

ORDINANCE 2019-85- 10

**AN ORDINANCE ADOPTING COUNTY OF WABASH, INDIANA
SALARY SCHEDULE AND COMPENSATION POLICIES FOR 2020**

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 resource 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 21st day of October, 2019 and shall be in full-force and effect on January 1, 2020.
- 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 are 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 21st day of October, 2019 to be included in the 2020 Salaries & Wages Ordinance by Fund/Acct/Position/Employee/Salary or Wages, as follows:

**2020 SALARIES AND WAGES ORDINANCE
WABASH COUNTY**

WHEREAS: Public Law No. 231 requires County Councils to fix salaries of County Officials and Employees for the year 2020

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, 2020 are as follows:

| Fund/Acct. # | Position | Number of employees | | Annual |
|---|-----------------------------------|----------------------------|---------------|---------------|
| COUNTY GENERAL FUND: CLERK | | | | |
| 1000.11100.000.0001 | Wabash County Clerk of the Courts | 1 | \$1,776.04 | \$46,177.00 |
| 1000.11300.000.0001 | Deputy/Bookkeeper | 2 | \$1,291.38 | \$67,152.00 |
| 1000.11200.000.0001 | Deputy Clerk | 4 | \$1,222.59 | \$127,149.00 |
| 1000.11317.000.0001 | Child Support Deputy Clerk | 1 | \$855.81 | \$22,251.00 |
| 1000.12700.000.0001 | First Deputy Pay | 1 | \$76.92 | \$2,000.00 |
| 1000.11401.000.0001 | Part-time Deputy | 2 | Hourly | \$0.00 |
| CLERK'S TITLE IV-D FUND: | | | | |
| 8899.11317.000.0000 | Title IV-Child Support Clerk | 1 | \$366.81 | \$9,537.00 |
| 8899.12700.000.0000 | Title IV-D First Deputy Pay | 1 | \$76.92 | \$2,000.00 |
| COUNTY GENERAL FUND: ELECTION | | | | |
| 1000.11103.000.0018 | Election Board Member | 3 | Semi-annually | \$3,600.00 |
| 1000.11204.000.0018 | Clerical Assistant | 1 | Semi-annually | \$2,000.00 |
| 1000.11904.000.0018 | Extra Help | | Semi-annually | \$1,000.00 |
| 1000.11905.000.0018 | Election Board Secretary | | Semi-annually | \$1,000.00 |
| 1000.11305.000.0018 | Absent Voter Board | Hourly | Semi-annually | \$8,100.00 |
| 1000.11602.000.0018 | Precinct Board Members | Daily | Semi-annually | \$20,000.00 |
| 1000.18102.000.0018 | Security | Hourly | Semi-annually | \$1,300.00 |
| COUNTY GENERAL FUND: VOTERS REGISTRATION | | | | |
| 1000.11101.000.0019 | Wabash County Clerk of the Courts | | Semi-annually | \$1,739.00 |
| CLERK'S RECORD PERPETUATION FUND: | | | | |
| 1119.11401.000.0000 | PT Deputy Clerk/Hourly | | Hourly | \$18,000.00 |
| COUNTY GENERAL FUND: AUDITOR | | | | |
| 1000.11100.000.0002 | Wabash County Auditor | 1 | \$1,916.15 | \$49,820.00 |
| 1000.11119.000.0002 | Deputy Auditor: Financial | 1 | \$1,291.38 | \$33,576.00 |
| 1000.11200.000.0002 | Deputy Auditor/Tax/Deed | 2 | \$1,222.69 | \$63,580.00 |
| 1000.11301.000.0002 | Deputy Auditor: Payroll | 1 | \$1,291.38 | \$33,576.00 |
| 1000.11318.000.0002 | Deputy Auditor: Accounts Payable | 1 | \$1,291.38 | \$33,576.00 |
| 1000.12700.000.0002 | First Deputy Pay | | \$76.92 | \$2,000.00 |
| COUNTY GENERAL FUND: TREASURER | | | | |
| 1000.11100.000.0003 | Wabash County Treasurer | 1 | \$1,796.27 | \$46,703.00 |
| 1000.11200.000.0003 | Deputy Treasurer | 1 | \$1,222.62 | \$31,788.00 |
| 1000.12700.000.0003 | First Deputy Pay | | \$76.92 | \$2,000.00 |
| 1000.11903.000.0003 | Clerical | Hourly | | \$7,000.00 |
| COUNTY GENERAL FUND: RECORDER | | | | |
| 1000.11100.000.0004 | Wabash County Recorder | 1 | \$1,776.04 | \$46,177.00 |
| 1000.11903.000.0004 | P/T Hourly | | | \$5,000.00 |
| RECORDERS PERPETUATION FUND: | | | | |
| 1189.11200.000.0000 | FT Deputy Recorder | | \$1,222.46 | \$31,784.00 |
| 1189.11401.000.0000 | Part Time Deputy | | \$0.00 | \$0.00 |
| 1189.12700.000.0000 | First Deputy | | \$76.92 | \$2,000.00 |
| COUNTY GENERAL FUND: SHERIFF | | | | |
| 1000.11100.000.0005 | Wabash County Sheriff | Jan-Jun | \$3,496.62 | \$45,456.00 |
| 1000.11100.000.0005 | Wabash County Sheriff | July-Dec | \$3,582.00 | \$46,566.00 |
| 1000.11201.000.0005 | Major | 1 | \$2,076.77 | \$53,996.00 |
| 1000.11503.000.0005 | Sergeant | 3 | \$1,948.85 | \$152,010.00 |
| 1000.11515.000.0005 | K-9 Compensation | 3 | \$173.08 | \$13,500.00 |
| 1000.11600.000.0005 | Merit Deputy | 11 | Varies | \$677,672.00 |
| 1000.11614.000.0005 | Deputy School Resource Officer | 2 | \$1,689.08 | \$87,832.00 |
| 1000.11901.000.0005 | Administrative Assistant | 1 | \$1,532.81 | \$39,853.00 |
| 1000.12000.000.0005 | Overtime | Hourly | | \$12,000.00 |
| 1000.17800.000.0005 | Court Appearance | Hourly | | \$1,000.00 |
| 1000.11700.000.0005 | PT Process Server/Hourly | | | \$7,072.00 |
| 1000.18100.000.0005 | Merit Board - 1 | 5 | \$300.00 | \$1,500.00 |

