



CITY OF NEW HAVEN

P.O. Box 570
815 Lincoln Highway East
(260) 748-7010 (260) 748-7075 Fax
www.newhaven.in.gov

AGENDA

Common Council Regular Agenda

February 17, 2026, at 5:30 PM

City Hall Community Room
815 Lincoln Highway E.

I. CALL TO ORDER

- A. Welcome - please silence cell phones and other electronic devices.
- B. Pledge of Allegiance
- C. Roll Call
- D. Title VI Statement
- E. Approval of Minutes from the previous meeting
 1. Approval of minutes from the February 3 meeting

II. STANDING COMMITTEE REPORTS

III. UNFINISHED BUSINESS

IV. NEW BUSINESS

- A. Swearing in of Probationary Patrolmen Zu Bar, Jackson Schwarz and Andrew Wade
- B. Public hearing and Introduction of a resolution titled, Additional Appropriation for Fund #2402 Local Road & Bridge Matching Grant Fund
- C. Introduction of a resolution titled, Resolution to Transfer City Funds Between Accounts for the Year 2026
- D. Introduction of a resolution titled, Resolution of the Common Council of the City of New Haven, Indiana, Approving Amendments to the Declaratory Resolution and Economic Plan for the Interstate 469-Downtown Economic Development Area
- E. Introduction and first reading of an ordinance titled, Ordinance Amending Police Merit Board Section 31.18(B)(3) of the Code of Ordinances of the City of New Haven, Indiana

F. Introduction and first reading of an ordinance titled, Ordinance Fixing the Compensation of Each and Every Officer, Employee, Deputy, Assistant and Department and Institutional Head of the City of New Haven, Indiana, for the Year 2026

G. Approval of 2026 Conflict of Interest Forms

V. ANY OTHER BUSINESS THAT MAY PROPERLY COME BEFORE THE COUNCIL

VI. PUBLIC COMMENTS

VII. ADJOURNMENT

MEMBER	TERM
Matt Newbauer, 1st District	1/1/24-12/31/27
Jeff Turner, 2nd District	1/1/24-12/31/27
Craig Dellinger, 3rd District	1/1/24-12/31/27
Mike Mowery, 4th District	1/1/24-12/31/27
Amelia Gascoigne, 5th District	1/1/24-12/31/27
Bob Byrd, Council-At-Large	1/1/24-12/31/27
Terry Werling, Council-At-Large	1/1/24-12/31/27

Meetings are archived and can be viewed live at <https://newhavenin.portal.civicclerk.com/>.

February 3, 2026

MINUTES OF A REGULAR MEETING OF THE COMMON COUNCIL
OF THE CITY OF NEW HAVEN, INDIANA

The Common Council of the City of New Haven Indiana met in the City Hall Community Room on the February 3, 2026 at the hour of 5:30 PM in a Regular session in accordance with the rules of the Council.

I. CALL TO ORDER

- A. Welcome - please silence cell phones and other electronic devices.
- B. Pledge of Allegiance

Mayor Steve McMichael asked everyone to stand and recite the Pledge of Allegiance.

- C. Roll Call

On the call of the roll, the members of the Common Council were shown to be present or absent as follows:

Present: Terry Werling, Amelia Gascoigne, Matt Newbauer, Craig Dellinger, Mike Mowery, and Bob Byrd

Absent: Jeff Turner

Also Present: Mayor Steve McMichael and Council Attorney Steve Harrants

- D. Title VI Statement
- E. Approval of Minutes from the previous meeting
 - 1. Approval of minutes from previous meeting

Terry Werling made a motion to approve the minutes from the previous meeting, Craig Dellinger seconded the motion, and the motion was approved by the following vote:

Ayes: Terry Werling, Amelia Gascoigne, Matt Newbauer, Craig Dellinger, Mike Mowery, and Bob Byrd

Nays: None

II. STANDING COMMITTEE REPORTS

III. UNFINISHED BUSINESS

IV. NEW BUSINESS

A. Introduction of a resolution titled, A Resolution to Transfer City Funds Between Accounts for the Year 2026

Under new business item A was the introduction of a resolution titled, A Resolution to Transfer City Funds Between Accounts for the Year 2026. Amelia Gascoigne made a motion to approve, by title only, a resolution titled, A Resolution to Transfer City Funds Between Accounts for the Year 2026. Mike Mowery seconded the motion, and the motion was approved by the following vote:

Ayes: Terry Werling, Amelia Gascoigne, Matt Newbauer, Craig Dellinger, Mike Mowery and Bob Byrd

Nays: None

Clerk Treasurer Angela Hamrick read by title only, and numbered resolution R-26-8. A resolution titled A Resolution to Transfer City Funds Between Accounts for the Year 2026

B. Economic Development Update on Downtown Development

Eric Doden gave an update on the Downtown Development

V. ANY OTHER BUSINESS THAT MAY PROPERLY COME BEFORE THE COUNCIL

VI. PUBLIC COMMENTS

VII. ADJOURNMENT

Craig Dellinger made a motion to adjourn the meeting, Bob Byrd seconded the motion, and the meeting was adjourned.

