

ORDINANCE 2016-6

AN ORDINANCE ADOPTING COUNTY OF FOUNTAIN, INDIANA SALARY SCHEDULE AND COMPENSATION POLICIES

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

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

WHEREAS the Indiana Legislature adopted Indiana Code 36-2-3 which establishes the Fountain County Council as the governing fiscal body of Fountain County, 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, aviation fund, or any other fund from which the county auditor issues warrants for compensation, and

WHEREAS 36-2-5-3 grants the Fountain County Council 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

WHEREAS, the Fountain County Council wishes to fix salaries and compensation policies;

NOW THEREFORE, it is ordained by the Fountain County Council that:

- A. This Ordinance affixing the number and compensation of employees of the County from the period of January 1, 2017 to December 31, 2017, including all officers, deputies, assistants, and other employees whose salary is comprised of funds payable from any county fund or budget are hereby solidly fixed at the following maximum level of salary compensation shown below. **All payments made pursuant to this Ordinance are contingent upon strict compliance with adherence to this Ordinance.**
- B. Compensation for work done on or after January 1, 2017 and prior to midnight December 31, 2017 shall be calculated and paid within the parameters of this Salary Ordinance regardless of when the payment is issued.

- C. The **Fair Labor Standards Act (FLSA) Excluded, Exempt, and Non-Exempt** classifications specified in this Salary Ordinance are hereby adopted to comply with the FLSA for the purposes of excluding designated positions, and calculating overtime for employees holding non-exempt positions. Employees holding **Excluded or Exempt** positions are not eligible for and shall not receive FLSA overtime or FLSA compensatory time.
- D. The attached salary schedule of regular pay rates and overtime pay rates shall be established and effective on January 1, 2017 and shall be in full force and effect through December 31, 2017. Employees shall receive compensation at the salary or hourly rate specified, and shall not receive compensation below or above the authorized amount for their position in this salary ordinance; and the County Auditor shall not issue pay warrants for pay that is below or exceeds the authorized amount specified in the salary ordinance. New employees and existing employees hired to transferring positions shall be compensated at the salary established for the position.

The job titles, classifications, and schedule of regular hourly pay rates and overtime pay rates shall be established and implemented for specified non-exempt positions. Exempt and certain specified non-exempt positions shall be paid on a salary basis. This shall be in full-force and effect on January 1, 2017.

- E. The attached Chapter 3 (Salary Administration) of the Fountain County Personnel Policy Handbook is hereby adopted and shall be in full force and effect on and after adoption; and shall supersede existing oral or written personnel policies and procedures.

EFFECTIVE DATE

This Ordinance shall be in full force and effect after its adoption by the Fountain County Council.

ADOPTED this 21st day of November, 2016.

FOUNTAIN COUNTY COUNCIL

Bridley Cuen
Tom W. Bore
James D. Miller
James L. Halberg

Bill Glover
Dale Clauson

ATTEST

Brenda Hardy
 Brenda Hardy, Auditor