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| COUNTY GENERAL FUND: SURVEYOR | | | | |
| 1000.11107.000.0006 | Wabash County Surveyor | | \$1,776.08 | \$46,178.00 |
| 1000.12201.000.0006 | Certified Ditches/Cornerstones | | \$96.85 | \$2,518.00 |
| 1000.11405.000.0006 | Assistant Surveyor | | \$1,396.19 | \$36,301.00 |
| 1000.12000.000.0006 | Assistant Surveyor Extra Time | | | \$660.00 |
| 1000.11200.000.0006 | FT Deputy Surveyor (40%) | 2 | \$489.06 | \$25,431.00 |
| 1000.11700.000.0006 | Field Help Part Time | | | \$100.00 |
| 1000.11204.000.0006 | Clerical/Assistants | Hourly | | \$1,000.00 |
| COUNTY GENERAL FUND: DRAINAGE BOARD | | | | |
| 1000.11104.000.0024 | Board Member | 3 | \$73.69 | \$5,748.00 |
| 1000.11604.000.0024 | Substitute Board Member | As Needed | Per Meeting | \$300.00 |
| 1000.11900.000.0024 | Clerical | Hourly | | \$120.00 |
| COUNTY GENERAL FUND: CORONER | | | | |
| 1000.11100.000.0007 | Wabash County Coroner | | \$571.65 | \$14,863.00 |
| 1000.11700.000.0007 | Part Time | | Per Call | \$3,750.00 |
| COUNTY GENERAL FUND: PROSECUTING ATTORNEY | | | | |
| 1000.11100.000.0008 | Prosecuting Attorney | 1 | \$192.31 | \$5,000.00 |
| 1000.11201.000.0008 | FT Chief Deputy Prosecutor | 1 | \$192.31 | \$5,000.00 |
| 1000.11200.000.0008 | Deputy/FT Prosecuting Atty | 1 | \$2,897.73 | \$75,341.00 |
| 1000.11202.000.0008 | Investigator | 1 | \$1,323.19 | \$34,403.00 |
| 1000.11500.000.0008 | Secretary | 1 | \$1,346.38 | \$35,006.00 |
| 1000.11703.000.0008 | Victim Assistance Coordinator | 1 | \$1,222.65 | \$31,789.00 |
| USERS FEE FUND: PRE-TRIAL DIVISION | | | | |
| 2501.11613.000.0000 | Secretary | 1 | \$1,232.38 | \$32,042.00 |
| 2501.11903.000.0000 | PT Hourly | Hourly | | \$3,000.00 |
| COUNTY GENERAL FUND: PROSECUTOR TITLE IV-D | | | | |
| 1000.11108.000.0009 | Child Support Officer | 1 | \$1,224.42 | \$31,835.00 |
| 1000.11202.000.0009 | Investigator | 1 | \$1,323.19 | \$34,403.00 |
| 1000.11304.000.0009 | Investigator | 1 | \$1,346.38 | \$35,006.00 |
| 1000.12301.000.0009 | Investigator C.S. | 1 | \$1,323.19 | \$34,403.00 |
| COUNTY GENERAL FUND: COUNTY ASSESSOR | | | | |
| 1000.11109.000.0010 | Wabash County Assessor | 1 | \$1,816.88 | \$47,239.00 |
| 1000.11200.000.0010 | Deputy Assessor | 3 | \$1,243.05 | \$96,958.00 |
| COUNTY GENERAL FUND: PTABOA/BOARD OF REVIEW | | | | |
| 1000.18301.000.0023 | Board Members | | \$75 Per Meeting | \$450.00 |
| REASSESSMENT FUND | | | | |
| 1224.11601.000.0000 | County Assessor Level III | 1 | \$57.69 | \$1,500.00 |
| 1224.11701.000.0000 | Deputy Assessor Level III | 1 | \$19.23 | \$500.00 |
| COUNTY GENERAL FUND: PURDUE EXTENSION | | | | |
| 1000.11110.000.0020 | Office Manager | 1 | \$1,222.62 | \$31,788.00 |
| 1000.11906.000.0020 | PT Secretary/Hourly | Hourly | | \$15,806.00 |
| 1000.11801.000.0020 | Summer Help | Hourly | | \$5,169.00 |
| COUNTY GENERAL FUND: SOIL AND WATER | | | | |
| 1000.11306.000.0021 | Program Administrator | 1 | \$1,356.62 | \$35,272.00 |
| 4948.12102.000.0000 | Board Members | | \$25 per diem | |
| COUNTY GENERAL FUND: PLANNING COMMISSION | | | | |
| 1000.11102.000.0022 | Planning Director | 1 | \$1,717.77 | \$44,662.00 |
| 1000.11500.000.0022 | PT Secretary | 1 | \$595.04 | \$15,471.00 |
| 1000.12102.000.0022 | Plan Commission Board Member | 13 | \$429.92 | \$5,589.00 |
| COUNTY GENERAL FUND: VETERANS SERVICE | | | | |
| 1000.11106.000.0025 | Veteran's Service Officer | 1 | \$692.35 | \$18,001.00 |
| 1000.11307.000.0025 | PT Deputy/Hourly | 1 | \$12.30 | \$7,676.00 |
| COUNTY GENERAL FUND: WEIGHTS AND MEASURES | | | | |
| 1000.11101.000.0026 | Inspector | 1 | \$578.04 | \$15,029.00 |
| COUNTY GENERAL FUND: COMMISSIONERS | | | | |
| 1000.11105.000.0029 | County Commissioner | 3 | \$837.58 | \$65,331.00 |
| 1000.12002.000.0029 | County Coordinator | 1 | \$1,916.77 | \$49,836.00 |
| 1000.12202.000.0029 | Commissioner's Custodian | 1 | \$1,655.77 | \$43,050.00 |

