

ORDINANCE NO. 2025- 16

AN ORDINANCE CONCERNING SPECIAL DUTY INCENTIVE PAY

WHEREAS, The Morgan County Council ("Council") is the fiscal body of Morgan County, Indiana ("County"); and,

WHEREAS, in accordance with its primary charge, the Council crafts an annual budget for the various departments and agencies of the County to utilize in the delivery of services, and in so doing, strives to ensure that the County meets its financial obligations and is compliant with Indiana law, including the regulations and oversight of the State Board of Accounts; and,

WHEREAS, inherent in the process of adopting an annual budget is a thorough review of the duties and compensation received by County employees; and,

WHEREAS, while being mindful of the limitations of County resources, the Council believes it appropriate and necessary to offer benefits, bonuses, and other incentives to County employees in order to fairly compensate said employees, reward and acknowledge their labor, and to retain quality and experienced staff; and,

WHEREAS, accordingly, the Council believes it to be appropriate to provide special duty incentive pay to employees of the Morgan County Sheriff's Department in order to ensure the completion of certain duties required within said Department.

NOW THEREFORE, BE IT ORDAINED BY THE MORGAN COUNTY COUNCIL AS FOLLOWS:

Section 1: Morgan County Sheriff's Department personnel are eligible for special duty incentive pay for the following qualifications: Correctional Emergency Response Team Member; Certified Field Training Officer; Active State Certified Instructor (ILEA); PREA Investigator; SWAT Team Member; Certified K-9; Computer Voice Stress Analyzer (CVSA).

Section 2: Said special duty incentive pay shall be the sum of Three Thousand Dollars (\$3,000.00) per year, which shall be paid by increasing the regular pay of any qualifying employee by the sum of \$1.44 per hour.

Section 3: An employee may only receive the maximum of Three Thousand Dollars (\$3,000.00) per year, even if an employee meets more than one of the qualifications listed in Section 1 above.

Section 4: This special duty incentive pay shall be excluded from the overtime rate calculation.

Section 5: All ordinances and/or parts of ordinances in conflict herewith, are hereby repealed.

Section 6: This ordinance shall be effective upon adoption and publication, as required by I.C. 5-3-1.

ALL OF WHICH IS HEREBY ORDAINED BY THE MORGAN COUNTY COUNCIL, ON THIS 22 DAY OF December, 2025.

MORGAN COUNTY COUNCIL

Kim Merideth

Kim Merideth, President

ATTEST:

Linda Pruitt

Linda Pruitt, Morgan County Auditor

Vickie Kivett, Vice President

Chip Keller

Melissa Greene

Melissa Greene

Brian Culp

Troy Sprinkle

Joe Crone