

TOWN OF ST. JOHN, LAKE COUNTY, INDIANA

ORDINANCE NO. 1456

AN ORDINANCE ESTABLISHING A SCHEDULE OF WAGES AND SALARIES  
FOR EMPLOYEES, FIRE AND POLICE PERSONNEL, AND TOWN OFFICIALS

WHEREAS, the Town Council of the Town of St. John, Lake County, Indiana, finds it appropriate to amend the schedule of wages and salaries for the Town of St. John, Lake County, Indiana, for Town Employees, Town Officials, Police Personnel, Fire Personnel, Building and Planning Department Employees, Park Department Employees, and Public Works Department Employees which include the Water Utility Employees, Wastewater Utility Employees, Street Department Employees, Sanitary District Employees, and Waterworks District Employees; and

WHEREAS, the Town Council of the Town of St. John, Lake County, Indiana, finds it proper and appropriate to set forth a schedule for payment of such salaries and wages; and

WHEREAS, pursuant to the provisions of Title 36 of the Indiana Code, as amended from time to time, the compensation of the Council Members, Clerk-Treasurer, Police Chief, Fire Chief, other Town Officials and Town Employees for services shall be as the Town Council of the Town of St. John, Lake County, Indiana, by ordinance, made direct, and find proper and appropriate to establish wages, salaries, and schedule of payment thereof.

NOW, THEREFORE, BE IT ORDAINED, by the Town Council of the Town of St. John, Lake County, Indiana, that the following schedule of wages and salaries and dates of payment, therefore, and Town Employees, Fire and Police Department Personnel, the Town Officials, be and are hereby established and shall commence with pay period beginning December 22, 2007, and continue through pay period ending December 19, 2008, to wit:

**A. Town Council Employees**

Town Council President	Not to exceed \$16,000.00 per year, payable in the amount of \$1,333.33 monthly, the second payroll of each month, from the General Fund.
Town Council Members	Not to exceed \$14,000.00 per year, payable in the amount of \$1,166.66 monthly, the second payroll of each month, from the General Fund.
Town Manager	Not to exceed \$3,336.38 paid bi-weekly from the General Fund, Waterworks District, and Sanitary District, in whole or in part.
Administrative Assistant	Not to exceed \$21.96 per hour, paid bi-weekly from the General Fund.
Clerk, Full or Part Time	Not to exceed \$10.50 per hour, paid bi-weekly from the General Fund.

Summer Help, Part Time Not to exceed \$8.40 per hour, paid bi-weekly from the General Fund.

Computer Network Administrator Not to exceed \$2,618.85 paid bi-weekly from the General Fund, Waterworks District, and Sanitary District, in whole or in part.

**B. Clerk-Treasurer's Employees**

Clerk-Treasurer Not to exceed \$2,897.83 paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

Chief Deputy/Accounting Supervisor, Full Time Not to exceed \$31.83 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

Accounting Supervisor, Class I, Full Time Not to exceed \$25.20 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

Clerk/Accounting Assistant, Class I, Full Time Not to exceed \$20.90 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

Clerk/Accounting Assistant, Class II, Full Time Not to exceed \$16.80 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

Clerk, Class I, Full Time Not to exceed \$15.75 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

Clerk, Class II, Full Time Not to exceed \$14.89 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

Clerk, Class III, Full or Part Time Not to exceed \$13.65 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

Clerk, Class IV, Full or Part Time Not to exceed \$12.60 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

Clerk, Class V, Full or Part Time Not to exceed \$11.55 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

Utility Billing Supervisor, Class I Full Time Not to exceed \$22.65 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

Utility Billing Supervisor, Class II, Full Time	Not to exceed \$18.90 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.
Clerk/Utility Billing Assistant, Class I, Full Time	Not to exceed \$18.38 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.
Clerk/Utility Billing Assistant, Class II, Full Time	Not to exceed \$18.00 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.
Clerk/Utility Billing Assistant, Class III, Full Time	Not to exceed \$15.75 per hour, paid bi-weekly from the General Fund, Waterworks District, Sanitary District, Water Utility, or Wastewater Utility, in whole or in part.