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|--|-----------------------------------|--------|--------------|--------------|
| COUNTY GENERAL FUND: COUNCIL | | | | |
| 1000.11206.000.0030 | Council Members | 7 | \$252.19 | \$45,899.00 |
| COUNTY GENERAL FUND: EMA | | | | |
| 1000.11102.000.0031 | Executive Director | 1 | \$1,611.62 | \$41,902.00 |
| 1000.11212.000.0031 | FT Administrative Assistant (60%) | 1 | \$733.65 | \$19,075.00 |
| 1000.11207.000.0031 | Assistant EMA Director | 1 | \$275.77 | \$7,170.00 |
| COUNTY GENERAL FUND: COURTHOUSE | | | | |
| 1000.11606.000.0032 | PT Custodian/Hourly | 1 | Hourly | \$17,924.00 |
| 1000.11904.000.0032 | Extra Help | Hourly | | \$2,000.00 |
| COUNTY GENERAL FUND: JAIL | | | | |
| 1000.11111.000.0033 | Commander | 1 | \$1,644.73 | \$42,763.00 |
| 1000.11208.000.0033 | Matron/Cook | 1 | \$1,472.15 | \$38,276.00 |
| 1000.11309.000.0033 | Asst Commander | 2 | \$1,542.63 | \$80,217.00 |
| 1000.11504.000.0033 | Jail Officer -1 | 19 | \$1,449.58 | \$716,091.00 |
| 1000.11607.000.0033 | IDACS/NCIC Dispatcher | 1 | \$1,449.58 | \$37,689.00 |
| 1000.11902.000.0033 | Records Clerk | 1 | \$1,372.81 | \$35,693.00 |
| 1000.12000.000.0033 | Overtime | Hourly | | \$12,000.00 |
| 1000.12105.000.0033 | PT Cooks | Hourly | | \$15,000.00 |
| 1000.12203.000.0033 | PT Jail Officer/Dispatch | Hourly | | \$15,000.00 |
| COUNTY GENERAL FUND: CIRCUIT COURT | | | | |
| 1000.11112.000.0035 | Circuit Court Judge | 1 | Supplemental | \$5,000.00 |
| 1000.11310.000.0035 | Court Reporter | 1 | \$1,372.81 | \$35,693.00 |
| 1000.11408.000.0035 | Court Bailiff | 1 | \$1,372.81 | \$35,693.00 |
| 1000.12500.000.0035 | Security Officer | 1 | \$1,389.85 | \$36,136.00 |
| 1000.11903.000.0035 | PT Security Officer | Hourly | | \$4,002.00 |
| 1000.13500.000.0035 | Petit Jurors | | | \$7,500.00 |
| CASA FUND: | | | | |
| 1212.11102.000.0000 | Director | 1 | \$1,477.04 | \$38,403.00 |
| 1212.11212.000.0000 | Administrative Assistant | 1 | \$915.00 | \$23,790.00 |
| 1212.11203.000.0000 | Volunteer Supervisor | Hourly | | \$15,303.00 |
| COUNTY GENERAL FUND: SUPERIOR COURT | | | | |
| 1000.11112.000.0036 | Superior Court Judge | 1 | Supplemental | \$5,000.00 |
