

Martinsville Common Council
Meeting Agenda
Monday, November 10, 2025
7:00 PM - City Hall, Council Chambers

THE CITY OF
Martinsville
INDIANA



Call to Order, Invocation., and Pledge of Allegiance

Roll Call

Consideration of the Minutes

- A. Consideration of the October 27, 2025, Common Council Meeting Minutes

Clerk-Treasurer's Report

Committee Report

- A. Study Committee Report - Peddlers, Solicitors and Transient Merchants

Public Hearing

- A. Ordinance 2025-1899 - Stating Salaries of Elected Officials
- B. Ordinance 2025-1900 - Setting Salaries of Certain Appointed Officials and Employees

New Business

- A. First Reading of Ordinance 2025-1899 - Stating Salaries of Elected Officials
- B. First Reading of Ordinance 2025-1900 - Setting Salaries of Certain Appointed Officials and Employees

Consideration of Claims

Council Comments

Public Comment

Next Regular Meeting

- A. The next regular meeting will be on Monday, November 24, 2025, beginning at 7:00 PM in the Council Chambers (Room 202), City Hall, 59 S. Jefferson St., Martinsville, IN

Adjournment

Any individuals who requires aid or service for effective communication, or a modification of policies or procedures to participate in a public meeting, program, service, or activity of the City of Martinsville, IN, contact Ben Meridia, ADA Coordinator, 56 North Main Street, Martinsville, IN, 46151, 765-342-6012, as soon as possible, but no later than 48 hours before the scheduled event.

**MARTINSVILLE COMMON COUNCIL
MARTINSVILLE INDIANA
MORGAN COUNTY, INDIANA
OCTOBER 27, 2025**

Call to Order, Invocation., and Pledge of Allegiance

Mayor Kenny Costin called the Martinsville Common Council meeting to order on October 27, 2025. Pastor Warner Swopes led the prayer for those in attendance. Mayor Costin then led the attendees in the Pledge of Allegiance.

Roll Call

Councilor At Large John Badger XIV
Councilor District 5 Phil Deckard II
Councilor District 4 Suzie Lipps
Councilor District 2 Ben Mahan
Councilor At Large Ann Miller

A quorum was declared present.

Consideration of the Minutes

A. Consideration of the Tuesday, October 14, 2025, Common Council Meeting Minutes

A motion to approve the minutes was made by Councilor At Large John Badger XIV. Councilor District 5, Phil Deckard II, seconded the motion. The minutes passed 5-0.

Public Hearing

Ordinance 2025-1907 - Annexing Certain Territory into the City, Placing the same within the corporate boundaries thereof and making the same a part of the City of Martinsville. Attorney, Mike Ksenak, presented the ordinance for its first reading.

No comments from the public were made. The public hearing was closed and the council meeting reconvened.

A. Ordinance 2025-1907 - Annexing Certain Territory into the City

Councilor District 4, Suzie Lipps, made a motion to suspend the rules to approve Ordinance 2025-1907 on the first reading. Councilor At Large, Ann Miller, seconded the motion. The motion passed 5-0.

New Business

A. First Reading Ordinance 2025-1907 - Annexing Certain Territory into the City

A motion to approve Ordinance 2025-1907 was made by Councilor District 4, Suzie Lipps. Councilor District 2, Ben Mahan, seconded the motion. The motion passed 5-0.

B. Consideration of Resolution 2025-0717 - Written Fiscal Plan for Annexation of Real Estate

A motion to approve Resolution 2025-0717 was made by Councilor District 4, Suzie Lipps. Councilor At Large, Ann Miller, seconded the motion. The motion passed 5-0.

Consideration of Claims

A motion to approve the claims was made by Councilor At Large, Ann Miller. Councilor District 5, Phil Deckard II, seconded the motion. The motion passed 5-0.

Council Comments

Public Comments

Announcements

Mayor Costin gave the reminder that in order to put items on upcoming meeting agendas, individuals need to email Mack Porter.

Police Chief Lang announced that fall inspections are happening 10/28-10/29 in his department. The Best in Show award will be given to the top officer in the competition.

Mayor Costin announced that trick-or-treating will take place on Friday, October 31, from 6-8:30pm.

Next Regular Meeting

- A. The next regularly scheduled meeting will be on Monday, November 10, 2025, beginning at 7:00 PM in the Council Chamber (Room 202), City Hall, 59 S. Jefferson St., Martinsville, IN

B.

Adjournment

Name		Signature
Phil R. Deckard II, Member, District 5, President Pro Tempore	Aye ☐ Nay ☐ Abstain ☐	

Phil R. Deckard Sr, Member, District 1	Aye ☐ Nay ☐ Abstain ☐		
Ben Mahan, Member, District 2	Aye ☐ Nay ☐ Abstain ☐		
Josh Ferran, Member, District 3	Aye ☐ Nay ☐ Abstain ☐		
Suzie Lipps, Member, District 4	Aye ☐ Nay ☐ Abstain ☐		
Ann Miller, Member-at-Large	Aye ☐ Nay ☐ Abstain ☐		
John Badger, XIV, Member-at-Large	Aye ☐ Nay ☐ Abstain ☐		
ATTEST			
Name		Signature	Date
Benjamin K. Merida, Clerk-Treasurer			
MAYOR ACTION			
Name		Signature	Date
Kenneth W. Costin, Mayor	Approve ☐ Veto ☐		

Introduction:

These are items we would like to see added to the current City of Martinsville Peddlers licenses. These are items would like to see added or

Registration Requirements-

- (A) Name, permanent address and phone number of business being represented
- (B) Nature of business description of products and services
- (C) Name, address , phone number and photocopy of drivers license for each person representing the business
- (D) Make, model, color and license plate number of any vehicle to be used by the personnel representing the business.,
- (E) Statement of whether the applicant has been cited for an ordinance violation related to the applicant's business endeavors within the last 3 years; nature of the offense and place of conviction.

Regulations:

The following regulations shall govern the conduct of registrants. It shall be unlawful for any peddler to:

- (A) Solicit or call at any dwelling or other place after sunset and before sunrise, except by appointment.

- (B) To call at any dwelling or other place where a sign is displayed bearing the words, "No Peddlers", "No Solicitation" or words of similar meaning
- (C) To call at the rear door of any dwelling place: or
- (D) To remain on any premises after being asked to leave by the owner, occupant, or other person having authority over the premises.

Registration with Police Department:

Every person who desires to peddle or solicit shall register in a registration book provided for that purpose in the Police Department, his name, and address: the name and address of the person who he represents, if any; the names and addresses of at least two references as to his moral character, honesty, and integrity; a brief description of the nature of the business which he is engaged ; and the kind of goods, property , services or publications to be peddled or solicited. The person shall undergo a background check by the police and show insurance of product or service.

