

Amended by Council 6-17-2019
Amended by Council 1-22-2019

2019 Salary Ordinance 2018-10

An ordinance fixing the salaries and wages for the officials and employees for various departments of the County of Fountain, Indiana for the calendar year 2019.

BE IT ORDAINED BY THE COUNCIL OF FOUNTAIN COUNTY, INDIANA:

The salaries and wages of the officials and employees for the various departments of the County of Fountain, Indiana, for the year 2019, shall not exceed as follows:

Fund	Position	2018 Annual Salary	Hours Worked in a week	Bi-weekly Rate @ 26 pays	Hourly Rate	Overtime Rate	FLSA EXEMPT STATUS
1000-0001	Clerk - County General	\$ -					
	10100 Clerk	\$ 35,843.00	n/a	\$ 1,378.57	Excluded		X
	10200 1st Deputy	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
	10300 2nd Deputy	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
	10400 3rd Deputy	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
	10600 Part Time Deputy	\$ 15,834.00	21.0	\$ 609.00	\$14.50		
1000-0002	Auditor - County General						
	10100 Auditor	\$ 38,363.00	n/a	\$ 1,475.50	Excluded		X
	10200 1st Deputy	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
	10300 2nd Deputy	\$ 14,792.96	35.0	\$ 1,137.92	2nd 1/2 pd by 1181 Plat Book - \$16.256		
	10400 3rd Deputy	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
	10900 4th Deputy	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
1000-0003	Treasurer - County General						
	10100 Treasurer	\$ 37,019.00	n/a	1423.80	Excluded		X
	10200 1st Deputy	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
	10600 Part Time Deputy	\$ 13,000.00			\$14.00		
1000-0004	Recorder - County General						
	10100 Recorder	\$ 36,215.00	n/a	\$ 1,392.88	Excluded		X
	10200 1st Deputy	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
1000-0005	Sheriff - County General						
	10100 Sheriff	\$ 73,582.00 74,575.25	n/a	\$ 2,830.07 2,868.278	Excluded		X 6-17-19
	10110 Transport Officer	\$ 16,636.62	35.0	\$ 1,279.74	2nd 1/2 pd by Infraction - \$18.282 p/hr		
	10116 Merit Board (5)	\$ 2,000.00	n/a	\$ 400.00	pd 1st pay of Dec		
	10151 Emergency Service Allow	\$ 7,000.00	n/a	\$ 500.00	pd 1st pay of June & Dec		
	10155 Sheriff Retirement Plan	\$ 30,000.00	n/a		\$10,000 budgtd out of 1193 - Sheriff Pension Trust		
	10201 Chief Deputy	\$ 42,537.00		\$ 1,636.03	Excluded		X
	10302 Deputy Sgt.	\$ 40,620.22		\$ 1,562.31	\$18.599	\$27.89	
	10404 Deputy 2	\$ 39,923.52		\$ 1,535.52	\$18.280	\$27.42	
	10501 Deputy 3	\$ 39,923.52		\$ 1,535.52	\$18.280	\$27.42	
	10601 Deputy 4	\$ 39,923.52		\$ 1,535.52	\$18.280	\$27.42	
	10700 Deputy 5	\$ 39,923.52		\$ 1,535.52	\$18.280	\$27.42	
	11000 Adm of Records - 22 pays	\$ 25,034.24	35.0	\$ 1,137.92	Accident Report-2 pays/Sex Offender-2 pays @ \$16.256 p/hr		
1000-0007	Coroner - County General						
	10100 Coroner	\$ 7,867.00	n/a	\$ 302.57			
	10201 Chief Deputy	\$ 3,930.00	n/a	\$ 151.15			
	17000 On Call	\$ 2,000.00	\$100 p/call				
1000-0008	Assessor - County General						
	10100 Assessor	\$ 36,860.00	n/a	\$ 1,417.69	Excluded		X
	10200 Deputy Assessor	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
1000-0009	Prosecutor - County General						
	10301 Bad Check Clerk	\$ 14,792.96	35.0	\$ 1,137.92	2nd 1/2 pd by IV-D - \$16.256 p/hr		
1000-0010	Board Of Registration - County General						
	10161 Registration Officer	\$ 3,200.00	n/a		pd after Primary & fall election		
	13000 Clerical	\$ 13,375.00	n/a		\$14.81		
1000-0012	Veteran - County General						
	10110 Veteran Service Officer	\$ 12,137.52	20.0	\$466.827	\$11.67		
1000-0028	Cooperative Extension - County General						
	10200 1st Deputy	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
	10300 2nd Deputy	\$ 29,858.92	35.0	\$ 1,137.92	\$16.256		
	10401 Special Project Asst	\$ 12,831.00	21.0	\$ 493.50	\$11.75		
	10600 Summer Asst - part time	\$ 3,500.00	n/a	n/a	\$8.50 p/hr		
1000-0062	Election Board - County General						
	10160 Wages - Election Brd (3)	\$ 1,800.00	n/a	\$ 300.00			
	12500 Absentee Voter Board	\$ 2,500.00			\$8.50		
	13000 Extra- Clerical	\$ 1,500.00					
	13100 Inspector-Primary (5) - \$158 + \$20 + \$20	\$ 990.00			\$158+\$20 training+\$20 elect night		
	13200 Inspector-General (5) - \$158 + \$20 + \$20	\$ 990.00			\$158+\$20 training+\$20 elect night		
	13400 Judge-Primary - (10) \$128 + \$20 + \$20	\$ 1,580.00			\$128+\$20 training+\$20 elect night		
	13600 Judge-General - (10) \$128 + \$20+\$20	\$ 1,580.00			\$128+\$20 training+\$20 elect night		
	13700 Clerk-Primary - (20) \$128 + \$20	\$ 2,960.00			\$128+\$20 training		
	13800 Clerk-General - (20) - \$128 + \$20	\$ 2,960.00			\$128+\$20 training		
1000-0068	Board Of Commissioners - County General						
	10105 Commissioners (3) @ \$16,147.65	\$ 48,442.96	n/a	\$ 621.06	Excluded		X
	10202 Council (7) @ \$4,267.29	\$ 30,871.03	n/a	\$ 164.126	Excluded		X
					Pres \$1000 xtra		
					\$500 pd 1st pay of June & Dec		
	14400 Night Meeting Comp	\$ 720.00	n/a		\$60.00 p/mo pd to who took minutes at Commissioner mtg		
	10106 County Attorney	\$ 5,463.12		\$ 210.12			
	14800 Laborer (2) @ \$36,720.32	\$ 73,440.64	40.0	\$ 1,412.32	\$17.654		
	14800 Part-time - Solid Waste (1)	\$ -	28 hrs p/wk		\$13.53 p/hr		
	14800 Controller	\$ 3,000.00	n/a	\$ 250.00	pd after 1st of mo.		
1000-0079	Plan Commission - County General						
	11000 Adm of Records	\$ 3,000.00	n/a	\$ 250.00	pd after 1st of mo.		