| 1000.11212.000.0036 | Administrative Asst | 1 | \$1,372.81 | \$35,693.00 |
| 1000.11310.000.0036 | Court Reporter | 1 | \$1,372.81 | \$35,693.00 |
| 1000.11409.000.0036 | Court Bailiff | 1 | \$1,372.81 | \$35,693.00 |
| 1000.12501.000.0036 | Security Officer | 1 | \$1,452.81 | \$37,773.00 |
| 1000.13700.000.0036 | Witness Fees | | | \$100.00 |
| 1000.11908.000.0036 | PT Security Officer | Hourly | | \$3,900.00 |
| 1000.13100.000.0036 | Judge Pro Tem | | | \$500.00 |
| COUNTY GENERAL FUND: PROBATION | | | | |
| 1000.11113.000.0037 | Chief Probation Officer | 1 | \$2,845.73 | \$73,989.00 |
| 1000.11118.000.0037 | Probation Officer | 1 | \$1,460.50 | \$37,973.00 |
| 1000.11209.000.0037 | Administrative Assistant | 1 | \$1,223.08 | \$31,800.00 |
| 1000.11303.000.0037 | Office Manager | 1 | \$1,291.46 | \$33,578.00 |
| 1000.11410.000.0037 | Probation Officer | 1 | \$2,653.42 | \$68,989.00 |
| 1000.11450.000.0037 | Probation Officer | 1 | \$1,875.00 | \$48,750.00 |
| 1000.11510.000.0037 | DRP Instructor | 1 | \$1,291.38 | \$33,576.00 |
| 1000.11609.000.0037 | Probation Officer | 1 | \$1,875.00 | \$48,750.00 |
| 1000.11705.000.0037 | Probation Officer | 1 | \$1,852.27 | \$48,159.00 |
| 1000.11804.000.0037 | Probation Officer | 1 | \$1,498.42 | \$38,959.00 |
| 1000.12003.000.0037 | Probation Officer | 1 | \$1,968.77 | \$51,188.00 |
| 1000.11418.000.0037 | Intake Part Time | Hourly | | \$25,471.00 |
| 1000.12700.000.0037 | First Deputy Pay | 1 | \$38.46 | \$1,000.00 |
| ADULT PROBATION ADMIN FEE FUND: | | | | |
| 2000.11804.000.0000 | Probation Officer | 1 | \$1,668.85 | \$43,390.00 |
| ADULT PROBATION USERS FEE FUND: | | | | |
| 2100.11118.000.0000 | Probation Officer | 1 | \$131.12 | \$3,409.00 |
| 2100.11509.000.0000 | PT Coord/Facilitator | 1 | | \$8,000.00 |
| 2100.11705.000.0000 | PT Field Officer Salary | 1 | \$522.35 | \$13,581.00 |
| 2100.11808.000.0000 | PT Field Officer Salary | 1 | \$76.92 | \$2,000.00 |
| 2100.16000.000.0000 | PT Field Officer/Hourly | Hourly | | \$30,000.00 |
| ALCOHOL & DRUG ABUSE FUND: | | | | |
| 2510.11118.000.0000 | Probation Officer | 1 | \$1,875.00 | \$48,750.00 |
| 2510.12503.000.0000 | PT Security/Hourly | | Hourly | \$3,514.00 |

