMOT B	Non Exempt	1820	\$20.27
Assessor	* Deputy Assessor-d	COMOT B	Non Exempt	1820	\$20.27
Clerk	Deputy Clerk Assistant Supervisor	COMOT B	Non Exempt	1820	\$20.26

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
2023

Classification	Base Rate
COMOT A	\$ 18.81
COMOT B	\$ 20.26
COMOT C	\$ 22.34
COMOT D	\$ 23.82

Job Category: COMOT

Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2023 Base (Hourly)
Clerk	Deputy Clerk Assistant Supervisor	COMOT B	Non Exempt	1820	\$20.26
Group Homes	Secretary/Bookkeeper	COMOT B	Non Exempt	1820	\$20.26
Harrison Township Assessor	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$20.26
Harrison Township Assessor	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$20.26
Harrison Township Assessor	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$20.26
Harrison Township Assessor	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$20.26
Health	Clerical Assistant	COMOT B	Non Exempt	1820	\$20.26
Health	* Secretary/Nursing Division	COMOT B	Non Exempt	1820	\$20.26
Health	Vital Statistics Clerk	COMOT B	Non Exempt	1820	\$22.24
Health	Vital Statistics Clerk	COMOT B	Non Exempt	1820	\$20.26
Health	Vital Statistics Clerk	COMOT B	Non Exempt	1820	\$20.26
Health	Vital Statistics Clerk	COMOT B	Non Exempt	1820	\$20.26
Reassessment County	Deputy Assessor	COMOT B	Non Exempt	1820	\$20.26
Reassessment/Harrison	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$20.26
Reassessment/Harrison	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$20.26
Reassessment/Harrison	* Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$22.45
Soil and Water	Admin. Asst.	COMOT B	Non Exempt	1820	\$20.26
Treasurer	Bank Reconciliation Deputy	COMOT B	Non Exempt	1820	\$20.26
Treasurer	Finance Deputy	COMOT B	Non Exempt	1820	\$20.26
Treasurer	Staff Accountant	COMOT B	Non Exempt	1820	\$20.26
Clerk	Assistant	COMOT C	Non Exempt	1820	\$22.34
Clerk	Court Clerk Supervisor	COMOT C	Non Exempt	1820	\$22.34
Clerk	Deputy Clerk Supervisor	COMOT C	Non Exempt	1820	\$22.34
Clerk	Deputy Clerk Supervisor	COMOT C	Non Exempt	1820	\$22.34
Clerk	Deputy Clerk/Elections	COMOT C	Non Exempt	1820	\$22.34

Classification	Base Rate
COMOT A	\$ 18.81
COMOT B	\$ 20.26
COMOT C	\$ 22.34
COMOT D	\$ 23.82

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VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
2023

Classification	Base Rate
COMOT A	\$ 18.81
COMOT B	\$ 20.26
COMOT C	\$ 22.34
COMOT D	\$ 23.82

