

ORDINANCE 85-14-2009

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

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

WHEREAS it is the intent of Wabash County, Indiana to comply with applicable federal and State of Indiana employment laws and regulations, 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 and County Health Fund or any other fund from which the County Auditor issues warrants for compensation. This includes 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 Wabash County contracted with a professional human resources consulting firm to conduct a job classification and compensation study and Fair Labor Standards Act (FLSA) audit, and

WHEREAS, the Wabash County Council wishes to establish compensation schedules and pay policies;

NOW THEREFORE, it is ordained as follows:

A. The attached FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions; employees holding exempt positions are not eligible for FLSA overtime or FLSA compensatory time.

B. The Wabash County Personnel Policy, dated July 1, 1996, Revised 2006, is hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Wabash County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Wabash County Personnel Policy;

C. The attached schedule of regular pay rates and overtime pay rates shall be established and implemented as approved on the 7th day of December, 2009 and shall be in full-force and effect on January 1, 2010.

D. The following job classification and compensation maintenance system is hereby adopted.

Job Descriptions

The attached job descriptions are adopted as the official job descriptions for all County positions. As new jobs are added, and as reorganizations occur and jobs change, there must be a way to write and update job descriptions, evaluate them, and insert them into the appropriate pay grade. This maintenance plan was developed to ensure that the new Wabash County job classification system is kept up-to-date and useful through time.

Maintaining the job classification system for COMOT, LTC, PAT, POLE, and SO jobs involves establishing a series of procedures. These guidelines will provide for an on-going review of job classifications and compensation schedules upon request of elected officials, department heads, and employees. Provisions for adding or deleting positions to the system are also specified.

Job Classification Based On Position Descriptions

The basis for the classification system is the job description. It is a written statement for each job and contains the following information:

Title of position

Department in which the position exists

Job Category (COMOT, LTC, PAT, POLE or SO)

Date Written: Date Revised: (documents a record of the job)

FLSA Status: (documents exempt/non-exempt status for overtime)

Statement of Duties: (specifies key dimensions of the job)

Jobs in any one category cannot be compared to jobs in another category. For example, COMOT jobs cannot be compared to PAT jobs. The factor evaluation system only compares a position to jobs within the same job category.

All positions within a job category were classified by assigning numbers (points) to the job description. These points are called “factor evaluation points” and were assigned to each job description.

After points were assigned to each position, “classes” of jobs were grouped within each job category. Classifications were compared to salaries and wages to assure there is pay equity among all positions. Factor guide charts were used by the factor team in arriving at the total factor evaluation points.

Wabash County Personnel Administration Committee

It is recommended that a 5-member Wabash County Personnel Administration Committee be created and be responsible for overseeing maintenance of the job classification and pay plan. The committee shall consist of two (2) council members, one (1) commissioner, the County Coordinator, and the County Auditor. This committee serves in an advisory capacity and is responsible for overseeing job review procedures and making job reclassification and pay policy recommendations to the County Council.

All requests shall be heard by the full Council after the committee has completed its review and formed its recommendation. The County Coordinator shall prepare notices of the Personnel Administration Committee meetings and transcribe committee meeting minutes, and records of votes and recommendations. The County Coordinator shall serve as committee coordinator.

Job Review/New Position Requests

There are two occasions when a job description should be reviewed:

1. When a position becomes vacant. The department head should review the job description for possible changes before either hiring a new person, or, alternatively, eliminating the position.
2. When a reorganization of an office occurs and there is “significant” shifting of duties among positions; or when “substantial” new duties are added/deleted to an existing job.

Following the installation of the new job classification, elected officials and department heads will be provided information on making job reviews and new position requests for committee review. Normally, such requests can be made prior to budget hearings, and again, after the first of each year when the salary ordinance is in force. Reclassification requests for existing positions shall not be reviewed more than once in a twenty-four month period.

Reclassification of a position may not be filed within the first twelve months of a new employee’s tenure as a County employee. New position and/or new employees’ requests that are disapproved shall not be reconsidered by the committee for a period of twelve months from the date of original submission.

New positions and/or employees that are approved shall not be considered for reclassification for a period of twelve months from the date of the original submission.

Policies and Procedures

It is recommended that maintenance policies and procedures be adopted by the County Council with the salary ordinance during budget hearings.