COURT RECIDIVISM REDUCTION PROGRAM

| | | | | |
|---------------------|-------------------|---|--|-------------|
| 9106.11118.020.0000 | Probation Officer | 1 | | \$46,870.00 |
|---------------------|-------------------|---|--|-------------|

PROBATION GRANT FUND

| | | | | |
|---------------------|-------------------|---|------------|-------------|
| 9107.11705.020.0000 | Probation Officer | 1 | \$2,005.46 | \$52,142.00 |
| 9107.11808.020.0000 | Probation Officer | 1 | \$1,440.50 | \$37,453.00 |

JUVENILE DETENTION ALTERNATIVES INITIATIVE

| | | | | |
|---------------------|----------------------------|---|--|-------------|
| 9110.11113.019.0000 | Co-Coordinator | 1 | | \$10,000.00 |
| 9110.11410.019.0000 | Co-Coordinator | 1 | | \$6,000.00 |
| 9110.11303.019.0000 | Coordination Support Staff | 1 | | \$2,257.81 |
| 9110.11209.019.0000 | Coordination Support Staff | 1 | | \$2,257.81 |

JUVENILE DETENTION ALTERNATIVES INITIATIVE

| | | | | |
|---------------------|-----------------------------|--|--------------------|------------|
| 9111.11700.019.0000 | Part-time Evening Reporting | | Paid @ \$125.00 Wk | \$8,000.00 |
|---------------------|-----------------------------|--|--------------------|------------|

PSAP**CENTRAL DISPATCH**

| | | | | |
|---------------------|---------------------------------|--------|------------|--------------|
| 1235.11102.000.0000 | CD Director | 1 | \$1,829.04 | \$47,555.00 |
| 1235.11805.000.0000 | CD Coordinator | 1 | \$1,584.54 | \$41,198.00 |
| 1235.11610.000.0000 | Dispatcher/IDAC/NCIC | 1 | \$1,506.31 | \$39,164.00 |
| 1235.11615.000.0000 | Dispatcher/Instructor | | | \$7,298.00 |
| 1235.11616.000.0000 | Dispatcher/2nd Shift Supervisor | 1 | \$1,469.81 | \$38,215.00 |
| 1235.11706.000.0000 | Dispatchers | 13 | \$1,471.80 | \$497,467.00 |
| 1235.12300.000.0000 | PT Dispatchers | Hourly | | \$42,000.00 |
| 1235.12000.000.0000 | Overtime | Hourly | | \$7,200.00 |

