

**ORDINANCE 2023-12**

**AN ORDINANCE ESTABLISHING WAGES FOR CERTAIN EMPLOYEES OF  
THE CITY OF DELPHI FROM AND AFTER JANUARY 1, 2024**

Be it ordained by the Common Council of the City of Delphi, Indiana, that from and after the first day of January 2024 the employees of the City of Delphi shall receive the following wages per hour.

**GENERAL FUND**

Police Department:  
Police Sergeant 28.23 – 30.16  
1<sup>st</sup> Class Patrolman 26.97 - 28.93  
Patrolman 25.41 - 26.74  
Probationary Patrolman 26.16  
Part-Time Patrolman 25.28

City Building:  
Administrative Assistant 6.75 - 7.28  
Part-Time Janitor 19.07

Clerk-Treasurer:  
Deputy Clerk 6.75 - 7.28  
Utility Clerk 6.75 - 7.28  
Bookkeeper 6.75 - 7.28  
Part-time Bookkeeper 6.75 - 7.28

Street and Parks:  
Foreman 22.55 – 24.42  
Full Time 19.31 - 21.71  
Part-Time 16.30  
Summer Help 12.52 – 14.32  
On Call Pay Per Week 25.00  
Holiday On Call Pay Per Holiday 50.00

**UTILITIES**

Wastewater:  
Certified Operator 22.55 – 24.42  
Laborer 19.31 - 21.71  
Trainee, Part-Time 16.30  
Summer Help 12.52 – 14.32  
On Call Pay Per Week 25.00  
Holiday On Call Pay Per Holiday 50.00  
Deputy Clerk 6.75 - 7.28  
Utility Clerk 6.75 - 7.28  
Bookkeeper 6.75 - 7.28  
Administrative Assistant 6.75 - 7.28

Water:  
Foreman 28.21  
Certified Operator 22.55 – 24.42  
Laborer 19.31 - 21.71  
Trainee, Part-Time 16.30  
Summer Help 12.52 – 14.32  
On Call Pay Per Week 25.00  
Holiday On Call Pay Per Holiday 50.00  
Deputy Clerk 6.75 - 7.28  
Utility Clerk 6.75 - 7.28  
Bookkeeper 6.75 - 7.28  
Administrative Assistant 6.75 - 7.28

Airport Manager (Part-Time) **AIRPORT**  
30 hours per pay period 20.50

Section 2. For eligible employees, the percent of their salary/wages paid to the Public Employees Retirement Fund for the employees' benefit will be paid by the City of Delphi. This includes the mandatory rate as well as the employee contribution.

Section 3. In addition to the above-stated wages for Police Sergeant of First Class Patrolman, an amount of three thousand dollars (\$3,000) will be paid annually, for the benefit of the officer, into an Individual Retirement Account. The benefit is applicable if the officer is ineligible to participate in the Police Pension Plan.

Section 4. The work period for police officers is 168 hours per 28-day period. Hours in excess of 168 but less than 171 will be paid at the equivalent hourly rate. Hours in excess of 171 will be paid at normal overtime rate.

Section 5. The mileage allowance will be paid to City of Delphi employees for travel necessary and undertaken by private automobile in connection with the responsibility of their respective offices of employment. The mileage rate reimbursement will be the same as the federal rate in effect at that time.

Section 6. On-call personnel are authorized to keep a city owned vehicle at their home during their on-call shift.

Section 7. Police officers will receive up to two stipends of \$500 each for certifications in specific required training for actual service. Those fields could be field training officers, hostage negotiations, ILEA psycho-motor skills, instructors for firearms, defensive tactics, and emergency vehicle operations. Their ability to train others should be acknowledged and rewarded.

Section 8. Longevity will be paid to regular full-time employees on the basis of: \$500 payment upon completion of five (5) years of service to ten (10) years of service, \$750 payment after ten (10) years of service to fifteen (15) years of service, \$1,000 payment after fifteen (15) years of service to twenty (20) years of service, and \$1,500 payment after twenty (20) years of service. Longevity payments will be paid annually on the third Wednesday of November. Payments will be paid on a separate check that will be subject to the appropriate tax withholding requirements.

Section 9. The City of Delphi offers insurance coverage to the employees after a 90-day probationary period. The City of Delphi will pay 90% of the cost of the plan for the employee. The 10% participation of the employee will be withheld through payroll deductions,

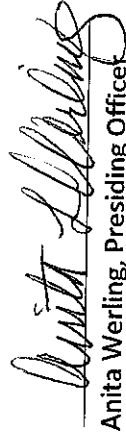
Section 10. In order to promote wellness for employees, a membership to a local gym of choice will be paid by the City of Delphi for full time employees.

Section 11. Other policies and benefits as outlined in the official personnel policies of the City of Delphi are applicable under this ordinance.

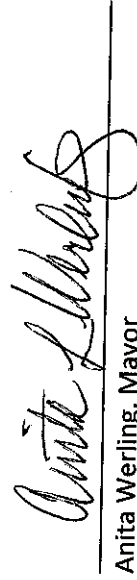
Section 12. This ordinance will be in full force and effect January 1, 2024 after passage by the Common Council and approval by the Mayor of the City of Delphi and revokes all previous ordinances in conflict herewith.

Passed by the Common Council of the City of Delphi, Indiana this 16<sup>th</sup> day of October, 2023.

  
Attest: Leanne Aldrich, Clerk-Treasurer

  
Anita Werling, Presiding Officer

Approved/vetoed by me, the Mayor, this 16<sup>th</sup> day of October, 2023.

  
Anita Werling, Mayor

  
Attest: Leanne Aldrich, Clerk-Treasurer