

ORDINANCE 85-08-2010

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 6th day of December, 2010 and shall be in full-force and effect on January 1, 2011.

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 6th day of December, 2010 to be included in the 2011 Salaries & Wages Ordinance by Fund/Acct/Position/Employee/Salary or Wages, as follows:

Fund/Acct. #	Position	Employee	@ 26 pays	Annual
CLERK				
A0001-0001-01-412-011	Clerk	E. Martin	\$1,491.00	\$38,766.12
A0001-0001-01-412-013	Deputy/Bookkeeper	S. Chamberlain	\$1,091.22	\$28,371.80
A0001-0001-01-412-012	Deputy	J. Lengel	\$1,039.07	\$27,015.72
A0001-0001-01-412-012	Deputy	T. Highley	\$1,039.07	\$27,015.72
A0001-0001-01-412-012	Deputy	T. Ehret	\$1,039.07	\$27,015.72
A0001-0001-01-412-012	Deputy		\$519.53	\$13,507.78
A0001-0001-05-451-002	Clerk's IV-D		\$519.54	\$13,508.04
A0001-0001-01-412-012	Deputy	K. Bever	\$1,039.07	\$27,015.72
A0001-0001-01-412-012	Deputy	T. Wendt	\$1,039.07	\$27,015.72
A0001-0001-01-412-012	Full-time Cleric Hourly	M. Miracle	\$259.92	\$6,757.92
A0001-0001-05-451-002	Clerk's IV-D	M. Miracle	\$779.15	\$20,257.90
A0001-0001-01-412-027	First Deputy Pay		\$38.46	\$1,000.00
AUDITOR				
A0001-0002-01-412-011	Auditor	J. Ridgeway	\$1,569.23	\$40,800.00
A0001-0002-01-412-013	Deputy/Bookkeeper	B. Grube	\$1,091.22	\$28,371.80
A0001-0002-01-412-012	Deputy/AP	M. Odman	\$1,039.07	\$27,015.72
A0001-0002-01-412-012	Deputy/Tax	R. LaSalle	\$1,039.07	\$27,015.72
A0001-0002-01-412-012	Deputy/Deeds	M. Shepherd	\$1,039.07	\$27,015.72
A0001-0002-01-412-012	Deputy/Payroll	L. Conrad	\$1,091.22	\$28,371.80
A0001-0002-01-412-015	Deputy/GIS PT	R. Guenin	\$415.61	\$10,805.88
A0001-0002-01-412-019	PT Deputy Hourly		\$7.25-\$10.75 hr	\$10,400.00
A0001-0002-01-412-027	First Deputy Pay		\$38.46	\$1,000.00
A0001-0002-01-412-019	Clerical Hourly		\$7.25-\$10.75 hr	\$1,500.00
TREASURER				
A0001-0003-01-412-011	Treasurer	S Shaw	\$1,491.00	\$38,766.12
A0001-0003-01-412-012	Deputy/Bookkeeper	L. Layman	\$1,039.07	\$27,015.72
A0001-0003-01-412-027	First Deputy Pay	L. Layman	\$38.46	\$1,000.00
A0001-0003-01-412-019	Clerical Hourly		\$7.25-\$10.75 hr	\$10,000.00
RECORDER				
A0001-0004-01-412-011	Recorder	L. Draper	\$1,491.00	\$38,766.12
SHERIFF				
A0001-0005-01-412-011	Sheriff	R. Land	\$3,076.92	\$80,000.00
A0001-0005-01-412-012	Chief Deputy	R. Miller	\$1,564.29	\$40,671.48
A0001-0005-01-412-014	Detective Captain			
A0001-0005-01-412-015	Sergeant	S. Hicks	\$1,460.56	\$37,974.60
A0001-0005-01-412-015	Sergeant	J.T. Guenin	\$1,460.56	\$37,974.60
A0001-0005-01-412-015	Sergeant	M. Davis	\$1,460.56	\$37,974.60
A0001-0005-01-412-016	Deputy	R. Nordman	\$1,370.06	\$35,621.46
A0001-0005-01-412-016	Deputy	D. Iden	\$1,370.06	\$35,621.46