COUNTY HIGHWAY FUND:

| | | | | |
|---------------------|--------------------------|--------------|------------|--------------|
| 1176.11114.000.0038 | Superintendent | 1 | \$2,057.04 | \$53,483.00 |
| 1176.11210.000.0038 | Highway Supervisor | 1 | \$1,633.69 | \$42,476.00 |
| 1176.11211.000.0038 | Part Time | 1 | Hourly | \$3,000.00 |
| 1176.11412.000.0038 | Highway Clerk/Hourly | 1 | \$18.37 | \$38,208.00 |
| 1176.11115.000.0039 | Driver/Operator - Hourly | 14 | \$18.40 | \$535,858.00 |
| 1176.12000.000.0039 | Overtime/Hourly | Driver | \$27.60 | \$45,000.00 |
| 1176.11312.000.0039 | Sign Supervisor/Hourly | | \$18.40 | \$38,276.00 |
| 1176.12001.000.0039 | Overtime/Hourly | Sign Foreman | \$27.60 | \$4,000.00 |
| 1176.11116.000.0040 | Mechanics/Hourly | 2 | \$19.50 | \$81,122.00 |
| 1176.12000.000.0040 | Overtime/Hourly | Mechanics | \$29.25 | \$8,000.00 |
| 1176.11211.000.0040 | Part Time | Hourly | | \$41,952.00 |
| | RESTRICTED | | | |
| 1173.11115.000.0000 | Driver/Operator - Hourly | 14 | \$18.40 | \$100,000.00 |
| 1173.12111.000.0000 | Laborers | | Hourly | \$20,000.00 |
| 1173.11116.000.0000 | Mechanics/Hourly | | \$19.50 | \$10,000.00 |
| 1173.11312.000.0000 | Sign Supervisor/Hourly | Sign Foreman | \$29.25 | \$10,000.00 |

COUNTY HEALTH FUND:

| | | | | |
|---------------------|--------------------------|--------|------------|-------------|
| 1159.11117.000.0000 | Health Officer | 1 | \$514.50 | \$13,377.00 |
| 1159.11302.000.0000 | Dep/Registrar | 1 | \$1,222.62 | \$31,788.00 |
| 1159.11506.000.0000 | County Nurse | 1 | \$1,591.88 | \$41,389.00 |
| 1159.11611.000.0000 | Environmental Specialist | 1 | \$1,396.12 | \$36,299.00 |
| 1159.11707.000.0000 | Food Sanitarian | 1 | \$1,396.12 | \$36,299.00 |
| 1159.11806.000.0000 | FT Nurse Assistant | 1 | \$1,591.88 | \$41,389.00 |
| 1159.12106.000.0000 | Administrative Assistant | 1 | \$1,222.62 | \$31,788.00 |
| 1159.11903.000.0000 | PT Clerical | Hourly | | \$800.00 |
| 1159.11700.000.0000 | Part Time | | | \$7,000.00 |

COMMUNITY CORRECTIONS FUND:

| | | | | |
|---------------------|----------------------------|---|------------|-------------|
| 1122.11102.020.0000 | Director | 1 | \$1,182.69 | \$30,750.00 |
| 1122.11212.020.0000 | Administrative Assistant | 1 | \$1,182.69 | \$30,750.00 |
| 1122.11314.020.0000 | Field Officer 1 | 1 | \$1,182.69 | \$30,750.00 |
| 1122.11403.020.0000 | Field Officer 2 | 1 | \$1,182.69 | \$30,750.00 |
| 1222.11411.020.0000 | Case Manager | 1 | \$1,182.69 | \$30,750.00 |
| 1122.11416.020.0000 | Field Services Coordinator | 1 | \$1,393.73 | \$36,237.00 |

COMMUNITY CORRECTIONS FUND (4960 Project Income):

| | | | | |
|---------------------|----------------------------|---|------------|-------------|
| 4960.11102.020.0000 | Director | 1 | \$1,233.85 | \$32,080.00 |
| 4960.11212.020.0000 | Administrative Assistant | 1 | \$226.62 | \$5,892.00 |
| 4960.11314.020.0000 | Field Officer 1 | 1 | \$253.85 | \$6,600.00 |
| 4960.11403.020.0000 | Field Officer 2 | 1 | \$245.92 | \$6,394.00 |
| 4960.11411.020.0000 | Case Manager | 1 | \$277.81 | \$7,223.00 |
| 4960.11416.020.0000 | Field Services Coordinator | 1 | \$481.27 | \$12,513.00 |

Total Salaries

\$7,448,233.62

This 2020 Budget was approved on the 16th day of September, 2019.
The 2020 Salary Ordinance is approved on this 21st day of October, 2019


WABASH COUNTY COUNCIL



Kyle Bowman, Chairman




Matthew Mize- Vice-Chairman



Randy Curless



Matthew Dillon



Philip Dale



Lorissa Sweet



Barbara Pearson

ATTEST:



Marcie Shepherd
Wabash County Auditor