

VIGO COUNTY COUNCIL MEETING

November 12, 2024

5:00 P.M.

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VIGO COUNTY COUNCIL MEETING
Agenda
Wednesday, November 6, 2024 at 5:00 P.M.
Council Chamber Vigo County Government Center

1. Pledge of Allegiance
2. Calling of the roll
3. Corrections to the journal of the preceding meetings, if needed
 - a. *October 1, 2024 Sunshine Meeting*
 - b. *October 8, 2024 Meeting*
 - c. *October 28, 2024 Executive Session Meeting*
4. Communications from elected officials, other officials, or agencies of the County
 - i. Mainstream Fiber Networks endorsement letter
5. Reports from committees
6. Resolutions and Ordinances other than appropriations.
 - i. Resolution 2024-20 - Vigo County Council
 - ii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies
 - iii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Merit Officers
 - iv. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Prosecutors and Public Defenders
 - v. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Highway Department
 - vi. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Dispatch/E911
 - vii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Correctional/Detention/Building Security Officers
 - viii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Parks Department
 - ix. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Health Department
 - x. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Elected Officials
 - xi. Resolution of Reallocation of Existing Appropriation 2024-16: Voter Registration
 - xii. Resolution of Reallocation of Existing Appropriation 2024-17: Parks
 - xiii. Resolution of Reallocation of Existing Appropriation 2024-18: E911
 - xiv. Resolution of Reallocation of Existing Appropriation 2024-19: Group Homes
 - xv. Resolution of Reallocation of Existing Appropriation 2024-21: IT
7. Ordinances relating to appropriations
 - i. Additional Appropriation 2024-77: Riley Fire Protection District – Special Fire Debt
 - ii. Additional Appropriation 2024-78: Commissioners – liability insurance

VIGO COUNTY COUNCIL MEETING

Agenda

Wednesday, November 6, 2024 at 5:00 P.M.

Council Chamber Vigo County Government Center

- iii. Additional Appropriation 2024-79: ARPA Grant Fund – Security Equipment
- iv. Additional Appropriation 2024-80: ARPA Grant Fund – Hasselburger Bridge - **WITHDRAWN**
- 8. RJL Solutions – ARPA Update
- 9. Honorary resolutions
- 10. Resolutions relating to fiscal policies of the Council
- 11. Appointments
- 12. Public comment – limited to items NOT on tonight’s agenda
- 13. Adjournment

NOTICE TO TAXPAYERS OF PROPOSED ADDITIONAL APPROPRIATIONS

Notice is hereby given the Taxpayers of Vigo County, Indiana, that the Vigo County Council will meet at the Vigo County Government Center, 127 Oak Street, Terre Haute, Indiana at 5:00 p.m. on Tuesday, November 12, 2024 to consider the following appropriations in excess of the budget of the current year. The Vigo County Council will also meet on Wednesday, November 6, 2024, at the same location for a Sunshine Meeting.

	<u>REQUESTED</u>
<u>COUNTY GENERAL/1000</u>	
<u>Commissioners/0068</u>	
1000.30300.0000.0068 Liability Insurance	\$ 66,839
Total County General	\$ 66,839
<u>ARPA GRANT FUND/8950</u>	
8950.44526.0000.0000 Security Equipment	\$ 128,000
8950.44040.0000.0000 Hasselburger Bridge	\$ 312,000
TOTAL ARPA GRANT FUND	\$ 440,000

The meeting will be made available for observance by electronic means at the following web address:
https://www.vigocounty.in.gov/department/division.php?structureid_71.

Unless otherwise directed or required for public health reasons,
the meetings will be open to the public. Members of the public may submit
comments prior to the meeting to county.council@vigocounty.in.gov.

JAMES W. BRAMBLE
VIGO COUNTY AUDITOR
TO BE PUBLISHED: Friday, October 25, 2024

NOTICE TO TAXPAYERS OF PROPOSED ADDITIONAL APPROPRIATIONS

Notice is hereby given the Taxpayers of Riley Fire Protection District, Vigo County, Indiana, that the Vigo County Council will meet at the Vigo County Government Center, 127 Oak Street, Terre Haute, Indiana at 5:00 p.m. on Tuesday, November 12, 2024 to consider the following appropriations in excess of the budget of the current year for the Riley Fire Protection District.

This will be introduced and discussed at the Sunshine Meeting of the Vigo County Council on Wednesday, November 6, 2024, at 5:00 p.m., held at the Vigo County Government Center Council Chambers, 127 Oak Street, Terre Haute, Indiana.

REQUESTED

RILEY FIRE PROTECTION DISTRICT

Fund 8684

Special Fire Debt	\$ 11,604
TOTAL SPECIAL FIRE DEBT	\$ 11,604

The meeting will be made available by electronic means. Any votes conducted will be by roll call vote. In accordance with the Indiana Open Door Law and the Order, media and members of the public are encouraged to observe the meeting at <https://www.vigocounty.in.gov/departement/division.php?structureid=71> . Members of the public may submit comments prior to the meeting to county.council@vigocounty.in.gov

JAMES W. BRAMBLE

VIGO COUNTY AUDITOR

TO BE PUBLISHED: Friday, October 25, 2024.



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

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

Nancy Allsup – District 2
Nancy.allsup@vigocounty.in.gov

Vicki Weger – District 3
vicki.weger@vigocounty.in.gov

Travis Norris – District 4
Travis.norris@vigocounty.in.gov

Aaron Loudermilk – At Large
Aaron.Loudermilk@vigocounty.in.gov

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

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

October 1, 2024

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

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

Dear BEAD Review Committee:

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

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

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

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

Sincerely,

R. Todd Thacker, President
Vigo County Council

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

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

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

RESOLUTION NO. 2024-20

VIGO COUNTY COUNCIL

RESOLUTION RELATED TO JUDICIAL MANDATE

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

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

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

NOW THEREFORE BE IT RESOLVED BY THE VIGO COUNTY COUNCIL:

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

Adopted this _____ day of November, 2024

(SIGNATURE PAGE TO FOLLOW)

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

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

Attest:

James W. Bramble
Vigo Auditor

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

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

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

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

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

NOW THEREFORE it is ordained as follows:

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

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Employees shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue pay warrants for pay that exceeds the authorized amount specified in the salary ordinance.