A0001-0005-01-412-016	Deputy	B. Duecker	\$1,370.06	\$35,621.46
A0001-0005-01-412-016	Deputy	R. Chambers	\$1,370.06	\$35,621.46
A0001-0005-01-412-016	Deputy	A. Payne	\$1,370.06	\$35,621.46
A0001-0005-01-412-016	Deputy	R. Baker	\$1,370.06	\$35,621.46
A0001-0005-01-412-016	Deputy	D. Hurst	\$1,370.06	\$35,621.46
A0001-0005-01-412-016	Deputy	B. Mota	\$1,370.06	\$35,621.46
A0001-0005-01-412-016	Deputy	D. Weaver	\$1,370.06	\$35,621.46
A0001-0005-01-412-019	Secretary	C. Rich	\$1,120.43	\$29,131.20
A0001-0005-01-412-020	Overtime		\$8.01-\$19.55 hr	\$10,000.00
A0001-0005-01-412-021	Emergency Deputies			\$10,000.00

SURVEYOR

A0001-0006-01-412-011	Surveyor	C. Slee	\$1,454.00	\$37,804.00
A0001-0006-01-412-022	Cert. Ditches/Cornerstone	C. Slee	\$96.85	\$2,518.00
A0001-0006-01-412-014	Assist. Surveyor	K. Grumpp	\$1,120.46	\$29,132.00
A0001-0006-01-412-020	Overtime	K. Grumpp	\$15.69	\$637.00
A0001-0006-01-412-017	PT Field Help		\$7.25-\$10.75 hr	\$100.00
A0001-0006-01-412-019	Clerical Hourly		\$7.25-\$10.75 hr	\$4,000.00

CORONER

A0001-0007-01-412-011	Coroner	C. Whitesel	\$416.15	\$10,820.00
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PROS. ATTORNEY

A0001-0008-01-412-011	Pros. Attorney	W. Hartley	\$192.30	\$5,000.00
A0001-0008-01-412-012	Ch Deputy/PT	K. Lynn	\$204.90	\$5,327.46
A0001-0008-01-412-013	Deputy/PT	A. Plummer	\$1,763.54	\$45,852.06
A0001-0008-01-412-014	Investigator	T. Weaver	\$1,091.22	\$28,371.80
A0001-0008-01-412-015	Secretary-Pros	T. Burnsworth	\$1,118.82	\$29,089.38
A0001-0008-01-412-017	Victim Asst. Coordinator	B. Cordes	\$1,039.07	\$27,015.72

TITLE IV-D

A0001-0009-01-412-011	Ch. Sup Officer	A. Plummer	\$830.44	\$21,591.36
A0001-0009-01-412-012	Investigator	L. Voorman	\$1,091.22	\$28,371.80 *
A0001-0009-01-412-013	Investigator	D. Tiffany	\$1,091.22	\$28,371.80
A0001-0009-01-412-023	Investigator	G. Ball	\$1,091.22	\$28,371.80

Assessor Level II

A0001-0010-01-412-011	Co. Assessor	K. Schenkel	\$1,491.00	\$38,766.12
A0001-0011-01-412-014	Assessor Level II	K. Schenkel	\$38.46	\$1,000.00
A0001-0010-01-412-012	Deputy Assessor	C. Paul	\$1,039.07	\$27,015.72
A0001-0010-01-412-015	Deputy Level II	C. Paul	\$19.23	\$500.00
A0001-0010-01-412-012	Deputy Assessor	B. Conner	\$1,039.07	\$27,015.72
A0001-0010-01-412-015	Deputy Level II	B. Conner	\$19.23	\$500.00
A0001-0010-01-412-012	Deputy Assessor	J. Schuler	\$1,039.07	\$27,015.72
A0001-0010-01-412-015	Deputy Level II	J. Schuler	\$19.23	\$500.00

