

ORDINANCE 2011-85- 07

**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 5th day of December, 2011 and shall be in full-force and effect on January 1, 2012.
- 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 5th day of December, 2011 to be included in the 2012 Salaries & Wages Ordinance by Fund/Acct/Position/Employee/Salary or Wages, as follows:

**2012 SALARIES AND WAGES ORDINANCE
WABASH COUNTY**

**WHEREAS: Public Law No. 231 requires County Councils to fix salaries of
County Officials and Employees for and Employees for the year 2012**

**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, 2012 are as follows:**

Fund/Acct. #	Position	Employee	@ 26 pays	Annual
COUNTY GENERAL FUND: CLERK				
A0001-0001-01-412-011	Clerk	E. Martin	\$1,520.81	\$39,541.00
A0001-0001-01-412-013	Deputy/Bookkeeper	S. Chamberlain	\$1,117.31	\$29,050.00
A0001-0001-01-412-012	Deputy	J. Lengel	\$1,059.85	\$27,556.00
A0001-0001-01-412-012	Deputy	T. Abell	\$1,059.85	\$27,556.00
A0001-0001-01-412-012	Deputy	T. Ehret	\$1,059.85	\$27,556.00
A0001-0001-01-412-012	Deputy	J. Barrows	\$1,059.85	\$27,556.00
A0001-0001-01-412-012	Deputy	K. Bever	\$1,059.85	\$27,556.00
A0001-0001-01-412-012	Deputy	T. Wendt	\$1,059.85	\$27,556.00
A0001-0001-01-412-012	25% Full-time Deputy	M. Miracle	\$264.96	\$6,889.00
A0001-0001-01-412-027	First Deputy Pay	K. Bever	\$38.46	\$1,000.00
CLERK'S TITLE IV-D FUND:				
A0161-0001-01-412-012	Title IV-D 75% Full-time Deputy	M. Miracle	\$794.88	\$20,667.00
A0161-0001-01-412-027	Title IV-D First Deputy Pay	M. Miracle	\$38.46	\$1,000.00
COUNTY GENERAL FUND: ELECTION				
A0001-0018-01-412-011	Election Board Member	E. Martin	Semi-annually	\$1,100.00
A0001-0018-01-412-011	Election Board Member	M. Brane	Semi-annually	\$1,100.00
A0001-0018-01-412-011	Election Board Member	B. Hamlin	Semi-annually	\$1,100.00
A0001-0018-01-412-012	Clerical Assistant	T. Erhet	Semi-annually	\$1,000.00
A0001-0018-01-412-019	Election Board Secretary	E. Martin	Semi-annually	\$1,000.00
A0001-0018-01-412-013	Absent Voter Board	Hourly	Semi-annually	\$13,000.00
A0001-0018-01-412-018	Precinct Bd Members	Daily	Semi-annually	\$28,000.00
A0001-0018-01-412-081	Security	Hourly	Semi-annually	\$1,200.00
COUNTY GENERAL FUND: VOTERS REGISTRATION				
A0001-0019-01-412-011	Clerk	E. Martin	Semi-annually	\$1,575.00
CLERK'S RECORD PERPETUATION FUND:				
A0052-0000-01-412-019	Pt /Deputy Hourly	L. Cartwright	\$15.14 per hr	\$18,000.00
COUNTY GENERAL FUND: AUDITOR				