Job Category: COMOT

Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2023 Base (Hourly)
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$22.34
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$22.34
Public Defender	* Legal Secretary	COMOT C	Non Exempt	1820	\$22.44
Public Defender	Legal Secretary	COMOT C	Non Exempt	1820	\$22.34
Public Defender	Legal Secretary	COMOT C	Non Exempt	1820	\$22.34
Public Defender	Legal Secretary	COMOT C	Non Exempt	1820	\$22.34
Reassessment County	District Assessor	COMOT C	Non Exempt	1820	\$22.34
Sheriff	Office Manager	COMOT C	Non Exempt	1820	\$22.34
Auditor	Deputy Auditor/Payroll	COMOT D	Non Exempt	1820	\$23.82
Auditor	Deputy/Bookkeeper/Programmer	COMOT D	Non Exempt	1820	\$23.82
Auditor	Deputy Auditor/Staff Accountant	COMOT D	Non Exempt	1820	\$23.82
Courts	Bailiff/Court Reporter Division 6	COMOT D	Non Exempt	1820	\$23.82
Courts	* Court Admin/Probate Reg	COMOT D	Non Exempt	1820	\$24.52
Courts	Court Reporter Division 1	COMOT D	Non Exempt	1820	\$23.82
Courts	Court Reporter Division 2	COMOT D	Non Exempt	1820	\$23.82
Courts	Court Reporter Division 2	COMOT D	Non Exempt	1820	\$23.82
Courts	* Court Reporter Division 3	COMOT D	Non Exempt	1820	\$25.37
Courts	Court Reporter Division 4	COMOT D	Non Exempt	1820	\$23.82
Courts	Court Reporter Division 4	COMOT D	Non Exempt	1820	\$23.82
Courts	Court Reporter Division 5	COMOT D	Non Exempt	1820	\$23.82
Courts	Court Reporter Division 6	COMOT D	Non Exempt	1820	\$23.82
Courts	Court Reporter Division 6	COMOT D	Non Exempt	1820	\$23.82
Courts	Court Reporter/Bailiff Division 1	COMOT D	Non Exempt	1820	\$23.82
Courts	Court Reporter/Bailiff Division 5	COMOT D	Non Exempt	1820	\$23.82

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
2023

Classification	Base Rate
COMOT A	\$ 18.81
COMOT B	\$ 20.26
COMOT C	\$ 22.34
COMOT D	\$ 23.82

Job Category: COMOT

Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2023 Base (Hourly)
Courts	Court Reporter/Bailiff Division 5	COMOT D	Non Exempt	1820	\$23.82
Courts	Court Reporter/Office Admin Div 5	COMOT D	Non Exempt	1820	\$23.82
Courts	Court Reporter/Office Manager Div 4	COMOT D	Non Exempt	1820	\$23.82
Courts	Court Reporter/Secretary Division 1	COMOT D	Non Exempt	1820	\$23.82
Courts	* Court Reporter/Secretary Division 3	COMOT D	Non Exempt	1820	\$24.52
Courts	* Jury Administrator	COMOT D	Non Exempt	1820	\$24.52
Courts	Roving Court Reporter	COMOT D	Non Exempt	1820	\$23.82
Courts/IV-D	Court Reporter/IV-D	COMOT D	Non Exempt	1820	\$23.82
Human Resources	Human Resources Coordinator	COMOT D	Non Exempt	1820	\$23.82
Juvenile Center	Office Manager	COMOT D	Non Exempt	1820	\$23.82
Juvenile Court	Court Reporter ^	COMOT D	Non Exempt	1820	\$23.82
Juvenile Court	Court Reporter ^	COMOT D	Non Exempt	1820	\$23.82
Public Defender	Paralegal	COMOT D	Non Exempt	1820	\$23.82
Public Defender	Paralegal	COMOT D	Non Exempt	1820	\$23.82
Public Defender	Paralegal	COMOT D	Non Exempt	1820	\$23.82
Public Defender	* Paralegal	COMOT D	Non Exempt	1820	\$24.23

*Incumbents are grandfathered in at the higher rate.

**VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, SO
2023**

Job Category: SO (Special Occupations)

Department	Title	FLSA Status	2023 Base Rate
Assessor	Chief Deputy	Excluded	\$48,922
Auditor	* Chief Deputy	Excluded	\$52,916
Clerk	Chief Deputy	Excluded	\$48,922
Harrison Township	Chief Deputy	Excluded	\$48,922
Recorder	Chief Deputy	Excluded	\$48,922
Surveyor	Chief Deputy	Excluded	\$48,922
Treasurer	Chief Deputy	Excluded	\$48,922

Department	Title	FLSA Status	2023 Base Rate	Stipend
Coroner	Deputy Coroner/Office Manager	Non Exempt	\$49,343	
Voter Registration	Republican Election Administrator	Exempt	\$45,777	
Voter Registration	Democrat Election Administrator	Exempt	\$45,777	
Jail	First Sergeant	Non Exempt	\$54,426	\$1,500