CASA Pt Assist 7,000.00

12.00 hrly

6-17-19

Fund	Position	2018 Annual Salary	Hours Worked in a week	Bi-weekly Rate @ 26 pays	Hourly Rate	Overtime Rate	FLSA EXEMPT STATUS
1000-0232 Circuit Court - County General							
	10101 Court Reporter	\$ 33,455.24		\$ 1,286.74	\$18.382		
	10203 Court Bailiff	\$ 31,668.00	35.0	\$ 1,218.00	\$17.40		
	10305 Small Claims/2nd Crt Reporter	\$ 31,546.06	35.0	\$ 1,213.31	\$17.333		
	10408 Chief Probation Officer	\$ 68,489.00	35.0	\$ 2,634.19	\$37.631		
	10500 2nd Probation Officer	\$ 37,156.00	35.0	\$ 1,429.076	\$20.415		
	10602 Adm Asst Probation	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
	10701 IV-D Judge/Small Claims Judge	\$ 39,527.00		\$ 1,520.26			
	13000 Extra Clerical	\$ 13,520.00			\$12.00 p/hr		
	18701 Transcripts	\$ 3,000.00	n/a	2.50 per page			
1000-0301 Ambulance - County General							
	10110 Training Officer	\$ 1,009.40		\$ 38.82			
	10303 Secretary	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
	10402 Director	\$ 59,898.80	n/a	\$ 2,303.80	Excluded		X
	10403 Asst. Director	\$ 1,229.82	n/a	\$ 47.30			
	14000 Overtime Pay	\$ 115,000.00					
	15000 Holiday Pay	\$ 5,400.00		\$ 100.00	p/holiday worked		
					pd for (9) major holidays; New Years Eve, New Years Day; Easter		
					Memorial Day; 4th of July, Labor Day, Thanksgiving, Christmas Eve & Christmas		
	15200 EMT Advanced/Intermediate - 33,681.44 (1)	\$ 33,681.44	80.0	\$ 1,295.44	\$16.193		
	15300 EMT B - 31,004.48 (5)	\$ 155,022.40	80.0	\$ 1,192.48	\$14.906		
	15800 Paramedic - 47,272.16 (7)	\$ 330,905.12	80.0	\$ 1,818.16	\$22.727		
	16000 Vac & Sick	\$ 115,000.00		\$ 17.25	pt Paramedic		
				\$ 15.25	pt Advanced EMT		
				\$ 13.25	pt EMT - Basics		
	17001 Back-up Pay	\$ 65,520.00		\$ 90.00	p/backup		
1000-0303 Radio Dispatch - County General							
	10206 Lead Operator	\$ 34,836.88		\$ 1,339.88	\$17.63 p/hr @ 76 hrs	\$26.44	
	10206 Operators (5) @ \$32,821.36	\$ 164,106.80		\$ 1,262.36	\$16.61 p/hr @ 76 hrs	\$24.91	
1000-0381 Title IV-D - County General							
	10204 IV-D Administrator	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
	10301 Clerk	\$ 14,792.96	35.0	\$ 1,137.92	\$16.256		
	10303 Secretary	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
1000-0750 Soil & Water - County General							
	10303 Secretary	\$ 29,585.92	35.0	\$1,137.920	\$16.256		
1101-0005 Accident Report							
	11000 Adm of Records	\$ 2,275.84	35.0	\$ 1,137.92	\$16.256		
					2 pays Accident Report, 2 pays Sex Offender & 22 pays - Co Gen Sheriff		
4909-0005 Co Share Sex Offender							
	11000 Admin of Records	\$ 2,275.84	35	\$ 1,137.92	\$16.256		
					2 pays Accident Report, 2 pays Sex Offender & 22 pays - Co Gen Sheriff		
1112-0172 Court House - CEDIT							
	10103 Custodian	\$ 20,000.00	19-20 hrs	\$623.600	\$15.59		