Steven McMichael
Presiding Officer

Angie Hamrick
Clerk Treasurer

RESOLUTION NO. R-26- _____

Additional Appropriation for Fund #2402 Local Road & Bridge Matching Grant Fund

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget; now, therefore:

Sec. 1 Be it ordained by the New Haven City Council of the City of New Haven, Allen County, Indiana, that for the expenses of the taxing unit the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to laws governing the same.

Fund Name: Fund 2402 Local Road & Bridge Matching Grant Fund
Major Budget Classification: 30000 Other Services and Charges
Amount Requested: \$991,650.00

NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF NEW HAVEN, ALLEN COUNTY, INDIANA, an additional appropriation of \$991,650.00 is necessary to pay bills for the Local Road & Matching Grant Fund, specifically, Major Classification 30000 Other Services and Charges.

This Resolution shall be in full force and in effect from and after its passage and signing by the Mayor and legal publication.

Presiding Officer

ATTEST:

Angela Hamrick, Clerk Treasurer

Presented by me to the Mayor of the City of New Haven on the 17th day of February 2026 at the hour of _____ p.m.

Angela Hamrick, Clerk Treasurer

Approved and signed by me on the 17th day of February 2026, at the hour of _____ p.m.

Steven S. McMichael, Mayor

RESOLUTION NO R-26-__

A RESOLUTION TO TRANSFER CITY FUNDS BETWEEN ACCOUNTS FOR THE YEAR 2026

WHEREAS, the New Haven Common Council has determined that as of February 17th, 2026, there are funds available in the following fund lines which will not be expended this fiscal year 2026, and

WHEREAS, in order to properly pay these obligations, it will be necessary to authorize the transfer of these funds between accounts within the same budget,

NOW THEREFORE, BE IT RESOLVED, by the Common Council of the City of New Haven, Indiana, the Clerk Treasurer is authorized to transfer the following funds between accounts within the same budget:

From	Amount	To
4445-0100-4490.00 TIF 469 Area Other Capital Outlays	\$873,900.00	4445-0100-4313.00 TIF 469 Area Other Consultants
4448-0100-4490.00 TIF Adams Ctr Exp Other Capital Outlays	\$50,000.00	4448-0100-4313.00 TIF Adams Ctr Exp Other Consultants

This Resolution shall be in full force and in effect from and after its passage and signing by the Mayor and legal publication.

DATED this 17th day of February 2026 by the Common Council of New Haven, Indiana.

Presiding Officer

ATTEST:

Angela Hamrick
Clerk Treasurer

RESOLUTION NO. _____

**RESOLUTION OF THE COMMON COUNCIL OF THE CITY OF NEW HAVEN,
INDIANA, APPROVING AMENDMENTS TO THE DECLARATORY RESOLUTION
AND ECONOMIC DEVELOPMENT PLAN FOR THE INTERSTATE 469-
DOWNTOWN ECONOMIC DEVELOPMENT AREA**

*Addition to the Acquisition List for the
Interstate 469-Downtown Economic Development Area*

WHEREAS, the City of New Haven Redevelopment Commission (the “Commission”) has previously adopted and confirmed resolutions (collectively, the “Declaratory Resolution”) establishing and expanding an economic development area known as the Interstate 469-Downtown Economic Development Area (the “Economic Development Area”), designating certain portions thereof as allocation areas pursuant to Section 39 of Indiana Code 36-7-14, as amended (the “Act”), and approving an economic development plan for the Economic Development Area (the “Plan”) pursuant to the Act; and

WHEREAS, on January 14, 2026, the Commission adopted Resolution No. R26-01 (the “2026 Resolution”) approving certain amendments to the Declaratory Resolution and the Plan (the “Plan Supplement”); and

WHEREAS, on February 10, 2026, the City of New Haven Plan Commission approved and adopted a resolution (the “Plan Commission Order”) determining that the 2026 Resolution and Plan Supplement conform to the plan of development for the City of New Haven, Indiana (the “City”), and approving the 2026 Resolution and the Plan Supplement; and

WHEREAS, the Commission has submitted the 2026 Resolution, the Plan Supplement, and the Plan Commission Order to the Common Council of the City (the “Common Council”).