**Incumbents are grandfathered in at the higher rate.*

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, PAT
2023

2023	
Classification	Base Rate
PAT A	\$ 40,975
PAT B	\$ 47,688

Job Category: PAT **Target Base: External Minimum**

Department	Title	Classification	FLSA Status	2023 Base Rate	Stipend
Area Planning	* General Planner II	PAT A	Non Exempt	\$47,093	
Building Inspection	Building Inspector	PAT A	Non Exempt	\$40,975	
Building Inspection	Ordinance Enforcement Officer	PAT A	Non Exempt	\$40,975	
Courts	* System Administrator	PAT A	Non Exempt	\$54,707	
EMA	* Deputy Director/Operations	PAT A	Non Exempt	\$43,779	
EMA	Deputy Director/Planning/PIO	PAT A	Non Exempt	\$40,975	
Group Homes	* Continued Care Worker/Indep. Living	PAT A	Exempt	\$45,030	
Group Homes	Therapeutic Family Case Manager	PAT A	Exempt	\$40,975	
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$43,264	
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$43,264	
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$43,264	
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$43,264	
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$43,264	
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$43,264	
Health	* Vector Control Assistant Supervisor	PAT A	Non Exempt	\$43,518	
Health	Vector Control Specialist	PAT A	Non Exempt	\$40,975	
Health	Vector Control Specialist	PAT A	Non Exempt	\$40,975	
Health	Vector Control Specialist	PAT A	Non Exempt	\$40,975	
Health Maintenance	Health Educator/Media Coordinator	PAT A	Exempt	\$40,975	
Juvenile Court	Volunteer Coordinator/Monitor CASA	PAT A	Non Exempt	\$40,975	
Juvenile Court	Volunteer Coordinator/Monitor CASA	PAT A	Non Exempt	\$40,975	
Juvenile Court	Volunteer Coordinator/Monitor CASA	PAT A	Non Exempt	\$40,975	
Juvenile Court	Volunteer Coordinator/Special Projects	PAT A	Non Exempt	\$40,975	
Parks	Natural Resource Programmer	PAT A	Non Exempt	\$40,975	
Parks/NR Op	Griffin Bike Park Manager	PAT A	Non Exempt	\$40,975	

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, PAT
2023

2023	
Classification	Base Rate
PAT A	\$ 40,975
PAT B	\$ 47,688

Job Category: PAT **Target Base: External Minimum**

Department	Title	Classification	FLSA Status	2023 Base Rate	Stipend
Prosecutor/IV-D	Administrator IV-D	PAT A	Non Exempt	\$40,975	
Soil and Water	Urban Conservationist/MS4 Review/Inspector	PAT A	Non Exempt	\$40,975	
Veterans Assistance	Service Officer	PAT A	Exempt	\$40,975	
Victim Assistance	Assistant Director	PAT A	Non Exempt	\$40,975	
Commissioner	Commissioner Administrator	PAT B	Exempt	\$47,688	
Area Planning	Assistant Director	PAT B	Non Exempt	\$47,688	
Council	* Council Administrator	PAT B	Exempt	\$59,662	
Drug Court	Drug Court Coordinator	PAT B	Non Exempt	\$47,688	
Group Homes	Program Director	PAT B	Exempt	\$47,688	
Group Homes	Treatment Director	PAT B	Exempt	\$47,688	
Health	Environmental Health Specialist	PAT B	Non Exempt	\$47,688	
Health	Environmental Health Specialist	PAT B	Non Exempt	\$47,688	
Health	Environmental Health Specialist	PAT B	Non Exempt	\$47,688	
Health	* Environmental Health Specialist	PAT B	Non Exempt	\$51,732	
Health	Environmental Supervisor	PAT B	Non Exempt	\$52,890	
Health	Public Health Nurse/Nursing Director	PAT B	Exempt	\$47,688	\$4,810
Health	Public Health Nurse	PAT B	Exempt	\$47,688	
Health	Public Health Nurse	PAT B	Exempt	\$47,688	
Health	Vector Control Supervisor	PAT B	Non Exempt	\$47,688	
Health	Environmental Health Specialist	PAT B	Non Exempt	\$47,688	
Information Services	Network Administrator	PAT B	Non Exempt	\$47,688	
Information Services	* Network Administrator	PAT B	Non Exempt	\$52,813	
Parks	Assistant Superintendent	PAT B	Non Exempt	\$47,688	
Prosecutor/APS	Adult Protective Services Director	PAT B	Non Exempt	\$47,688	
Soil and Water	District Director	PAT B	Exempt	\$47,688	