	10205 Janitorial Asst	\$ 23,509.72	28-29 hrs	\$904.220	\$15.59		
	10600 Part Time	\$ 2,000.00					
1112-0361 Emergency Management - CEDIT							
	10402 Director	\$ 34,203.00	n/a	\$1,315.50	\$18.792		
	10403 Assistant Director	\$ 15,234.00	15.0	\$585.00	\$19.53		
	10600 Part Time Clerical	\$ 18,331.04	28.0	\$705.04	\$12.59		
1130-0005 Sheriff - Non-Revert Prisoner Reimburse							
	14000 Overtime Pay	\$ 12,000.00					
	15000 Holiday Pay	\$ 3,600.00		\$ 100.00	p/holiday worked		
					Deputies pd for (9) major holidays; New Years Eve, New Years Day; Easter		
					Memorial Day; 4th of July, Labor Day, Thanksgiving, Christmas Eve & Christmas		
1130-0380 Jail - Non-Revert Prisoner Reimburse							
	15000 Holiday Pay	\$ 3,600.00		\$ 100.00	p/holiday worked		
	16000 Vac & Sick	\$ 5,000.00			Jailers pd for (9) major holidays; New Years Eve, New Years Day; Easter		
					Memorial Day; 4th of July, Labor Day, Thanksgiving, Christmas Eve & Christmas		
1131-0008 Assessor - County Sales Disclosure							
	13000 Extra Clerical	\$ 10,000.00			8.50 p/hr		
1170-0005 Sheriff - Loit Public Safety							
	10801 Courthouse Safety Officer	\$ 31,200.00			\$25.00		
1170-0380 Jail - Loit Public Safety							
	10102 Matron	\$ 39,923.52	35.00	\$ 1,535.52	Excluded		
	10200 Deputy Matron	\$ 26,042.38	35.00	\$ 1,001.63	\$14.309		
	10405 Commander	\$ 34,677.55		\$ 1,333.75	15.878 @ 84 hrs		
	10405 Jailers (7) @ \$33,657.62	\$ 235,603.34		\$ 1,294.52	15.411 @ 84 hrs		
	16000 Vacation & Sick	\$ 10,000.00	n/a		\$9.03 p/hr		
1181-0002 Auditor Plat Book							
	10300 2nd Deputy - Taxing Clerk	\$ 14,792.96	35.00	\$ 1,137.92	1st 1/2 pd by Co Gen - Auditor - \$16.256		
1188-0000 Cumulative Reassessment							
	10160 PTABOA	\$ 2,000.00	n/a		\$70.00 p/day		
	10200 Reassessment Deputy	\$ 29,585.92	35.0	\$ 1,137.92	\$16.256		
	10304 GIS Mapping Tech	\$ 34,228.74	35.0	\$ 1,316.49	\$18.807		
	10407 Level 2 Assessor (3)	\$ 1,500.00	n/a	\$ 125.00	pd ea qtr		
	10504 Level 3 Assessor (1)	\$ 2,500.00	n/a	\$ 625.00	pd ea qtr		
	10604 Reassessment Coordinator (2)	\$ 14,655.87	n/a	\$ 281.84	Assessor/Auditor		
	10702 Data Collector (1)	\$ 24,748.36	35.0	\$ 951.86	\$13.598		
	13000 Extra Clerical	\$ 5,000.00	n/a		\$8.50 p/hr		
1189-0000 Recorder's Perpetuation							
	13000 Extra - Clerical	\$ 4,500.00			\$9.00 p/hr		
1193-0005 Sheriff - Sheriff's Pension Fund							
	10155 Retirement Plan	\$ 10,000.00	n/a				
2400-0000 Infraction							
	10110 Transport Officer	\$ 16,636.62	pd by infraction 1st	\$ 1,279.74	Based on 13 pays - \$18.282 p/hr		
					1/2 pd from Sheriff @ \$1,279.74		
	10600 Part Time Deputy	\$ 2,000.00					
					Based on 1-1/2 of deputies salaries		
	17800 Project Pull Over	\$ 5,000.00			\$27.42 p/hr		
2501-0000 Adult Probation Services							
	13000 Extra Clerical	\$ 2,000.00	n/a	n/a	\$9.00 p/hr		