When adopting these procedures, special attention must be made to ensure that standard forms and procedures be used by elected officials, department heads, and employees requesting an action of the Committee.

Procedures for Reclassification of a Position or Reorganization of an Office

The following reclassification/reorganization of office review procedures are established to provide a systematic method to process such requests. Offices or departments submitting a request shall use the following steps to make reclassification/office reorganization requests:

- STEP 1: Secure “Job Classification Review Form” and a copy of the official job description adopted by the County Council for the position(s) being reviewed from the Wabash County Coordinator.
- STEP 2: Complete and return “Job Classification Review Form,” including supporting documentation to the County Coordinator. Proposed revisions to the job description should be indicated on the description and be included as part of the supporting documentation.
- STEP 3: The “Job Classification Review Form” and supporting documentation will be submitted to the Personnel Administration Committee by the County Coordinator. The committee will hear a presentation by the department head or elected official and shall decide whether to submit the request to the Council management consultants for their review and recommendation.
- STEP 4: If requested by the committee, the Council consultants may conduct an assessment, including but not limited to, the following: reviewing the department's organizational plan, evaluating the factor evaluation points for the position, considering the probable impact on the County's overall classification system and the fiscal impact, and suggesting alternative methods to perform proposed job functions.
- STEP 5: An Assessment Report will be prepared by Council consultants and submitted to the County Coordinator for distribution to the committee and the department head or elected official.
- STEP 6: The Personnel Administration Committee shall review and evaluate the reclassification/office reorganization request, supporting documentation, and assessment report; and submit recommendation for approval/disapproval to the County Council.
- STEP 7: The County Council shall review all pertinent information and make a final determination for approval/disapproval.

Procedures for Adding a New Position and/or New Employee

The following new position and/or new employee review procedures are established to provide a systematic method to process such requests. Offices or departments submitting a request shall use the following steps to make new position/new employee requests:

- STEP 1: Secure “New Position/Employee Request Questionnaire” form from the County Coordinator.
- STEP 2: Complete and return questionnaire, including supporting documentation to the County Coordinator. The department head or elected official shall submit a draft job description as part of the supporting documentation.
- STEP 3: The Personnel Administration Committee will hear a presentation by the department head or elected official and shall decide whether to submit the request to the Council management consultants for their review and recommendation.
- STEP 4: If requested by the committee, the Council consultants may conduct an assessment, including but not limited to, the following: reviewing the department's organizational plan, evaluating the factor evaluation points for the position, considering the probable impact on the County's overall classification system and the fiscal impact, and suggesting alternative methods to perform proposed job functions.
- STEP 5: An Assessment Report will be prepared by Council consultants and submitted to the County Coordinator for distribution to the committee and the department head or elected official.
- STEP 6: The Personnel Administration Committee shall review and evaluate the new position/employee request, supporting documentation, and assessment report; and submit recommendation for approval/disapproval to the County Council.
- STEP 7: The County Council shall review all pertinent information and make a final determination for approval/disapproval.

Proposals for Reorganization of a Department

Proposals for reorganization of a department/office must be filed with the Personnel Administration Committee and processed according to these procedures. Offices or departments submitting such requests to the committee will be subject to an organizational assessment of office or department operations.

This may involve considering alternative methods for accomplishing the proposed job functions (reorganization, part-time, independent contracting, adjustment of work hours/shifts, equipment, new technologies, etc.).

Recruitment and Hiring

When a job is vacant and the hiring process begins, the following steps should be taken:

- STEP 1: The job description is reviewed and changes made, pursuant to the Steps above.
- STEP 2: Consistent with the job description, the department head determines the minimum qualifications for the position, as well as any preferred qualifications. These are included on the job description, which will be used in posting.
- STEP 3: The job description and salary is distributed through normal County recruitment channels used by the department head, consistent with EEO guidelines, until the position is filled.