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

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

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

SECTION 11. The Property Tax Appeals Board Members are to be compensated based on a daily rate. Meetings lasting four (4) hours or less are to be compensated at one half (1/2) of the daily rate. Meetings lasting more than four (4) hours are to be compensated at the daily rate.

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

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

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

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

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

SECTION 15. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

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

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

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

2025 Salary Ordinance
General/Variou Fund Employees

Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.
Clerk	General	Deputy Clerk	Non-Exempt	7		\$22.
Clerk	General	Deputy Clerk Assistant Supervisor	Non-Exempt	9		\$25.7
Clerk	General	Deputy Clerk Assistant Supervisor	Non-Exempt	9		\$25.7
Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$27.4
Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$27.4
Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$27.4
Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$27.4
Clerk	General	Chief Deputy Clerk	Excluded	12	\$56,628.02	
Commissioners	General	Commissioner Administrator	Exempt	11	\$58,656.00	
Commissioners	General	Administrative Assistant Commission	Non-Exempt	5		\$23.7
Coroner	General	Deputy Coroner Office Manager	Excluded	9	\$52,347.99	
Courts	General	Court Admin/Probate Registrar	Non-Exempt	11		\$29.2
Courts	General	Secretary / Bailiff	Non-Exempt	6		\$21.3
Courts	General	Secretary I/Baliff	Non-Exempt	6		\$21.3
Courts	General	Court Reporter	Non-Exempt	9		\$26.91
Courts	General	Jury Administrator	Non-Exempt	9		\$26.02
Courts	General	Court Reporter / Secretary	Non-Exempt	9		\$26.02
Courts	General	Licensed Clinical Social Worker	Exempt	15	\$68,848.17	
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter / Bailiff	Non-Exempt	9		\$25.76
Courts	General	Court Reporter / Bailiff	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter / Bailiff	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter / Bailiff	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter / Secretary	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Court Reporter / Bailiff	Non-Exempt	9		\$25.76
Courts	General	Court Reporter	Non-Exempt	9		\$25.76
Information Services	General	System Administrator	Non-Exempt	11	\$58,038.66	
Courts	General	Roving Court Reporter	Non-Exempt	9		\$25.76
Courts	General	Bailiff	Non-Exempt	6		\$21.32
Courts	General	Bailiff	Non-Exempt	6		\$21.32
Courts	General	Bailiff	Non-Exempt	6		\$21.32
EMA	General	EMA Director	Exempt	16	\$72,850.05	
EMA	General	EMA Deputy Director, Operations	Non-Exempt	14	\$64,228.92	
EMA	General	EMA Deputy Director, Planning / PIO	Non-Exempt	14	\$64,228.92	
Extension Office	General	Secretary II	Non-Exempt	6		\$22.26
Extension Office	General	Program Assistant / Secretary	Non-Exempt	6		\$21.32
Extension Office	General	Secretary II	Non-Exempt	6		\$21.32
GIS	General	GIS Director	Exempt	15	\$68,403.80	
Group Homes	General	Therapeutic Family Case Manager	Non-Exempt	10	\$49,926.62	
Group Homes	General	Continued Care Worker	Non-Exempt	12	\$56,628.02	
Group Homes	General	Group Homes Program Director	Exempt	14	\$64,228.92	

2025 Salary Ordinance
General/Various Fund Employees

Group Homes	General	Group Homes Treatment Director	Exempt	15	\$68,403.80	
Group Homes	General	Group Homes Night Guardian	Non-Exempt	7		\$19.9
Group Homes	General	Group Homes Night Guardian	Non-Exempt	7		\$19.9
Group Homes	General	Group Homes Night Guardian	Non-Exempt	7		\$19.2
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$257.5
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$257.5
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$257.5
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$257.5
Group Homes	General	Office Manager / Finance Clerk	Non-Exempt	7		\$22.7
Group Homes	General	Group Homes Maintenance Specialis	Non-Exempt	8		\$24.1
Group Homes	General	Group Homes Executive Director	Exempt	17	\$79,770.80	
Harrison Twp Assessor	General	Deputy Assessor/Field Agent - Harris	Non-Exempt	7		\$22.7
Harrison Twp Assessor	General	Reassessment Deputy Assessor - Ha	Non-Exempt	7		\$22.7
Harrison Twp Assessor	General	Reassessment Deputy Assessor - Ha	Non-Exempt	7		\$22.7
Harrison Twp Assessor	General	Deputy Assessor/Field Agent - Harris	Non-Exempt	7		\$22.7
Harrison Twp Assessor	General	Chief Deputy Assessor - Harrison TV	Excluded	11	\$53,171.85	
Human Resources	General	Human Resources Director	Exempt	16	\$72,850.05	
Human Resources	General	Human Resources Coordinator	Non-Exempt	10		\$27.43
Information Services	General	Network Administrator	Non-Exempt	11	\$53,171.85	
Information Services	General	Information Technology Director	Exempt	16	\$72,850.05	
Information Services	General	Senior Network Administrator	Non-Exempt	12	\$56,628.02	
Juvenile Center	General	Juvenile Detention Director	Exempt	17	\$79,770.80	
Juvenile Center	General	Juvenile Detention Compliance Mana	Non-Exempt	12		\$31.11
Juvenile Center	General	Juvenile Detention Assistant Director	Exempt	14	\$64,228.92	
Juvenile Court	General	Staff Advocate Supervisor	Non-Exempt	10	\$49,926.62	
Juvenile Court	General	Staff Advocate Supervisor	Non-Exempt	10	\$49,926.62	
Juvenile Court	General	Staff Advocate Supervisor	Non-Exempt	10	\$49,926.62	
Juvenile Court	General	Staff Advocate Supervisor	Non-Exempt	10	\$49,926.62	
Juvenile Court	General	Staff Advocate	Non-Exempt	8		\$24.19
Juvenile Court	General	Staff Advocate Supervisor	Non-Exempt	10		\$27.43
Juvenile Court	General	Staff Advocate	Non-Exempt	8		\$23.48
Juvenile Court	General	CASA Director	Exempt	13	\$60,308.84	
Juvenile Court	General	Court Reporter - Juvenile	Non-Exempt	9		\$25.76
Juvenile Court	General	Court Reporter - Juvenile	Non-Exempt	9		\$25.76
Juvenile Court	General	Court Reporter - Juvenile	Non-Exempt	9		\$25.76
Juvenile Court	General	Bailiff / Secretary	Non-Exempt	6		\$21.32
Juvenile Court	General	Bailiff / Secretary	Non-Exempt	6		\$21.32
Juvenile Court	General	Office Manager/Juvenile Courts	Non-Exempt	7		\$25.88
Prosecutor	General	Criminal Investigator	Non-Exempt	11		\$29.22
Prosecutor	General	Criminal Investigator	Non-Exempt	11		\$29.22
Prosecutor	General	Adult Protective Services Investigato	Non-Exempt	11		\$29.22
Prosecutor	General	Adult Protective Services Investigato	Non-Exempt	11		\$29.22
Prosecutor	General	Adult Protective Services Investigato	Non-Exempt	11		\$28.37
Prosecutor	General	Adult Protective Services Director	Non-Exempt	14	\$64,228.92	
Prosecutor	General	Prosecutor Administrative Assistant	Non-Exempt	7		\$24.53
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$22.71
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor Iv-D	General	Legal Secretary	Non-Exempt	8		\$24.19
Prosecutor	General	Legal Secretary / Bookkeeper	Non-Exempt	9		\$25.76
Prosecutor	General	Legal Secretary / Training Coordinato	Non-Exempt	9		\$25.76
Prosecutor Iv-D	General	Administrator IV-D	Non-Exempt	9		\$25.76
Prosecutor Iv-D	General	Prosecutor Administrative Assistant	Non-Exempt	7		\$22.71
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.19

2025 Salary Ordinance
General/Various Fund Employees

Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.1
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.1
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.1
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.1
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.1
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.1
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.1
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.1
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.1
Prosecutor Iv-D	General	Legal Secretary, Child Support	Non-Exempt	8		\$24.1
Public Defender	General	Paralegal	Non-Exempt	10		\$27.4
Public Defender	General	Paralegal	Non-Exempt	10		\$27.4
Public Defender	General	Paralegal	Non-Exempt	10		\$27.4
Public Defender	General	Paralegal	Non-Exempt	10		\$27.4
Public Defender	General	Paralegal / Office Administrator	Non-Exempt	11		\$29.2
Public Defender	General	Public Defender Investigator	Non-Exempt	11		\$29.2
Public Defender	General	Public Defender Investigator	Non-Exempt	11		\$29.2
Public Defender	General	Public Defender Investigator	Non-Exempt	11		\$29.2
Public Defender	General	Public Defender Investigator	Non-Exempt	11		\$29.2
Public Defender	General	Paralegal	Non-Exempt	10		\$27.43
Public Defender	General	Paralegal	Non-Exempt	10		\$27.43
Public Defender	General	Paralegal	Non-Exempt	10		\$27.43
Recorder	General	Chief Deputy Recorder	Excluded	12	\$56,628.02	
Recorder	General	Deputy Records Clerk	Non-Exempt	6		\$21.32
Recorder	General	Deputy Records Clerk	Non-Exempt	6		\$21.32
Sheriff	General	Secretary II	Non-Exempt	6		\$21.32
Sheriff	General	Secretary II	Non-Exempt	6		\$21.32
Sheriff	General	Office Manager	Non-Exempt	7	*	\$23.70
Sheriff	General	Secretary II	Non-Exempt	6	*	\$21.32
Sheriff	General	Sex Registry Officer/Instruct	Non-Exempt	203	*	\$22.06
Sheriff	General	Sex/Violent Offender Registry	Non-Exempt	203	*	\$22.06
Sheriff	General	Ordinance Enforcer/Animal Cont	Non-Exempt	203	*	\$22.06
Soil & Water	General	Soil and Water District Director	Exempt	15	\$68,403.80	
Soil & Water	General	Administrative Assistant	Non-Exempt	5	*	\$21.50
Soil & Water	General	MS4 Stormwater Inspector	Non-Exempt	9		\$46,879.46
Surveyor	General	Surveyor Crew Chief	Non-Exempt	10		\$27.43
Surveyor	General	Deputy Surveyor	Non-Exempt	7	*	\$22.93
Surveyor	General	Chief Deputy Surveyor	Excluded	12	\$56,628.02	
Surveyor	General	Deputy Surveyor	Non-Exempt	7		\$22.71
Surveyor	General	Deputy Surveyor	Non-Exempt	7		\$22.71
Surveyor	General	Deputy Surveyor	Non-Exempt	8		\$24.19
Title Iv-D Court	General	Court Reporter	Non-Exempt	9		\$25.76
Treasurer	General	Treasury Clerk II - Accounting Clerk	Non-Exempt	8		\$24.19
Treasurer	General	Treasury Clerk II - Bank Reconciliatio	Non-Exempt	8		\$24.19
Treasurer	General	Finance Deputy	Non-Exempt	10		\$27.43
Treasurer	General	Treasury Clerk I - Garnishments	Non-Exempt	6		\$21.32
Treasurer	General	Treasury Clerk I - Tax Sale	Non-Exempt	6		\$21.32
Treasurer	General	Treasury Clerk I - Judgements	Non-Exempt	6		\$21.32
Treasurer	General	Chief Deputy Treasurer	Excluded	12	\$56,628.02	
Veterans Assistance	General	Veterans Service Officer	Non-Exempt	8	\$44,018.27	
Veterans Assistance	General	Veterans Service Officer	Non-Exempt	8	\$44,018.27	
Victim Assistance	General	Victim Assistance Director Prosecuto	Exempt	14	\$64,228.92	
Voter Registration	General	Co-Director Voter Registration	Non-Exempt	7	*	\$48,564.82
Voter Registration	General	Co-Director Voter Registration	Non-Exempt	7	*	\$48,564.82

2025 Salary Ordinance
General/Various Fund Employees

Weights & Measures	General	Weight and Measures Inspector	Exempt	11	*	\$60,110.59	
Assessor	Reassessment	Reassessment Deputy Assessor	Non-Exempt	7			\$22.7
Assessor	Reassessment	Reassessment Sales Disclosure Dep	Non-Exempt	7			\$22.7
Assessor	Reassessment	Deputy Assessor	Non-Exempt	7	*		\$23.2
Assessor	Reassessment	Deputy Assessor	Non-Exempt	7			\$22.7
Clerk	Clerk Perpetuation	Deputy Clerk	Non-Exempt	7	*		\$23.2
Harrison Twp Assessor	Reassessment	Deputy Assessor/Field Agent - Harris	Non-Exempt	7			\$22.7
Harrison Twp Assessor	Reassessment	Reassessment Deputy Assessor - Ha	Non-Exempt	7			\$22.7
Harrison Twp Assessor	Reassessment	Reassessment Deputy Assessor - Ha	Non-Exempt	7			\$22.7
Engineer Services	Engineer	Assistant County Engineer	Exempt	17	*	\$81,704.15	
Engineer Services	Engineer	Engineer/Highway Director	Exempt	19	*	\$107,107.40	
Engineer Services	Engineer	Permit Inspector	Non-Exempt	7			\$22.71
Recorder	Recorder Perp	Deputy Records Clerk	Non-Exempt	6			\$21.32
Recorder	Recorder Perp	Deputy Records Clerk	Non-Exempt	6			\$21.32
Adult Probation	Supp Adult Probation	Secretary II	Non-Exempt	6	*		\$21.32
Adult Probation	Supp Adult Probation	Office Manager-Adult Probation	Non-Exempt	7			\$22.71

* Incumbants are grandfathered at higher rate

General Employees

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

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

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

Attest:

James W. Bramble
Vigo Auditor

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

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

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

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

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

NOW THEREFORE, it is ordained as follows:

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

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums are hereby adopted by reference compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2025, the base pay rate for a Merit Deputy and Jail Matron is \$65,000 for 2025. Employees shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue pay warrants for pay that exceeds the authorized amount specified in the salary ordinance.

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

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

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

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

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

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

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

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

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

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

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

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

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 a work week, overtime, and court time.

POLICY

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

PROCEDURE

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

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

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

D. Work Week: Authorized Overtime

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

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

E. Court Time

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

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

2025 Merit Deputy Longevity 1.25% of Salary

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

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

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

Attest:

James W. Bramble
Vigo Auditor

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

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

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

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

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

NOW THEREFORE it is ordained as follows:

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

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, is hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2025, Licensed Attorneys employed by the Vigo County Prosecutor or Vigo County Public Defender shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue pay warrants for pay that exceeds the authorized amount as detailed below:

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

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

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

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

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

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

SECTION 8. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, or persons whose compensation is established by a state agency or grant.

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

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

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

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

Attest:

James W. Bramble
Vigo Auditor

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

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

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

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

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

NOW THEREFORE it is ordained as follows:

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

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

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

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

\$7.71 per hour
\$21.27 per hour
\$85,278 annually

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

** (1) Supervisor paid from Cum Bridge Fund

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

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

SECTION 6.

(A) **VACATION PAY**

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

(B) **PERSONAL DAYS**

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

(C) **SICK DAYS**

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

(D) **HOLIDAYS**

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

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

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

SECTION 9. In the event of an extended Military, Family Medical, or Workmen's Compensation Leave of a Maintenance Worker or Operator of the Vigo County Highway Department exceeding six (6) weeks, the Vigo County Highway may employ a Temporary Maintenance Worker or Temporary Operator. A Temporary Maintenance Worker or Operator shall be compensated at a rate of ninety (90) percent of the base rate of the respective full-time position. A temporary employee shall not work more than 29 hours in a pay week and is not entitled to retirement benefits. In the event a former employee of Vigo County is selected for the temporary position the employee should be treated as a

Continuing employee, rather than a new hire, unless the employee has had a separation for a period of at least 13 weeks in deference to the Affordable Care Act Regulations. A sufficient appropriation in Personal Services must exist in the Vigo County Highway budget prior to the employment of a Temporary maintenance Worker or Temporary Operator. The Highway Superintendent should submit a plan detailing the anticipated period of time a temporary employee will be required and the number of hours for that period to the Auditor's Office for verification of sufficient appropriation.

SECTION 10. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

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

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

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

General Employees

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

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

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

Attest:

James W. Bramble
Vigo Auditor

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

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

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

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

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

NOW THEREFORE it is ordained as follows:

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

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

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

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

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

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

SECTION 6. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

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

SECTION 8.

(A) **VACATION PAY**

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

(B) **PERSONAL DAYS**

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

(C) **SICK DAYS**

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

(D) **HOLIDAY**

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

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

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

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

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

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

Dispatch

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

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

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

Attest:

James W. Bramble
Vigo Auditor

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

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

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

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

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

NOW THEREFORE it is ordained as follows:

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

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

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

Vigo County Jail

Correctional Officers (70)	\$22.06 per hour
Correctional Officer Corporals (3)	\$23.10 per hour

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

Juvenile Detention Center

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

Building Security

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

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

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

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

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

SECTION 8. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

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

SECTION 10.

(A) VACATION PAY.

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

(B) PERSONAL DAYS

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

(C) SICK DAYS

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

(D) HOLIDAYS

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

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

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

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

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

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

General Employees

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

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

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

Attest:

James W. Bramble
Vigo Auditor

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

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

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

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

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

NOW THEREFORE it is ordained as follows:

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

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

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

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

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

SECTION 5. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

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

SECTION 7.

(A) VACATION PAY

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

(B) PERSONAL DAYS

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

(C) SICK DAYS

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

(D) HOLIDAYS

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

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

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

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

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

General Employees

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

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

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

Attest:

James W. Bramble
Vigo Auditor

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

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

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

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

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

NOW THEREFORE it is ordained as follows:

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

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

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

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

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

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

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

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

SECTION 7. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 8.

(A) VACATION PAY

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

(B) PERSONAL DAYS

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

(C) SICK DAYS

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

(D) HOLIDAYS

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

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

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

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

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

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

2025 Salary Ordinance
Health Department

Department	Fund	Position Title	FSLA Status	Grade	2025 Salary Base	2026 Hourly Base
Health Department	Health	Environmental Supervisor	Non-Exempt	14	\$ 64,229	
Health Department	Health	Vector Control Supervisor	Non-Exempt	13	\$ 60,309	
Health Department	Health	Nursing Director	Exempt	13	\$ 60,309	
Health Department	Health	Health Administrator	Exempt	17	\$ 79,770	
Health Department	Health	Environmental Health Specialist	Non-Exempt	10	\$ 54,883	
Health Department	Health	Vector Control Specialist	Non-Exempt	7	\$ 41,332	
Health Department	Health	Vector Control Specialist	Non-Exempt	7	\$ 41,332	
Health Department	Health	Vector Control Specialist	Non-Exempt	7	\$ 41,332	
Health Department	Health	Environmental Health Specialist	Non-Exempt	10	\$ 50,593	
Health Department	Health	Environmental Health Specialist	Non-Exempt	10	\$ 49,926	
Health Department	Health	Environmental Health Specialist	Non-Exempt	10	\$ 50,593	
Health Department	Health	Environmental Health Specialist	Non-Exempt	10	\$ 50,593	
Health Department	Health	Clerical Assistant/Supply Clerk	Non-Exempt	5		\$ 20.02
Health Department	Health	Vector Control Clerk	Non-Exempt	6		\$ 21.32
Health Department	Health	Public Health Nurse	Exempt	10	\$ 49,926	
Health Department	Health	Public Health Nurse	Exempt	10	\$ 49,926	
Health Department	Health	Vector Control Assistant Supervisor	Non-Exempt	10	\$ 49,926	
Health Department	Health	Vital Statistics Registrar Supervisor	Non-Exempt	9		\$ 25.76
Health Department	Health	Office Manager/Bookkeeper	Non-Exempt	7		\$ 22.71
Health Department	Health	Secretary I	Non-Exempt	4		\$ 23.60
Health Department	Health	Vital Records Clerk	Non-Exempt	4		\$ 21.50
Health Department	Health	Clerical Assistant	Non-Exempt	4		\$ 21.50
Health Department	Health	Vital Records Clerk	Non-Exempt	4		\$ 18.80
Health Department	Health	Vital Records Clerk	Non-Exempt	4		\$ 21.50

General Employees

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

Grade	2024 Rate (3%)	2024 Rate with 3% Increase for 2025	Mid-Range Salary	Mid-Range 2025 (3%) Salary	Difference Between 2025 Rate and Mid-Range	Employee to receive stipend	Total 2025 Stipend	Total 2024 Stipend
7	40,128	41,332	42,897	44,184	2,852	Warren Sweitzer, VC	2,852	693
7	40,128	41,332	42,897	44,184	2,852	David Higgins, VC	2,852	693
7	40,128	41,332	42,897	44,184	2,852	Logan Edwards, VC	2,852	693
9	45,514	46,879	48,655	50,115	3,235	Poorra Robbin, Office Mgr/Bookkeeper	3,235	3,137
10	48,472	49,926	51,818	53,373	3,446	Loretta Nicolson, VR Supervisor	3,446	3,346
10	48,472	49,926	51,818	53,373	3,446	Tony Grayless, VC Assist. Sup	3,446	3,346
10	49,119	50,593	51,818	53,373	2,780	Cheryl Lehman, EHS	2,780	2,699
10	49,119	50,593	51,818	53,373	2,780	Shelley Rubinacci, EHS	2,780	2,699
10	49,119	50,593	51,818	53,373	2,780	Amanda Baker, EHS	2,780	2,699
10	48,472	49,926	51,818	53,373	0	Steve Thompson, EHS	0	-
13	58,552	60,309	62,593	64,471	3,446	Carolyn Smeltzer, RN	3,446	3,346
13	58,552	60,309	62,593	64,471	3,446	Open RN Position	3,446	3,346
14	62,358	64,229	66,662	69,162	4,162	Mike Grayless, VC Sup.	4,162	4,041
14	62,358	64,229	66,662	69,162	4,162	Chelsea Willis, RN	4,162	4,041
17	77,447	79,770	82,793	85,277	4,433	Mandy Puller, EHS Sup.	4,433	4,304
17	77,447	79,770	82,793	85,277	5,506	Joni Wise, Administrator	5,506	5,346
Grade	2024 Rate (3%)	2024 Rate with 3% Increase for 2025	Mid-Range Salary	Mid-Range 2025 (3%) Salary		Position	Salary	
4	33,219	34,216	35,513	36,578		Peer Recovery Coach	36,578	
4	33,219	34,216	35,513	36,578		Peer Recovery Coach	36,578	
5	35,379	36,440	37,821	38,956		School Health Liaison	38,956	
7	40,128	41,332	42,897	44,184		Lead Case Manager	44,184	
10	48,472	49,926	51,818	53,373		Health Educator	53,373	
10	48,472	49,926	51,818	53,373		Environmental Health Specialist	53,373	
10	48,472	49,926	51,818	53,373		Social Services Division	53,373	

NONE OF THESE FIGURES INCLUDE LONGEVITY

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

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

Attest:

James W. Bramble
Vigo Auditor

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

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

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

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

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

NOW THEREFORE it is ordained as follows:

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

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

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

County Commissioners (3) - \$80,562

County Council (7) - \$21,825

Vigo County Auditor (1) - \$77,445

Vigo County Sheriff (1) - \$183,513

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

SECTION 4. Employees shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue pay warrants for pay that exceeds the authorized amount specified in the salary ordinance.

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

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

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

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

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

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

Agency or grant.

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

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

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

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

Attest:

James W. Bramble
Vigo Auditor

RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2024-16

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

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

Approved on this 12th day of November, 2024.

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

Attest:

James W. Bramble
Vigo County Auditor

RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2024-17

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

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

Approved on this 12th day of November, 2024.

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

Attest:

James W. Bramble
Vigo County Auditor

RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2024-18

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

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

Approved on this 12th day of November, 2024.

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

Attest:

 James W. Bramble
 Vigo County Auditor

RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2024-19

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

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

Approved on this 12th day of November, 2024.

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

Attest:

James W. Bramble
Vigo County Auditor

RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2024-21

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

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

Approved on this 12th day of November, 2024.

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

Attest:

James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2024-77

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

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

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>RILEY FIRE PROTECTION DISTRICT</u>		
<u>Fund 8684</u>		
Special Fire Debt	\$	11,604
Total Special Fire Debt	\$	11,604

Approved on this 12th day of November, 2024 .

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

Attest:

James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2024-78

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

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

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

Approved on this 12th day of November, 2024.

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

Attest:

James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2024-79

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

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

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>ARPA GRANT FUND/8950</u>		
8950.44526.0000.0000 Security Equipment	\$	38,500
Total ARPA Grant Fund	\$	38,500

Approved on this 12th day of November, 2024 .

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

Attest:

James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2024-80

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

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

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>ARPA GRANT FUND/8950</u>		
8950.44040.0000.0000 Hasselburger Bridge	\$ 312,000	
Total ARPA Grant Fund	\$ 312,000	

Approved on this 12th day of November, 2024.

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

Attest:

James W. Bramble
Vigo County Auditor

VIGO COUNTY COUNCIL
Meeting Minutes
Tuesday, October 8, 2024 at 5:00 P.M.
City Court Room – City Hall, 17 Harding Avenue
Terre Haute, IN

Pledge of Allegiance

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

Calling of the roll

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

Correcting of the journal of the preceding meeting if needed

September 3, 2024 Sunshine Meeting

September 10, 2024 Meeting

There were no corrections to the minutes of the September 3, 2024 Sunshine Meeting. Vicki Weger made a motion to approve the minutes of the September 3, 2024 Sunshine Meeting. Travis Norris seconded the motion. Upon a voice vote of 6-0 with Aaron Loudermilk abstaining, the motion unanimously passed.

There were no corrections to the minutes of the September 10, 2024 meeting. Aaron Loudermilk made a motion to approve the minutes of the September 10, 2024 meeting. Nancy Allsup seconded the motion. Upon a voice vote of 6-0 with Marie Theisz abstaining, the motion unanimously passed.

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

a. **Letter of Support for Mainstream Media.** This letter request was originally introduced at the County Commissioners' meeting. The Commissioners have not yet taken any action yet on their request because they are waiting to hear from Joink (a local company) as to whether or not they are also applying for the grant. Mainstream Media is looking to place 145 miles of fiberoptics with 95% being paid by a bond. The remaining 5% will be paid for by a BEAD grant. President Thacker thought a Letter of Support from the Council might be in order. After a short discussion, Council decided to wait until next month to decide on whether or not to take action.

Reports from committee(s)

The Budget Committee was the only active committee and there will be discussion later in the meeting during the proposal for the 2025 budget.

Resolutions and Ordinances other than appropriations.

i. Final Reading Binding Units 2025 Annual Budgets.

Auditor James Bramble presented the Final Reading of the Binding Units for 2025 Annual Budgets as follows: Be it ordained/resolved by the Vigo County Council that for the expenses of Vigo County Solid Waste Management District, Terre Haute International Airport, Honey Creek

Fire Protection District, New Goshen Fire Protection District, Lost Creek Fire Protection District, Riley Fire Protection District, Sugar Creek Township Fire District, and the Vigo County Capital Improvement Board for the year ending December 31, 2025, 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. Prairieton Fire Protection District did not submit their Form 3 for advertisement prior to the September 1 deadline for the public hearing. In turn, no budget is approved for Prairieton Fire Protection District. 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 the aforementioned taxing units, 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. These ordinances/resolutions shall be in full force and effect from and after passage and approval by the Vigo County Council. The Vigo County Capital Improvement Board budget shows total receipts of \$4,475,000 and total disbursements of \$4,203,197. President Thacker commented that it was a nice trend that there is more revenue than disbursements. Chris Switzer spoke briefly about the operation of the Convention Center.

Marie Theisz made a motion to approve the budget for 2025 for Vigo County Solid Waste Management District. Vicki Weger seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

Aaron Loudermilk made a motion to approve the budget for 2025 for Terre Haute International Airport. Nancy Allsup seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

Aaron Loudermilk made a motion to approve the budget for the 2025 for Honey Creek Fire Protection District. Nancy Allsup seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

Aaron Loudermilk made a motion to approve the budget for the 2025 for New Goshen Fire Protection District. Nancy Allsup seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

Aaron Loudermilk made a motion to approve the budget for the 2025 for Lost Creek Fire Protection District. Nancy Allsup seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

Aaron Loudermilk made a motion to approve the budget for the 2025 for Riley Fire Protection District. Nancy Allsup seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

Aaron Loudermilk made a motion to approve the budget for the 2025 for Sugar Creek Fire Protection District. Nancy Allsup seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

Vicki Weger made a motion to approve the budget for the 2025 for Vigo County Capital Improvement Board. David Thompson seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

ii. Final Reading of Vigo County 2025 Budget.