**C. Police Department Employees**

Police Chief	Not to exceed \$3,018.54 paid bi-weekly from the General Fund.
Assistant Chief	Not to exceed \$2,769.64 paid bi-weekly from the General Fund.
Lieutenant	Not to exceed \$31.23 per hour, paid bi-weekly from the General Fund.
Sergeant	Not to exceed \$30.79 per hour, paid bi-weekly from the General Fund.
Corporal	Not to exceed \$28.35 per hour, paid bi-weekly from the General Fund.
Patrolman 1 <sup>st</sup> Class	Not to exceed \$27.48 per hour, paid bi-weekly from the General Fund.
Patrolman 2 <sup>nd</sup> Class	Not to exceed \$25.46 per hour, paid bi-weekly from the General Fund.
Probationary Officer	Not to exceed \$22.05 per hour, paid bi-weekly from the General Fund.
Grant Officer	Based on Police Officer's prevailing hourly wage.
Police Specialist	Not to exceed \$200.00 bi-weekly from the General Fund.
Police K-9 Officers	Not to exceed \$115.00 bi-weekly from the General Fund
Administrative Assistant, Full Time	Not to exceed \$21.82 per hour, paid bi-weekly from the General Fund.
Class II, Full or Part Time	Not to exceed \$13.65 per hour, paid bi-weekly from the General Fund.

Class III, Full or Part Time	Not to exceed \$12.08 per hour, paid bi-weekly from the General Fund.
Class IV, Full or Part Time	Not to exceed \$10.50 per hour, paid bi-weekly from the General Fund.
Chief Radio Operator, Full Time	Not to exceed \$19.88 per hour, paid bi-weekly from the General Fund.
Radio Operator, Full Time	Not to exceed \$19.41 per hour, paid bi-weekly from the General Fund.
Radio Operator, Part Time	Not to exceed \$15.93 per hour, paid bi-weekly from the General Fund or MVH, in whole or in part.
Radio Operator, Trainee	Not to exceed \$10.00 per hour, bi-weekly from the General Fund or MVH, in whole or in part.
Animal Control Officer, Full Time	Not to exceed \$18.88 per hour, bi-weekly from the General Fund.
Animal Control Officer, Part Time	Not to exceed \$12.60 per hour, bi-weekly from the General Fund.
Crossing Guard, Part Time	Not to exceed \$11.35 per hour, bi-weekly from the General Fund.

**Police Department Uniform Allowance**

Police Chief	\$1,500.00 per year, with \$750.00 paid on or about June 27, and \$750.00 on or about December 26. In the event of hire or appointment during the calendar year the amount of uniform allowance shall be prorated.
Police Officers	\$1,500.00 per year for all ranks, with \$750.00 paid on or about June 27, and \$750.00 on or about December 26. In the event of being hired during the calendar year, the Officer shall be provided with the uniform items prescribed by the Board of Metropolitan Police Commissioners (not exceeding \$1,500.00). After one (1) year of service, the Officer would be entitled to receive the regular prescribed allowance, prorated for that calendar year.
Radio Operators, Chief & Full Time	\$800.00 per year, with \$400.00 paid on or about June 27, and \$400.00 paid on or about December 26. In the event of being hired during the calendar year, the Radio Operator shall be provided with the uniform items prescribed by the Board of Metropolitan Police Commissioners (not exceeding \$800.00). After one (1) year of service the Radio Operator would be entitled to receive the regular prescribed allowance, prorated for that calendar year. No allowance shall be paid until training is completed and employment is permanent.

Radio Operators, Part Time \$300.00 per year, with \$150.00 paid on or about June 27, and \$150.00 paid on or about December 26. In the event of being hired during the calendar year, the Part Time Radio Operator shall be provided with the uniform items prescribed by the Board of Metropolitan Police Commissioners (not exceeding \$300.00). After one (1) year of service the Part Time Radio Operator would be entitled to receive the regular prescribed allowance prorated for that calendar year. No allowance shall be paid until training is completed and employment is permanent.

Reserve Officers \$500.00 per year, with \$250.00 paid on or about June 27, and \$250.00 paid on or about December 26. In the event of being appointed during the calendar year, the Reserve Officer shall be required to purchase the uniform items prescribed by the Board of Metropolitan Police Commissioners (not exceeding \$700.00). After one (1) year of service the Reserve Officer would be entitled to receive the regular prescribed allowance, prorated for that calendar year.

No uniform allowances shall be paid for Police Department employees unless specifically prescribed herein.

**D. Fire Department**

Fire Chief	Not to exceed \$2,677.35 paid bi-weekly from the General Fund.
Firefighter/Paramedic, Full Time	Not to exceed \$16.80 per hour, paid bi-weekly from the General Fund.
Firefighter/Paramedic, Probationary	Not to exceed \$16.28 per hour, paid bi-weekly from the General Fund.
Firefighter/Paramedic, Part Time	Not to exceed \$15.75 per hour, paid bi-weekly from the General Fund.
Firefighter/EMT 1 <sup>st</sup> Class, Full Time	Not to exceed \$15.61 per hour, paid bi-weekly from the General Fund.
Firefighter/EMT 2 <sup>nd</sup> Class, Full Time	Not to exceed \$15.05 per hour, paid bi-weekly from the General Fund.
Firefighter/EMT 3 <sup>rd</sup> Class, Full Time	Not to exceed \$14.58 per hour, paid bi-weekly from the General Fund.
Firefighter/EMT Probationary, Full Time	Not to exceed \$13.49 per hour, paid bi-weekly from the General Fund.
Firefighter/EMT, Part Time	Not to exceed \$12.01 per hour, paid bi-weekly from the General Fund.
Fire Inspector, Part Time	Not to exceed \$12.01 per hour, paid bi-weekly from the General Fund.

Administrative Assistant, Full Time	Not to exceed \$21.82 per hour, paid bi-weekly from the General Fund.
Records/Billing Clerk, Class I, Full Time	Not to exceed \$16.03 per hour, paid bi-weekly from the General Fund.
Records/Billing Clerk, Class II, Full or Part Time	Not to exceed \$12.50 per hour, paid bi-weekly from the General Fund.

**Firefighter/EMT & Firefighter/Paramedic Uniform Allowance**

Fire Chief	\$1,000.00 per year, with \$500.00 paid on or about June 27 and \$500.00 paid on or about December 26. In the event of hire or appointment during the calendar year, the amount of uniform allowance shall be prorated.
Firefighter/EMT, Full Time Firefighter Paramedic, Full Time	\$1,000.00 per year for all ranks, with \$500.00 paid on or about June 27 and \$500.00 paid on or about December 26. In the event of hire or appointment during the calendar year, the amount of uniform allowance shall be prorated.

**E. Volunteer Fire Department**

Assistant Fire Chief	Not to exceed \$17.00 for each call or run responded to within the corporate limits of the Town of St. John and within the area under contract with the St. John Township Trustee, payable bi-annually from the General Fund on or about June 13 and December 12.
Firefighter	Not to exceed \$14.00 for each call or run responded to within the corporate limits of the Town of St. John and within the area under contract with the St. John Township Trustee, payable bi-annually from the General Fund on or about June 13 and December 12.
Firefighter Training	Not to exceed \$12.00 for each practice session attended, payable bi-annually from the General Fund on or about June 13 and December 12.
Officers Compensation	Not to exceed \$25.00 per month, payable bi-annually from the General Fund on or about June 13 and December 12.

Unless otherwise provided by contract, each active and participating member of a volunteer fire company shall be paid not less than \$60.00 bi-annually for a clothing allowance and not less than \$60.00 bi-annually for an automobile allowance, payable on or about June 13 and December 12. Should a fireman leave the department, the clothing allowance and car allowance will be pro-rated.