EFFECTIVE DATE

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

ADOPTED this 7th day of December, 2009 to be included in the 2010 Salaries & Wages Ordinance by Fund/Acct/Position/Employee/Salary or Wages, as follows:

2010 SALARIES AND WAGES ORDINANCE # 85-14-2009 WABASH COUNTY

WHEREAS: Public Law No. 231 requires County Councils to fix salaries of County Officials and Employees for the year 2009 and Employees for 2010:

SEC.1. Be it ordained by the Wabash County Council of Wabash County, Indiana, that the salaries and wages of County Officials and Employees and its institutions for the year ending December 31, 2010 are as follows:

Fund/Acct. #	Position	Employee	@ 26 pays	Annual
A0001-0001-01-412-011	Clerk	L. Draper	\$1,461.77	\$38,006.00
A0001-0001-01-412-013	Deputy/Bookkeeper	Chamberlain	\$1,049.25	\$27,280.58
A0001-0001-01-412-012	Deputy	J. Lengel	\$1,018.69	\$26,486.00
A0001-0001-01-412-012	Deputy	R. Unger	\$1,018.69	\$26,486.00
A0001-0001-01-412-012	Deputy	T. Ehret	\$1,018.69	\$26,486.00
A0001-0001-01-412-012	Deputy	E. Martin	\$509.35	\$13,243.00
A0001-0001-05-451-002	Clerk's IV-D	E. Martin	\$509.35	\$13,243.00
A0001-0001-01-412-012	Deputy	K. Bever	\$1,018.69	\$26,486.00
A0001-0001-01-412-012	Deputy	T. Wendt	\$1,018.69	\$26,486.00
A0001-0001-01-412-012	Full-time Cleric Hourly	M. Miracle	\$254.65	\$6,621.00
A0001-0001-05-451-002	Clerk's IV-D	M. Miracle	\$764.04	\$19,865.00
A0001-0001-01-412-027	First Deputy Pay		\$38.46	\$1,000.00
A0001-0018-01-412-011	Election Board Members (3) @ \$1000.			\$3,000.00
A0001-0018-01-412-012	Clerical Assistants			\$1,000.00
A0001-0018-01-412-019	Clerk/Board Secretary	L. Draper	\$38.46	\$1,000.00

A0001-0018-01-412-013	Absent Voter Board			\$6,500.00
A0001-0018-01-412-014	Canvassing Board			\$350.00
A0001-0018-01-412-018	Precinct Board Members			\$28,500.00
A0001-0018-01-412-081	Mechanic & Trans			\$1,000.00
A0001-0019-01-412-011	Clerk/Voter Registration	L. Draper	\$58.27	\$1,515.00
A0052-0000-01-412-019	PT Deputy /Perp. Fund	Cartwright	\$700.00	\$18,200.00
A0001-0002-01-412-011	Auditor	J. Ridgeway	\$1,538.46	\$40,000.00
A0001-0002-01-412-013	Deputy/Bookkeeper	B. Grube	\$1,049.25	\$27,280.58
A0001-0002-01-412-012	Deputy/AP	J. Gillespie	\$1,018.69	\$26,486.00
A0001-0002-01-412-012	Deputy/Tax	R. LaSalle	\$1,018.69	\$26,486.00
A0001-0002-01-412-012	Deputy/Deeds	M. Shepherd	\$1,018.69	\$26,486.00
A0001-0002-01-412-012	Deputy/Payroll	L. Conrad	\$1,049.25	\$27,280.58
A0001-0002-01-412-015	Deputy/GIS PT	R. Guenin	\$407.46	\$10,594.00
A0001-0002-01-412-019	PT Deputy Hourly			\$10,200.00
A0001-0002-01-412-027	Chief Deputy Pay	J. Gillespie	\$38.46	\$1,000.00
A0001-0002-01-412-019	Clerical Hourly			\$1,500.00
A0001-0003-01-412-011	Treasurer	S Shaw	\$1,461.77	\$38,006.00
A0001-0003-01-412-012	Deputy Treasurer	L. Layman	\$1,018.69	\$26,486.00
A0001-0003-01-412-027	First Deputy Pay	L. Layman	\$38.46	\$1,000.00
A0001-0003-01-412-019	Clerical Hourly			\$10,000.00
A0001-0004-01-412-011	Recorder	N. Gribben	\$1,461.77	\$38,006.00
A0098-0000-01-412-013	Deputy Recorder /Perp. Fund	Friedersdorf	\$1,018.69	\$26,486.00
A0001-0005-01-412-011	Sheriff	L. Striker	\$3,076.92	\$80,000.00
A0001-0005-01-412-012	Chief Deputy	S. Hicks	\$1,533.62	\$39,874.00
A0001-0005-01-412-014	Det. Capt.	R. Monce	\$1,485.62	\$38,626.00
A0001-0005-01-412-015	Sergeant	R. Miller	\$1,431.92	\$37,230.00
A0001-0005-01-412-015	Sergeant	J.T. Guenin	\$1,431.92	\$37,230.00
A0001-0005-01-412-015	Sergeant	M. Davis	\$1,431.92	\$37,230.00
A0001-0005-01-412-016	Deputy	R. Nordman	\$1,343.19	\$34,923.00
A0001-0005-01-412-016	Deputy	D. Iden	\$1,343.19	\$34,923.00
A0001-0005-01-412-016	Deputy	B. Duecker	\$1,343.19	\$34,923.00
A0001-0005-01-412-016	Deputy	T. Rzasa	\$1,343.19	\$34,923.00
A0001-0005-01-412-016	Deputy	R. Chambers	\$1,343.19	\$34,923.00
A0001-0005-01-412-016	Deputy	A. Payne	\$1,343.19	\$34,923.00
A0001-0005-01-412-016	Deputy	J. Clark	\$1,343.19	\$34,923.00
A0001-0005-01-412-016	Deputy	R. Baker	\$1,343.19	\$34,923.00
A0001-0005-01-412-016	Deputy	D. Hurst	\$1,343.19	\$34,923.00
A0001-0005-01-412-019	Secretary	C. Rich	\$1,098.46	\$28,560.00
A0001-0005-01-412-020	Overtime			\$10,000.00
A0001-0005-01-412-021	Emergency Deputies			\$10,000.00
A0001-0005-01-412-078	Court Appearances			\$2,000.00
A0001-0005-01-412-081	Merit Board			\$1,500.00

