

## Ordinance 11-12-18

**An Ordinance establishing updated positions and salaries for various TriCo Regional Sewer Utility (hereinafter "Utility") staff and other salary related matters.**

**WHEREAS**, the Utility requires a staff of full and/or part time employees in order to carry out its mission and duties as a political subdivision of the State of Indiana and municipal corporation, and;

**WHEREAS**, the Utility Board of Trustees (hereinafter "Board") has adopted a number of ordinances, which have each pertained to salary matters for Utility staff; and;

**WHEREAS**, positions and salary ranges have been updated and need to be amended.

**NOW THEREFORE**, Be It Ordained by the Board that:

Effective December 29, 2018, the following amounts will be in force for exempt and non-exempt staff positions.

<b>POSITION TITLE</b>	<b>Min. Hourly Rate</b>	<b>Max. Hourly Rate</b>
<b>Non-exempt Employees</b>		
Chief Operator	\$ 28.20	\$ 36.03
Technical Specialist	\$ 28.20	\$ 36.03
Utility Billing Specialist	\$ 23.79	\$ 30.39
Pretreatment Coordinator	\$ 23.79	\$ 30.39
Laboratory Coordinator	\$ 23.79	\$ 30.39
Project Coordinator/Locator	\$ 22.27	\$ 28.46
Field Operation Specialist	\$ 22.27	\$ 28.46
District Inspector/Locator	\$ 22.27	\$ 28.46
Field Operations Technician	\$ 20.02	\$ 25.58
Administrative Assistant	\$ 20.02	\$ 25.58
Administrative Support Specialist	\$ 20.02	\$ 25.58
Customer Service Assistant	\$ 20.02	\$ 25.58
Billing Assistant	\$ 20.02	\$ 25.58
Laborer	\$ 14.00	\$ 19.50
Summer Intern	\$ 10.00	\$ 15.00
<b>Exempt Employees</b>	<b>Min. Hourly Rate</b>	<b>Max Hourly Rate</b>
Utility Director	\$ 48.28	\$ 61.70
Engineering Manager	\$ 43.79	\$ 55.96
Controller	\$ 37.17	\$ 47.50
District Engineer	\$ 35.68	\$ 45.53
Plant Superintendent	\$ 33.90	\$ 43.32
Collections Superintendent	\$ 32.25	\$ 41.21

All personnel working on the following holidays will be paid double time for the hours worked in addition to receiving the 7.5 hours of Holiday pay:

Tuesday, January 1, 2019 – New Year's Day  
Monday, January 21, 2019 – Martin Luther King Jr. Day  
Monday, May 27, 2019 – Memorial Day  
Thursday, July 4, 2019 – Independence Day  
Monday, September 2, 2019 – Labor Day  
Thursday, November 28, 2019 – Thanksgiving Day  
Wednesday, December 25, 2019 – Christmas

For all other holidays declared in the TriCo 2019 Holiday Schedule, personnel working will be paid time and one half for the hours worked in addition to receiving the 7.5 hours of Holiday pay.

All Utility personnel who are on-call during a pay period shall receive an additional \$2.67 per hour above their hourly pay rate.

Overtime compensation for full-time, part-time and temporary employees shall be paid in compliance with the federal Fair Labor Standards Act and the Utility's most current compensation ordinance as adopted by the Board of Trustees.

In the event of a conflict between this ordinance and previous ordinances, the most recent ordinance terms will prevail. Executed this 12th day of November 2018.

CLAY TOWNSHIP REGIONAL WASTE DISTRICT by its Trustees:

By: Marilyn Anderson  
Marilyn Anderson

By: Eric Hand  
Eric Hand

By: Barb Lamb  
Barb Lamb

By: Carl Mills  
Carl Mills

By: Jane Merrill  
Jane Merrill

By: Michael Shaver  
Michael Shaver

By: Michael McDonald  
Michael McDonald

By: Steve Pittman  
Steve Pittman

By: Chuck Ford  
Chuck Ford