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of New Haven, Indiana, as follows:

1. Pursuant to Section 16(b) of the Act, the Common Council hereby determines that the 2026 Resolution and the Plan Supplement conform to the plan of development for the City and approves the 2026 Resolution, the Plan Supplement, and the Plan Commission Order.
2. This Resolution shall be in full force and effect from and after its adoption.

DULY PASSED on this ____ day of _____, 2026, by the Common Council of the City of New Haven, Indiana.

COMMON COUNCIL
CITY OF NEW HAVEN, INDIANA

Presiding Officer

ATTEST:

Clerk-Treasurer

Presented by me to the Mayor of the City of New Haven for his approval or veto pursuant to Indiana Code § 36-4-6-15 and -16, this ____ day of _____, 2026, at _____ o'clock a.m./p.m.

Clerk-Treasurer

This Resolution having been passed by the legislative body and presented to me is approved by me and duly adopted, pursuant to Indiana Code § 36-4-6-16(a)(1), this ____ day of _____, 2026, at _____ o'clock a.m./p.m.

Mayor of the City of New Haven, Indiana

Attest:

Clerk-Treasurer

ORDINANCE NO G-26-

**AN ORDINANCE AMENDING POLICE MERIT BOARD
SECTION 31.18(B)(3) OF THE CODE OF ORDINANCES OF THE
CITY OF NEW HAVEN, INDIANA**

WHEREAS, the City of New Haven previously passed an ordinance addressing the Police Merit Board currently codified in the New Haven Code of City Ordinances, Section 31.18; and

WHEREAS, the police department is adding the position of Captain; and

WHEREAS, it is the decision of the Board of Chief of Police after consultation that the Chief of Police shall preside over promotion and demotion for the rank of Captain; and

WHEREAS, the Merit Board have previously established qualifications for rank within the police department based upon a point system which is codified in the Ordinance; and

WHEREAS, the Merit Board has voted to change the point system requiring an amendment to the Ordinance; and

WHEREAS, an amendment to the Ordinance is required to codify this change to the position.

NOW, THEREFORE, be it resolved that Section 31.18(B)(3) shall be revised to read as follows:

§31.18 POLICE MERIT BOARD

(B) *Operation.*

(3) Board action shall be limited to issues of the hiring, dismissal, promoting from one rank to the next, and demoting from one rank to the next of sworn full-time officers within the Police Department, except upper-level policy-making positions shall be appointed by the Mayor, and promotion and demotion to and from the rank of detective and captain shall be made by the Chief of Police.

The rank of Captain shall not be considered an upper level policy making position and shall be appointed by the Chief of Police.

(4)(b) Shall be amended to read as follows:

Qualifications for rank within the Police Department shall be based upon the following point system:

1. Interview: 50%
2. Seniority: 10%
3. Written examination: 30%
4. Performance evaluation/peer review: 10%

In all other respects, Section 33.18 shall remain the same.

This Ordinance shall be in full force and effect from and after its passage, approval by the Mayor and upon legal publication as may be required by law.

Presiding Officer

This Ordinance presented by me to the Mayor on the _____ day of _____, 2026, at the hour of _____m.

Angie Hamrick, Clerk- Treasurer

This Ordinance approved and executed by me on the _____ day of _____, 2026, at the hour of _____m.

Steven S. McMichael, Mayor

ATTEST:

Angie Hamrick, Clerk-Treasurer

Exhibit A

Ordinance No A-25-24

AN ORDINANCE FIXING THE COMPENSATION OF EACH AND EVERY OFFICER, EMPLOYEE, DEPUTY, ASSISTANT, AND DEPARTMENT AND INSTITUTIONAL HEAD OF THE CITY OF NEW HAVEN, INDIANA FOR THE YEAR 2026

WHEREAS, The Mayor of the City of New Haven has fixed the compensation of each and every appointive officer, employee, deputy, assistant, departmental and institutional head of the City of New Haven for the year 2026 and submitted a report of the same for the action and approval of the Council: and,

WHEREAS, the Board of Public Works and Safety , as the administrative authority in control of the operation of the City Waterworks, City Stormwater Works, and the City Sewage Works has fixed the certain additional compensation of each and every appointive officer, employee, deputy, assistant, departmental and institutional head of the City of New Haven for the year 2026, to be paid by the City Waterworks, City Stormwater Works, and the City Sewage Works, which action by said Board has been approved by the Mayor of the City of New Haven and has been submitted by him to this Council by report for its approval:

NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF NEW HAVEN, INDIANA:

Section 1. That from and after the first of January 2026 the following appointive officers, employees, deputies, assistants, departmental and institutional heads of the City of New Haven shall receive the following bi-weekly or hourly rate payable in bi-weekly or monthly installments from the General Fund. Positions in bold are exempt positions and not eligible for overtime, all other positions are eligible for overtime, to-wit;

	%	Bi-weekly Rate	Hourly Rate	Annual
Mayor Executive Assistant	33.34%	\$1,989.90 to \$2,313.84	\$24.88 to \$28.93	
Custodian	33.34%	\$1,296.87 to \$1,861.05	\$16.21 to \$23.27	
Chief Deputy Clerk	33.34%	\$2,411.32 to \$2,596.16	\$30.15 to \$32.46	
Accounts Payable	33.34%	\$2,021.60 to \$2,180.25	\$25.27 to \$27.26	
Deputy Clerk	33.34%	\$2,021.60 to \$2,180.25	\$25.27 to \$27.26	
Accounts Receivable Clerk	33.34%	\$2,021.60 to \$2,180.25	\$25.27 to \$27.26	
Chief of Police		\$3,332.90	\$41.67	
Captain		\$2,988.22	\$37.36	
Police Sergeant		\$2,891.92	\$36.15	
Police Detective Supervisor		\$2,891.92	\$36.15	
Police Detective		\$2,867.26	\$35.84	
Police Corporal		\$2,797.11	\$34.97	
First Class Patrolman		\$2,702.32	\$33.78	
Probationary Patrolman		\$2,311.73	\$28.90	
Business Resource Officer	49.00%	\$2,702.32	\$33.78	
Police Dispatch Supervisor		\$2,395.44	\$29.95	
Police Dispatch		\$2,043.91 to \$2,285.02	\$25.55 to \$28.57	
Police Dispatch PT			\$20.00 to \$27.08	
Code Enforcement Officer		\$2,544.43	\$28.06	
Code Enforcement Officer PT			\$15.34 to \$21.95	
Crossing Guard			\$15.03 to \$15.94	
Records Administrator		\$2,199.12	\$27.49	
Police Records Clerk		\$1,665.36 to \$2,036.19	\$20.82 to \$25.46	
Project and Engineer Manager	25.00%	\$2,498.94 to \$2,984.83		
Engineering Technician	25.00%	\$2,278.08 to \$2,564.14	\$28.48 to \$32.06	
Engineering PT Employee			\$23.94 to \$32.96	
PMP Certification(exp employee)	25.00%			\$2,000.00

Seasonal Engineering Intern			\$15.52 to 22.29	
Planning Director	25.00%	\$2,596.16 to \$2,984.83		
GIS Employee	25.00%	\$1,927.43 to \$2,347.42	\$24.10 to \$29.35	
Assistant Planner	25.00%	\$1,927.43 to \$2,347.42	\$24.10 to \$29.35	
Human Resources Director	44.45%	\$2,808.00 to \$3,110.40		
HR Generalist	40.00%	\$2,021.60 to 2,396.45	\$25.27 to 29.96	

		Per Meeting	Annual Maximum
Merit Board Member		\$83.95	\$1,343.34
Plan Commission Member		\$55.97	\$951.49
Board of Works Member		\$127.44	\$1,529.28
BZA Member		\$55.97	\$671.67

Section 2. That from and after the first day of January 2026, the following appointive officers, employees, deputies, assistants, departmental and institutional heads of the City of New Haven shall receive the following bi-weekly or hourly rate payable in bi-weekly or monthly installments from the City Waterworks, City Sewage Works, City Stormwater Works, and MVH. Positions in bold are exempt positions and not eligible for overtime, all other positions are eligible for overtime, to-wit;

(A) From the City Water Works Fund:

	%	Bi-weekly Rate	Hourly Rate	Annual
Mayor Executive Assistant	33.33%	\$1,989.90 to \$2,313.84	\$24.88 to \$28.93	
Development Services Office Administrator	33.33%	\$1,828.32 to \$2,059.70	\$22.86 to \$25.75	
Custodian	33.33%	\$1,296.87 to \$1,861.05	\$16.21 to \$23.27	
Chief Deputy Clerk	33.33%	\$2,411.32 to \$2,596.16	\$30.15 to \$32.46	
Accounts Payable	33.33%	\$2,021.60 to \$2,180.25	\$25.27 to \$27.26	
Deputy Clerk	33.33%	\$2,021.60 to \$2,180.25	\$25.27 to \$27.26	
Accounts Receivable Clerk	33.33%	\$2,021.60 to \$2,180.25	\$25.27 to \$27.26	
Utility Office Manager	50.00%	\$1,967.33 to \$2,214.97	\$24.60 to \$27.69	
Utility Billing Clerk	50.00%	\$1,758.52 to \$2,051.92	\$21.99 to \$25.65	
Project and Engineer Manager	25.00%	\$2,498.94 to \$2,984.83		
Engineering Field Supervisor	27.00%	\$1,916.41 to \$2,637.99	\$23.96 to \$32.97	
Engineering Technician	25.00%	\$2,278.08 to \$2,564.14	\$28.48 to \$32.06	
PMP Certification(exp Employee)	25.00%			\$2,000.00
Planning Director	25.00%	\$2,596.16 to \$2,984.83		
GIS Employee	20.00%	\$1,927.43 to \$2,347.42	\$24.10 to \$29.35	
Assistant Planner	20.00%	\$1,927.43 to \$2,347.42	\$24.10 to \$29.35	
Human Resources Director	11.11%	\$2,808.00 to \$3,110.40		
HR Generalist	20.00%	\$2,021.60 to 2,396.45	\$25.27 to 29.96	
Superintendent of Public Works	36.36%	\$2,596.16 to \$3,047.45		
City Asset Manager	36.36%	\$2,596.16 to \$3,047.45		
Assistant Superintendent	25.00%	\$2,559.74	\$32.00	
Public Works Supervisor w/Water Certificate		\$2,531.88	\$31.65	

(B) From the City Sewage Works Fund:

	%	Bi-weekly Rate	Hourly Rate	Annual
Mayor Executive Assistant	33.33%	\$1,989.90 to \$2,313.84	\$24.88 to \$28.93	

Development Services Office Administrator	33.33%	\$1,828.32 to \$2,059.70	\$22.86 to \$25.75	
Custodian	33.33%	\$1,296.87 to \$1,861.05	\$16.21 to \$23.27	
Chief Deputy Clerk	33.33%	\$2,411.32 to \$2,596.16	\$30.15 to \$32.46	
Accounts Payable	33.33%	\$2,021.60 to \$2,180.25	\$25.27 to \$27.26	
Deputy Clerk	33.33%	\$2,021.60 to \$2,180.25	\$25.27 to \$27.26	
Deputy Clerk PT			\$15.06 to \$22.18	
Accounts Receivable Clerk	33.33%	\$2,021.60 to \$2,180.25	\$25.27 to \$27.26	
Utility Office Manager	50.00%	\$1,967.33 to \$2,214.97	\$24.60 to \$27.69	
Utility Billing Clerk	50.00%	\$1,758.52 to \$2,051.92	\$21.99 to \$25.65	
Project and Engineer Manager	25.00%	\$2,498.94 to \$2,984.83		
Engineering Field Supervisor	27.00%	\$1,916.41 to \$2,637.99	\$23.96 to \$32.97	
Engineering Technician	25.00%	\$2,278.08 to \$2,564.14	\$28.48 to \$32.06	
Engineering PT Employee			\$23.94 to \$32.96	
PMP Certification(exp Employee)	25.00%			\$2,000.00
Planning Director	25.00%	\$2,596.16 to \$2,984.83		
GIS Employee	20.00%	\$1,927.43 to \$2,347.42	\$24.10 to \$29.35	
Assistant Planner	20.00%	\$1,927.43 to \$2,347.42	\$24.10 to \$29.35	
Human Resources Director	11.11%	\$2,808.00 to \$3,110.40		
HR Generalist	20.00%	\$2,021.60 to 2,396.45	\$25.27 to 29.96	
Superintendent of Public Works	36.36%	\$2,596.16 to \$3,047.45		
City Asset Manager	36.36%	\$2,596.16 to \$3,047.45		
Assistant Superintendent	25.00%	\$2,559.74	\$32.00	

(C) From the City Stormwater Works Fund:

	%	Bi-weekly Rate	Hourly Rate	Annual
Development Services Office Administrator	33.34%	\$1,828.32 to \$2,059.70	\$22.86 to \$25.75	
Utility Billing Clerk PT			\$15.06 to \$22.18	
Project and Engineer Manager	25.00%	\$2,498.94 to \$2,984.83		
Engineering Field Supervisor	22.00%	\$1,916.41 to \$2,637.99	\$23.96 to \$32.97	
PMP Certification(exp Employee)	25.00%			\$2,000.00
Planning Director	10.00%	\$2,596.16 to \$2,984.83		
GIS Employee	10.00%	\$1,927.43 to \$2,347.42	\$24.10 to \$29.35	
Assistant Planner	10.00%	\$1,927.43 to \$2,347.42	\$24.10 to \$29.35	
Human Resources Director	11.11%	\$2,808.00 to \$3,110.40		
HR Generalist	20.00%	\$2,021.60 to 2,396.45	\$25.27 to 29.96	
Assistant Superintendent	25.00%	\$2,559.74	\$32.00	

(D) From the City Motor Vehicle Highway Fund:

	%	Bi-weekly Rate	Hourly Rate	Annual
Engineering Field Supervisor	24.00%	\$1,916.41 to \$2,637.99	\$23.96 to \$32.97	
Engineering Technician	25.00%	\$2,193.71 to \$2,469.17	\$27.42 to \$30.86	
Planning Director	15.00%	\$2,596.16 to \$2,984.83		
GIS Employee	25.00%	\$1,927.43 to \$2,347.42	\$24.10 to \$29.35	
Assistant Planner	25.00%	\$1,927.43 to \$2,347.42	\$24.10 to \$29.35	
Superintendent of Public Works	27.28%	\$2,596.16 to \$3,047.45		

City Asset Manager	27.28%	\$2,596.16 to \$3,047.45		
Assistant Superintendent	25.00%	\$2,559.74	\$32.00	

(E) Department of Public Works:

To be paid for from Water, Wastewater, MVH and Stormwater:

	%	Bi-weekly Rate	Hourly Rate	Annual
Laborer		\$2,167.60	\$27.10	
Machine Operator YR 1-5		\$2,229.53	\$27.87	
Machine Operator YR 6-10		\$2,256.62	\$28.21	
Machine Operator YR 11-15		\$2,283.72	\$28.55	
Machine Operator YR 16 plus		\$2,310.81	\$28.89	
Public Works Employee FT		\$2,167.60 to \$2,310.81	\$27.10 to \$28.89	
Part – Time PW Employee			\$16.21 to \$23.26	

Sewer Certification * max of 2 employees	Split into 2 payments \$1,500.00 on 6/01 \$1,500.00 on 12/01	\$3,000.00
Water Certification * max of 2 employees	Split into 2 payments \$1,500.00 on 6/01 \$1,500.00 on 12/01	\$3,000.00

Section 3. That from and after the first of January 2026 the following appointive officers, employees, deputies, assistants, departmental and institutional heads of the City of New Haven shall receive the following bi-weekly or hourly rate payable in bi-weekly or monthly installments from the CEDIT Fund. Positions in bold are exempt positions and not eligible for overtime, all other positions are eligible for overtime, to-wit;

(A) CEDIT FUND:

	%	Bi-weekly Rate	Hourly Rate	Annual
Community Development Director		\$2,596.16 to \$3,089.48		
Economic Development Director		\$2,596.16 to \$3,089.48		
Community Development Coordinator		\$1,757.39 to \$1,997.04	\$21.97 to \$24.97	
Administration Assistant PT			\$19.00 to \$24.00	
CEDIT Employee PT			\$19.00 to \$24.00	
Community Engagement Coordinator		\$1,757.39 to \$2,076.93	\$21.97 to \$25.97	
Corporate Engagement Specialist PT			\$15.47 to \$22.48	
Corporate Engagement Specialist		\$1,767.01 to \$2,450.76	\$22.09 to \$30.63	
Community Health Coordinator		\$2,196.56 to \$2,495.63	\$27.44 to \$31.20	
All-Abilities Coordinator PT			\$20.76 to 25.95	
Business Resource Officer	51.00%	\$2,702.32	\$33.78	
CDBG Certification				\$2,000.00
CEDIT Labor Standards Admin Certification				\$2,000.00
Economic/Community Development Intern			\$15.47 to \$22.48	

Section 4. That from and after the first of January 2026 the following appointive officers, employees, deputies, assistants, departmental and institutional heads of the City of New Haven shall receive the following bi-weekly or hourly rate payable in bi-weekly or monthly

installments from the LOIT Fund. Positions in bold are exempt positions and not eligible for overtime, all other positions are eligible for overtime, to-wit;

(A) LOIT FUND:

	%	Bi-weekly Rate	Hourly Rate	Annual
Deputy Chief of Police		\$3,069.45	\$38.37	
Human Resources Director	11.11%	\$2,808.00 to \$3110.40		
Police Dispatch		\$2,043.91 to \$2,285.02	\$25.55 to \$28.57	

Section 5. That from and after the first of January 2026 the following appointive officers, employees, deputies, assistants, departmental and institutional heads of the City of New Haven shall receive the following bi-weekly or hourly rate payable in bi-weekly or monthly installments from the Park Operating Fund. Positions in bold are exempt positions and not eligible for overtime, all other positions are eligible for overtime, to-wit;

(A) Park Operating Fund:

	%	Bi-weekly Rate	Hourly Rate	Annual
Human Resources Director	11.11%	\$2,808.00 to \$3110.40		

Section 6. In addition to the regular compensation, the mayor may assign special duties to an employee titled Chief of Staff. The responsibilities associated with this title shall result in additional compensation annually of \$2,619.53 to the appointed employee. May not be held by an elected officer and may only be held by an employee or appointed official of the City of New Haven and will be paid in bi-weekly installments.

Section 7. That any Police Officer shall receive an additional payment of money upon the following conditions:

That any Police Officer upon completion of Five (5) years or more of continuous service as a member of the New Haven Police Department will receive longevity compensation on pay period which includes the anniversary date at the following rates:

One (1) – Four (4)	\$702.61
Five (5) – Nine (9)	\$2,107.81
Ten (10) – Fourteen (14)	\$3,513.02
Fifteen (15) – Nineteen (19)	\$4,918.23
Twenty (20) plus	\$7,026.04

That any non-probationary Police Officer shall be paid a shift differential bi-weekly as follow:

2 nd shift (1:45 PM – 9:45 PM)	\$120.00
3 rd shift (9:45 PM – 5:45 AM)	\$160.00

Additionally, an incentive pay for all Police Officers per year paid on the first payroll of 2026:

Associate’s Degree	\$500.00
Bachelor’s Degree	\$1,000.00
Master’s Degree	\$1,000.00
Veteran	\$750.00
Instructorship	\$450.00
Crash Investigator	\$450.00

Any K9 certified officer shall be paid an additional \$5,000.00 annually paid in bi-weekly installments.

Section 8. That any Full-Time Dispatcher shall receive an additional payment of money upon the following conditions:

That any Full-Time Dispatcher upon completion of Five (5) years of continuous service as a member of the New Haven Police Department will receive longevity compensation on pay period which includes anniversary date at the following rates:

Five (5) – Nine (9)	\$1,000.00
Ten (10) – Fourteen (14)	\$1,500.00
Fifteen (15) – Nineteen (19)	\$2,000.00
Twenty (20) plus	\$3,500.00

That any non-probationary Police Dispatcher shall be paid a shift differential bi-weekly as follow:

2 nd shift (1:45 PM – 9:45 PM)	\$60.00
3 rd shift (9:45 PM – 5:45 AM)	\$80.00

Section 9. Incentive pay for the Police Records Administrator and/or Police Records Clerk who have Emergency Dispatch training to allow them to perform the duties of a dispatcher in times of need an additional \$1,000.00 annually paid in bi-weekly installments.

Section 10. That all full-time employees, including those of the New Haven Police Department shall be entitled to take paid time in the year 2026 per Ordinance No. G-21-29.

Section 11. That in addition to the direct compensation listed herein, all employees including those of the New Haven Police Department, who have completed at least ten (10) years of continuous service, shall be entitled to a bonus, upon voluntary separation, which shall be in an amount equal to one day’s pay for each day of accrued sick leave up to and including ten percent (10%) of the number of accrued sick days and, in any event, not to exceed six (6) days’ worth of pay as an additional compensation under this section.

Section 12. That all compensation provided for herein shall be for the calendar year 2026 and shall be paid bi-weekly or monthly for such time or times only as said appointive officer, employee, deputy, assistant, departmental and institutional heads are actually in service except for the services for the City Attorney, who shall be paid such additional compensation for extra and additional services as and when performed as may be hereafter agreed upon by the mayor and approved by the Common Council.

Sections 13. That from and after the first day of January 2026, the following clothing allowances will be directly to the employee as follows:

Utility Department	\$1,000.00	½ on April 1 and ½ on September 1
Police Officers	\$1,200.00	½ on June 1 and ½ on December 1
Police Dispatchers	\$450.00	½ on June 1 and ½ on December 1
Engineering Employees	\$913.00	½ on April 1 and ½ on September 1

Full-Time City Hall employees are allowed a \$200.00 reimbursable clothing allowance annually.