Election

A0001-0018-01-412-011	Election Board Members (3) @ \$1000.			\$3,000.00
A0001-0018-01-412-012	Clerical Assistants		\$0.00	\$0.00
A0001-0018-01-412-019	Board Secretary	E. Martin	\$38.46	\$1,000.00
A0001-0018-01-412-013	Absent Voter Board		\$0.00	\$0.00
A0001-0018-01-412-014	Canvassing Board		\$0.00	\$0.00
A0001-0018-01-412-018	Precinct Board Members		\$0.00	\$0.00
A0001-0018-01-412-081	Mechanic & Trans		\$0.00	\$0.00

Voters Registration

A0001-0019-01-412-011	Clerk	E. Martin	\$59.43	\$1,545.30
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EXTENSION

A0001-0020-01-412-011	Office Manager	S. Haynes	\$1,039.07	\$27,015.72
A0001-0020-01-412-019	Secretary/PT	M. Delong	\$9.52 per hour	\$10,404.00
A0001-0020-01-412-018	Wages-Summer Help		\$7.25-\$10.75 hr	\$2,360.00

SOIL AND WATER

A0001-0021-01-412-013	Program Coordinator	M. Sweeten	\$949.15	\$24,677.88
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PLANNING COMMISSION

A0001-0022-01-412-011	Admin/Director	M. Howard	\$1,468.37	\$38,177.57
A0001-0022-01-412-013	Secretary/PT	T. Blair	\$10.08 per hour	\$13,202.88
A0001-0022-01-412-021	Board Members 3 members/1 chairman			\$4,860.00

BOARD OF REVIEW

A0001-0023-01-412-083	Board Members		\$75.00 per day	\$2,000.00
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DRAINAGE

A0001-0024-01-412-011	Board Member	B. Hauptert	\$65.44	\$1,701.33
A0001-0024-01-412-011	Board Member	S. Givens	\$65.44	\$1,701.33
A0001-0024-01-412-011	Board Member	B. Eppley	\$65.44	\$1,701.33
A0001-0024-01-412-012	Secretary	K. Grumpp	\$44.31	\$1,152.00
A0001-0024-01-412-015	Attorney		\$0.00	
A0001-0024-01-412-016	Sub Board Member			\$150.00
A0001-0024-01-412-019	Clerical Hourly		\$7.25-\$10.75 hr	\$50.00

VETERANS SERVICE

A0001-0025-01-412-011	Vet Service Officer	M. Reed	\$468.57	\$12,182.88
A0001-0025-01-412-013	Deputy/PT	B. Dawes	\$7.25-\$10.75 hr	\$6,552.48

WEIGHTS AND MEASURES

A0001-0026-01-412-011	Inspector	J. Vogel	\$408.00	\$10,608.00
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COMMISSIONERS

A0001-0029-01-412-011	1st Dist Commissioner	B. Hauptert	\$700.47	\$18,212.10
A0001-0029-01-412-011	2nd Dist Commissioner	S. Givens	\$700.47	\$18,212.10
A0001-0029-01-412-011	3rd Dist Commissioner	B. Eppley	\$700.47	\$18,212.10
A0001-0029-01-412-020	County Coordinator	J. Diis	\$1,649.34	\$42,882.84
A0001-0029-01-412-022	Comm. Custodian	R. Smith	\$1,218.70	\$31,686.10
A0001-0029-01-412-018	Animal Warden	S. Cox	\$1,173.66	\$30,515.27
A0001-0029-01-412-019	PT Asst Warden	F. Hayslip	\$8.75 per hour	\$18,753.86
A0001-0029-01-412-014	PT Asst Warden	A. Bolden	\$8.01 per hour	\$8,323.20

Council

A0001-0030-01-412-012	Council Members (7) @ \$4451.29		7 @ \$171.20	\$31,159.00
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EMA