A0001-0006-01-412-011	Surveyor	C. Slee	\$1,423.58	\$37,013.00
A0001-0006-01-412-022	Cert Ditches/Cornerstone	C. Slee	\$96.85	\$2,518.00
A0001-0006-01-412-014	Asst. Surveyor	K. Grumpp	\$1,098.46	\$28,560.00
A0001-0006-01-412-020	Overtime	K. Grumpp		\$624.00
A0001-0006-01-412-017	PT Field Help			\$100.00
A0001-0006-01-412-019	Surveyor Clerical Hourly			\$2,600.00
A0012-0000-01-412-017	Perp. Fund Clerical Hourly			\$1,500.00
A0001-0007-01-412-011	Coroner	C, Whitesel	\$400.15	\$10,404.00
A0001-0008-01-412-011	Pros. Attorney	W. Hartley	\$192.31	\$5,000.00
A0001-0008-01-412-012	Ch Deputy/PT	K. Lynn	\$200.88	\$5,223.00
A0001-0008-01-412-013	Deputy/PT	A. Plummer	\$1,728.96	\$44,953.00
A0001-0008-01-412-014	Investigator	T. Weaver	\$1,049.27	\$27,281.00
A0001-0008-01-412-015	Secretary-Pros	T. Burnsworth	\$1,096.88	\$28,519.00
A0001-0008-01-412-017	Victim Asst. Coordinator.	B. Cordes	\$1,018.69	\$26,486.00
A0101-0001-01-412-016	Pretrial Div Secretary	C. Evenson	\$1,018.69	\$26,486.00
A0001-0009-01-412-011	Child Sup Officer	A. Plummer	\$814.15	\$21,168.00
A0001-0009-01-412-012	Investigator	L. Voorman	\$1,049.27	\$27,281.00
A0001-0009-01-412-013	Investigator	D. Tiffany	\$1,049.27	\$27,281.00
A0001-0009-01-412-023	Investigator	G. Ball	\$1,049.27	\$27,281.00
A0001-0010-01-412-011	Co. Assessor	K. Schenkel	\$1,461.77	\$38,006.00
A0001-0011-01-412-014	Assessor Level II	K. Schenkel	\$38.46	\$1,000.00
A0001-0010-01-412-012	Deputy Assessor	C. Paul	\$1,018.69	\$26,486.00
A0001-0010-01-412-015	Deputy Level II	C. Paul	\$19.23	\$500.00
A0001-0010-01-412-013	Wages PT/ Personal Property			\$2,500.00
A0001-0010-01-412-012	Deputy Assessor	B. Conner	\$1,018.69	\$26,486.00
A0001-0010-01-412-015	Assessor Level II	B. Conner	\$38.46	\$1,000.00
A0001-0010-01-412-012	Deputy Assessor	J. Schuler	\$1,018.69	\$26,486.00
A0001-0010-01-412-015	Deputy Level II	J. Schuler	\$19.23	\$500.00
A0001-0010-01-412-016	Twp. Level II	2 @ 1000		\$2,000.00
A0001-0023-01-412-083	PTABOA Board Members			\$2,000.00
A0001-0020-01-412-011	Extension Office Mgr	S. Haynes	\$1,018.69	\$26,486.00
A0001-0020-01-412-019	Secretary/PT	S. Anguilm	\$392.31	\$10,200.00
A0001-0020-01-412-018	Wages-Summer Help			\$3,360.00
A0001-0021-01-412-013	Soil & Water Coordinator.	P. Collins	\$930.54	\$24,194.00