Section 14. The City of New Haven wishes to contribute to the full-time employees, three thousand dollars and no cents (\$3,000.00) for those who are enrolled in the HSA health plan to help with medical expenses. This City will deposit the contribution to the employee's HSA accounts. These contributions are paid on the 1st day each quarter and start the full month of employment at \$250.00 a month.

Section 15. All full-time employees, including the New Haven Police Department will be offered Health, Dental, Vision, Life/**Disability and Supplemental Insurance** plans. The city contribution and the employee co pays will be determined each year prior to open enrollment.

Section 16. For all full-time employees, including those of the New Haven Police Department, the city will contribute 3% of gross wages to a 457 plan with a minimum of 1% of gross wages contribution required by the employee. If there is no contribution there will be no contribution by the city. **The employees have the options to select a 457 or Roth plan for their contribution.**

Section 17. For all full-time civil employees, the city will contribute the following to the Indiana Public Retirement Plan, INPRS with 11.2 % for the employer share and the 3% for the mandatory pre-tax on gross wages.

Section 18. For all full-time New Haven Police Department police officers, the city will contribute the following to the Indiana Public 77 Retirement plan, INPRS, 23.3 % for the employer share and the 3% mandatory pre-tax on the yearly certified salary submitted to INPRS.

Section 19. Percentages listed indicate amount of compensation taken from that particular fund. If no percentage is noted, 100% of the compensation will be taken from that fund. That all ordinances in conflict herewith are repealed.

Section 20. Full-time police officers and Full-Time dispatchers will be paid time and a half for the following holidays:

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

Section 21. Any employee who is a member of a fitness facility (YMCA, Gym Etc.) is entitled to a wellness benefit reimbursement up to \$25.00 annually by providing proof of payment of paid membership to said facility to HR. Facility is subject to approval by an elected official.

Section 22. All full-time position base salaries are based on a 26-week pay cycle and a total of 2080 hours in an annual time frame.

Section 23. That this ordinance shall be in full force and effect from and after the passage and approved by the mayor.

Presiding Officer

Attest: _____

Angie Hamrick, Clerk Treasurer

Presented by me to the Mayor of the City of New Haven, Indiana, on this ____ day of _____ 2025 at the hour of _____p.m.

Angie Hamrick, Clerk Treasurer

The ordinance approved and signed by me on this _____ day of _____, 2025 at the hours of _____p.m.

Steve S. McMichael, Mayor

ORDINANCE NO A-26-

AN ORDINANCE FIXING THE COMPENSATION OF EACH AND EVERY OFFICER, EMPLOYEE, DEPUTY, ASSISTANT, AND DEPARTMENT AND INSTITUTIONAL HEAD OF THE CITY OF NEW HAVEN, INDIANA FOR THE YEAR 2026

WHEREAS, the City of New Haven has previously passed an ordinance fixing the compensation of each and every appointive officer, employee, deputy, assistant, departmental head, and institutional head of the City of New Haven, Indiana for the year 2026; and

WHEREAS, the ordinance contained scrivener errors in that the hourly part time police dispatch hourly wage was listed incorrectly, the part time engineering employee is incorrectly listed as being paid from General fund when it is paid from the Sewer Fund; the % allocation was missing from sewer for Custodian, the police longevity was calculated incorrectly, the types of insurances that are offered, the addition of a Roth option, the wellness benefit needed to be included and

WHEREAS, the Police Department also wishes to add the position of Captain to be included in the Ordinance; and

WHEREAS, within the Department of Public Works they wish to combine the descriptions for labor and machine operator as a single description and update the water and sewer certification amounts; and

WHEREAS, there is a desire to add to the Ordinance a statement about how full-time based salaries are calculated.

WHEREAS, the addition of a clothing stipend for Full-Time City Hall employees.

NOW THEREFORE, THE COMMON COUNCIL OF THE CITY OF NEW HAVEN, INDIANA, amends Ordinance No. A-25-24 to the version contained on the attached Exhibit A to this Ordinance.

These amendments shall be deemed to have been effective January 1, 2026.

This Ordinance shall be in full force and effect from and after its passage and signing by the Mayor, and legal publication.

Presiding Officer

This Ordinance presented by me to the Mayor on the ____ day of _____, 2026, at the hour of _____.m.

Angela Hamrick, Clerk-Treasurer

This Ordinance approved and executed by me on the ____ day of _____, 2026, at the hours of _____.m.

Steven S. McMichael, Mayor

ATTEST:

Angela Hamrick, Clerk-Treasurer