**F. Building & Planning Employees**

Building Commissioner, Full Time	Not to exceed \$26.56 per hour, paid bi-weekly from the General Fund.
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Building Inspector, Part Time	Not to exceed \$15.00 per hour, paid bi-weekly from the General Fund.
Code Enforcement Officer, Full Time	Not to exceed \$19.10 per hour, paid bi-weekly from the General Fund.
Administrative Assistant, Full Time	Not to exceed \$21.82 per hour, paid bi-weekly from the General Fund.
Class I, Clerk, Full Time	Not to exceed \$19.92 per hour, paid bi-weekly from the General Fund.
Class II, Clerk, Full Time	Not to exceed \$16.67 per hour, paid bi-weekly from the General Fund.
Class III, Clerk, Full Time	Not to exceed \$13.91 per hour, paid bi-weekly from the General Fund.
Class IV, Full or Part Time	Not to exceed \$13.53 per hour, paid bi-weekly from the General Fund.
Class V, Full or Part Time	Not to exceed \$12.24 per hour, paid bi-weekly from the General Fund.
Electrical Inspector, Part Time	The hourly rate of compensation, paid bi-weekly, shall be the prevailing wage rate for union electricians of the class or category of the Electrical Inspector, i.e., a fourth year electrical apprentice, a fifth year apprentice, or a journeyman electrician.

**G. Public Works Employees**

Director of Public Works Class I	Not to exceed \$3,241.95 bi-weekly from MVH, Waterworks District, and Sanitary District, in whole or in part.
Director of Public Works Class II	Not to exceed \$2,479.32 bi-weekly from MVH, Waterworks District, and Sanitary District, in whole or in part.
Public Works Foreman	Not to exceed \$30.77 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, Waterworks District, Sanitary District, in whole or in part.
Public Works Crew Leader	Not to exceed \$28.39 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, Waterworks District, Sanitary District, in whole or in part.
Utility Foreman	Not to exceed \$30.77 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, Waterworks District, Sanitary District, in whole or in part.
Utility Crew Leader	Not to exceed \$28.39 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, Waterworks District, Sanitary District, in whole or in part.

Class I, Full Time	Not to exceed \$27.83 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, in whole or in part.
Class II, Full Time	Not to exceed \$27.58 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, in whole or in part.
Class III, Full Time	Not to exceed \$23.17 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, in whole or in part.
Class IV, Full Time	Not to exceed \$22.49 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, in whole or in part.
Class V, Full Time	Not to exceed \$19.92 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, in whole or in part.
Class VI, Full Time	Not to exceed \$17.37 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, in whole or in part.
Class VII, Full Time	Not to exceed \$16.09 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, in whole or in part.
Class VIII, Full or Part Time	Not to exceed \$13.71 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, in whole or in part.
Class IX, Full or Part Time	Not to exceed \$11.94 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, in whole or in part.
Class X, Part Time Summer Help	Not to exceed \$8.40 per hour, paid bi-weekly from MVH, Water Utility, Wastewater Utility, in whole or in part.
Public Improvements Inspector Class I, Full Time	Not to exceed \$29.48 per hour, paid bi-weekly from the General Fund, MVH, Water Utility, Wastewater Utility, Waterworks District, Sanitary District, in whole or in part.
Public Improvements Inspector Class II, Full Time	Not to exceed \$27.58 per hour, paid bi-weekly from the General Fund, MVH, Water Utility, Wastewater Utility, Waterworks District, Sanitary District, in whole or in part.
Mechanic, Class I, Full Time	Not to exceed \$29.32 per hour, paid bi-weekly from the General Fund, MVH, Water Utility, Wastewater Utility, in whole or in part.
Mechanic, Class II, Full Time	Not to exceed \$28.40 per hour, paid bi-weekly from the General Fund, MVH, Water Utility, Wastewater Utility, in whole or in part.
Mechanic, Class III, Full Time	Not to exceed \$27.58 per hour, paid bi-weekly from the General Fund, MVH, Water Utility, Wastewater Utility, in whole or in part.
Administrative Assistant	Not to exceed \$21.82 per hour, paid bi-weekly from MVH, Waterworks District, Sanitary District, in whole or in part.



Class I, Administrative Assistant, Full Time	Not to exceed \$17.83 per hour, paid bi-weekly from MVH, Waterworks District, Sanitary District, in whole or in part.
Class II, Administrative Assistant, Full Time	Not to exceed \$16.67 per hour, paid bi-weekly from MVH, Waterworks District, Sanitary District, in whole or in part.
Class III, Administrative Assistant, Full Time	Not to exceed \$15.31 per hour, paid bi-weekly from MVH, Waterworks District, Sanitary District, in whole or in part.
Class I, Clerk, Full Time	Not to exceed \$14.89 per hour, paid bi-weekly from MVH, Waterworks District, Sanitary District, in whole or in part.
Class II, Clerk, Full Time	Not to exceed \$14.46 per hour, paid bi-weekly from MVH, Waterworks District, Sanitary District, in whole or in part.
Class III, Clerk, Full or Part Time	Not to exceed \$12.22 per hour, paid bi-weekly from MVH, Waterworks District, Sanitary District, in whole or in part.
Class IV, Clerk, Full or Part Time	Not to exceed \$10.50 per hour, paid bi-weekly from MVH, Waterworks District, Sanitary District, in whole or in part.
Class V, Clerk, Full or Part Time	Not to exceed \$8.40 per hour, paid bi-weekly from MVH, Waterworks District, Sanitary District, in whole or in part.
<b>H. Park Employees</b>	
Park Superintendent, Full Time	Not to exceed \$1,857.70 paid bi-weekly from the Park Department.
Administrative Assistant, Full Time	Not to exceed \$18.50 per hour, paid bi-weekly from the Park Department.
Class I, Full or Part Time	Not to exceed \$12.60 per hour, paid bi-weekly from the Park Department.
Class II, Full or Part Time	Not to exceed \$10.50 per hour, paid bi-weekly from the Park Department.
Class III, Part Time Summer Help	Not to exceed \$8.40 per hour, paid bi-weekly from the Park Department.
<b>I. Sanitary District Commissioners</b>	Not to exceed \$5,000.00 per year payable quarterly in the amount of \$1,250.00 from the Sanitary District Operating Fund, on or about March 21, June 27, September 19 and December 26.
<b>J. Plan Commission Members</b>	Not to exceed \$500.00 per year payable quarterly in the amount of \$125.00 from the General Fund, on or about March 21, June 27, September 19 and December 26. (Includes exempt Town employee members.) Non-exempt Town employee members shall be paid at their regular rate of pay.

**K. Secretary and Secretary Pro-Tem**

Town Council Secretary Pro-Tem	\$70.00 per meeting.
Plan Commission Secretary	\$125.00 per meeting.
Secretary Pro-Tem	\$70.00 per meeting.
BZA Secretary	\$70.00 per meeting.
Secretary Pro-Tem	\$70.00 per meeting.
Police Commission Secretary	\$70.00 per meeting.
Secretary Pro-Tem	\$70.00 per meeting.
Park Department Secretary	\$70.00 per meeting.
Secretary Pro-Tem	\$70.00 per meeting.
Utility Districts Secretary Pro-Tem	\$70.00 per meeting.

When any given meeting of the Town Council, Plan Commission, BZA, Police Commission, Park Board, or Utility Districts exceeds two (2) hours in total time, the Secretary or Secretary Pro-Tem shall be entitled to an additional \$25.00 per hour for each additional hour, or portion thereof, which exceeds the aforesaid two (2) hours in total time.

**L. Police Pension Secretary** Not to exceed \$600.00 per year payable quarterly in the amount of \$150.00 from the Metropolitan Police Pension Fund, on or about March 21, June 27, September 19 and December 26.

**M. Longevity – Full Time Employees**

The amount earned will be based upon one (1) year increments as follows with the first year of employment not receiving any credit towards the program, as it is still a probationary year. The longevity pay for the employee shall be paid out of the following funds: General, MVH, Sanitary District, Waterworks District, Water Utility, Wastewater Utility, and Park Department. The following longevity pay schedule shall apply to all Regular Full Time Town Employees. Longevity will be included in the first payroll of December. For purposes of proration at termination any part of a month worked shall be credited as a full month worked. The amount paid will be based on completed years of continuous service as follows:

2 Years = \$100.00	14 Years = \$800.00
3 Years = \$150.00	15 Years = \$900.00
4 Years = \$200.00	16 Years = \$950.00
5 Years = \$300.00	17 Years = \$1,000.00
6 Years = \$350.00	18 Years = \$1,050.00
7 Years = \$400.00	19 Years = \$1,100.00
8 Years = \$450.00	20 Years = \$1,200.00
9 Years = \$500.00	21 Years = \$1,250.00
10 Years = \$600.00	22 Years = \$1,300.00
11 Years = \$650.00	23 Years = \$1,350.00
12 Years = \$700.00	24 Years = \$1,400.00
13 Years = \$750.00	25 Years & Over = \$1,500.00

**N. Employees Health Benefits**

Each employee shall be provided health, dental, and life insurance at the cost of 20% of the monthly premium charged and paid by the Town, payable monthly. The Town will pay 80% of the monthly premium charged to the Town for such coverage. Notwithstanding anything in the foregoing sentence to the contrary, the Town employee shall pay 20% of the monthly premium charged to the Town for whatever coverage that employee selects.

**O. Pre-Tax Premium Plan**

All employees have the option, and may elect to participate in a Pre-Tax Premium Plan to be established by the Town as permitted by the provisions of Internal Revenue Code, Section 125, as amended from time to time. All employees electing to participate in the Pre-Tax Premium Plan shall be required to comply with the requirements of the plan, as amended from time to time.

**P. Deferred Compensation Program**

All employees have the option, and may elect to participate in a Deferred Compensation Program to be established by the Town for the benefit of the employees. The Deferred Compensation Program is specifically established to permit Town employees to participate in a supplemental retirement savings plan by contribution of a portion of salary before federal taxes to an established retirement account, all as permitted by Internal Revenue Section 457, as amended from time to time. All employees electing to participate in the program shall be required to comply with the requirements of the plan, as amended from time to time.

**Q. Emergency Fire Service Response**

All employees of the Town who are also delineated as Members of the St. John Volunteer Fire Department, Inc., a Not-For-Profit entity, which contracts with the Town to provide fire and emergency-related services to the residents of the Town, shall be permitted to respond to any fire or emergency-related call which the Town Volunteer Fire Department ordinarily and necessarily responds to while said Employee is engaged in his/her duties and responsibilities as a Town Employee. In the event an Employee elects to respond to the fire or emergency-related call for which the Town Volunteer Fire Department ordinarily responds, then said Employee shall be paid the regular wage or salary which the employee is entitled to under the terms and provisions of this Ordinance, as amended from time to time, without loss or penalty. In the event an Employee elects to respond to a fire or emergency-related call while working as a Town Employee, that Employee shall not be entitled to receipt of, nor shall be paid by the Town Volunteer Fire Department, and the only compensation of the Employee shall be that of the wages or salaries to which that employee is entitled and no other.

**R. Vacation—Department Head Personnel**


The amount of vacation benefit for full-time Department Head personnel of the Town, which includes the Town Manager, Clerk-Treasurer, Public Works Director, Park Superintendent, Police Chief and Fire Chief, shall be four (4) weeks for calendar year 2008, and every year thereafter subject to amendment from time to time. Further, the previously described employees of the Town and elected official shall be entitled to "carry over" to the next calendar year one (1) week earned vacation year to year. This benefit provision shall replace and supercede any or all other vacation benefit provisions of this or prior Salary or Benefits Ordinances of the Town, provided, however, that utilization of such vacation and leave benefit for the identified full-time Department Head personnel shall be in accordance with all existing guidelines and policies of the Town and Town Council for same.

That all existing ordinances, or parts thereof, in conflict with the provisions of this ordinance, are hereby deemed null, void, and of no legal effect, and are specifically repealed.

If any section, clause, provision, or portion of this ordinance shall be held to be invalid or unconstitutional by any court of competent jurisdiction, such decision shall not affect any other section, clause, provision, or portion of this ordinance.

That this ordinance shall take effect, and be in full force and effect, from and after its passage by the Town Council of the Town of St. John.

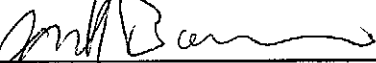
PASSED AND ADOPTED BY THE TOWN COUNCIL OF THE TOWN OF ST. JOHN, LAKE COUNTY, INDIANA, THIS 20<sup>th</sup> DAY OF December, 2007.


  
Aye 5  
MICHAEL S. FRYZEL, President

  
Nay 0  
JERRI A. TEIBEL, Vice-President

  
GREGORY J. VOLK, Member

CHARLES E. PEARSON, Member

  
MARK A. BARENIE, Member

ATTEST:  
  
SHERRY P. SURY, Clerk-Treasurer