A0001-0022-01-412-011	Planning Adm./Director	M. Howard	\$1,411.89	\$36,709.20
A0001-0022-01-412-013	Secretary/PT	T. Blair	\$497.85	\$12,944.00
A0001-0022-01-412-021	Board Members			\$4,860.00
A0001-0024-01-412-011	Drainage Board Member	B. Hauptert	\$64.14	\$1,667.67
A0001-0024-01-412-011	Drainage Board Member	S. Givens	\$64.14	\$1,667.67
A0001-0024-01-412-011	Drainage Board Member	B. Eppley	\$64.14	\$1,667.67
A0001-0024-01-412-012	Secretary	K. Grumpp	\$43.42	\$1,129.00
A0001-0024-01-412-016	Sub Board Member			\$150.00
A0001-0024-01-412-019	Clerical Hourly			\$50.00
A0001-0025-01-412-011	Veterans Service Off	M. Reed	\$459.38	\$11,944.00
A0001-0025-01-412-013	Deputy/PT	T. Snyder	\$247.08	\$6,424.00
A0001-0026-01-412-011	Weights & Meas. Inspector	J. Vogel	\$400.00	\$10,400.00
A0001-0029-01-412-011	1st Dist Commissioner	B. Hauptert	\$686.73	\$17,855.00
A0001-0029-01-412-011	2nd Dist Commissioner	S. Givens	\$686.73	\$17,855.00
A0001-0029-01-412-011	3rd Dist Commissioner	B. Eppley	\$686.73	\$17,855.00
A0001-0029-01-412-020	County Coordinator	J. Dils	\$1,617.00	\$42,042.00
A0001-0029-01-412-022	Comm. Custodian	R. Smith	\$1,171.81	\$30,467.00
A0001-0029-01-412-018	Animal Warden	S. Cox	\$1,128.54	\$29,342.00
A0001-0029-01-412-014	Asst Warden	K. Moore	\$686.88	\$17,859.00
A0001-0029-01-412-019	PT Asst Warden	A. Bolden	\$313.85	\$8,160.00
A0001-0032-01-412-016	Courthouse Custodian PT	R. Sriver		\$15,000.00
A0001-0032-01-412-019	Help/Hourly			\$2,500.00
A0001-0030-01-412-012	Council Members (7)	7 @ \$4451.29	7 @ \$171.20	\$31,159.00
A0001-0031-01-412-011	EMA Director	B. Brown	\$1,293.05	\$33,619.20
A0001-0031-01-412-014	Adm. Asst./PT	R. Guenin	\$611.23	\$15,892.00
A0001-0033-01-412-011	Commander	M. Henderson	\$1,365.62	\$35,506.00
A0001-0033-01-412-012	Matron/Cook	P. Cooper	\$1,333.85	\$34,680.00
A0001-0033-01-412-013	Asst Comm	C. Staggs	\$1,252.64	\$32,568.60
A0001-0033-01-412-013	Asst Comm	D. Coburn	\$1,252.64	\$32,568.60
A0001-0033-01-412-013	Asst Comm	S. Dillon	\$1,252.64	\$32,568.60
A0001-0033-01-412-015	Jail Officer	K. Montgomery	\$1,212.23	\$31,518.00
A0001-0033-01-412-015	Jail Officer	D. Johnson	\$1,212.23	\$31,518.00
A0001-0033-01-412-015	Jail Officer	D. Corn	\$1,212.23	\$31,518.00
A0001-0033-01-412-015	Jail Officer	V. Vance	\$1,212.23	\$31,518.00
A0001-0033-01-412-015	Jail Officer	T. Thomas	\$1,212.23	\$31,518.00
A0001-0033-01-412-015	Jail Officer	R. Grinstead	\$1,212.23	\$31,518.00
A0001-0033-01-412-015	Jail Officer	C. Delong	\$1,212.23	\$31,518.00

