

FILED

SEP 12 2018

SPECIAL ORDINANCE NO. 22, 2018

CITY CLERK

AN ORDINANCE SETTING THE MAXIMUM SALARY AND ESTABLISHING CERTAIN BENEFITS FOR THE FIRE DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2019, TO TAKE EFFECT ON JANUARY 1, 2019.

SECTION 1. Commencing on January 1, 2019, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for the members of the Fire Department of the City of Terre Haute, Indiana. These salary amounts represent a figure that includes the One Thousand One Hundred Twenty Five Dollar (\$1,125) 1st Class Firefighter allotment, the Five Hundred Dollar (\$500) EMT-B certification, and a Six Hundred Dollars (\$600) EMT-BA allotment.

FIREMEN of the rank of Private, who have served less than one (1) year from the date of their respective appointments shall be paid an annual salary of \$44,268.

FIREMEN of the rank of Private, who have served more than one (1) year from the date of their respective appointments shall be paid an annual salary of \$48,721.

FIREMEN of the rank of Lieutenant shall be paid an annual salary of \$50,381.

FIREMEN of the rank of Captain shall be paid an annual salary of \$53,941.

FIREMEN of the following ranks shall be paid an annual salary of \$57,485.

Assistant Chief (3)  
Battalion Chief (3)  
Assistant Chief of EMS

FIREMEN of the rank of Deputy Fire Chief shall be paid an annual salary of \$60,610.

FIREMEN of the rank of Fire Chief shall be paid an annual salary of \$70,153.

SECTION 2. The City of Terre Haute agrees that all employees of the Fire Department shall receive seventy-two (72) personal hours of personal leave time to be used at the employee's discretion within one (1) calendar year.

SECTION 3. Paid time off shall be earned as follows:

0-1 years will receive four (4) days of paid time off.  
1-5 years will receive thirteen (13) days of paid time off.  
5-10 years will receive seventeen (17) days of paid time off.  
10-15 years will receive nineteen (19) days of paid time off.  
15-20 years will receive twenty (20) days of paid time off.

20-25 years will receive twenty-two (22) days of paid time off.  
25+ years will receive twenty-three (23) days of paid time off.

SECTION 4. Firefighters shall receive a maximum of four (4) paid sick days in any calendar year unless proven to be under ongoing care by a doctor. Additional sick days will be without pay. If there is a break in the work cycle with a sick day and overtime is worked, it will be at straight time rates until work hours meet the number of hours missed per work cycle.

Any firefighter injured or becoming ill as a result of on duty work and resulting in the firefighters inability to perform their job will be considered as reporting off of work with a line of duty injury or illness. Any firefighter receiving an injury or illness from an on the job accident or exposure is entitled to leave with full pay for up to twelve (12) months. This will require a doctor's statement to be given to the employee's immediate supervisor to forward to the Battalion Chief. The doctor's statement shall include an expected date of return, and specify any limitations of duty. In addition, the firefighter shall have up to an additional six (6) months, at the end of the twelve (12) months, of light duty with full pay to fully recover. The twelve (12) months off leave will renew annually or per occurrence whichever occurs first. The provisions contained herein supersede any limitations on sick days contained in any other section in this ordinance.

Any firefighter who is injured or becomes ill from an off duty incident shall be given up to six (6) months of full leave with full pay and up to six (6) months of light duty with full pay. This will require a doctor's statement to be given to the employee's immediate supervisor to forward to the Battalion Chief. The doctor's statement shall include an expected date of return, and specify any limitations of duty. The six (6) months leave will renew annually or per occurrence whichever comes first. The provisions contained herein supersede any limitations on sick days contained in any other section in this ordinance.

If any immediate family member of a firefighter is injured or ill requiring the firefighter to be off, each firefighter will have up to twelve (12) weeks each year to be off for family illness or injury with full pay. This will require a doctor's statement to be given to the employee's immediate supervisor to forward to the Battalion Chief. The doctor's statement shall include an expected date of return. The twelve (12) week leave will renew annually or per occurrence, whichever occurs first.