Fund	Position	2018 Annual Salary	Hours Worked in a week	Bi-weekly Rate @ 26 pays	Hourly Rate	Overtime Rate	FLSA EXEMPT STATUS
1135-0002 Cumulative Bridge Fund - County Highway							
	10207 Foreman \$38,376 + OT \$1107	\$ 39,483.00	40.0	\$ 1,476.00	\$18.45	\$27.67	
	10306 Bridge Crew \$35,776 + OT \$1032	\$ 36,808.00	40.0	\$ 1,376.00	\$17.20	\$25.80	
1176-0530 Administration - County Highway							
	10104 Supervisor	\$ 50,041.52	40.0	\$ 1,924.67	Excluded		X
	10303 Highway Secretary	\$ 30,193.80	35.0	\$ 1,161.30	\$16.59		
1176-0531 Maintenance & Repair - County Highway							
	10207 Foreman \$38,376 + OT \$1107	\$ 39,483.00	40.0	\$ 1,476.00	\$18.45	\$27.67	
	10308 Laborers (14) @ \$35,776 + OT \$1032	\$ 515,312.00	40.0	\$ 1,376.00	\$17.20	\$25.80	
	10600 Part Time	\$ 20,000.00			16.50	\$24.75	
1176-0533 General & Undistributed - County Highway							
	10208 Shop Foreman \$38,376 + OT \$1107	\$ 39,483.00	40.0	\$ 1,476.00	\$18.45	\$27.67	
	10309 Mechanics (3) @ \$36,296 + OT \$1047	\$ 112,029.00	40.0	\$ 1,396.00	\$17.45	\$26.17	
1159-0000 Health							
	10111 Health Officer	\$ 29,553.79	n/a	\$ 1,136.68	Excluded		
	10112 Clerk/ Registrar	\$ 28,188.01	35.0	\$ 1,084.15	\$15.487		
	10160 Board Members	\$ 3,520.00	n/a	n/a			
	10307 Public Health Registered Nurse	\$ 47,487.00	35.0	\$ 1,826.42	\$26.091		
	10406 Health Educator/Nurse Asst	\$ 22,343.79	35.0	\$ 859.37	\$12.276		
	10603 Environmentalist	\$ 35,652.00	35.0	\$ 1,371.23	\$19.589		
	10605 Assistant Environmentalist	\$ 20,720.00	35.0	\$ 796.92	\$11.384		
1168-0000 Local Health Maintenance							
	10111 Health Officer	2250.00 \$ 2,317.50	n/a	\$ 89.13	Excluded (Council)	Amended	1-22-2019
	10112 Clerk/Registrar	1568.76 \$ 1,584.14	35.0	\$ 60.92		Amended	1-22-2019
	10406 Health/ Educator/Asst Nurse	15721.26 \$ 15,875.39	35.0	\$ 610.59		Amended	1-22-2019
	10603 Environmentalist	\$ 2,190.00	35.0	\$ 84.23			
	10605 Assistant Environmentalist	\$ 17,122.00	35.0	\$ 658.53			
1206-0000 Local Health Trust							
	10406 Health Educator/ Asst Nurse	4638.05 \$ 4,684.00	35.0	\$ 180.15	(Council)	Amended	1-22-2019
	19900 Contract Staff	\$ 2,500.00	n/a				
1212-0000 CAPTA GRANT - CASA							
	10600 Part Time	\$ 10,000.00					
9110-0000 WCRCC FOUNTAIN COUNTY PROBATION							
	10505 3rd Probation Officer	\$ 37,000.00					
1184-0000 Prosecutor Title IV-D							
	10204 IV-D Administrator	\$ 2,785.00		\$ 107.11			
	10303 IV-D Secretary	\$ 2,785.00		\$ 107.11			
	10600 Part Time Clerk	\$ 3,000.00					
1222-0000 Statewide E-911							
	10402 Director	\$ 44,125.20	n/a	\$ 1,697.12	Excluded		X
	10206 Operator (2) @ \$32,821.36	\$ 65,642.72	76.0	\$ 1,262.36	\$16.61 p/hr @ 76 hrs	\$24.91	
	10206 Radio Operator - Lead (1)	\$ 34,836.88	76.0	\$ 1,339.88	\$17.63 p/hr @ 76 hrs	\$26.44	
	14000 OT time for Operators	\$ 30,000.00		time and 1/2			
	15000 Holiday pay	\$ 3,600.00		\$ 100.00	p/holiday worked		
					pd for (9) major holidays: New Years Eve, New Years Day; Easter		
					Memorial Day; 4th of July; Labor Day; Thanksgiving; Christmas Eve & Christmas		
	10600 Part Time	\$ 20,000.00			\$14.00 p/hr		