A0001-0002-01-412-011	Auditor	J. Ridgeway	\$1,600.62	\$41,616.00
A0001-0002-01-412-013	Deputy/Tax Distribution	B. Grube	\$1,117.31	\$29,050.00
A0001-0002-01-412-013	Deputy/AP	M. Odman	\$1,117.31	\$29,050.00
A0001-0002-01-412-012	Deputy/Tax	R. LaSalle	\$1,059.85	\$27,556.00
A0001-0002-01-412-012	Deputy/Deeds	M. Shepherd	\$1,059.85	\$27,556.00
A0001-0002-01-412-013	Deputy/Payroll	L. Conrad	\$1,117.31	\$29,050.00
A0001-0002-01-412-019	PT Deputy Hourly	Hourly	\$7.25-\$11.00	\$10,000.00
A0001-0002-01-412-027	First Deputy Pay	VACANT	\$38.46	\$1,000.00
AUDITOR'S PLAT BOOK FUND:				
A0170-0000-01-412-015	40% Deputy-GIS	R. Guenin	\$423.92	\$11,022.00
COUNTY GENERAL FUND: TREASURER				
A0001-0003-01-412-011	Treasurer	S Shaw	\$1,520.81	\$39,541.00
A0001-0003-01-412-012	Deputy Treasurer	L. Layman	\$1,059.85	\$27,556.00
A0001-0003-01-412-027	First Deputy Pay	L. Layman	\$38.46	\$1,000.00
A0001-0003-01-412-019	Clerical Hourly	Hourly	\$7.25-\$11.00	\$10,000.00
COUNTY GENERAL FUND: RECORDER				
A0001-0004-01-412-011	Recorder	L. Draper	\$403.85	\$10,500.00
RECORDERS PERPETUATION FUND:				
A0098-0000-01-412-011	Recorder	L. Draper	\$1,116.96	\$29,041.00
A0098-0000-01-412-013	Deputy Recorder	D. Friedersdorf	\$1,059.85	\$27,556.00
A0098-0000-01-412-019	Pt Time Deputy Hourly	Hourly	\$7.25-\$11.00	\$7,000.00
COUNTY GENERAL FUND: SHERIFF				
A0001-0005-01-412-011	Sheriff	B. Land	\$3,076.92	\$80,000.00
A0001-0005-01-412-012	Chief Deputy	R. Miller	\$1,595.58	\$41,485.00
A0001-0005-01-412-015	Sergeant	S. Hicks	\$1,489.77	\$38,734.00
A0001-0005-01-412-015	Sergeant	J.T. Guenin	\$1,489.77	\$38,734.00
A0001-0005-01-412-015	Sergeant	M. Davis	\$1,489.77	\$38,734.00
A0001-0005-01-412-016	Merit Deputy	R. Nordman	\$1,397.42	\$36,333.00
A0001-0005-01-412-016	Merit Deputy	C. Dawes	\$1,397.42	\$36,333.00
A0001-0005-01-412-016	Merit Deputy	B. Duecker	\$1,397.42	\$36,333.00
A0001-0005-01-412-016	Merit Deputy	R. Chambers	\$1,397.42	\$36,333.00
A0001-0005-01-412-016	Merit Deputy	E. Ryggs	\$1,397.42	\$36,333.00
A0001-0005-01-412-016	Merit Deputy	R. Baker	\$1,397.42	\$36,333.00
A0001-0005-01-412-016	Merit Deputy	D. Hurst	\$1,397.42	\$36,333.00
A0001-0005-01-412-016	Merit Deputy	B. Mota	\$1,397.42	\$36,333.00
A0001-0005-01-412-016	Merit Deputy	D. Weaver	\$1,397.42	\$36,333.00
A0001-0005-01-412-016	Merit Deputy	D. Johnson	\$1,397.42	\$36,333.00
A0001-0005-01-412-016	Merit Deputy	S. Campbell	\$1,397.42	\$36,333.00
A0001-0005-01-412-019	Administrative Assistant	C. Rich	\$1,142.85	\$29,714.00

A0001-0005-01-412-020	Overtime	Hourly	\$8.01-\$19.55	\$10,000.00
A0001-0005-01-412-078	Court Appearance	Hourly	\$8.01-\$19.55	\$2,000.00
A0001-0005-01-412-081	Merit Board - 1	K.Lynn	Annual	\$300.00
A0001-0005-01-412-081	Merit Board - 2	B.Fuller	Annual	\$300.00
A0001-0005-01-412-081	Merit Board - 3	M. Brane	Annual	\$300.00
A0001-0005-01-412-081	Merit Board - 4	D. Gifford	Annual	\$300.00
A0001-0005-01-412-081	Merit Board - 5	T. Weaver	Annual	\$300.00
SHERIFF'S COMMISSARY FUND				
A0160-0000-01-412-013	Full-time-Commissary Clerk 35 hrs	M. Fuller	\$935.85	\$24,332.00
A0160-0000-01-412-019	Part-time Commissary Clerk	M.Baber -Hourly	\$10.40 per hr	\$2,080.00
A0160-0000-01-412-025	Part-time Process Server	B. Iden - Hourly	\$16.44 per hr	\$3,500.00
COUNTY GENERAL FUND: SURVEYOR				
A0001-0006-01-412-011	Surveyor	C. Slee	\$1,484.77	\$38,604.00
A0001-0006-01-412-022	Certified Ditches/Cornerstones	C. Slee	\$96.85	\$2,518.00
A0001-0006-01-412-014	Assistant Surveyor	K. Grumpp	\$1,142.88	\$29,715.00
A0001-0006-01-412-020	Assistant Surveyor Overtime	K. Grumpp	\$15.69	\$650.00
A0001-0006-01-412-017	Wages - PT Field Help	Hourly	\$7.25-\$11.00	\$100.00
A0001-0006-01-412-019	Clerical Hourly	Hourly	\$7.25-\$11.00	\$6,500.00
SURVEYOR CORNER PERETUATION FUND				
A0012-0000-01-412-017	Wages - PT Field Help	Hourly	\$7.25-\$11.00	\$1,500.00
COUNTY GENERAL FUND: DRAINAGE BOARD				
A0001-0024-01-412-011	Bd Member	B. Hauptert	\$66.73	\$1,735.00
A0001-0024-01-412-011	Bd Member	S. Givens	\$66.73	\$1,735.00
A0001-0024-01-412-011	Bd Members	B. Eppley	\$66.73	\$1,735.00
A0001-0024-01-412-012	Secretary	K. Grumpp	\$45.19	\$1,175.00
A0001-0024-01-412-016	Sub Bd Member		Per Meeting	\$150.00
A0001-0024-01-412-019	Clerical Hourly	Hourly	\$7.25-\$11.00	\$50.00
COUNTY GENERAL FUND: CORONER				
A0001-0007-01-412-011	Coroner	C. Whitsel	\$424.46	\$11,036.00
A0001-0007-01-412-019	Clerical	Hourly	\$7.25-\$11.00	\$300.00
COUNTY GENERAL FUND: PROSECUTING ATTORNEY				
A0001-0008-01-412-011	Prosecuting Attorney	W. Hartley	\$192.31	\$5,000.00
A0001-0008-01-412-012	Cheif Deputy Prosecutor FT	B. Michaud	\$192.31	\$5,000.00
A0001-0008-01-412-013	Deputy/PT Prosecuting Atty	A. Plummer	\$1,798.81	\$46,769.00
A0001-0008-01-412-014	Investigator	T. Weaver	\$1,131.50	\$29,419.00
A0001-0008-01-412-015	Secretary-Prosecuting Atty	T. Burnsworth	\$1,141.19	\$29,671.00
A0001-0008-01-412-017	Victim Assistance Coordinator	B. Cordes	\$1,059.85	\$27,556.00
USERS FEE FUND: PRE-TRIAL DIVISION				
A0101-0001-01-412-016	Secretary	C. Evenson	\$1,059.85	\$27,556.00
COUNTY GENERAL FUND: PROSECUTOR TITLE IV-D				
A0001-0009-01-412-011	Ch. Sup Officer	A. Plummer	\$847.04	\$22,023.00
A0001-0009-01-412-012	Investigator	L. Voorman	\$1,131.50	\$29,419.00
A0001-0009-01-412-013	Investigator	D. Tiffany	\$1,131.50	\$29,419.00
A0001-0009-01-412-023	Investigator	G. Baker	\$1,131.50	\$29,419.00
COUNTY GENERAL FUND: COUNTY ASSESSOR				
A0001-0010-01-412-011	County Assessor	K. Schenkel	\$1,520.81	\$39,541.00
A0001-0010-01-412-014	Assessor Level II	K. Schenkel	\$38.46	\$1,000.00
A0001-0010-01-412-012	Deputy Assessor	C. Paul	\$1,059.85	\$27,556.00
A0001-0010-01-412-015	Deputy Level II	C. Paul	\$19.23	\$500.00
A0001-0010-01-412-012	Deputy Assessor	B. Conner	\$1,059.85	\$27,556.00
A0001-0010-01-412-015	Deputy Level II	B. Conner	\$19.23	\$500.00
A0001-0010-01-412-012	Deputy Assessor	J. Schuler	\$1,059.85	\$27,556.00
A0001-0010-01-412-015	Deputy Level II	J. Schuler	\$19.23	\$500.00
COUNTY GENERAL FUND: BOARD OF REVIEW				
A0001-0023-01-412-083	Bd Members:Schenkil, Conner, Rosen & Lunquist		\$75 Per Meeting	\$2,000.00
CUMULATIVE REASSESSMENT 2006 FUND:				
A0041-0000-01-412-016	County Assessor Level III	K. Schenkel	\$19.23	\$500.00
A0041-0000-01-412-017	Deputy Assessor Level III	B. Conner	\$19.23	\$500.00
COUNTY GENERAL FUND: PURDUE EXTENSION				
A0001-0020-01-412-011	Administrative Assistant	M. Richman	\$1,059.85	\$27,556.00
A0001-0020-01-412-019	Part-time Secretary	T. Mosier	\$9.71	\$10,612.00
A0001-0020-01-412-018	Wages-Summer Help	Hourly	\$7.25-\$11.00	\$2,360.00
COUNTY GENERAL FUND: SOIL AND WATER				
A0001-0021-01-412-013	Program Coordinator/Executive Director	S. Stephan	\$1,066.19	\$27,721.00
COUNTY GENERAL FUND: PLANNING COMMISSION				
A0001-0022-01-412-011	Planning Director	M. Howard	\$1,503.88	\$39,101.00
A0001-0022-01-412-013	Part-time Secretary	T. Blair	\$12.33	\$13,467.00
A0001-0022-01-412-021	Plan Commission Board Member	D. Rice	Annual	\$373.84
A0001-0022-01-412-021	Plan Commission Board Member	J. Vogel	Annual	\$373.84
A0001-0022-01-412-021	Plan Commission Board Member	D. Schuler	Annual	\$373.84
A0001-0022-01-412-021	Plan Commission Board Member	S. Givens	Annual	\$373.84
A0001-0022-01-412-021	Plan Commission Board Member	S. Ridenour	Annual	\$373.84
A0001-0022-01-412-021	Plan Commission Board Member	L. Rosen	Annual	\$373.84
A0001-0022-01-412-021	Plan Commission Board Member	C. Slee	Annual	\$373.84
A0001-0022-01-412-021	Plan Commission Board Member	T. Little	Annual	\$373.84

A0001-0022-01-412-021	Board of Zoning Appeals Member	J. Vogel	Annual	\$373.84
A0001-0022-01-412-021	Board of Zoning Appeals Member	J. Younce	Annual	\$373.84
A0001-0022-01-412-021	Board of Zoning Appeals Member	D. Schuler	Annual	\$373.84
A0001-0022-01-412-021	Board of Zoning Appeals Member	D. Roser	Annual	\$373.84
A0001-0022-01-412-021	Board of Zoning Appeals Member	M. Milam	Annual	\$373.84
COUNTY GENERAL FUND: VETERANS SERVICE				
A0001-0025-01-412-011	Veteran's Service Officer	M. Reed	\$477.92	\$12,426.00
A0001-0025-01-412-013	Deputy/Part Time Hourly	B. Dawes	7.25-\$11.00	\$6,683.00
COUNTY GENERAL FUND: WEIGHTS AND MEASURES				
A0001-0026-01-412-011	Inspector	J. Vogel	\$416.15	\$10,820.00
COUNTY GENERAL FUND: COMMISSIONERS				
A0001-0029-01-412-011	1st Dist Commissioner	B. Hauptert	\$714.46	\$18,576.00
A0001-0029-01-412-011	2nd Dist Commissioner	S. Givens	\$714.46	\$18,576.00
A0001-0029-01-412-011	3rd Dist Commissioner	B. Eppley	\$714.46	\$18,576.00
A0001-0029-01-412-020	County Coordinator	J. Dils	\$1,682.35	\$43,741.00
A0001-0029-01-412-022	Commissioner's Custodian	R. Smith	\$1,263.65	\$32,855.00
A0001-0029-01-412-018	Animal Warden	S. Cox	\$1,230.27	\$31,987.00
A0001-0029-01-412-014	FT Assistant Animal Warden	F. Hayslip	\$833.81	\$21,679.00
A0001-0029-01-412-019	PT Assistant Warden Hourly	D. Wilson	\$8.17	\$8,490.00
COUNTY GENERAL FUND: COUNCIL				
A0001-0030-01-412-012	1st District Councilman	Claude Markstahler	\$178.12	\$4,631.00
A0001-0030-01-412-012	2nd District Councilman	James Kaltenmark	\$178.12	\$4,631.00
A0001-0030-01-412-012	3rd District Councilman	Jeff Dawes	\$178.12	\$4,631.00
A0001-0030-01-412-012	4th District Councilman	Gary S. Nose	\$178.12	\$4,631.00
A0001-0030-01-412-012	At-Large Councilman	Ted A. Little	\$178.12	\$4,631.00
A0001-0030-01-412-012	At-Large Councilman	Daryl J. Evans	\$178.12	\$4,631.00
A0001-0030-01-412-012	At-Large Councilman	Randy Curless	\$178.12	\$4,631.00
COUNTY GENERAL FUND: EMA				
A0001-0031-01-412-011	Executive Director	B. Brown	\$1,368.15	\$35,572.00
A0001-0031-01-412-014	Administrative Assistant 60%	R. Guenin	\$635.92	\$16,534.00
A0001-0031-01-412-012	Assistant EMA Director	K. Walters	\$240.08	\$6,242.00
COUNTY GENERAL FUND: COURTHOUSE				
A0001-0032-01-412-016	Custodian	R. Sriver	\$10.40	\$15,606.00
A0001-0032-01-412-019	Extra Help/Hourly	Hourly	\$7.25-\$11.00	\$2,550.00
COUNTY GENERAL FUND: JAIL				
A0001-0033-01-412-011	Commander	M. Henderson	\$1,420.77	\$36,940.00
A0001-0033-01-412-012	Matron/Cook	P. Cooper	\$1,387.73	\$36,081.00
A0001-0033-01-412-013	Asst Comm	VACANT	\$1,328.77	\$34,548.00
A0001-0033-01-412-013	Asst Comm	D. Coburn	\$1,328.77	\$34,548.00
A0001-0033-01-412-013	Asst Comm	T. Thomas	\$1,328.77	\$34,548.00
A0001-0033-01-412-015	Jail Officer	K. Montgomery	\$1,263.46	\$32,850.00
A0001-0033-01-412-015	Jail Officer	J. Dials	\$1,263.46	\$32,850.00
A0001-0033-01-412-015	Jail Officer	D. Corn	\$1,263.46	\$32,850.00
A0001-0033-01-412-015	Jail Officer	V. Vance	\$1,263.46	\$32,850.00
A0001-0033-01-412-015	Jail Officer	D. Stoy	\$1,263.46	\$32,850.00
A0001-0033-01-412-015	Jail Officer	C. Chittick	\$1,263.46	\$32,850.00
A0001-0033-01-412-015	Jail Officer	B. Hostetler	\$1,263.46	\$32,850.00
A0001-0033-01-412-015	Jail Officer	C. Delong	\$1,263.46	\$32,850.00
A0001-0033-01-412-015	Jail Officer	D. Bailey	\$1,263.46	\$32,850.00
A0001-0033-01-412-015	Jail Officer	M. Castro	\$1,263.46	\$32,850.00
A0001-0033-01-412-015	Jail Officer	C. Thomas	\$1,263.46	\$32,850.00
A0001-0033-01-412-016	IDACS/NCIC Dispatcher	T. Monce	\$1,263.46	\$32,850.00
A0001-0033-01-412-019	Records Clerk	E. Gidley	\$1,142.85	\$29,714.00
A0001-0033-01-412-020	Overtime	Hourly	\$7.25-16.07	\$12,000.00
A0001-0033-01-412-021	Part Time Cooks	Hourly	\$7.25-\$11.00	\$25,000.00
A0001-0033-01-412-022	Part Time Jail Officer/Dispatch	Hourly	\$7.25-\$11.00	\$28,000.00
COUNTY GENERAL FUND: CIRCUIT COURT				
A0001-0035-01-412-011	Circuit Court Judge	R. McCallen III	Supplemental	\$5,000.00
A0001-0035-01-412-013	Court Reporter	C. Stroup	\$1,141.19	\$29,671.00
A001-0035-01-412-014	Court Bailiff	M. Lundmark	\$1,141.19	\$29,671.00
A0001-0035-01-412-025	Security Officer	J. Martin	\$1,209.81	\$31,455.00
A0001-0035-01-412-026	Part Time Security	Hourly	\$15.00	\$2,600.00
A0001-0035-01-412-035	Petit Jurors			\$6,000.00
COUNTY GENERAL FUND: SUPERIOR COURT				
A0001-0036-01-412-011	Superior Court Judge	C. Goff	Supplemental	\$5,000.00
A0001-0036-01-412-013	Court Reporter	C. Striggle	\$1,141.19	\$29,671.00
A0001-0036-01-412-014	Court Bailiff	S. Kingston	\$1,141.19	\$29,671.00
A0001-0036-01-412-025	Security Officer	J. McDonald	\$1,266.31	\$32,924.00
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	Hourly	\$15.00	\$3,000.00
A0001-0036-01-412-031	Judge Pro Tem			\$500.00

COUNTY GENERAL FUND: PROBATION

A0001-0037-01-412-011	Chief Probation Officer	D. Duggan	\$2,358.96	\$61,333.00
A0001-0037-01-412-012	Administrative Assistant	K. Pegg	\$1,059.85	\$27,556.00
A0001-0037-01-412-013	Office Manager	J. Nance	\$1,117.31	\$29,050.00
A0001-0037-01-412-014	Probation Officer	T. Hanes	\$1,556.81	\$40,477.00
A0001-0037-01-412-015	Probation Officer	S. Dillon Lochner	\$1,555.65	\$40,447.00
A0001-0037-01-412-016	Probation Officer	J. Boardman	\$1,711.15	\$44,490.00
A0001-0037-01-412-017	Probation Officer	B. Bassett	\$1,211.73	\$31,505.00
A0001-0037-01-412-018	Probation Officer	M. Kelley	\$1,494.31	\$38,852.00
A0001-0037-01-412-020	Probation Officer	A. Butcher	\$1,168.73	\$30,387.00
A0001-0037-01-412-027	Fist Deputy Pay	J. Nance	\$38.46	\$1,000.00

ADULT PROBATION USERS FEE FUND:

A0060-0000-01-412-013	Part Time Field Officer	C. Galligan	\$15.00 per hr	\$8,117.00
A0060-0000-01-412-014	Part Time Field Officer	J. Prater	\$15.00 per hr	\$8,117.00
A0060-0000-01-412-015	Mentor Coorinator	R. Tolley	\$15.00 per hr	\$12,176.00

JUVENILE PROBATION USERS FEE FUND:

A0061-0000-01-412-015	Day Reporting	T. Cavins	\$1,117.31	\$29,050.00
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DRUG AND ALCOHOL COURT FUND:

A0167-0000-01-412-011	Probation Officer	K. Cullum	\$1,711.15	\$44,490.00
A0167-0000-01-412-025	PT Security/Hourly	T. Niccum	\$15.30 per hr	\$1,989.00
A0167-0000-01-412-025	PT Security/Hourly	J. Burnsworth	\$15.30 per hr	"

COUNTY GENERAL FUND: CENTRAL DISPATCH

A0001-0038-01-412-011	CD Director	B. Brown	\$480.19	\$12,485.00
A0001-0038-01-412-018	CD Coordinator	S. Beeks	\$1,373.08	\$35,700.00
A0001-0038-01-412-016	Dispatcher/IDAC/NCIC	M. Dazey	\$1,314.23	\$34,170.00
A0001-0038-01-412-017	Dispatcher-1	B. Blue	\$1,263.46	\$32,850.00
A0001-0038-01-412-017	Dispatcher-2	R. Adams	\$1,263.46	\$32,850.00
A0001-0038-01-412-017	Dispatcher-3	T. Eubank	\$1,263.46	\$32,850.00
A0001-0038-01-412-017	Dispatcher-4	D. Heath	\$1,263.46	\$32,850.00
A0001-0038-01-412-017	Dispatcher-5	B. Martin	\$1,263.46	\$32,850.00
A0001-0038-01-412-017	Dispatcher-6	M. Martin	\$1,263.46	\$32,850.00
A0001-0038-01-412-017	Dispatcher-7	A. Goodman	\$1,263.46	\$32,850.00
A0001-0038-01-412-017	Dispatcher-8	L. Martin	\$1,263.46	\$32,850.00
A0001-0038-01-412-017	Dispatcher-9	K. Brainard	\$1,263.46	\$32,850.00
A0001-0038-01-412-017	Dispatcher-10	D. Corn	\$1,263.46	\$32,850.00
A0001-0038-01-412-023	PT/hourly	Hourly	\$10.00 -11.00	\$32,000.00
A0001-0038-01-412-020	Overtime			

COUNTY HIGHWAY FUND

A0002-0038-01-412-011	Superintendant	J. Martin	\$1,808.15	\$47,012.00
A0002-0038-01-412-012	Hwy Dept Supervisor	P. Adams	\$1,410.84	\$36,682.00
A0002-0038-01-412-014	Highway Clerk	M. Bever	\$15.68 per Hour	\$32,628.00
A0002-0039-01-412-011	Driver/Operator	M. Rehak	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	R. Mast	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	M. Wood	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	J. McKee	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	D. Custer	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	R. Harber	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	B. Black	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	T. Reahard	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	J. Mast	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	R. Deeter	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	J. Weimann	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	K. Snyder	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	J. France	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-011	Driver/Operator	J. McCray	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-020	Overtime	Driver/Operators	\$24.08 per Hour	\$25,000.00
A0002-0039-01-412-013	Sign Foreman	A. Burton	\$16.05 per Hour	\$33,398.00
A0002-0039-01-412-020	Overtime	Sign Foreman	\$24.08 per Hour	\$2,000.00
A0002-0040-01-412-011	Mechanics	J. Lawson	\$16.81 per Hour	\$34,971.00
A0002-0040-01-412-011	Mechanics	K. Highley	\$16.81 per Hour	\$34,971.00
A0002-0040-01-412-020	Overtime	Mechanics	\$25.22 per Hour	\$6,000.00
A0002-0040-01-412-012	Laborers/Night Watchman	Hourly	\$7.41-\$13.11 per hr	\$41,536.00

COUNTY HEALTH FUND

A0010-0000-01-412-011	Health Officer	J. Rudolph	\$461.54	\$12,000.00
A0010-0000-01-412-013	Dep/Registrar	K. Carter-Lower	\$1,059.85	\$27,556.00
A0010-0000-01-412-015	County Nurse	L. Foust	\$1,358.12	\$35,311.00
A0010-0000-01-412-016	Environmental Specialist	J. Scott	\$1,215.46	\$31,602.00
A0010-0000-01-412-017	Food Sanitarian	L. Dannacher	\$1,070.15	\$27,824.00
A0010-0000-01-412-018	Nurse Assistant 50%	T. Moore	\$666.85	\$17,338.00
A0010-0000-01-412-021	Administrative Assistant	L. Ellis	\$1,030.46	\$26,792.00
A0010-0000-01-412-023	Part Time Food Inspect	Hourly	\$7.25-\$11.00	\$2,500.00
A0010-0000-01-412-026	Part Time Clerical	Hourly	\$7.25-\$11.00	\$1,500.00

HEALTH MAINTENANCE FUND

A0113-0000-01-412-018	Nurse's Assistant 50%	T. Moore	\$666.85	\$17,338.00
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COMMUNITY CORRECTIONS

A0036-1011-01-412-011	Executive Director	J. Hobson	\$1,813.58	\$23,576.50
A0036-1011-01-412-012	Administrative Assistant	K. Barker	\$1,165.04	\$15,145.50
A0036-1011-01-412-013	Field Officer	S. Burns	\$1,188.35	\$15,448.50
A0036-1011-01-412-014	Case Manager	R. Gatchel	\$1,188.35	\$15,448.50
A0036-1011-01-412-015	Case Manager	M. Striker	\$1,188.35	\$15,448.50
A0036-1011-01-412-018	PT Home Detention	Hourly	\$14.00-\$15.00	\$18,750.00
A0036-1011-01-412-019	PT Work Release	Hourly	\$12.00-\$14.00	\$7,500.00

Dec.-July 2012

**Approved with the 2012 Budget on the 12th day of September, 2011.
Salary Ordinance approved this 5th day of December, 2011.**

WABASH COUNTY COUNCIL



James Kaltenmark, Chairman

Randy Curless, Vice Chairman


Ted Little



Claude Markstahler


Gary Nose


Jeff Dawes


Daryl Evans


ATTEST:
Jane E. Ridgeway
Wabsh County Auditor