SECTION 5. ~~The City of Terre Haute will pay an employee with perfect attendance from January 1<sup>st</sup> through December 31<sup>st</sup> One Thousand Dollars (\$1,000). Each sick day will reduce the perfect attendance bonus by Two Hundred Fifty Dollars (\$250.00)~~ Firefighters shall receive four (4) paid wellness days in a calendar year that may be taken in 12 hour increments. An employee who does not use any wellness days from January 1<sup>st</sup> through December 31<sup>st</sup> will be paid a wellness bonus in the amount of one thousand two hundred dollars (\$1,200.00). Each wellness day taken by an employee will reduce the wellness bonus by three hundred dollars (\$300.00).

SECTION 6. All members of the Fire Department of the City of Terre Haute who hold a hazardous materials technician certification will receive, in addition to the member's annual salary, Five Hundred Dollars (\$500.00). The first check in the amount of Two Hundred Fifty Dollars (\$250.00) shall be paid on or before June 10<sup>th</sup>. The remaining Two Hundred Fifty Dollars (\$250.00) shall be paid on or before December 10<sup>th</sup>.

SECTION 7. All THFD Firefighters who hold a self-contained breathing apparatus technician certification will receive Five Hundred Dollars (\$500.00) per year. These checks are to be paid in two increments. The first check of Two Hundred Fifty Dollars (\$250.00) is to be paid on or before June 10<sup>th</sup>. The remaining Two Hundred Fifty Dollars (\$250.00) will be paid on or before December 10<sup>th</sup>. Three (3) SCBA\_Master Tech positions will receive an additional Five Hundred Dollars (\$500.00) in 2019.

SECTION 8. All THFD Firefighters who hold or acquire an EMT-P certification will receive a One Thousand One Hundred Dollar (\$1,100.00) certification pay per year. The first check of Five Hundred Fifty (\$550.00) is to be paid on or before June 10<sup>th</sup>. The remaining Five Hundred Fifty (\$550.00) will be paid on or before December 10<sup>th</sup>.

SECTION 9. Personnel assigned to the ambulance, who are not promoted EMTs, will receive ride pay. This pay shall be Seventy-Five Dollars (\$75) per day for Paramedics. This pay shall be Fifty Dollars (\$50.00) per day for EMTs.

SECTION 10. The City of Terre Haute will pay in addition to the annual salary an amount of Ten Dollars (\$10.00) per shift day to the driver of a fire apparatus. This pay will be paid on each pay period.

SECTION 11. That in addition to salaries set forth in Section 1 of this ordinance, all employees of the Fire Department of said City, irrespective of rank shall receive additional compensation based on length and service with said department, in amounts designated on the following schedule:

- (a) On the first anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (b) On the second anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (c) On the third anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (d) On the fourth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (e) On the fifth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (f) On the sixth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.

- (g) On the seventh anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (h) On the eighth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (i) On the ninth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (j) On the tenth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (k) On the eleventh anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (l) On the twelfth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (m) On the thirteenth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (n) On the fourteenth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (o) On the fifteenth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (p) On the sixteenth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (q) On the seventeenth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (r) On the eighteenth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (s) On the nineteenth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.
- (t) On the twentieth anniversary of employment, an additional Six Hundred, Nine Dollars and one cent (\$609.01) per year.

Representing a maximum of Twelve Thousand, One Hundred, Eighty Dollars and Twenty Cents (\$12,180.20).

SECTION 12. The City of Terre Haute agrees to pay One Hundred Percent (100%) less One Dollar (\$1.00) of the monthly pension requirements on behalf of all members of the Terre Haute Fire Department into their respective pension funds. The employee shall contribute One Dollar (\$1.00) a month toward their respective pension fund to be paid on the first pay of each month.

SECTION 13. Commencing January 1, 2019, the City of Terre Haute will provide to each permanent member, whose salary is established by this ordinance, Twenty Five Thousand Dollars (\$25,000) of life insurance coverage through December 31, 2019. The City will pay One Hundred Percent (100%) of the costs of such coverage.