* Appropriation for time worked in calendar year 2019.

FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE

Part Time not to exceed 28 hour work week except for temporary/seasonal employees

Prior to filing any open employment position in the County, the Department Head seeking to fill the position shall notify the Auditor of the vacancy and the Department Head's intention to fill said vacancy.

The Auditor shall then promptly notify the Commissioners and the Members of the Council giving them an opportunity to provide input prior to the vacancy being filled.

OVERTIME COMPENSATION AND COMPENSATORY TIME

Each County position is designated either as EXCLUDED, EXEMPT, or NON-EXEMPT from federal and state wage and hour laws (such as the Fair Labor Standards Act [FLSA]); and employees holding such positions are treated accordingly:

Employees holding EXCLUDED positions include elected officials, their policymaking appointees, and their personal staff and legal advisors. These employees are not covered by the FLSA, and are not eligible for or entitled to receive overtime compensation or compensatory time off. The following positions within the County are considered Excluded and are not entitled to and shall not receive FLSA overtime compensation or FLSA compensatory time off:

- All Elected Officials
- Assessor's First Deputy (I.C. 36-2-16-8)
- Auditor's First Deputy (I.C. 36-2-16-4)
- Clerk's First Deputy (I.C. 36-2-16-9)
- County Attorney
- Deputy Prosecutor
- Public Defenders
- Recorder's First Deputy (I.C. 36-2-16-4)
- Sheriff's Chief Deputy (I.C. 36-2-16-4)
- Sheriff's Matron (I.C. 36-8-10-5)
- Treasurer's First Deputy (I.C. 36-2-16-4)

Employees holding EXEMPT positions are excluded from specific provisions of federal and state wage and hour laws, and are not entitled to and shall not receive FLSA overtime compensation or FLSA compensatory time off. The following positions within the County are considered Exempt and are not entitled to and shall not receive FLSA overtime compensation or FLSA compensatory time off:

- Ambulance Director
- Community Corrections Director
- Highway Supervisor
- Fountain/Warren Regional Dispatch Director

Employees holding NON-EXEMPT positions, whether hourly or salaried, are entitled to overtime pay or compensatory time off under the specific provisions of federal and state laws. All positions within the County except those listed under Excluded or Exempt are considered Non-Exempt and are entitled to overtime pay or compensatory time off.

- All other County positions not designated as Excluded or Exempt

2019 Salary Ordinance

Presented to the County Council of Fountain County, Indiana , on the 15th day of October 2018.

AYE

NAY

Dudley Cruea
DUDLEY CRUEA

DUDLEY CRUEA

JIM HERSHBERGER

JIM HERSHBERGER

Joe Whittington
JOE WHITTINGTON

JOE WHITTINGTON

James McKee
JAMES MCKEE

JAMES MCKEE

Dale Clawson
DALE CLAWSON

DALE CLAWSON

Bill Glover
BILL GLOVER

BILL GLOVER

Tom Booe
TOM BOOE

TOM BOOE

ATTEST:

Brenda Hardy
BRENDA HARDY
FOUNTAIN COUNTY AUDITOR

Dated this 15th day of October 2018