

ORDINANCE NUMBER 2025-010-C

AN ORDINANCE FIXING THE BI-WEEKLY AND HOURLY COMPENSATION OF CERTAIN EMPLOYEES OF THE CITY OF ALEXANDRIA, MADISON COUNTY, INDIANA, AND EFFECTIVE DATES THEREOF AND REPEALING ALL ORDINANCES IN CONFLICT THEREWITH

EFFECTIVE JANUARY, 1 2026

SECTION I

BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF ALEXANDRIA, MADISON COUNTY, INDIANA that from and after January 01, 2026 the bi-weekly and hourly compensation of Elected Officials, Board of Public Works and Safety, Police Department, Fire Department and Employees of the City of Alexandria, Madison County, Indiana, shall be as hereafter set out and specified:

	<u>HOURLY RATE</u>	<u>BI-WEEKLY</u>
<u>ELECTED OFFICIALS and BOARD OF PUBLIC WORKS and SAFETY</u>		
Premiums, Incentives and other bonuses applied when applicable.		
MAYOR		2364.48
CLERK-TREASURER		2266.00
CITY COUNCILORS		176.84
BOARD of PUBLIC WORKS and SAFETY		62.54
<u>MAYOR'S OFFICE</u>		
Premiums, Incentives and other bonuses applied when applicable.		
Mayor's Administrative Assistant		1510.55
Mayor's Part Time Secretary	15.91	
<u>CLERK-TREASURER and UTILITY CLERK OFFICES</u>		
Premiums, Incentives and other bonuses applied when applicable.		
Deputy Clerk-Treasurer		1699.13
Second Deputy Clerk-Treasurer		1652.45
Utility Clerk		1558.16

PLANNING, ZONING and ECONOMIC DEVELOPMENT

Premiums, Incentives and other bonuses applied when applicable.

Building Commissioner	21.22	
Economic Developer		by contract

POLICE DEPARTMENT

Contract Specific Shift Premiums, Incentives and other premiums applied when applicable.

CHIEF		2703.25
ASSISTANT CHIEF		2486.99
DETECTIVE		2329.12
CAPTAIN		2313.98
SERGEANT		2227.48
PATROLMAN FIRST CLASS		2162.60
PROBATIONARY PATROLMAN		2054.47
PART TIME	39.36	

FIRE DEPARTMENT

Contract Specific Shift Premiums, Incentives and other premiums applied when applicable.

CHIEF		2649.28
ASSISTANT CHIEF		2437.34
CAPTAIN		2288.98
LIEUTENANT		2204.20
FIREFIGHTER FIRST CLASS		2119.42
PROBATIONARY FIREFIGHTER		2013.45
PART TIME/EXTRA HELP NON-MEDIC	15.45	
PART TIME/EXTRA HELP MEDIC	25.75	

DEPARTMENT HEADS and LABOR

Premiums, Incentives and other bonuses applied when applicable.

Superintendents and/or Commissioners		2121.12
Assistant Superintendents		1981.08
Head Mechanic		1981.08
Labor Grade 4		1702.87
Labor Grade 3		1610.45
Labor Grade 2		1488.14
Labor Grade 1		1229.53
Laborer (Part-Time)	20.60	
Extra Help (Part-Time)	14.42	

PARK DEPARTMENT

****Summer Help shall receive \$.50 per hour per annum not to exceed \$12.00 per hour. Life guards shall receive \$.50 per hour per annum not to exceed \$13.00 per hour.**

Pool Manager	15.45
Asst. Pool Manager	12.36
Life Guards	10.30
Summer Help	9.27

SECTION II

This ordinance should in no way be construed to require the Clerk-Treasurer to pay less than the Federal Minimum Wage to any employee other than seasonal employees.

CLOTHING ALLOWANCE

POLICE AND FIREMAN: Per IC 36-8-4-4 after one year of regular service, each active duty Alexandria Firefighter or Police Officer shall be entitled to a uniform allowance in the amount prescribed within their contract. The clothing compensation shall be paid by the Clerk-Treasurer as prescribed within their contract.

PART-TIME and SEASONAL EMPLOYEES

The above employees cannot work more than 29 hours per week and are not eligible for paid benefits including but not limited to: paid vacation, sick and/or personal days, uniform allowance, holiday pay, bereavement, etc. However, all part-time and seasonal employees will not be subject to the 90 day probationary period.