A0001-0031-01-412-011	Director	B. Brown	\$1,318.91	\$34,291.58
A0001-0031-01-412-014	Administrative Assist/PT	R. Guenin	\$623.46	\$16,209.84
A0001-0031-01-412-012	Asst EMA Direct	K. Walters	\$235.38	\$6,120.00

COURTHOUSE

A0001-0032-01-412-016	Custodian	R. Sriver	\$7.25-\$10.75 hr	\$15,300.00
A0001-0032-01-412-019	Extra Help/Hourly		\$7.25-\$10.75 hr	\$2,550.00

JAIL

A0001-0033-01-412-011	Commander	M. Henderson	\$1,392.93	\$36,216.12
A0001-0033-01-412-012	Matron/Cook	P. Cooper	\$1,360.52	\$35,373.60
A0001-0033-01-412-013	Asst Comm		\$1,302.72	\$33,870.72
A0001-0033-01-412-013	Asst Comm	D. Coburn	\$1,302.72	\$33,870.72
A0001-0033-01-412-013	Asst Comm	S. Dillon	\$1,302.72	\$33,870.72
A0001-0033-01-412-015	Jail Officer	K. Montgomery	\$1,236.48	\$32,148.36
A0001-0033-01-412-015	Jail Officer	D. Johnson	\$1,236.48	\$32,148.36
A0001-0033-01-412-015	Jail Officer	D. Corn	\$1,236.48	\$32,148.36
A0001-0033-01-412-015	Jail Officer	V. Vance	\$1,236.48	\$32,148.36
A0001-0033-01-412-015	Jail Officer	T. Thomas	\$1,236.48	\$32,148.36
A0001-0033-01-412-015	Jail Officer	C. Chittick	\$1,236.48	\$32,148.36
A0001-0033-01-412-015	Jail Officer	R. Grinstead	\$1,236.48	\$32,148.36
A0001-0033-01-412-015	Jail Officer	C. Delong	\$1,236.48	\$32,148.36
A0001-0033-01-412-015	Jail Officer	D. Bailey	\$1,236.48	\$32,148.36
A0001-0033-01-412-015	Jail Officer	M. Castro	\$1,236.48	\$32,148.36
A0001-0033-01-412-017	Dispatch	T. Monce	\$1,238.67	\$32,205.48
A0001-0033-01-412-019	Records Clerk	E. Gidley	\$1,120.43	\$29,131.20
A0001-0033-01-412-020	Overtime		\$7.23-\$15.75 hr	\$12,000.00
A0001-0033-01-412-021	PT Cooks/Hourly.		\$9.50 per hr	\$25,000.00
A0001-0033-01-412-022	PT Jail Off/Dispatch/Hourly		\$7.25-\$10.75 hr	\$28,000.00

CIRCUIT COURT

A0001-0035-01-412-011	Circuit Ct Judge	R. McCallen III	\$192.31	\$5,000.00
A0001-0035-01-412-013	Court Reporter	C. Stroup	\$1,118.81	\$29,089.00
A001-0035-01-412-014	Bailiff	M. Lundmark	\$1,118.81	\$29,089.00
A0001-0035-01-412-025	Security Officer	B.J. Cantrell	\$1,186.11	\$30,838.86
A0001-0035-01-412-024	PT Clerical		\$15.00 per hr	\$3,000.00

SUPERIOR COURT

A0001-0036-01-412-011	Superior Ct Judge	C. Goff	\$192.31	\$5,000.00
A0001-0036-01-412-013	Ct. Reporter	C. Striggle	\$1,118.81	\$29,089.00
A0001-0036-01-412-014	Bailiff	S. Kingston	\$1,118.81	\$29,089.00
A0001-0036-01-412-025	Sec Officer	J. McDonald	\$1,241.47	\$32,278.14

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	\$15.00 per hr	\$3,000.00
A0001-0036-01-412-031	Judge Pro Tem		\$500.00