A0001-0033-01-412-015	Jail Officer	D. Bailey	\$1,212.23	\$31,518.00
A0001-0033-01-412-015	Jail Officer	M. Castro	\$1,212.23	\$31,518.00
A0001-0033-01-412-015	Jail Officer	VACANT	\$1,212.23	\$31,518.00
A0001-0033-01-412-018	E911 Director	S. Beeks	\$1,263.19	\$32,843.00
A0001-0033-01-412-016	Chief Dispatcher	M. Dazey	\$1,263.19	\$32,843.00
A0001-0033-01-412-017	Dispatch	B. Blue	\$1,214.38	\$31,574.00
A0001-0033-01-412-017	Dispatch	T. Monce	\$1,214.38	\$31,574.00
A0001-0033-01-412-017	Dispatch	R. Morris	\$1,214.38	\$31,574.00
A0001-0033-01-412-017	Dispatch	T. Eubank	\$1,214.38	\$31,574.00
A0001-0033-01-412-019	Records Clerk	E. Gidley	\$1,098.46	\$28,560.00
A0001-0033-01-412-020	Overtime			\$12,000.00
A0001-0033-01-412-021	PT Cooks/Hourly.			\$25,000.00
A0001-0033-01-412-022	PT Jail Off/Dispatch/Hourly			\$40,000.00
A0160-0000-01-412-013	Commissary FT Hourly	M. Fuller	\$874.30	\$22,731.80
A0001-0035-01-412-011	Circuit Ct Judge	R McCallen III	\$192.31	\$5,000.00
A0001-0035-01-412-013	Court Reporter	C. Stoup	\$1,096.88	\$28,519.00
A001-0035-01-412-014	Bailiff	M. Lundmark	\$1,096.88	\$28,519.00
A0001-0035-01-412-025	Sec Officer	BJ Cantrell	\$1,162.85	\$30,234.00
A0001-0035-01-412-024	PT Clerical			\$2,600.00
A0001-0036-01-412-011	Superior Ct Judge	C. Goff	\$192.31	\$5,000.00
A0001-0036-01-412-013	Ct. Reporter	C. Striggle	\$1,096.88	\$28,519.00
A0001-0036-01-412-014	Bailiff	S. Kingston	\$1,096.88	\$28,519.00
A0001-0036-01-412-025	Sec Officer	J. McDonald	\$1,205.31	\$31,338.00
A0001-0036-01-412-035	Petit Jurors			\$2,000.00
A0001-0036-01-412-037	Witness Fees			\$100.00
A0001-0036-01-412-019	PT Reporter / PT Security Officer			\$3,000.00
A0001-0036-01-412-031	Judge Pro Tem			\$500.00
A0001-0037-01-412-011	Ch Probation Officer	D. Duggan	\$2,358.96	\$61,333.00
A0001-0037-01-412-014	Probation Officer	K. Cullum	\$1,711.15	\$44,490.00
A0001-0037-01-412-014	Probation Officer	T. Hanes	\$1,555.65	\$40,447.00
A0001-0037-01-412-014	Probation Officer	S. Lochner	\$1,555.65	\$40,447.00
A0001-0037-01-412-014	Probation Officer	B. Swihart	\$1,555.65	\$40,447.00
A0001-003701-412-014	Probation Officer	M. Kelley	\$1,125.69	\$31,332.92
A0001-0037-01-412-014	Probation Officer	J.Boardman	\$1,555.65	\$42,623.90
A0001-0037-01-412-013	Office Mgr	J. Nance	\$1,087.71	\$28,280.58
A0001-0037-01-412-012	Adm. Assist	K. Pegg	\$1,018.69	\$26,486.00
A0060-0000-01-412-019	Adult Probation PT Hourly	K. Roth		\$10,000.00
A0061-0000-01-412-015	Juvenile Day Reporting	T. Cavins	\$1,049.25	\$27,280.58
A0167-0000-01-412-011	Probation Officer	A. Schucknecht	\$1,482.14	\$38,535.72
A0167-0000-01-412-025	PT Security/Hourly.	T. Niccum		\$1,950.00