Budget Committee Chairwoman Vicki Weger gave a brief synopsis about some of the tasks the Committee had faced this year, including overcrowding at the new jail facility. David Thompson, a budget committee member, read some of the highlights of the budget for 2025: salary increase of 3% across the board and increasing current longevity schedule by 25% for a maximum of \$6,250 for general employees at 26 years, and a maximum of \$7,813 at 26 years for Dispatch (who is on a different schedule). The schedule stays as it was for merit deputies and is based on a percentage of their salary. Part time correctional officers for jail and juvenile went to the 2025 current full time hourly rate. Building Security was already at that point. Prosecutor and Public Defenders were give interns for a total cost of \$15,502 for each department. No new full time positions were given. Merit deputies for the Sheriff's Department will receive an increased base pay to \$65,000. No new deputy positions. No new positions were given county-wide. Process servers were increased to \$17 per hour. Vehicles for Area Plan, Building Maintenance, Harrison Township Assessor, and Jail. The increased amount for the Family Recovery Court requested by Judge Reddy was approved. Supplement to Public Defenders for the System Navigator grant that she currently has. The budget is roughly \$4.3 million over revenue. Of that, insurance increased 28% this year to \$1.6 million, salaries consist of about \$2.1 million and the 2's, 3's and 4's only increased by roughly \$690,000. Some things that were discussed included: Group Homes and what to do with them going forward; the Courts' request for significant pay grade jumps and how Council would move forward with every other department if that jump was approved. ARPA money was approved earlier in the year as seed money for retirement insurance for merit deputies to age 65 and there is \$200,000 for that in the 2025 budget. Budget Committee member Marie Theisz said establishing a county-wide purchasing system had also been discussed for the future. They also discussed setting up some sort of procedure and guideline to re-address positions in the future. President Thacker thanked the Committee and the Auditors' Office for all their work during this process and opened it up for questions from the Council. Aaron Loudermilk whether there had been any discussion to increase part time pay to the full-time rate county wide since it had been increased for some. Marie Theisz said the issue had not been raised but she thought it might be something to consider going forward. Mr. Loudermilk then asked about the decisions made with regard to the Courts request for rate/salary adjustments for Court staff. Vicki Weger said they had increased salaries based on what the County could afford to pay. Notice has been received that the Judges may file suit for the increases originally requested. A meeting is scheduled to take place with the Judges once the attorney for Counsel returns from a previously schedule vacation. Marie Theisz said the Committees had looked at many options to try to find a solution but they had also taken into account that the upcoming change in state government could change policies and procedures and impact the counties greatly. She stated that the Committee hoped that the increase in longevity would demonstrate that the County is very grateful for long-term

employees in all departments. Additionally, the county contribution for insurance is a big expenditure towards employee salary and she asked that people keep that in mind. Nancy Allsup asked if longevity had been reinstated for new hires and it was confirmed that it had been. Vicki Weger reminded Council that if a budget does not get passed by the end of the month, the levy will be lost. Chief Deputy Auditor Cheryl Loudermilk reminded Council that this is the approving budget that will be put in but salary ordinances will not be approved until the November meeting that will set the salaries. So if things change, that can be done in November and an additional appropriation done next year if that is what is decided. Nancy Allsup made a motion to approve the 2025 budget. David Thompson seconded the motion. Upon a roll call vote, voting was as follows: Aaron Loudermilk- nay; Nancy Allsup – aye; Vicki Weger – aye; Marie Theisz – aye; Travis Norris – aye; David Thompson – aye; Todd Thacker – aye. With a vote of 6-1 in favor, the motion carried.

iii. Petition to Appeal for an Increase Above the Maximum Levy – Lost Creek Fire Protection District

John Hendricks with the Seelyville Fire Department was present for any additional questions the Council might have. Council had no further questions. Vicki Weger made a motion to support this Petition. David Thompson seconded the motion. Upon a voice vote of 7-0, the motion was unanimously approved.

iv. Resolution of Reallocation of Existing Appropriation 2024-15 – Prosecutor

President Thacker briefly reviewed this request. Chief Deputy Prosecutor Rob Roberts was present to answer any additional questions Council might have. Council had no further questions. Marie Theisz made a motion to approve Resolution of Reallocation of Existing Appropriation 2024-15. Vicki Weger seconded the motion. Upon a voice vote of 7-0, the motion carried.

Ordinances relating to appropriations.

i. Salary Ordinance 2024-72A: Parks – Stipends

This Salary Ordinance will fund Additional Appropriation 2024-72B that was approved at the September meeting. Council had no further questions. Aaron Loudermilk made a motion to approve Salary Ordinance 2024-72A. Nancy Allsup seconded the motion. Upon a voice vote of 7-0, the motion was unanimously approved.

ii. Additional Appropriation 2024-75: LIT/Correctional Rehab – Land Acquisition

President Thacker briefly reviewed this request. The Commissioners were present to answer any additional questions Council might have. Marie Theisz wanted to stress that if this land is looked at for Community Corrections or other facilities that there should be a separate entrance for it and she had been assured there would be. David Thompson made a motion to approve Additional Appropriation 2024-75. Vicki Weger seconded the motion. Upon a voice vote of 7-0, the motion was unanimously approved.

iii. Salary Ordinance 2024-77: Sheriff Department - Stipends

This request was briefly reviewed by President Thacker. Council had no further questions. Marie Theisz made a motion to approve Salary Ordinance 2024-77. Travis Norris seconded the motion. Upon a voice vote of 7-0, the motion was unanimously approved.

Honorary Resolutions

There were none.

Resolutions relating to fiscal policies of the Council

There were none.

Appointments

There were none.

Public Comments

President Thacker recognized three high school students from Terre Haute North High School in attendance at the meeting. Kevin Southwood commented about ideas for childcare and employment. There was a short discussion. Todd Thacker reminded all that early voting had started today at the early vote centers. Joe Shackelford thanked the Council for the actions taken tonight for the fire departments. Marie Theisz recognized the Hero Trail featured at the Griffin Bike Park

Adjournment

Vicki Weger made a motion to adjourn. David Thompson seconded the motion. By a unanimous voice vote, the meeting was adjourned at 5:55 p.m.