PROBATION

A0001-0037-01-412-011	Ch Probation Officer	D. Duggan	\$2,358.96	\$61,333.00
A0001-0037-01-412-014	Probation Officer	K. Cullum	\$1,711.15	\$44,489.90
A0001-0037-01-412-014	Probation Officer	M. Kelley	2 pays @ \$1,211.73 24pays@ \$1,347.96	\$34,774.50
A0001-0037-01-412-014	Probation Officer	S. Lochner	\$1,555.65	\$40,446.90
A0001-0037-01-412-014	Probation Officer	T. Hanes	\$1,555.65	\$40,446.90
A0001-0037-01-412-014	Probation Officer	J. Boardman	\$1,711.15	\$44,489.90
A0001-0037-01-412-019	Probation Officer	B. Bassett	\$1,125.69	\$29,268.00
A0001-0037-01-412-013	Office Mgr	J. Nance	\$1,129.68	\$29,371.80
A0001-0037-01-412-012	Administrator Assist	K. Pegg	\$1,039.07	\$27,015.72

CENTRAL DISPATCH

A0001-0038-01-412-011	CD Director	B. Brown	\$470.77	\$12,240.00
A0001-0038-01-412-018	CD Coordinator	S. Beeks	\$1,346.15	\$35,000.00
A0001-0038-01-412-016	Dispatcher/IDAC	M. Dazey	\$1,288.46	\$33,499.86
A0001-0038-01-412-017	Dispatcher	B. Blue	\$1,238.67	\$32,205.48
A0001-0038-01-412-017	Dispatcher	R. Adams	\$1,238.67	\$32,205.48
A0001-0038-01-412-017	Dispatcher	T. Eubank	\$1,238.67	\$32,205.48
A0001-0038-01-412-017	Dispatcher	D. Heath	\$1,238.67	\$32,205.48
A0001-0038-01-412-017	Dispatcher	B. Martin	\$1,238.67	\$32,205.48
A0001-0038-01-412-017	Dispatcher	M. Martin	\$1,238.67	\$32,205.48
A0001-0038-01-412-017	Dispatcher	A. Goodman	\$1,238.67	\$32,205.48
A0001-0038-01-412-017	Dispatcher	L. Martin	\$1,238.67	\$32,205.48
A0001-0038-01-412-023	PT/hourly		\$9.50-\$11.50 hr	\$30,000.00

HIGHWAY

A0002-0038-01-412-011	Superintendent	J. Martin	\$1,772.69	\$46,090.00
A0002-0038-01-412-012	Hwy Dept Supervisor	P. Adams	\$1,383.15	\$35,962.00
A0002-0038-01-412-014	Highway Clerk	M. Bever	\$15.05 hr	\$31,304.00
A0002-0039-01-412-011	Driver/Operator	M. Rehak	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	A. Burton	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	M. Wood	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	J. McKee	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	D. Custer	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	R. Harber	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	B. Black	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	T. Reahard	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	J. Mast	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	R. Deeter	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	J. Weimann	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	K. Snyder	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	J. France	\$15.74 hr	\$32,743.00
A0002-0039-01-412-011	Driver/Operator	J. McCray	\$15.74 hr	\$32,743.00
A0002-0039-01-412-020	Overtime	Driver/Operators	\$23.61 hr	\$32,743.00
A0002-0039-01-412-013	Sign Foreman	M. Wright	\$15.74 hr	\$32,743.00
A0002-0039-01-412-020	Overtime	Sign Foreman	\$23.61 hr	\$2,000.00
A0002-0040-01-412-011	Mechanics	J. Lawson	\$16.48 hr	\$34,285.00
A0002-0040-01-412-011	Mechanics	K. Highley	\$16.48 hr	\$34,285.00
A0002-0040-01-412-020	Overtime	Mechanics	\$24.72 hr	\$6,000.00
A0002-0040-01-412-012	Laborers/Night Watchman		\$7.25-12.85 hr	\$40,721.00

HEALTH

A0010-0000-01-412-011	Health Officer	J. Gifford		\$6,000.00
A0010-0000-01-412-013	Deputy/Registrar	K. Carter-Lower	\$1,039.07	\$27,015.72
A0010-0000-01-412-015	Nurse	J. Skeans	\$1,299.16	\$33,778.15
A0010-0000-01-412-016	Environment Sanitarian	J. Scott	\$1,191.63	\$30,982.50
A0010-0000-01-412-017	Food Sanitarian	L. Dannacher	\$1,049.19	\$27,278.88
A0010-0000-01-412-018	Nurse Asst.	L. Foust	\$625.75	\$16,269.39
A0010-0000-01-412-021	Environment Assist	L. Ellis	\$849.30	\$22,081.72

COMMUNITY CORRECTIONS

A0036-1011-01-412-011	Director	J. Hobson	\$1,813.58	Jan-June 2011 \$23,576.50
A0036-1011-01-412-012	Administrative Assist	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	\$1,108.89	\$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		\$14-\$15.00 hr	\$18,750.00
A0036-1011-01-412-019	PT Work Release		\$12-\$14.00 hr	\$7,500.00

ADULT PROBATION				
A0060-0000-01-412-014	Pt Field Officer	B. Bassett	\$15.00 per hour	\$6,200.00
A0060-0000-01-412-015	Mentor Coordinator	R. Tolley	\$15.00 per hour	\$3,490.00
JUVENILE PROBATION				
A0061-0000-01-412-015	Day Reporting	T. Cavins	\$1,091.22	\$28,371.80
PRE-TRIAL DIVERSION				
A0101-0001-01-412-016	Secretary	C. Evenson	\$1,039.07	\$27,015.72
CLERK RECORD PERPETUATION				
A0052-0000-01-412-019	Pt /Deputy	L. Cartwright	\$14.84 per hour	\$18,200.00
RECORDER PERPETUATION				
A0098-0000-01-412-013	Deputy	D. Friedersdorf	\$1,039.07	\$27,015.72
A0098-0000-01-412-019	PT Deputy		\$7.25-\$10.75 hr	\$ 7,000.00
HEALTH MAINTENANCE				
A0113-0000-01-412-018	Nurse/ PT	L. Foust	\$625.62	\$16,266.17
HEALTH TOBACCO				
0147-0000-01-412-NEW	Deputy Administrative Coordinator	L. Ellis	\$140.90	\$3,663.50
COMMISSARY				
A0160-0000-01-412-013	Full-time Hourly-Jail 35 Hours a week	M. Fuller	\$891.78	\$23,186.44
DRUG/ALCOHOL COURT				
A0167-0000-01-412-011	Probation Officer	A. Schucknecht	\$1,548.09	\$40,250.30
A0167-0000-01-412-025	PT Security/Hourly	T. Niccum/J. Burnsworth	\$15.30 per hr	\$1,989.00

Approved with the 2011 Budget on the 13th day of September, 2010
Adopted this 6th day of December, 2010.

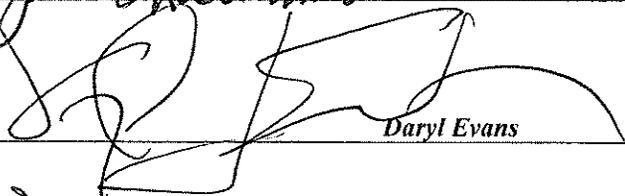
WABASH COUNTY COUNCIL



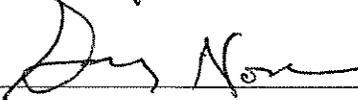
 Mike Ridenour



 James Kaltenmark



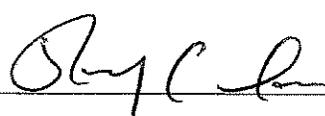
 Daryl Evans



 Gary Nose



 Claude Markstahler



 Randy Curless



 Ted Little

ATTEST:



 Jane E. Ridgeway
 Wabash County Auditor