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, PAT
2023

2023	
Classification	Base Rate
PAT A	\$ 40,975
PAT B	\$ 47,688

Job Category: PAT Target Base: External Minimum

Department	Title	Classification	FLSA Status	2023 Base Rate	Stipend
Victim Assistance	Director	PAT B	Exempt	\$47,688	

**Incumbents are grandfathered in at the higher rate.*

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, EXE
2023

2023	
Classification	Base Rate
EXE A	\$ 56,660
EXE B	\$ 67,191
EXE C	\$ 81,974

Job Category: EXE Target Base: External Midpoint Rate

Department	Title	Classification	FLSA Status	2023 Base	Prosecutor Scale	2023 Adjusted Base
Area Planning	Executive Director	EXE A	Exempt	\$55,843		
Building Inspection	Building Commissioner	EXE A	Exempt	\$55,843		
Building Maintenance	Maintenance Supervisor	EXE A	Exempt	\$55,843		
EMA	Director	EXE A	Exempt	\$55,843		
E-911 Dispatch	Assistant Director	EXE A	Exempt	\$55,843		
Health	* Administrator	EXE A	Exempt	\$55,963		
Human Resources	Director	EXE A	Exempt	\$55,843		
Information Services	Director	EXE A	Exempt	\$55,843		
Juvenile Center	Assistant Director	EXE A	Exempt	\$55,843		
Juvenile Court	CASA Director	EXE A	Exempt	\$55,843		
Parks	Superintendent	EXE A	Exempt	\$55,843		
Weights and Measures	Inspector	EXE A	Exempt	\$55,843		
GIS	Director	EXE B	Exempt	\$66,222		
E-911 Dispatch	Director	EXE B	Exempt	\$66,222		
Engineer Services	* Assistant Engineer	EXE B	Exempt	\$75,903		
Group Homes	* Executive Director	EXE B	Exempt	\$67,384		
Highway I	Superintendent	EXE B	Exempt	\$66,222		
Juvenile Center	Executive Director	EXE B	Exempt	\$66,222		
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$66,222	9%	\$72,182
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$66,222	9%	\$72,182
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$66,222	6%	\$70,196
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$66,222	10%	\$72,845
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$66,222	12%	\$74,169
Prosecutor	Deputy Prosecutor-LL Felony	EXE B	Exempt	\$66,222	7%	\$70,858
Prosecutor	Deputy Prosecutor-Spec	EXE B	Exempt	\$66,222	9%	\$72,182
Prosecutor	Deputy Prosecutor-Spec	EXE B	Exempt	\$66,222	11%	\$73,507
Prosecutor	Deputy Prosecutor-Spec	EXE B	Exempt	\$66,222	12%	\$74,169
Prosecutor	Deputy Prosecutor-Spec	EXE B	Exempt	\$66,222		\$66,222
Prosecutor	Deputy Prosecutor-Spec	EXE B	Exempt	\$66,222		\$66,222
Prosecutor	Deputy Prosecutor-Spec	EXE B	Exempt	\$66,222	13%	\$74,831
Prosecutor/IV-D	Deputy Prosecutor/IV-D	EXE B	Exempt	\$66,222	5%	\$69,534
Public Defender	* Public Defender	EXE B	Exempt	\$74,228		
Engineer Services	Engineer	EXE C	Exempt	\$99,503		