Display of License or ID Tag:

- (A) Every solicitor or peddler at all times while engaged in peddling or soliciting shall wear and display the license issued to him.
- (B) Every solicitor or peddler licensed under this chapter shall have his photograph attached to his license and shall have his license in his immediate possession at all times. When peddling or soliciting he shall display the license upon demand by any police officer of the city and upon demand of any person to whom he is peddling or soliciting.

License/Licenses

Licenses issued under the provisions of this chapter shall contain the information and be in the form prescribed by the Martinsville Police Department.

Investigation of Applicant

A license and a non-transferable identification card shall be issued to vendor by the Chief of Police upon such vendor's completion of an application , confirmation that such vendor's completion of an application , confirmation that such vendor has no felony or misdemeanor conviction within 15 years of the application date for a crime of dishonesty, fraud, theft and/or moral turpitude, and such vendor has paid a license fee of \$40.00 for a ten-day license or \$150.00 for a 120-day license for each person selling items. Upon receipt of a license, a vendor must also purchase from the Martinsville Police Department, at a cost of \$5.00 each, non-transferable identification cards for each employee and agent of vendor listed on vendor's application and for whom the Chief of Police has confirmed has no active warrant , felony or misdemeanor conviction within 15 years of vendor's application date for a crime of dishonesty, fraud, theft and/or moral turpitude.

ORDINANCE 2025-1899
ORDINANCE STATING SALARIES OF ELECTED
OFFICIALS OF THE CITY OF MARTINSVILLE,
MORGAN COUNTY, INDIANA FOR THE YEAR 2026

SECTION I: The salary of the Mayor of the City of Martinsville is hereby fixed in the sum of \$81,000.00 per annum and is to be paid bi-weekly. The Mayor shall be entitled to draw and receive such compensation for such services, which shall be paid from the respective funds as follows:

General Fund.....	\$42,109.00
Sewer Utility	\$13,434.00
Water Utility	\$13,434.00
EDIT	\$12,023.00

SECTION II: The salary of the Clerk Treasurer of the City of Martinsville is hereby fixed in the sum of \$76,000.00 per annum and is to be paid bi-weekly. The Clerk Treasurer will be entitled to draw and receive such compensation for such services, which shall be paid from the following respective funds:

General Fund.....	\$46,808.00
Sewer Utility	\$14,596.00
Water Utility	\$14,596.00

SECTION III: The salary of the Common Council is hereby fixed in the sum of \$10,150.00 per annum, and is to be paid in twelve (12) monthly installments. They shall be entitled to draw and receive such compensation for such services. They shall be paid from the following respective funds:

General Fund.....	\$6,780.00
Sewer Utility	\$1,685.00
Water Utility	\$1,685.00

SECTION IV: The salary of the Judge of City Court of the City of Martinsville, is hereby fixed in the sum of \$47,750.00 per annum, and is to be paid bi-weekly. The Judge shall be entitled to draw and receive such compensation for such services, which shall be paid from the following funds:

City Court Fund	\$43,133.00
Judicial Salaries	\$4,617.00

ALL POSITIONS ON THIS SALARY ORDINANCE SHALL BE EXEMPT.

SECTION V: In addition to the above salaries, the Mayor and the Clerk Treasurer, as full-time city employees, shall also be entitled to the same fringe benefits as other full-time city employees set forth within the City of Martinsville Personnel Policy Manual.

All of which is adopted this _____ day of November 2025, by the Martinsville Common Council.

Name		Signature
Phil R. Deckard II, Member, District 5, President Pro Tempore	Aye ☐ Nay ☐ Abstain ☐	
Phil R. Deckard Sr, Member, District 1	Aye ☐ Nay ☐ Abstain ☐	
Ben Mahan, Member, District 2	Aye ☐ Nay ☐ Abstain ☐	
Josh Ferran, Member, District 3	Aye ☐ Nay ☐ Abstain ☐	
Suzie Lipps, Member, District 4	Aye ☐ Nay ☐ Abstain ☐	
Ann Miller, Member-at-Large	Aye ☐ Nay ☐ Abstain ☐	
John Badger, XIV, Member-at-Large	Aye ☐ Nay ☐ Abstain ☐	
ATTEST		
Name	Signature	Date
Benjamin K. Merida, Clerk-Treasurer		
MAYOR ACTION		
Name	Signature	Date
Kenneth W. Costin, Mayor	Approve ☐ Veto ☐	

ORDINANCE 2025-1900
ORDINANCE SETTING SALARIES OF CERTAIN APPOINTED
OFFICIALS AND EMPLOYEES OF THE CITY OF MARTINSVILLE,
MORGAN COUNTY, INDIANA FOR THE YEAR 2026

WHEREAS, the Common Council of the City of Martinsville, according to Indiana statute is the legislative body of the City and is responsible for adopting salary ordinances for appointed officials and employees within the city of Martinsville; and

WHEREAS, the Common Council of the City of Martinsville believes it is in the best interest of the appointed officials and employees to set certain salaries for year 2026; and

NOW, THEREFORE BE IT ORDAINED that the Common Council of the City of Martinsville sets the following Ordinance for Salaries for Certain Appointed Officials and Employees of the City of Martinsville for the year 2026.

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SECTION 1: OFFICE OF MAYOR

Executive Assistant to the Mayor

The Executive Assistant to the Mayor assists the Mayor, the Police Chief, the Fire Chief, the City Superintendent, and the Plan Commission. In addition, the Executive Assistant will have the responsibility of all applications and research as to grant writing for the City of Martinsville. The salary of the Executive Assistant is hereby fixed in the sum of \$69,940.00 per annum, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity. The fixed salary shall be paid from the following respective funds:

General Fund	\$56,440.00
City Superintendent	\$10,750.00
Plan Commission	\$2,750.00

This position is exempt.

Compliance Director

The salary and compensation of the Compliance Director shall be no more than \$60,000.00 per annum, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity. The salary shall be paid from the following funds:

Stormwater Fund	\$60,000.00
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This position is exempt.

City Planner

The salary and compensation of the City Planner shall be no more than \$75,000.00 per annum, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity. The salary shall be paid from the following funds:

General Fund	\$75,000.00
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This position is exempt.

Additional Clerical Help

Any substitute or periodic clerical help needed in the mayor's office shall be paid as part-time, not to exceed 29 hours per week, and the salary shall be in the range of \$16.00-\$25.00 per hour.

Buy Back of Unused Sick Days

All full-time personnel in the Mayor's Office shall be entitled to draw and receive nine (9) sick days. Any sick days not used can be bought back by the City up to seven (7) unused days.

The payment for the buy back of sick days will be paid in January of the year following the year in which the sick days were unused.

SECTION 2: OFFICE OF CLERK TREASURER

First Deputy Clerk Treasurer

The salary and compensation of the First Deputy to the Clerk- Treasurer shall be no more than \$67,600.00 per annum, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity. The salary shall be paid from the following funds:

General Fund	\$49,640.00
Sewer Utility	\$7,980.00
Water Utility	\$7,980.00
Solid Waste	\$5,000.00

This position is exempt.

Clerk to the Clerk Treasurer

The salary and compensation of any Clerk to the Clerk Treasurer shall be no more than \$29.00 per hour, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity.

Additional Clerical Help

All extra clerical help which may be needed during the calendar year by the Clerk Treasurer, shall be hired as extra clerical on a part-time basis, set hours not to exceed 29 hours per week, and shall be paid at a range of \$18.00 to \$25.00 per hour.

Buy Back of Unused Sick Days

All full-time personnel in the Clerk Treasurer's office shall be entitled to draw and receive nine (9) sick days. Any sick days not used can be bought back by the City up to seven (7) unused days.

The payment for the buyback of sick days will be paid in January of the year following the year in which the sick days were unused.

SECTION 3: CITY COURT

Clerk of the City Court (Full-Time)

The salary and compensation of the full-time Clerk of the City Court shall be no more than \$25.00 per hour, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity.

Clerk of the City Court (Part-Time)

The salary and compensation of the part-time Clerk of the City Court shall be no more than \$25.00 per hour, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity. This part-time position shall work no more than 29 hours per week.

Bailiff of the City Court

The salary and compensation of the Bailiff of the City Court shall be no more than \$75.00 per hour, to be paid bi-weekly. The Bailiff shall receive pay for services performed in carrying out the duties of Bailiff.

Buy Back of Unused Sick Days

All full-time personnel in the Clerk Treasurer's office shall be entitled to draw and receive nine (9) sick days. Any sick days not used can be bought back by the City up to seven (7) unused days.

The payment for the buyback of sick days will be paid in January of the year following the year in which the sick days were unused.

SECTION 4: FIRE DEPARTMENT

Fire Chief

The Chief of the Fire Department is a position appointed by the mayor. The Chief of Fire shall receive a base salary of that of a tenth-year firefighter, that being \$77,080.00. This position is exempt.

The Deputy Chief of the Fire Department shall receive a base salary of that of a tenth-year firefighter, that being \$77,080.00.

Firefighters

Firefighters shall be paid based upon the following schedule:

First year	\$62,080.00
Second year	\$63,955.00
Third year	\$65,830.00
Fourth year	\$67,705.00
Fifth year	\$69,580.00
Sixth year	\$71,455.00
Seventh year	\$73,330.00
Eighth year	\$75,205.00
Ninth year	\$76,080.00
Tenth year	\$77,080.00

The City of Martinsville recognizes seniority among firefighters that are in 1977 PERF. Any firefighter that transfers to Martinsville Fire Department that is in 1977 PERF will receive the salary for how many years of service they have in the 1977 Police and Firefighters PERF fund. The hire date will be the date to recognize and calculate the years of service.

Training Officer

The salary of the Training Officer of the Fire Department is hereby fixed at a sum of \$48,750.00 per annum, to be paid bi-weekly. The Training Officer shall receive the salary for services performed in his role as Training Officer.

Additional Pay

Additional pay will be given to the following ranks:

Chief	\$10,000.00 per annum
Deputy Chief	\$6,000.00 per annum
Fire Marshal	\$4,000.00 per annum
Captain	\$3,533.00 per annum
Lieutenant	\$2,533.00 per annum

Administrative Assistant Clerk

The salary and compensation of the Clerk shall be no more than \$25.00 per hour, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity.

Additional Pay

The salary of the Fire pension secretary shall be \$250.00 per annum, to be paid after the annual meeting of the department.

Paid Per Call Firefighters and Pay-Per-Call Firefighters

Paid per call firefighters shall be paid an hourly rate of \$20.00. This should be paid on the 28th date pay cycle. All paid per call personnel must have a minimum FF I/II, Hazardous Materials Operations and EMT-B certifications.

Holiday Pay

Career personnel are eligible for \$10.50 per hour per hour of work on designated holidays. This applies only to personnel scheduled to work on said holidays. Holiday pay does not apply to personnel that may be working and receiving overtime pay rate or off duty personnel that may be responding back to call back incident. Holiday period is from 12:00 a.m. to 12:00 a.m.

Certified Salary

The certified salary for the Fire Department for the City of Martinsville is hereby set at \$82,500.00. This salary is set for the purposes of the 1977 Police and Fire Fighter Pension Fund.

Members of the Merit Board

The salary and compensation of members of the Martinsville Fire Merit Board is hereby fixed at \$80.00 for each month.

SECTION 5: POLICE DEPARTMENT

Police Chief of the City of Martinsville

The Chief of Police is a position appointed by the mayor. The Chief of Police shall have a base salary of that of a tenth-year police patrol officer, that being \$77,080.00. This position is exempt.

The Deputy Chief of the Police Department shall receive a base salary of that of a tenth-year police patrol officer, that being \$77,080.00.

The Major of the Police Department shall receive a base salary of that of a tenth-year police patrol officer, that being \$77,080.00.

Patrol Officers

All patrol officers shall be paid based upon the following schedule:

First year	\$62,080.00
Second year	\$63,955.00
Third year	\$65,830.00
Fourth year	\$67,705.00
Fifth year	\$69,580.00
Sixth year	\$71,455.00
Seventh year	\$73,330.00
Eighth year	\$75,205.00
Ninth year	\$76,080.00
Tenth year	\$77,080.00

Additional Pay

Additional pay will be given to the following ranks:

Chief	\$10,000.00 per annum
Deputy Chief	\$6,000.00 per annum
Major	\$5,000.00 per annum
Lieutenant	\$4,000.00 per annum
Sergeant	\$3,533.00 per annum
Corporal	\$2,000.00 per annum

Administrative Assistant to the Police Chief

The salary and compensation of the Administrative Assistant to the Police Chief of the City of Martinsville is hereby fixed at a sum of \$25.00 per hour, to be paid bi-weekly. This position shall be entitled to receive compensation for work performed in that capacity.

Administrative Assistant Clerk

The salary and compensation of the Administrative Assistant Clerk to the Police Department of the City of Martinsville is hereby fixed at a range of \$14.00-\$25.00 per hour, to be paid bi-weekly. This position shall be entitled to receive compensation for work performed in that capacity if it is a full-time position.

Certified Salary

The certified salary for the Police Department for the City of Martinsville is hereby set at \$82,500.00. This salary is set for the purposes of the 1977 Police and Fire Fighter Pension Fund.

Take-Home Vehicles

Police officers may have take-home vehicles in which to assist them in their duties as a police officer.

School Crossing Guards

The salary of School Crossing Guards during the school year is hereby fixed at a range of \$23.62 to \$30.00 per day. Any Crossing Guards working half days shall be paid \$11.44 to \$15.00 per day. Crossing Guards shall only be paid during the school year, while school is in progress. School Crossing Guards are eligible to receive the pay acting as School Crossing Guards in that capacity.

Additional Pay

In addition to the above benefits, police officers may be paid additional pay as follows:

Chief of Detective	\$825.00 per annum
Range Master	\$400.00 per annum
Senior Patrolman	\$300.00 per annum
Field Training Officer	\$200.00 per annum plus 12 additional hours of time off
SWAT/Negotiators	\$200.00 per annum
Bicycle Patrol Officer	\$200.00 per annum
Instructor	\$200.00 per annum
Public Information Officer	\$200.00 per annum
Drone Operator	\$200.00 per annum
Master's Degree	\$200.00 per annum
Bachelor's Degree	\$200.00 per annum
Associate's Degree	\$200.00 per annum

Officers are only eligible to make a max of \$1,000.00 per annum for additional pay for special assignments.

Additional Pay

The salary of the Police pension secretary shall be \$250.00 per annum, to be paid after the annual meeting of the department.

Members of the Merit Board

The salary and compensation of members of the Martinsville Police Merit Board is hereby fixed at \$80.00 for each month.

SECTION 6: CITY OF SUPERINTENDENT

City Superintendent

The salary of the City Superintendent for the City of Martinsville is fixed at a sum of \$76,000.00 per annum, to be paid bi-weekly. The City Superintendent shall be entitled to receive compensation for services performed in that capacity. This position is exempt.

Executive Assistant to the City Superintendent

The salary of the Executive Assistant to the City Superintendent is hereby fixed in the amount of \$10,750.00 per annum, to be paid bi-weekly. The Executive Assistant is entitled to draw the salary based upon work performed on behalf of the City Superintendent. These funds shall be paid from the City Superintendent budget.

Buy Back of Unused Sick Days

The City Superintendent shall be entitled to draw and receive nine (9) sick days. Any sick days not used can be bought back by the City up to seven (7) unused days.

The payment for the buyback of sick days will be paid in January of the year following the year in which the sick days were unused.

SECTION 7: PLAN COMMISSION

Members of the Martinsville City Plan Commission

The salary and compensation of members of the Martinsville City Plan Commission is hereby fixed at \$80.00 for each month.

The Secretary of the Martinsville City Plan Commission

The Secretary of the Plan Commission shall be compensated \$25.00 per month. Said monies shall be paid monthly.

Administrative Assistant of the Plan Commission

The salary of the Administrative Assistant of the Plan Commission is hereby fixed in the amount of \$2,662.00 per annum, to be paid bi-weekly. This salary shall be drawn for work that the Administrative Assistant performs for the Plan Commission. Funds shall be paid from the Plan Commission budget.

SECTION 8: BOARD OF PUBLIC WORKS AND SAFETY

Board of Public Works and Safety

The salary of the Board of Public Works and Safety is hereby fixed at \$108.00 per member per month.

SECTION 9: BOARD OF ZONING APPEALS

Board of Zoning Appeals

The Martinsville Board of Zoning Appeal Members shall be paid \$80.00 for each month.

Secretary for Board of Appeals

The Secretary for the Board of Appeals will be compensated \$25.00 per month. Said funds will be paid monthly.

SECTION 10: UNSAFE BUILDING AUTHORITY

Unsafe Building Authority

The Salary for members of the Unsafe Building Authority shall be in the amount of \$80.00 per month.

SECTION 11: BUILDING INSPECTOR

Building Inspector

The salary and compensation for the Building Inspector is hereby fixed in the sum of \$65,000.00 per annum, to be paid bi-weekly. The Building Inspector shall receive this salary based upon services he performs in the capacity of Building Inspector. This position is exempt.

Administrative Assistant to the Building Inspector

The salary of the Administrative Assistant to the Building Inspector is paid \$25.00 per hour, to be paid bi-weekly. The Assistant to the Building Inspector shall receive said compensation based upon services performed in that capacity.

Code Enforcer/Assistant Building Inspector

The salary and compensation of the Code Enforcer/Assistant Building Inspector is hereby is paid no more than \$28.37 per hour, to be paid bi-weekly. This position shall be a full-time position with full benefits. The Code Enforcer/Assistant Building Inspector shall receive said compensation based upon services performed in that capacity.

Buy Back of Unused Sick Days

The Building Inspector, Code Enforcer and the Administrative Assistant shall be entitled to draw and receive nine (9) sick days. Any sick days not used can be bought back by the City up to seven (7) unused days.

The payment for the buyback of sick days will be paid in January of the year following the year in which the sick days were unused.

SECTION 12: STREET DEPARTMENT

Working Foreman Street Department

The salary of the Working Foreman of the Street Department shall be \$31.00 per hour, to be paid bi-weekly.

Administrative Assistant to Street Department

The salary of the Administrative Assistant at the Street Department shall be paid \$25.00 per hour, to be paid bi-weekly. The Administrative Assistant shall be entitled to receive compensation for the work performed in that capacity.

Part-time Workers

Any and all part-time workers hired to work at the Street Department shall be paid at the range between \$16.00 to \$25.00 per hour, and their hours worked per week shall not exceed 29 hours.

Seasonal Workers

The salary of all Seasonal Workers hired to work at the Street Department shall be paid hourly at a rate of \$10.00 to \$20.00 per hour.

SECTION 13: WATER/SEWER UTILITY

Working Foreman Water Utility

The salary of the Working Foreman of the Water Utility shall be \$31.00 per hour, to be paid bi-weekly.

Working Foreman Sewer Utility

The Certified Plant Operator of the Sewer Utility shall be \$31.00 per hour, to be paid bi-weekly.

Utility Office Manager

The salary of the Utility Office Manager shall be \$31.00 per hour, to be paid bi-weekly.

Clerk

The Clerk of the Water Utility shall be paid \$25.00 per hour, to be paid bi-weekly.

Part-time Clerk

Any part-time help at the Utility Office shall be paid within a range of \$18.00 - \$25.00 per hour, and their hours worked per week shall not exceed 29 hours with no benefits.

SECTION 14: LABORERS THROUGH SKILLED WORKERS

Laborers through skilled workers

Any and all laborers through skilled workers of any City department or City utility shall be paid hourly at a fixed range of \$20.00 per hour to \$31.00 per hour, to be paid bi-weekly.

Appendix “A”

CLASSIFICATION AND WAGES FOR 2026

For both union and non-union positions

STREET DEPT

Working Foreman	\$31.00
Laborer	\$24.00
Street Worker	\$24.00
Heavy Equipment Operator*	\$26.00
Machinist	\$26.00
Chief Mechanic	\$29.50
Asst. Mechanic	\$26.00

SOLID WASTE/SANITATION DEPT

Operator	\$26.00
Heavy Equipment Operator*	\$26.00
Machinist	\$26.00
Packer Crew Member (rear)	\$25.00

UTILITY DEPT

Certified Distributor Operator	\$27.00
Laborer	\$24.00
Utility Worker	\$24.00
Heavy Equipment Operator*	\$26.00
Machinist	\$26.00
Chief Meter Reader	\$27.00
Meter Reader	\$25.75
Utility Locator	\$25.75
W.T. Class II, License Holder	\$29.00
Water Utility Office Clerk	\$25.00
Coordinator	\$29.00
Water Works Sewer Dept. Working Foreman	\$31.00
Utility Office Manager	\$31.00

WASTER WATER TREATMENT PLANT

Class I Operator	\$25.00
Class II Operator	\$29.00
WWT Class III, License Holder	\$30.00
Laborer	\$24.00

WWTP Worker	\$24.00
Waste Water Treatment Plant Working Foreman	\$31.00

*For Payroll information, the following is considered “heavy equipment”, an employee operating such will be paid the heavy equipment hourly wage:

Bulldozer
 Backhoe
 Stump Grinder
 Road Grader
 Street Sweeper
 Aerial Bucket Truck
 Grad-all Excavator
 Sani-vac Sewer Truck
 Front End Loader

SECTION 16: REDEVELOPMENT COMMISSION

Members of the Martinsville Redevelopment Commission

The members of the Martinsville Redevelopment Commission shall receive salary and compensation of \$80.00 per month.

SECTION 17: PARK BOARD

Members of the Park Board

The members of the Martinsville Park Board shall receive salary and compensation of \$108.00 per month. The Park Board member that is appointed to take the Park Board minutes shall receive \$25.00 per meeting in addition to the \$108.00 per month.

SECTION 18: BENEFITS

Full-Time Positions

All full-time positions within the City of Martinsville's employ may participate in the health, dental and/or vision insurance plan offered through the City, provided the employee meets the criteria set out by the plan administrator of the Martinsville Employee Benefit Trust. At the present time, the plan includes eye, dental and medical, plus up to \$50,000 in life insurance.

Retired Employees

Eligible retired employees will also receive health insurance through the City provided the retired employee meets the criteria set out by the plan administrator of the Martinsville Employee Benefit Trust.

Retired Police and Fire Pension

Any retired police officer or fireman from the City of Martinsville receives a pension according to a separate pension plan and the City's current share of that is 18.0%.

Union Employees

Some full-time employees are also eligible to join the Union, and as eligible members of a Union they are subject to Union Retirement, or equivalent, as well as any PERF benefit.

Current PERF/401A Pay-in

The current PERF/401A pay-in for each employee is 11.2%, and the employees' current share is at 3%.

Buy Back of Unused Sick Days

All full-time employees of the City of Martinsville are entitled to nine (9) sick days per calendar year. Any sick days not used can be bought back by the City up to seven (7) unused days. The payment for the buyback of sick days will be paid in January of the year following the year in which the sick days were unused. Excludes Fire & Police.

Longevity Pay

Full-time City employees who have worked at least five (5) years for the City of Martinsville shall be entitled to longevity pay at a rate of \$150 per year. This longevity pay caps out at twenty (20) years of work for the City. The longevity shall have an anniversary of the hire date of the employee each year. The longevity pay is paid in the payroll cycle immediately following the employee's anniversary date. Excludes Fire & Police.

Wellness Program

The City of Martinsville may establish a wellness program and this program may consist of wellness incentive gift cards or other forms of monetary incentives to achieve desired physical and mental health goals. These incentives are in addition to the base pay provided for by this ordinance. Excludes seasonal employees.

All of which is adopted this _____ day of _____ 2025, by the Martinsville
Common Council.

Name		Signature
Phil R. Deckard II, Member, District 5, President Pro Tempore	Aye ☐ Nay ☐ Abstain ☐	
Phil R. Deckard Sr, Member, District 1	Aye ☐ Nay ☐ Abstain ☐	
Ben Mahan, Member, District 2	Aye ☐ Nay ☐ Abstain ☐	
Josh Ferran, Member, District 3	Aye ☐ Nay ☐ Abstain ☐	
Suzie Lipps, Member, District 4	Aye ☐ Nay ☐ Abstain ☐	
Ann Miller, Member-at-Large	Aye ☐ Nay ☐ Abstain ☐	
John Badger, XIV, Member-at-Large	Aye ☐ Nay ☐ Abstain ☐	
ATTEST		
Name	Signature	
Benjamin K. Merida, Clerk-Treasurer		
MAYOR ACTION		
Name	Signature	Date
Kenneth W. Costin, Mayor	Approve ☐ Veto ☐	

ORDINANCE 2025-1899
ORDINANCE STATING SALARIES OF ELECTED
OFFICIALS OF THE CITY OF MARTINSVILLE,
MORGAN COUNTY, INDIANA FOR THE YEAR 2026

SECTION I: The salary of the Mayor of the City of Martinsville is hereby fixed in the sum of \$81,000.00 per annum and is to be paid bi-weekly. The Mayor shall be entitled to draw and receive such compensation for such services, which shall be paid from the respective funds as follows:

General Fund.....	\$42,109.00
Sewer Utility	\$13,434.00
Water Utility	\$13,434.00
EDIT	\$12,023.00

SECTION II: The salary of the Clerk Treasurer of the City of Martinsville is hereby fixed in the sum of \$76,000.00 per annum and is to be paid bi-weekly. The Clerk Treasurer will be entitled to draw and receive such compensation for such services, which shall be paid from the following respective funds:

General Fund.....	\$46,808.00
Sewer Utility	\$14,596.00
Water Utility	\$14,596.00

SECTION III: The salary of the Common Council is hereby fixed in the sum of \$10,150.00 per annum, and is to be paid in twelve (12) monthly installments. They shall be entitled to draw and receive such compensation for such services. They shall be paid from the following respective funds:

General Fund.....	\$6,780.00
Sewer Utility	\$1,685.00
Water Utility	\$1,685.00

SECTION IV: The salary of the Judge of City Court of the City of Martinsville, is hereby fixed in the sum of \$47,750.00 per annum, and is to be paid bi-weekly. The Judge shall be entitled to draw and receive such compensation for such services, which shall be paid from the following funds:

City Court Fund	\$43,133.00
Judicial Salaries	\$4,617.00

ALL POSITIONS ON THIS SALARY ORDINANCE SHALL BE EXEMPT.

SECTION V: In addition to the above salaries, the Mayor and the Clerk Treasurer, as full-time city employees, shall also be entitled to the same fringe benefits as other full-time city employees set forth within the City of Martinsville Personnel Policy Manual.

All of which is adopted this _____ day of November 2025, by the Martinsville Common Council.

Name		Signature
Phil R. Deckard II, Member, District 5, President Pro Tempore	Aye ☐ Nay ☐ Abstain ☐	
Phil R. Deckard Sr, Member, District 1	Aye ☐ Nay ☐ Abstain ☐	
Ben Mahan, Member, District 2	Aye ☐ Nay ☐ Abstain ☐	
Josh Ferran, Member, District 3	Aye ☐ Nay ☐ Abstain ☐	
Suzie Lipps, Member, District 4	Aye ☐ Nay ☐ Abstain ☐	
Ann Miller, Member-at-Large	Aye ☐ Nay ☐ Abstain ☐	
John Badger, XIV, Member-at-Large	Aye ☐ Nay ☐ Abstain ☐	
ATTEST		
Name	Signature	Date
Benjamin K. Merida, Clerk-Treasurer		
MAYOR ACTION		
Name	Signature	Date
Kenneth W. Costin, Mayor	Approve ☐ Veto ☐	

ORDINANCE 2025-1900
ORDINANCE SETTING SALARIES OF CERTAIN APPOINTED
OFFICIALS AND EMPLOYEES OF THE CITY OF MARTINSVILLE,
MORGAN COUNTY, INDIANA FOR THE YEAR 2026

WHEREAS, the Common Council of the City of Martinsville, according to Indiana statute is the legislative body of the City and is responsible for adopting salary ordinances for appointed officials and employees within the city of Martinsville; and

WHEREAS, the Common Council of the City of Martinsville believes it is in the best interest of the appointed officials and employees to set certain salaries for year 2026; and

NOW, THEREFORE BE IT ORDAINED that the Common Council of the City of Martinsville sets the following Ordinance for Salaries for Certain Appointed Officials and Employees of the City of Martinsville for the year 2026.

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SECTION 1: OFFICE OF MAYOR

Executive Assistant to the Mayor

The Executive Assistant to the Mayor assists the Mayor, the Police Chief, the Fire Chief, the City Superintendent, and the Plan Commission. In addition, the Executive Assistant will have the responsibility of all applications and research as to grant writing for the City of Martinsville. The salary of the Executive Assistant is hereby fixed in the sum of \$69,940.00 per annum, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity. The fixed salary shall be paid from the following respective funds:

General Fund	\$56,440.00
City Superintendent	\$10,750.00
Plan Commission	\$2,750.00

This position is exempt.

Compliance Director

The salary and compensation of the Compliance Director shall be no more than \$60,000.00 per annum, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity. The salary shall be paid from the following funds:

Stormwater Fund	\$60,000.00
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This position is exempt.

City Planner

The salary and compensation of the City Planner shall be no more than \$75,000.00 per annum, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity. The salary shall be paid from the following funds:

General Fund	\$75,000.00
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This position is exempt.

Additional Clerical Help

Any substitute or periodic clerical help needed in the mayor's office shall be paid as part-time, not to exceed 29 hours per week, and the salary shall be in the range of \$16.00-\$25.00 per hour.

Buy Back of Unused Sick Days

All full-time personnel in the Mayor's Office shall be entitled to draw and receive nine (9) sick days. Any sick days not used can be bought back by the City up to seven (7) unused days.

The payment for the buy back of sick days will be paid in January of the year following the year in which the sick days were unused.

SECTION 2: OFFICE OF CLERK TREASURER

First Deputy Clerk Treasurer

The salary and compensation of the First Deputy to the Clerk- Treasurer shall be no more than \$67,600.00 per annum, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity. The salary shall be paid from the following funds:

General Fund	\$49,640.00
Sewer Utility	\$7,980.00
Water Utility	\$7,980.00
Solid Waste	\$5,000.00

This position is exempt.

Clerk to the Clerk Treasurer

The salary and compensation of any Clerk to the Clerk Treasurer shall be no more than \$29.00 per hour, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity.

Additional Clerical Help

All extra clerical help which may be needed during the calendar year by the Clerk Treasurer, shall be hired as extra clerical on a part-time basis, set hours not to exceed 29 hours per week, and shall be paid at a range of \$18.00 to \$25.00 per hour.

Buy Back of Unused Sick Days

All full-time personnel in the Clerk Treasurer's office shall be entitled to draw and receive nine (9) sick days. Any sick days not used can be bought back by the City up to seven (7) unused days.

The payment for the buyback of sick days will be paid in January of the year following the year in which the sick days were unused.

SECTION 3: CITY COURT

Clerk of the City Court (Full-Time)

The salary and compensation of the full-time Clerk of the City Court shall be no more than \$25.00 per hour, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity.

Clerk of the City Court (Part-Time)

The salary and compensation of the part-time Clerk of the City Court shall be no more than \$25.00 per hour, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity. This part-time position shall work no more than 29 hours per week.

Bailiff of the City Court

The salary and compensation of the Bailiff of the City Court shall be no more than \$75.00 per hour, to be paid bi-weekly. The Bailiff shall receive pay for services performed in carrying out the duties of Bailiff.

Buy Back of Unused Sick Days

All full-time personnel in the Clerk Treasurer's office shall be entitled to draw and receive nine (9) sick days. Any sick days not used can be bought back by the City up to seven (7) unused days.

The payment for the buyback of sick days will be paid in January of the year following the year in which the sick days were unused.

SECTION 4: FIRE DEPARTMENT

Fire Chief

The Chief of the Fire Department is a position appointed by the mayor. The Chief of Fire shall receive a base salary of that of a tenth-year firefighter, that being \$77,080.00. This position is exempt.

The Deputy Chief of the Fire Department shall receive a base salary of that of a tenth-year firefighter, that being \$77,080.00.

Firefighters

Firefighters shall be paid based upon the following schedule:

First year	\$62,080.00
Second year	\$63,955.00
Third year	\$65,830.00
Fourth year	\$67,705.00
Fifth year	\$69,580.00
Sixth year	\$71,455.00
Seventh year	\$73,330.00
Eighth year	\$75,205.00
Ninth year	\$76,080.00
Tenth year	\$77,080.00

The City of Martinsville recognizes seniority among firefighters that are in 1977 PERF. Any firefighter that transfers to Martinsville Fire Department that is in 1977 PERF will receive the salary for how many years of service they have in the 1977 Police and Firefighters PERF fund. The hire date will be the date to recognize and calculate the years of service.

Training Officer

The salary of the Training Officer of the Fire Department is hereby fixed at a sum of \$48,750.00 per annum, to be paid bi-weekly. The Training Officer shall receive the salary for services performed in his role as Training Officer.

Additional Pay

Additional pay will be given to the following ranks:

Chief	\$10,000.00 per annum
Deputy Chief	\$6,000.00 per annum
Fire Marshal	\$4,000.00 per annum
Captain	\$3,533.00 per annum
Lieutenant	\$2,533.00 per annum

Administrative Assistant Clerk

The salary and compensation of the Clerk shall be no more than \$25.00 per hour, to be paid bi-weekly. This position shall be entitled to receive the compensation for services performed in that capacity.

Additional Pay

The salary of the Fire pension secretary shall be \$250.00 per annum, to be paid after the annual meeting of the department.

Paid Per Call Firefighters and Pay-Per-Call Firefighters

Paid per call firefighters shall be paid an hourly rate of \$20.00. This should be paid on the 28th date pay cycle. All paid per call personnel must have a minimum FF I/II, Hazardous Materials Operations and EMT-B certifications.

Holiday Pay

Career personnel are eligible for \$10.50 per hour per hour of work on designated holidays. This applies only to personnel scheduled to work on said holidays. Holiday pay does not apply to personnel that may be working and receiving overtime pay rate or off duty personnel that may be responding back to call back incident. Holiday period is from 12:00 a.m. to 12:00 a.m.

Certified Salary

The certified salary for the Fire Department for the City of Martinsville is hereby set at \$82,500.00. This salary is set for the purposes of the 1977 Police and Fire Fighter Pension Fund.

Members of the Merit Board

The salary and compensation of members of the Martinsville Fire Merit Board is hereby fixed at \$80.00 for each month.

SECTION 5: POLICE DEPARTMENT

Police Chief of the City of Martinsville

The Chief of Police is a position appointed by the mayor. The Chief of Police shall have a base salary of that of a tenth-year police patrol officer, that being \$77,080.00. This position is exempt.

The Deputy Chief of the Police Department shall receive a base salary of that of a tenth-year police patrol officer, that being \$77,080.00.

The Major of the Police Department shall receive a base salary of that of a tenth-year police patrol officer, that being \$77,080.00.

Patrol Officers

All patrol officers shall be paid based upon the following schedule:

First year	\$62,080.00
Second year	\$63,955.00
Third year	\$65,830.00
Fourth year	\$67,705.00
Fifth year	\$69,580.00
Sixth year	\$71,455.00
Seventh year	\$73,330.00
Eighth year	\$75,205.00
Ninth year	\$76,080.00
Tenth year	\$77,080.00

Additional Pay

Additional pay will be given to the following ranks:

Chief	\$10,000.00 per annum
Deputy Chief	\$6,000.00 per annum
Major	\$5,000.00 per annum
Lieutenant	\$4,000.00 per annum
Sergeant	\$3,533.00 per annum
Corporal	\$2,000.00 per annum

Administrative Assistant to the Police Chief

The salary and compensation of the Administrative Assistant to the Police Chief of the City of Martinsville is hereby fixed at a sum of \$25.00 per hour, to be paid bi-weekly. This position shall be entitled to receive compensation for work performed in that capacity.

Administrative Assistant Clerk

The salary and compensation of the Administrative Assistant Clerk to the Police Department of the City of Martinsville is hereby fixed at a range of \$14.00-\$25.00 per hour, to be paid bi-weekly. This position shall be entitled to receive compensation for work performed in that capacity if it is a full-time position.

Certified Salary

The certified salary for the Police Department for the City of Martinsville is hereby set at \$82,500.00. This salary is set for the purposes of the 1977 Police and Fire Fighter Pension Fund.

Take-Home Vehicles

Police officers may have take-home vehicles in which to assist them in their duties as a police officer.

School Crossing Guards

The salary of School Crossing Guards during the school year is hereby fixed at a range of \$23.62 to \$30.00 per day. Any Crossing Guards working half days shall be paid \$11.44 to \$15.00 per day. Crossing Guards shall only be paid during the school year, while school is in progress. School Crossing Guards are eligible to receive the pay acting as School Crossing Guards in that capacity.

Additional Pay

In addition to the above benefits, police officers may be paid additional pay as follows:

Chief of Detective	\$825.00 per annum
Range Master	\$400.00 per annum
Senior Patrolman	\$300.00 per annum
Field Training Officer	\$200.00 per annum plus 12 additional hours of time off
SWAT/Negotiators	\$200.00 per annum
Bicycle Patrol Officer	\$200.00 per annum
Instructor	\$200.00 per annum
Public Information Officer	\$200.00 per annum
Drone Operator	\$200.00 per annum
Master's Degree	\$200.00 per annum
Bachelor's Degree	\$200.00 per annum
Associate's Degree	\$200.00 per annum

Officers are only eligible to make a max of \$1,000.00 per annum for additional pay for special assignments.

Additional Pay

The salary of the Police pension secretary shall be \$250.00 per annum, to be paid after the annual meeting of the department.

Members of the Merit Board

The salary and compensation of members of the Martinsville Police Merit Board is hereby fixed at \$80.00 for each month.

SECTION 6: CITY OF SUPERINTENDENT

City Superintendent

The salary of the City Superintendent for the City of Martinsville is fixed at a sum of \$76,000.00 per annum, to be paid bi-weekly. The City Superintendent shall be entitled to receive compensation for services performed in that capacity. This position is exempt.

Executive Assistant to the City Superintendent

The salary of the Executive Assistant to the City Superintendent is hereby fixed in the amount of \$10,750.00 per annum, to be paid bi-weekly. The Executive Assistant is entitled to draw the salary based upon work performed on behalf of the City Superintendent. These funds shall be paid from the City Superintendent budget.

Buy Back of Unused Sick Days

The City Superintendent shall be entitled to draw and receive nine (9) sick days. Any sick days not used can be bought back by the City up to seven (7) unused days.

The payment for the buyback of sick days will be paid in January of the year following the year in which the sick days were unused.

SECTION 7: PLAN COMMISSION

Members of the Martinsville City Plan Commission

The salary and compensation of members of the Martinsville City Plan Commission is hereby fixed at \$80.00 for each month.

The Secretary of the Martinsville City Plan Commission

The Secretary of the Plan Commission shall be compensated \$25.00 per month. Said monies shall be paid monthly.

Administrative Assistant of the Plan Commission

The salary of the Administrative Assistant of the Plan Commission is hereby fixed in the amount of \$2,662.00 per annum, to be paid bi-weekly. This salary shall be drawn for work that the Administrative Assistant performs for the Plan Commission. Funds shall be paid from the Plan Commission budget.

SECTION 8: BOARD OF PUBLIC WORKS AND SAFETY

Board of Public Works and Safety

The salary of the Board of Public Works and Safety is hereby fixed at \$108.00 per member per month.

SECTION 9: BOARD OF ZONING APPEALS

Board of Zoning Appeals

The Martinsville Board of Zoning Appeal Members shall be paid \$80.00 for each month.

Secretary for Board of Appeals

The Secretary for the Board of Appeals will be compensated \$25.00 per month. Said funds will be paid monthly.

SECTION 10: UNSAFE BUILDING AUTHORITY

Unsafe Building Authority

The Salary for members of the Unsafe Building Authority shall be in the amount of \$80.00 per month.

SECTION 11: BUILDING INSPECTOR

Building Inspector

The salary and compensation for the Building Inspector is hereby fixed in the sum of \$65,000.00 per annum, to be paid bi-weekly. The Building Inspector shall receive this salary based upon services he performs in the capacity of Building Inspector. This position is exempt.

Administrative Assistant to the Building Inspector

The salary of the Administrative Assistant to the Building Inspector is paid \$25.00 per hour, to be paid bi-weekly. The Assistant to the Building Inspector shall receive said compensation based upon services performed in that capacity.

Code Enforcer/Assistant Building Inspector

The salary and compensation of the Code Enforcer/Assistant Building Inspector is hereby is paid no more than \$28.37 per hour, to be paid bi-weekly. This position shall be a full-time position with full benefits. The Code Enforcer/Assistant Building Inspector shall receive said compensation based upon services performed in that capacity.

Buy Back of Unused Sick Days

The Building Inspector, Code Enforcer and the Administrative Assistant shall be entitled to draw and receive nine (9) sick days. Any sick days not used can be bought back by the City up to seven (7) unused days.

The payment for the buyback of sick days will be paid in January of the year following the year in which the sick days were unused.

SECTION 12: STREET DEPARTMENT

Working Foreman Street Department

The salary of the Working Foreman of the Street Department shall be \$31.00 per hour, to be paid bi-weekly.

Administrative Assistant to Street Department

The salary of the Administrative Assistant at the Street Department shall be paid \$25.00 per hour, to be paid bi-weekly. The Administrative Assistant shall be entitled to receive compensation for the work performed in that capacity.

Part-time Workers

Any and all part-time workers hired to work at the Street Department shall be paid at the range between \$16.00 to \$25.00 per hour, and their hours worked per week shall not exceed 29 hours.

Seasonal Workers

The salary of all Seasonal Workers hired to work at the Street Department shall be paid hourly at a rate of \$10.00 to \$20.00 per hour.

SECTION 13: WATER/SEWER UTILITY

Working Foreman Water Utility

The salary of the Working Foreman of the Water Utility shall be \$31.00 per hour, to be paid bi-weekly.

Working Foreman Sewer Utility

The Certified Plant Operator of the Sewer Utility shall be \$31.00 per hour, to be paid bi-weekly.

Utility Office Manager

The salary of the Utility Office Manager shall be \$31.00 per hour, to be paid bi-weekly.

Clerk

The Clerk of the Water Utility shall be paid \$25.00 per hour, to be paid bi-weekly.

Part-time Clerk

Any part-time help at the Utility Office shall be paid within a range of \$18.00 - \$25.00 per hour, and their hours worked per week shall not exceed 29 hours with no benefits.

SECTION 14: LABORERS THROUGH SKILLED WORKERS

Laborers through skilled workers

Any and all laborers through skilled workers of any City department or City utility shall be paid hourly at a fixed range of \$20.00 per hour to \$31.00 per hour, to be paid bi-weekly.

Appendix “A”

CLASSIFICATION AND WAGES FOR 2026

For both union and non-union positions

STREET DEPT

Working Foreman	\$31.00
Laborer	\$24.00
Street Worker	\$24.00
Heavy Equipment Operator*	\$26.00
Machinist	\$26.00
Chief Mechanic	\$29.50
Asst. Mechanic	\$26.00

SOLID WASTE/SANITATION DEPT

Operator	\$26.00
Heavy Equipment Operator*	\$26.00
Machinist	\$26.00
Packer Crew Member (rear)	\$25.00

UTILITY DEPT

Certified Distributor Operator	\$27.00
Laborer	\$24.00
Utility Worker	\$24.00
Heavy Equipment Operator*	\$26.00
Machinist	\$26.00
Chief Meter Reader	\$27.00
Meter Reader	\$25.75
Utility Locator	\$25.75
W.T. Class II, License Holder	\$29.00
Water Utility Office Clerk	\$25.00
Coordinator	\$29.00
Water Works Sewer Dept. Working Foreman	\$31.00
Utility Office Manager	\$31.00

WASTER WATER TREATMENT PLANT

Class I Operator	\$25.00
Class II Operator	\$29.00
WWT Class III, License Holder	\$30.00
Laborer	\$24.00

WWTP Worker	\$24.00
Waste Water Treatment Plant Working Foreman	\$31.00

*For Payroll information, the following is considered “heavy equipment”, an employee operating such will be paid the heavy equipment hourly wage:

Bulldozer
Backhoe
Stump Grinder
Road Grader
Street Sweeper
Aerial Bucket Truck
Grad-all Excavator
Sani-vac Sewer Truck
Front End Loader

SECTION 16: REDEVELOPMENT COMMISSION

Members of the Martinsville Redevelopment Commission

The members of the Martinsville Redevelopment Commission shall receive salary and compensation of \$80.00 per month.

SECTION 17: PARK BOARD

Members of the Park Board

The members of the Martinsville Park Board shall receive salary and compensation of \$108.00 per month. The Park Board member that is appointed to take the Park Board minutes shall receive \$25.00 per meeting in addition to the \$108.00 per month.

SECTION 18: BENEFITS

Full-Time Positions

All full-time positions within the City of Martinsville's employ may participate in the health, dental and/or vision insurance plan offered through the City, provided the employee meets the criteria set out by the plan administrator of the Martinsville Employee Benefit Trust. At the present time, the plan includes eye, dental and medical, plus up to \$50,000 in life insurance.

Retired Employees

Eligible retired employees will also receive health insurance through the City provided the retired employee meets the criteria set out by the plan administrator of the Martinsville Employee Benefit Trust.

Retired Police and Fire Pension

Any retired police officer or fireman from the City of Martinsville receives a pension according to a separate pension plan and the City's current share of that is 18.0%.

Union Employees

Some full-time employees are also eligible to join the Union, and as eligible members of a Union they are subject to Union Retirement, or equivalent, as well as any PERF benefit.

Current PERF/401A Pay-in

The current PERF/401A pay-in for each employee is 11.2%, and the employees' current share is at 3%.

Buy Back of Unused Sick Days

All full-time employees of the City of Martinsville are entitled to nine (9) sick days per calendar year. Any sick days not used can be bought back by the City up to seven (7) unused days. The payment for the buyback of sick days will be paid in January of the year following the year in which the sick days were unused. Excludes Fire & Police.

Longevity Pay

Full-time City employees who have worked at least five (5) years for the City of Martinsville shall be entitled to longevity pay at a rate of \$150 per year. This longevity pay caps out at twenty (20) years of work for the City. The longevity shall have an anniversary of the hire date of the employee each year. The longevity pay is paid in the payroll cycle immediately following the employee's anniversary date. Excludes Fire & Police.

Wellness Program

The City of Martinsville may establish a wellness program and this program may consist of wellness incentive gift cards or other forms of monetary incentives to achieve desired physical and mental health goals. These incentives are in addition to the base pay provided for by this ordinance. Excludes seasonal employees.

All of which is adopted this _____ day of _____ 2025, by the Martinsville
Common Council.

Name		Signature
Phil R. Deckard II, Member, District 5, President Pro Tempore	Aye ☐ Nay ☐ Abstain ☐	
Phil R. Deckard Sr, Member, District 1	Aye ☐ Nay ☐ Abstain ☐	
Ben Mahan, Member, District 2	Aye ☐ Nay ☐ Abstain ☐	
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Suzie Lipps, Member, District 4	Aye ☐ Nay ☐ Abstain ☐	
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