MINUTES OF THE VIGO COUNTY COUNCIL
MEETING
OCTOBER 8, 2024

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

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

Attest:

 James W. Bramble
 Vigo Auditor

VIGO COUNTY COUNCIL
Sunshine Meeting Minutes
Tuesday, October 1, 2024 at 5:00 P.M.
Council Chambers, Vigo County Government Center

Pledge of Allegiance

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

Calling of the roll

Aaron Loudermilk – absent; Nancy Allsup – present; Vicki Weger – present; Marie Theisz – present; Travis Norris – present; David Thompson – present; and Todd Thacker – present.

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

Commissioner Mark Clinkenbeard said the Commissioners would like to withdraw the request for Additional Appropriation 2024-76 and will resubmit next month. He said the Commissioners had awarded the bid for jail demolition and road construction this morning. Renascent, Inc. was awarded the demolition bid for \$858,000 and Dennis Trucking was awarded the road construction bid for \$505,276. The total cost is roughly \$1 million less than had been anticipated. There was a brief discussion. Commissioner Clinkenbeard also said the jail has not been powered down yet because IPSC was not able to get their fiber lines moved. This will put the demolition timeline behind a little bit but should start in November.

Reports from committees

Vicki Weger gave a brief update on the budget and reported it was nearly complete.

Marie Theisz gave a short report on proceedings taking place at the State House with various counties seeking approval for an additional magistrate. Councilwoman Theisz is on the committee for the request from Vigo County.

Resolutions and Ordinances other than appropriations.

i. Petition to Appeal for an Increase Above the Maximum Levy: Lost Creek Fire Protection District

President Thacker said the Lost Creek Fire Protection District wanted to expand the 3-year growth factor by \$15,000 on their maximum levy. John Hendricks with the Seelyville Fire Department was present to answer any questions Council members might have. Council had no questions. Mr. Hendricks did note that at this point, they have secured all the petitions necessary to bring Nevins Township into the Lost Creek Fire Protection District.

ii. Resolution of Reallocation of Existing Appropriation 2024-15 – Prosecutor

Chief Deputy Prosecutor Rob Roberts said with the increased staffing in their offices and with the move of Adult Protective Services, there had been some painting and moving going on to better use space. During the process it was discovered that some of the desks (which had been there since before Mr. Roberts started working there in 2000) were falling apart and would need to be replaced. In order to do that, he would like to move some funds from Office Supplies to Office Furniture which requires an out of series transfer. Council had no questions. Mr. Roberts then gave an update on the status of Adult Protective Services. FSSA had decided to issue an RFP to be submitted by anyone who would like to run the program. This was just posted yesterday. The prosecutors are going to submit an RFP in the hope that they would continue to be involved in Adult Protective Services. There is no way to tell if this will be awarded to the lowest bidder or the most qualified. There was a short discussion.

Ordinances relating to appropriations.

i. Salary Ordinance 2024-72A: Parks – Stipends

Chief Deputy Auditor Cheryl Loudermilk said the appropriation for this salary ordinance had been approved last month. The Salary Ordinance was in the packet but was overlooked during the meeting. This will fund the appropriation. It was noted that the effective date had been requested to be July 1, 2024.

ii. Additional Appropriation 2024-75: LIT/Correctional Rehab – Land Acquisition

Commissioner Chris Switzer said that Council had given permission last month to obtain appraisals on ground for prospective purchase. An appraisal had been obtained from Nature's Trail Property (which is Howard Junker Realty) for \$472,500. The second appraisal was from Sycamore Realty in the amount of \$230,000. The average of those two would be \$351,250. Per statute, the purchase price of the prospective real estate cannot exceed the average of the two appraisals. The purchase price for this land is \$220,000 which is well below that average. An additional \$5,000 is being requested to cover closing costs. He did obtain three estimates on closing costs and they ranged from \$1,500 to \$2,000 along with some possible additional costs by the County attorney. Council had no additional questions. Commissioner Switzer and Chief Deputy Prosecutor Rob Roberts then gave a short status update on the possibility of a new Community Corrections building.

iii. Additional Appropriation 2024-76: ARPA Grant Fund – New Equipment

This request was withdrawn.

iv. Salary Ordinance Amendment 2024-77: Sheriff Department – Stipends

Before addressing his salary ordinance request, Sheriff Derek Fell made several comments about the jail overcrowding, Community Corrections expansion, the additional magistrate request, and other matters regarding steps that are being taken to prevent

recidivism. This Salary Ordinance request is actually a reduction in dollars due to some restructuring. A first sergeant was recently promoted to lieutenant. It has been their intention to do away with first sergeant positions through attrition. They are not reducing positions, just restructuring. With that first sergeant position now vacant, they want to turn that vacancy into a sergeant position which is a \$1,500 reduction to the salary grade. Council had no further questions. There was then a discussion about the number of inmates being held awaiting transfer to the Indiana Department of Corrections.

Public Comments

Flo Evinger had several comments regarding injection wells and WVR. She also asked that an article regarding Underground Injection Control Program be submitted for the record.

Vicki Weger made a motion to adjourn the meeting. Nancy Allsup seconded the motion. Upon a voice vote of 6-0, the motion unanimously passed and the meeting was adjourned at 5:35 p.m.

MINUTES OF THE VIGO COUNTY COUNCIL
SUNSHINE MEETING
OCTOBER 1, 2024

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

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

Attest:

 James W. Bramble
 Vigo Auditor

VIGO COUNTY COUNCIL
Executive Session Meeting Minutes
Monday, October 28, 2024 at 12:00 P.M.
Council Conference Room - Vigo County Government Center

An executive session meeting of the Vigo County Council was held Monday, October 28, 2024 pursuant to Indiana Code 5-14-1.5-6.1(b)(2)(B) to discuss possible litigation. No other issue was discussed and no decision will take place outside of an open meeting. Those present were R. Todd Thacker, Vicki Weger, Travis Norris, Marie Theisz, Nancy Allsup, Council Attorney Michael Wright, Auditor James Bramble, and Chief Deputy Auditor Cheryl Loudermilk.

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

Attest:

 James W. Bramble, Auditor