A0002-0038-01-412-011	Highway Supervisor	P. Amones	\$1,737.92	\$45,186.00
A0002-0038-01-412-012	Highway Foreman	J. Martin	\$1,356.04	\$35,257.00
A0002-0038-01-412-014	Highway Clerk	M. Bever	\$1,157.69	\$30,100.00
A0002-0039-01-412-011	Driver/Operator	M. Rehak	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	A. Burton	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	M. Wood	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	J. McKee	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	D. Custer	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	R. Harber	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	B. Black	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	T. Reahard	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	E. Webb	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	T. Sams	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	J. Weimann	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	K. Snyder	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	T. Teague	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	VACANT	\$1,234.65	\$32,101.00
A0002-0039-01-412-011	Driver/Operator	VACANT	\$1,234.65	\$32,101.00
A0002-0039-01-412-020	Overtime	Driver/Operators		\$25,000.00
A0002-0039-01-412-013	Sign Foreman	M. Wright	\$1,234.65	\$32,101.00
A0002-0039-01-412-020	Overtime	Sign Foreman		\$2,000.00
A0002-0040-01-412-011	Mechanics	J. Lawson	\$1,292.81	\$33,613.00
A0002-0040-01-412-011	Mechanics	K. Highley	\$1,292.81	\$33,613.00
A0002-0040-01-412-020	Overtime	Mechanics		\$6,000.00
A0002-0040-01-412-012	Laborers/Night Watchman			\$39,923.00
A0010-0000-01-412-011	Health Officer	J. Gifford		\$6,000.00
A0010-0000-01-412-013	Deputy/Registrar	K. Carter-Lower	\$1,018.69	\$26,486.00
A0010-0000-01-412-015	Nurse	J. Skeans	\$1,249.19	\$32,478.99
A0010-0000-01-412-016	Environ. Sanitarian	J. Swango	\$1,168.27	\$30,375.00
A0010-0000-01-412-017	Food Sanitarian	L. Dannacher	\$1,028.62	\$26,744.00
A0010-0000-01-412-018	Nurse Asst.	L. Foust	\$601.68	\$15,643.64
A0010-0000-01-412-021	Deputy Adm. Coordinator.	L. Ellis	\$816.63	\$21,232.42
A0113-0000-01-412-018	Health Maintenance Nurse	L. Foust	\$601.56	\$15,640.55
A0147-0000-01-412-021	Deputy Adm. Coordinator.	L. Ellis	\$135.48	\$3,522.60
				Jan - June 2010
A0036-0000-01-412-011	Comm. Corrections Director	J. Hobson	\$1,813.58	\$23,576.50
A0036-0000-01-412-012	Adm. Assist	K. Barker	\$1,165.04	\$15,145.50
A0036-0000-01-412-013	Field Officer	S. Burns	\$1,188.35	\$15,448.50
A0036-0000-01-412-014	Case Manager	R. Gatchel	\$1,188.35	\$15,448.50
A0036-0000-01-412-015	Case Manager	M. Striker	\$1,188.35	\$15,448.50
A0036-0000-01-412-018	PT Home Detention		\$14.00 – 16.97 Hr	
A0036-0000-01-412-019	PT Work Release		\$12.00 – 16.97 Hr	

**Approved with the 2010 Budget on the 8th day of September, 2009.
2010 Salary Ordinance and Addendum for Salary Schedule and Compensation
Policies. Passed on this 7th day of December, 2009.**

WABASH COUNTY COUNCIL

/s/ Ted A. Little

/s/ Randy Curless

/s/ Claude Markstahler

/s/ Gary Nose

/s/ Daryl Evans

/s/ James Kaltenmark

ATTEST:

/s/ Jane Ridgeway

Wabash County Auditor