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

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. This includes the power to:

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

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

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



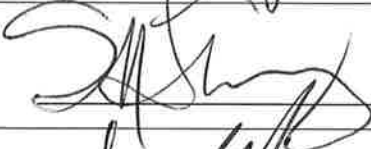
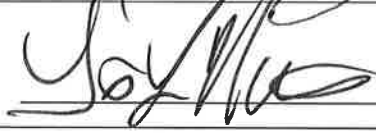

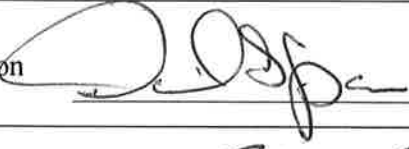

NOW THEREFORE, it is ordained as follows:

- A. The attached FLSA exempt 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.
- B. The Vigo County Personnel Policy, effective September 12, 2017, is hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy;
- C. The attached schedule of regular pay rates and overtime pay rates reflect a four percent increase over 2022 base pay rates. The pay rates shall be established and adopted on the 11th day of October 2022 and shall be in full-force and effect on January 1, 2023. Employees shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue pay warrants for pay that exceeds the authorized amount specified in the salary ordinance. New employees and existing employees transferring positions shall be compensated at the minimum salary established for the assigned classification level.


- D. The number of officers, deputies, and other employees shall not exceed the number authorized in this salary ordinance.
- E. Two (2) Merit Deputy positions will be authorized and compensated at the same rate as a current Merit Deputy. The positions are established under the Community Oriented Policing Services (COPS) grant through the U.S. Department of Justice for the years 2021 through 2024.
- F. The attached job classification and compensation maintenance system is hereby adopted. All County Council adopted job descriptions having a job requirement that states "Possession of a valid Indiana driver's license and a demonstrated safe driving record," shall be amended to state: "Possession of a valid driver's license and a demonstrated safe driving record."
- G. Any Merit Deputy with the exception of the Chief 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 of Operations | \$10,000 |
| b. Jail Commander | \$6,500 |
| c. Lieutenant (5) | \$3,500 |
| d. First Sergeant (2) | \$2,500 |
| e. Sergeant (9) | \$1,500 |
| f. Detective (10) | \$1,500 |
| g. K-9 (1) | \$ 566 |
- H. A Merit Deputy Sheriff 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 (2023 - \$53,295). For each subsequent year of service, they shall receive longevity pay up to the maximum of \$13,340.00.
- I. Merit Deputies and Matron receive \$2,150.00 per year clothing allowance.
- J. Non-Merit Deputies volunteering an average of sixteen (16) hours per month during the year, receive \$1,500.00 per year clothing allowance.
- K. Merit Deputies will receive one half (1/2) of the total accumulated, but unused, sick days upon retirement.
- L. 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.
- M. 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.

- N. 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.
- O. 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.

Presented to the Vigo County Council, read in full and adopted as amended this 11th day of October, 2022.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	R. Todd Thacker	
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"/>	Marie Theisz	
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"/>	Brenda Wilson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
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"/>	Aaron Loudermilk, President	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor

Exhibit 1

Vigo County Sheriff's 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 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

1. The Sheriff shall establish duty hours for all department employees.

B. Work Week: General Attendance

1. 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

1. 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.

2. 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 for 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 1st 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 form of accumulated overtime.