LONGEVITY PAY

Full Time Employees of the City of Alexandria are provided an annual compensation for years of continual service. This compensation shall be paid by the Clerk-Treasurer on the payroll after their anniversary date.

The below mentioned increment pay is for all non-union full time employees and does not include Police and Fire employees as their longevity and incentives are established by contract.

- 5-10 Years = \$ 80.00 annually, upon completion of the 4th year and up to and including 10 years of service.
- 11-14 Years = \$ 95.00 annually, upon completion of the 10th year of service
- 15-19 Years = \$110.00 annually, upon completion of the 15th year of service
- 20+ Years = \$125.00 annually, upon completion of the 20th year of service and each year thereafter

CALL-IN PAY

Any non-union employee called out after they have left the premises shall be paid a minimum of two (2) hours pay at the over-time rate. In the event it is necessary to work more than two (2) hours, they shall be paid at the over-time rate up to the start of their regular shift.

INCENTIVES, BONUSES and COMPENSATION MODIFICATIONS

All employees found enhancing their job knowledge and performance by obtaining continuing education, certifications and licenses pertaining to their specific job description and role will be eligible for incentives and bonuses at the approval of the Board of Public Works and Safety. The recommendation shall be presented by the direct Department Head and/or the Mayor. The Clerk-Treasurer will continue with this incentive or bonus as expressed by the Board of Public Works and Safety.

Department Heads shall review and evaluate each employee to determine the amount of increase in wages, if any, based upon the skills and ability of such employee. Only Department Heads can recommend upgrading of employees. Department Heads herein are the Mayor, Clerk-Treasurer, Water Superintendent, Waste Water Superintendent, Street Commissioner, Storm Water Superintendent, Maintenance Superintendent, Police Chief and Fire Chief.

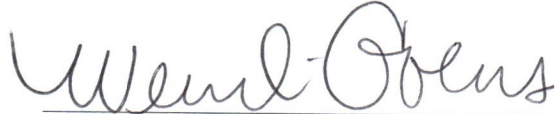
DESIGNATION OF HOLIDAYS FOR 2026

The paid holidays provided to the City Employees in 2026 shall be celebrated on the following dates:

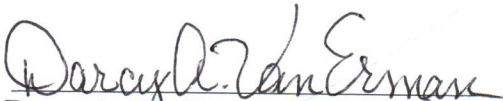
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|------------------------------|-----------------------------|
| Thursday, January 1, 2026 | New Year's Day |
| Monday, January 19, 2026 | Martin Luther King, Jr. Day |
| Monday, February 16, 2026 | President's Day |
| Friday, April 3, 2026 | Good Friday |
| Monday, May 25, 2026 | Memorial Day |
| Friday, July 3, 2026 | Independence Day |
| Monday, August 10, 2026 | Employee Appreciation Day |
| Monday, September 7, 2026 | Labor Day |
| Friday, September 11, 2026 | Patriot Day |
| Monday, October 12, 2026 | Columbus Day |
| Wednesday, November 11, 2026 | Veteran's Day |
| Thursday, November 26, 2026 | Thanksgiving Day |
| Friday, December 25, 2026 | Christmas Day |
| **TAKEN WITHIN PAY PERIOD** | Employee's Birthday |

Part Time Employees, excluding Summer Help and Park Department summer employees, will be paid for four (4) hours rate of pay on Employee Appreciation Day.

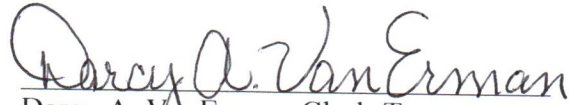
BE IT FURTHER ORDAINED that this Ordinance shall take effect and be in full force from and after January 1, 2026 and its passage by the Common Council of the City of Alexandria, Indiana, and the approval of the Mayor of the City of Alexandria, Indiana, this 20th day of October, 2025.



Wendi Goens, President
City of Alexandria Common Council

ATTEST: 
Darcy A. VanErman, Clerk-Treasurer

Presented by me, the undersigned City Clerk-Treasurer of the City of Alexandria, to the Mayor, of said City for his approval on the 20th day of October, 2025, at 6:10 o'clock a.m./p.m.


Darcy A. VanErman, Clerk-Treasurer

Having examined the foregoing Ordinance, I do now, as the Mayor of the City of Alexandria, approve said Ordinance and return the same to the City Clerk-Treasurer of the City of Alexandria, this 20th day of October, 2025.


Todd Naselroad, Mayor

Prepared By:
Alexandria Clerk-Treasurer