SECTION 14. Commencing January 1, 2019, the City of Terre Haute will provide to

each full time, permanent employee whose salary is established by this ordinance, and their immediate family, health and hospitalization insurance coverage through December 31, 2019. The City will pay Seventy Percent (70%) of the actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 15. The City of Terre Haute will pay One Hundred Percent (100%) of the monthly premium of a retiree's single employee group health and hospitalization insurance plan, until such time as the retiree becomes Medicare eligible. The retiree may choose another city offered insurance plan (i.e. employee/spouse, employee children, family), but the retiree will be responsible for paying the difference between the employee only plan and the selected plan. This plan will cover retirees under the Indiana State Pension Act for firefighters (I.C.36-8-8-10).

Spouse/Dependents Benefits: (I.C.5-10-8-2.2) In the event a firefighter shall die while a retiree of the Terre Haute Fire Department, and the surviving spouse is not employed and/or does not have other insurance coverage available, his/her spouse and their children shall receive said insurance at the rate of a retired firefighter.

SECTION 16. Commencing January 1, 2019, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and their immediate family, dental insurance coverage through December 31, 2019. The City will pay seventy percent (70%) of the actual monthly premium.

SECTION 17. If any employee with one (1) or more continuous years of full-time employment is terminated for reasons beyond the employee's own control, City shall pay employee one (1) month's severance pay for each year of service.

SECTION 18. Members of the Terre Haute Fire Department who work forty (40) hours per week shall receive the following holiday schedule:

New Year's Day	January 1, 2019
Martin Luther King Jr.	January 21, 2019
President's Day	February 18, 2019
Good Friday	April 19, 2019
Election Day (Primary)	May 7, 2019
Memorial Day	May 27, 2019
Independence Day	July 4, 2019
Labor Day	September 2, 2019
Columbus Day	October 14, 2019
Election Day (General)	November 5, 2019
Veteran's Day	November 11, 2019
Thanksgiving	November 28, 2019
Day after Thanksgiving	November 29, 2019

Christmas Eve  
Christmas

December 24, 2019  
December 25, 2019

SECTION 19. After one year of service, each firefighter shall receive Five Hundred Dollars (\$500.00) clothing allowance annually, to be included in the base pay amount. If a firefighter desires to purchase leather boots in lieu of taking rubber boots issued by the THFD, the City will reimburse the firefighter up to Two Hundred Dollars (\$200.00) toward the cost of the leather boots.

SECTION 20. Except as otherwise designated herein the salaries of all members of the Fire Department of the City of Terre Haute shall be fixed on an annual basis, but the salaries shall be paid bi-weekly in a manner established by the Board of Public Works.

SECTION 21. Overtime or additional pay can be paid to members of the Terre Haute Fire Department for work performed in time of emergencies. Such pay must be requested by the Department Head of said employee or employees or the Mayor and approved by the Board of Public Works.

SECTION 22. The illegality or invalidity, for any reason, or any of the sections of this ordinance, or parts thereof shall invalidate only such sections or sections as are so determined to be illegal or invalid, any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 23. Contract items other than those set forth above are covered by an agreement entered into by the International Association of Firefighters Local #758, members of the Terre Haute Fire Department, and the Board of Public Works for the City of Terre Haute.

SECTION 24. All ordinances or parts of ordinances in conflict with this Ordinance are hereby repealed.

SECTION 25. This Ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2019.

Introduced by: O. Earl Elliott O. Earl Elliott, Councilperson

Passed in open Council this 11 day of October, 2018.

Curtis DeBaun IV Curtis DeBaun IV, President

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 12 day of October, 2018.

Michelle L. Edwards Michelle L. Edwards,  
City Clerk

Approved by me, the Mayor, this 12<sup>th</sup> day of OCTOBER, 2018.

Duke A. Bennett Duke A. Bennett, Mayor

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk