

SPONSOR: Thomas M. McDermott, Jr.
Mayor

ORDINANCE NUMBER 9647

An Ordinance fixing the SALARIES AND WAGES of all city officials and employees of the City of Hammond, Indiana other than those fixed by statute or by Ordinance heretofore enacted, and fixing the effective date thereof.

BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF HAMMOND, INDIANA:

SECTION ONE: For the calendar year 2025, the salary schedule for appointed officials and employees of the City of Hammond, Indiana be fixed as follows:

SECTION TWO: The salaries authorized in this ordinance are compensation to be paid to any city official or employee of the City of Hammond unless otherwise authorized by law or ordinance.

SECTION THREE: This ordinance shall have no applicability to elected officials of the City of Hammond.

SECTION FOUR: If any part, parts, section, sections, provision, clause or portions of this ordinance shall be adjudged invalid or unconstitutional, such invalidity or constitutionality shall not affect the validity or constitutionality of this ordinance as a whole or of any other part, parts, section, sections, provision, clause or portion of this ordinance.

SECTION FIVE: For 2025 the payday shall be every other Friday commencing on January 3, 2025, for a total of 26 paydays.

SECTION SIX: The minimum wage paid to any City employee shall be in compliance with the Federal law.

SECTION SEVEN: The City will pay the employees 3% contribution into PERF as of January 1, 1992.

SECTION EIGHT: Part-time employees shall be paid from the part-time line item budget within a department. Hourly rates shall be fixed ranging from minimum wage to \$15.00 per hour at the discretion of the department head based upon job assignment and experience. Hourly rates fixed above \$15.00 per hour shall be done by written approval of the Mayor.

SECTION NINE: Employees of the City Clerk's Office shall receive acting pay when so entitled pursuant to Ordinance No.8547

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SECTION TEN – Animal Control and Police Department Civilian Personnel: Each civilian Police Department or Animal Control employee scheduled to work the afternoon or midnight shift shall receive a shift differential pay allowance which shall be paid in the following manner: \$13.00 per week for afternoons, \$13.00 for midnights. When an employee is called in to work overtime, such employee shall be guaranteed a minimum of two (2) hours pay at the overtime rate. In the event an employee is held over his regular work shift to work, such employee shall receive regular overtime pay in increments of one-half (1/2) hour, but shall not be guaranteed a minimum of two hours. \$50.00 shall be paid to each civilian police department or animal control employee that works a holiday as defined in City Ordinance 37.15 section 'D' with the exception of Good Friday. Pay shall be for holidays set forth by the Mayor.

SECTION ELEVEN: All employees shall receive the following longevity pay, unless specified otherwise by contract:

After 3 years	\$1,600 per year
After 8 years	\$1,800 per year
After 13 years	\$2,000 per year

Overtime rates shall be set at 1 & ½ times the hourly rate for over 8 hours per day or 40 hours per week and 2 times the hourly rate for Sundays and Holidays if the employee qualifies for overtime payment under FLSA guidelines.

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BE IT FURTHER ORDAINED by the Common Council that this Ordinance shall be in full force and effect from and after January 1, 2025, upon the signing by the President of the Common Council and approval by the Mayor.



Scott Rakos
President, Common Council

ATTEST:



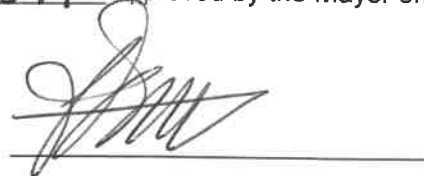
Robert J. Golec, City Clerk

PRESENTED BY ME, the undersigned City Clerk of the City of Hammond to the Mayor of said City for his approval on the 29th day of October, 2024 at 9:30 A.M. o'clock.



Robert J. Golec, City Clerk

THE FOREGOING ORDINANCE NO. 9647 approved by the Mayor on the 29th day of October 2024.



Thomas M. McDermott, Jr., Mayor

PASSED by the Common Council on the 28th day of October, 2024 and by the Mayor on the 29th day of October 2024.



Robert J. Golec, City Clerk

CITY OF HAMMOND CIVIL CITY SALARY ORDINANCE 2025

GENERAL DEPARTMENTS	2025 Hourly	2025 Annual Salary	2025 BI Weekly (26 PAYS)	2025 OTHER
MAYOR'S OFFICE				
CHIEF OF STAFF		168,300.00	6,473.08	
CONSTITUENT SERVICES		76,500.00	2,942.31	
OFFICE MANAGER		64,260.00	2,471.54	
EXECUTIVE ASSISTANT		48,960.00	1,883.08	
PART-TIME	15.00			
CONTROLLER'S OFFICE				
CONTROLLER		118,575	4,560.58	
DEPUTY CONTROLLER OF ACCOUNTING		94,860	3,648.46	
DEPUTY CONTROLLER OF OPERATIONS		112,246	4,317.15	
ACCOUNT RECEIVABLE/GENERAL BILLING MANAGER		59,160	2,275.38	
BANK AND TRUST ADMINISTRATOR		60,283	2,318.59	
INSURANCE ADMINISTRATOR		69,256	2,663.68	
PAYROLL ADMINISTRATOR		59,469	2,287.28	
LICENSING ADMINISTRATOR		59,160	2,275.38	
ACCOUNTING ASSISTANT		57,120	2,196.92	
SENIOR ACCOUNTS PAYABLE ANALYST		83,323	3,204.73	
PART-TIME	13.00			
CLERK'S OFFICE				
CHIEF DEPUTY CITY CLERK		91,399	3,515.35	
CLERK/COUNCIL COORDINATOR		57,385	2,207.12	
CLERK-SENIOR FINANCE ADMINISTRATOR		63,036	2,424.46	
CLERK/OFFICE/CIB COORDINATOR		52,530	2,020.38	
ASSISTANT CLERK COORDINATOR		52,530	2,020.38	
BUILDING DEPARTMENT				
CHIEF OF INSPECTIONS		109,294	4,203.61	
BUILDING COMMISSIONER		91,399	3,515.34	
CODE COMMISSIONER		91,399	3,515.35	
ZONING ADMINISTRATOR		91,399	3,515.34	
ASSISTANT PLANNER		83,323	3,204.73	
ELECTRICAL INSPECTOR		62,483	2,403.19	
CODE & COMMERCIAL INSPECTOR		59,051	2,271.20	
BUILDING INSPECTOR		57,395	2,207.50	
INSPECTOR		54,060	2,079.23	
ADMINISTRATIVE ASSISTANT		51,297	1,972.95	
ZONING BOARD			200.00	PER MEETING
HEATING BOARD			200.00	PER MEETING
ELECTRICAL BOARD			200.00	PER MEETING
BUILDING CONTRACTOR'S BOARD			200.00	PER MEETING
COMMON COUNCIL				
ADMINISTRATIVE ASSISTANT		59,425	2,285.58	
LAW DEPARTMENT				
ADMINISTRATIVE ASSISTANT		71,400	2,746.15	
LEGAL ASSISTANT		58,000	2,230.77	
BOARD OF WORKS				
PRESIDENT			416.67	MONTHLY
MEMBER			416.67	MONTHLY
ENGINEERING				
CITY ENGINEER		98,022	3,770.08	
ASSISTANT ENGINEER		91,399	3,515.34	
JR ENGINEER		81,159	3,121.51	
CLERK/RECEPTIONIST		39,334	1,512.86	
SENIOR ACCOUNTANT		63,036	2,424.46	
MAINTENANCE SUPERVISOR		57,134	2,197.46	
MAINTENANCE SPECIALIST		49,602	1,907.77	
FT ARMED SECURITY GUARD		44,150	1,698.09	
PT SECURITY GUARD	13.00			
PT MAINTENANCE	12.50			
INTERN	10.00			
ENVIRONMENTAL MANAGEMENT (PENALTIES)				
DIRECTOR/CHIEF		107,588	4,138.00	
WASTE FUEL ENGINEER		96,629	3,716.50	
CHIEF ENGINEER		96,629	3,716.50	
<p>SHIFT DIFFERENTIAL: Section 1. Each Civilian Police Department/Animal Control employee scheduled to work the afternoon or midnight shift shall receive a shift differential pay allowance which shall be paid in the following manner: \$13.00 per week for afternoons, \$13.00 for midnight's.</p> <p>HOLIDAY PAY: \$50.00 Shall be paid to each civilian police department employee that works a holiday as defined in City Ordinance 37.15 section "D". Pay shall be for holidays set forth by the Mayor.</p>				
ANIMAL CONTROL				
ANIMAL CONTROL OFFICE MANAGER		51,000	1,961.54	
ANIMAL CONTROL OFFICER		54,106	2,081.00	
ANIMAL CONTROL SUPERVISOR		59,517	2,289.12	
KENNEL MASTER		48,695	1,872.90	
INFORMATION TECHNOLOGIES				
IT DIRECTOR		121,414	4,669.77	
HELP DESK MANAGER		85,465	3,287.12	
MULTIMEDIA COORDINATOR		83,168	3,198.77	

CITY OF HAMMOND CIVIL CITY SALARY ORDINANCE 2025

GENERAL DEPARTMENTS	2025 Hourly	2025 Annual Salary	2025 BI Weekly (26 PAYS)	2025 OTHER
HUMAN RELATIONS/HUMAN RESOURCES				
PERSONNEL DIRECTOR		109,294	4,203.61	
OFFICE ASSISTANT		56,927	2,189.49	
HHRC EXECUTIVE DIRECTOR	25.00			
HOUSING INVESTIGATOR	25.00			
HUMAN RELATIONS COMMISSION			200.00	PER MEETING
COLLEGE BOUND				
COLLEGE BOUND BOARD			200.00	PER MEETING
COLLEGE BOUND EXCEPTIONS COMMITTEE			200.00	PER MEETING
POLICE DEPARTMENT (CIVILIANS)				
BOOKKEEPER		63,036	2,424.46	
CORRECTIONAL OFFICER-TRAINER		61,356	2,359.85	
CERTIFIED CORRECTIONAL OFFICER		52,157	2,006.04	
CERTIFIED MECHANIC		59,517	2,289.12	
CERTIFIED CORRECTIONAL OFFICER SUPERVISOR		67,375	2,591.35	
CORRECTIONAL OFFICER-PROBATIONARY		49,777	1,914.52	
DETECTIVES ASSISTANT		49,000	1,884.62	
PAYROLL ADMINISTRATOR		63,036	2,424.46	
ELECTRONIC SYSTEMS TECH		64,927	2,497.20	
CHIEFS EXECUTIVE ASSISTANT		58,975	2,268.27	
IDACS COORDINATOR		54,106	2,081.00	
HUMAN RESOURCE ADMINISTRATOR		63,036	2,424.46	
PROPERTY CLERK		49,000	1,884.62	
RECORDS CLERK		46,000	1,769.23	
SENIOR RECORDS CLERK		50,859	1,956.12	
CUSTODIAN	15.00			
CROSSING GUARD	18.00			
PART-TIME	15.00			
MAINTENANCE	18.00			
POLICE PENSION FUND				
SECRETARY		12,008	1,000.70	MONTHLY
BOOKKEEPER		2,298	191.51	MONTHLY
FIRE DEPARTMENT (CIVILIANS)				
BOOKKEEPER		49,964	1,921.68	
CHIEF'S ASSISTANT		51,183	1,968.56	
PAYABLE/RECEIVABLE CLERK		47,258	1,817.60	
MAINTENANCE SUPERVISOR		56,014	2,154.38	
FIRE PENSION FUND				
SECRETARY		12,008	1,000.69	MONTHLY
BOOKKEEPER		2,274	189.48	MONTHLY
ELECTED TRUSTEE (ANNUALLY)			300.00	
POLICE INSURANCE				
LIAISON			-	Shall be paid in accordance to their By-Laws
FIRE INSURANCE				
LIAISON			-	Shall be paid in accordance to their By-Laws
MOTOR VEHICLE HIGHWAY/PUBLIC WORKS				
DIRECTOR		132,600	5,100.00	
FACILITY MANAGER		60,180	2,314.62	
ASSISTANT OFFICE MANAGER		49,229	1,893.42	
ADMINISTRATIVE ASSISTANT		44,125	1,697.12	
MASTER CRAFTSMAN*	26.52			
CRAFTSMAN*	23.46			
HEAD MECHANIC*	29.58			
MECHANIC*	26.52			
HEAVY EQUIPMENT	25.50			
LIGHT EQUIPMENT	22.96			
TRUCK DRIVER (CDL)*	24.48			
RADIO DISPATCHER*	22.44			
LABORER*	21.76			
PROBATIONARY TEAMSTER* (1-30 DAYS)	15.00			
SOLID WASTE				
DEPUTY DIRECTOR OF SANITATION		121,414	4,669.76	
DISTRICT SUPERVISOR		82,000	3,153.85	
TRUCK DRIVER (CDL)*	24.48			
LABORER*	21.76			
MECHANIC*	26.52			
TIREMAN*	24.99			
PROBATIONARY TEAMSTER* (1-30 DAYS)	15.00			
PARK DEPARTMENT				
PARK ASSISTANT FACILITY OPERATIONS MANAGER		45,614	1,754.40	
PARK BOOKKEEPER		57,456	2,209.83	
PARK CIVIC CENTER MANAGER		67,375	2,591.34	
PARK CUSTODIAN		29,120	1,120.00	
PARK FACILITY OPERATIONS MANAGER		74,592	2,868.92	
PARK MARKETING MANAGER		78,995	3,038.25	
PARK OFFICE MANAGER		52,000	2,000.00	
PARK ADMINISTRATOR		132,600	5,100.00	
PARK FIELD MAINTENANCE		45,614	1,754.40	
PARK FIELD MANAGER		56,292	2,165.08	
PARK RECREATION SUPERVISOR		50,962	1,960.08	
PARK SPECIAL EVENTS COORDINATOR		84,087	3,234.12	
PARK SPECIAL EVENTS/BOOKKEEPER ASSISTANT		43,285	1,664.80	
PARK SUPERINTENDENT OF PARKS		84,911	3,265.81	

CITY OF HAMMOND CIVIL CITY SALARY ORDINANCE 2025				
GENERAL DEPARTMENTS	2025 Hourly	2025 Annual Salary	2025 BI Weekly (26 PAYS)	2025 OTHER
PARK OPERATING ENGINEER- CLASS I CERTIFICATION*	2.00			
PARK OPERATING ENGINEER- CLASS II CERTIFICATION*	2.50			
PARK OPERATING ENGINEER- DAY SHIFT RATE*	22.57			
PARK OPERATING ENGINEER- NIGHT SHIFT RATE*	22.97			
PARK BOARD MEMBER - MONTHLY			416.67	MONTHLY
JSCC ASSISTANT HOSPITALITY MANAGER		45,000	1,730.77	
JSCC DOWLING COMPLEX MANAGER		87,000	3,346.15	
JSCC HOSPITALITY MANAGER		83,232	3,201.23	
JSCC OPERATING ENGINEER- DAY SHIFT RATE*	22.57			
JSCC OPERATING ENGINEER- NIGHT SHIFT RATE*	22.97			
JSCC OPERATING ENGINEER- CLASS I CERTIFICATION*	2.00			
JSCC OPERATING ENGINEER- CLASS II CERTIFICATION*	2.50			
SPORTSPLEX FINANCE CLERK		51,000	1,961.54	
SPORTSPLEX ASSISTANT HOSPITALITY MANAGER		52,530	2,020.38	
SPORTSPLEX GENERAL MANAGER		121,414	4,669.76	
SPORTSPLEX HOSPITALITY MANAGER		80,000	3,076.92	
SPORTSPLEX LEVEL I ATHLETICS SUPERVISOR		84,048	3,232.62	
SPORTSPLEX LEVEL II ATHLETICS SUPERVISOR		73,542	2,828.54	
SPORTSPLEX LEVEL III ATHLETICS SUPERVISOR		64,927	2,497.19	
SPORTSPLEX OFFICE MANAGER		55,000	2,115.38	
PLANNING AND DEVELOPMENT- REDEVELOPMENT				
EXECUTIVE DIRECTOR		127,500	4,903.85	
DIRECTOR OF PLANNING		107,100	4,119.23	
OFFICE COORDINATOR		57,000	2,192.31	
REDEVELOPMENT COMMISSION			708.33	MONTHLY
PLANNING COMMISSION			200.00	PER MEETING
ECONOMIC DEVELOPMENT BOARD			200.00	PER MEETING
PLANNING AND DEVELOPMENT-COMMUNITY DEVELOPMENT				
COMMUNITY DEVELOPMENT DIRECTOR		107,100	4,119.23	
ECONOMIC DEVELOPMENT DIRECTOR		96,900	3,726.92	
FINANCE MANAGER		73,118	2,812.23	
SOCIAL SERVICE COORDINATOR		56,927	2,189.50	
OFFICE MANAGER		71,400	2,746.15	
PAYABLE - RECEIVABLE CLERK		47,210	1,815.77	
COMMUNITY DEVELOPMENT SPECIALIST		57,783	2,222.42	
HISTORIC PRESERVATION BOARD			200.00	PER MEETING
DISABILITY COMMISSION			200.00	PER MEETING
PLANNING AND DEVELOPMENT- TIF				
TIF PROGRAM COORDINATOR		75,643	2,909.35	
SPECIAL BOARD SALARIES- WATER				
CONTROLLER		11,067	425.65	
CITY ENGINEER		6,324	243.23	
SPECIAL BOARD SALARIES-SANITARY DISTRICT				
CONTROLLER		22,134	851.31	
CITY ENGINEER		53,754	2,067.46	
SPECIAL BOARD SALARIES- PORT AUTHORITY				
CONTROLLER		6,324	243.23	

NON-UNION LONGEVITY PAY	Annual Amount
AFTER 3 YEARS	1,600.00
AFTER 8 YEARS	1,800.00
AFTER 13 YEARS	2,000.00

OVERTIME/COMPENSATORY TIME: 1.5 times the hourly rate for exceeding 8 hours worked per day and/or 40 hours worked per week (Monday-Friday) including Saturdays and 2 times the hourly rate for Sundays and Holidays if the employee qualifies for overtime under FLSA guidelines.

PART TIME: Part Time maximum per hour rate is \$25; any increase over \$15/hour will require written approval from the Mayor.
***TITLE REPRESENTS UNION EMPLOYEE**

ALL CITY EMPLOYEES ARE ENTITLED TO A DISCOUNTED CIVIC CENTER MEMBERSHIP