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

VIGO COUNTY, INDIANA
MERIT OFFICERS SALARY ORDINANCE
2023

Job Category: Merit POLE

Department	Title	Classification	Status	2023 Compensation Base (\$53,295) + Rank
COPS Grant	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
COPS Grant	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$54,795
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$53,295
Sheriff	Sheriff Deputy/School Res Ofcr	Merit POLE A	Non Exempt	\$53,295
Sheriff	Detective	Merit POLE B	Non Exempt	\$54,795
Sheriff	Detective	Merit POLE B	Non Exempt	\$54,795
Sheriff	Detective	Merit POLE B	Non Exempt	\$54,795
Sheriff	Detective	Merit POLE B	Non Exempt	\$54,795
Sheriff	Detective/Sergeant *	Merit POLE B	Non Exempt	\$56,295
Sheriff	Detective/Sergeant *	Merit POLE B	Non Exempt	\$56,295
Sheriff	Detective/Sergeant *	Merit POLE B	Non Exempt	\$56,295
Sheriff	Sergeant	Merit POLE B	Non Exempt	\$54,795
Sheriff	Sergeant	Merit POLE B	Non Exempt	\$54,795
Sheriff	Sergeant	Merit POLE B	Non Exempt	\$54,795
Sheriff	Sergeant	Merit POLE B	Non Exempt	\$54,795

**VIGO COUNTY, INDIANA
MERIT OFFICERS SALARY ORDINANCE
2023**

Job Category: Merit POLE

Department	Title	Classification	Status	2023 Compensation Base (\$53,295) + Rank
Sheriff	Detective/First Sergeant *	Merit POLE C	Non Exempt	\$57,295
Sheriff	First Sergeant/Training Officer	Merit POLE C	Non Exempt	\$55,795
Sheriff	Detective/Lieutenant *	Merit POLE D	Non Exempt	\$58,295
Sheriff	Lieutenant	Merit POLE D	Non Exempt	\$56,795
Sheriff	Lieutenant	Merit POLE D	Non Exempt	\$56,795
Sheriff	Lieutenant	Merit POLE D	Non Exempt	\$56,795
Sheriff	Captain/Jail Commander	Merit POLE E	Exempt	\$59,795
Sheriff	Chief of Operations	Merit POLE E	Non Exempt	\$63,295

Note: Merit Officers have a separate longevity program.

VIGO COUNTY, INDIANA
MERIT OFFICERS SALARY ORDINANCE, SPECIAL OCCUPATIONS
2023

Department	Title	Classification	Status	2023 Base	Rank Stipend
Sheriff	Chief Deputy	Special Occupati	Exempt	72,565	
Sheriff	Jail Matron*/Lieutenant	Special Occupati	Exempt	53,295	3,500

Note: Merit Officers have a separate longevity program.

**Position receives same base rate, clothing allowance, and longevity as Merit Officers*

**AN ORDINANCE ADOPTING COUNTY OF VIGO, INDIANA
SALARY SCHEDULE AND COMPENSATION POLICIES
OF 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. This includes the power to:

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

and

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

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

NOW THEREFORE, it is ordained as follows:

- A. The Vigo County Personnel Policy, effective September 12, 2017, is hereby adopted by reference; compliance with such policies are a term and condition of County compensation.
- B. The attached schedule of regular pay rates reflect a four percent increase over 2022 base pay rates. The pay rates shall be established and adopted on the 11th day of October 2022 and shall be in full-force and effect on January 1, 2023. Elected Officials 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.
- C. 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.

- D. 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 ($1 \frac{1}{2}$) 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 ($1 \frac{1}{2}$) times of the fixed compensation of a Coroner with a license to practice as a physician in Indiana.
- E. Elected Officials determined to be ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate to be paid out in each pay period.
- F. 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 as amended this 11th day of October, 2022.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		R. Todd Thacker	
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"/>		Marie Theisz	
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 type="checkbox"/>	Absent <input type="checkbox"/>		Brenda Wilson	
Nay <input type="checkbox"/>	Abstain <input checked="" type="checkbox"/>			
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"/>		Aaron Loudermilk, President	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>			

Attest:



James W. Bramble
Vigo Auditor

VIGO COUNTY
ELECTED OFFICIAL SALARY ORDINANCE
2023

JOB CATEGORY: Elected Officials

	Auditor	Assessor	Clerk	Treasurer	Recorder	Surveyor	Sheriff	Coroner	Commissioner	Council	Harrison Township Assessor
2023 Compensation	\$ 61,154	\$ 61,154	\$ 61,154	\$ 61,154	\$ 61,154	\$ 61,154	\$ 171,278	\$ 27,180	\$ 65,522	\$ 15,437	\$ 61,154






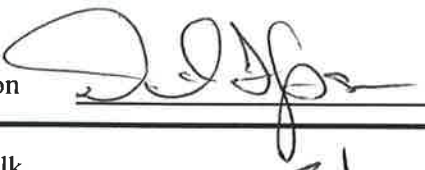

AMENDED ADDITIONAL APPROPRIATION ORDINANCE 2022-32

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 Guardian Ad Litem 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.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>GUARDIAN AD LITEM FUND/8101</u>		
8101.10010.000.0000 Payroll Salaries	\$5,684	
8101.15210.000.0000 SS/FICA	<u>\$435</u>	
Total Guardian Ad Litem Fund	\$6,119	

Approved on this 11th day of October, 2022.

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

Attest:


James W. Bramble
Vigo County Auditor

SALARY ORDINANCE 2022-18

SECTION 1. Be it ordained by the County Council of Vigo County, Indiana, that for the salaries of Vigo County Indiana, that for the salaries of the County Government Office Holders and the employees for the year ending December 31, 2022, the following sums of money are hereby appropriated and ordered set apart for the purposes specified, subject to the laws governing the same. Such sums herein appropriated shall be otherwise expressly stipulated for by law provided, however, that disbursements from each appropriated are further limited to the amounts listed for the detailed accounts making up such appropriation unless said accounts are increased or decreased in another ordinance or resolution by the County Council.

SECTION 2. That for the said fiscal year, there is appropriated out of the County General Fund the following:

APPROVED


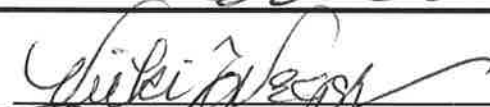


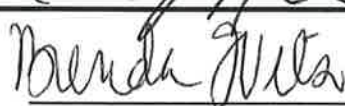


COUNTY GENERAL/1000

Juvenile Court/0234


- a. Delete Full Time Administrative Assistant
Classification COMOT A

SECTION 3. Effective October 12, 2022.

Approved on this 11th day of October, 2022.

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

Attest:


James W. Bramble
Vigo County Auditor

SALARY ORDINANCE 2022-19

SECTION 1. Be it ordained by the County Council of Vigo County, Indiana, that for the salaries of Vigo County Indiana, that for the salaries of the County Government Office Holders and the employees for the year ending December 31, 2022, the following sums of money are hereby appropriated and ordered set apart for the purposes specified, subject to the laws governing the same. Such sums herein appropriated shall be otherwise expressly stipulated for by law provided, however, that disbursements from each appropriated are further limited to the amounts listed for the detailed accounts making up such appropriation unless said accounts are increased or decreased in another ordinance or resolution by the County Council.

SECTION 2. That for the said fiscal year, there is appropriated out of the County General Fund the following:

COUNTY GENERAL/0001

PROPOSED APPROVED

Juvenile Court/0234

a. Add Full Time Staff CASA




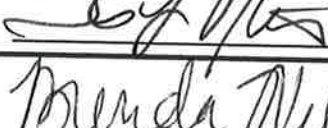
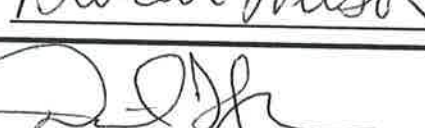


Classification COMOT A

\$18.09/hr

\$18.09/hr

SECTION 3. Effective October 12, 2022.

Approved on this 11th day of October, 2022.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	R. Todd Thacker	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger	
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"/>	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"/>	Brenda Wilson	
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"/>	Aaron Loudermilk, President	

Attest:



James W. Bramble

Vigo County Auditor