

**MINUTES OF THE PROCEEDINGS
OF THE
COMMON COUNCIL**

CITY OF TERRE HAUTE, INDIANA

REGULAR SESSION, THURSDAY, OCTOBER 2, 2025

The City Council met in Regular Session Thursday, October 2, 2025 at 6:00 P.M. in the City Hall Courtroom with Mr. Nation presiding and Michelle L. Edwards in the City Clerk's desk.

**Moment of Silence and Pledge of Allegiance to the Flag by Councilperson Kandace Hinton
Calling Of the Roll**

PRESENT: Tammy Boland, James Chalos, Curtis DeBaun IV, Anthony Dinkel, Kandace Hinton,
Cheryl Loudermilk, Todd Nation, Amanda Thompson

ABSENT: George Azar

**No Public Comment on Items Not on the Agenda
No Corrections to the Journal of the Preceding Meeting
No Communication from the Mayor**

Reports from City Officials

a. Anne-Therese Ryan, Human Relations Commission Director, commented on the opening of nominations for Black History month.

b. Jesse Tohill commented on the City Wide Clean Up event on October 25, 2025.

c. Council President Todd Nation commented on the City Wide Clean Up events.

No Reports from Board of Public Works and Safety

No Reports from Standing Committees

No Reports from Non-Standing Committees

No Items Previously Tabled

No Tax Abatements for Confirmation

No Items on Second Reading

ITEMS ON FIRST READING

Council President Todd Nation moved Resolution 23, 2025 and Resolution 24, 2025 next on the agenda.

Resolutions

**RESOLUTION 23, 2025 – Transfer of \$50,000.00 in the Cumulative Capital Development Fund #0402
<Loudermilk>**

RESOLUTION 23, 2025 was read by digest. Motion was made by Councilperson Loudermilk and seconded by Councilperson Chalos to pass RESOLUTION 23, 2025. Motion carried.

RESOLUTION 23, 2025

BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF TERRE HAUTE, INDIANA:

WHEREAS, There are insufficient funds in a certain account(s) of the **Terre Haute Cumulative Capital Development Fund** budget to meet current and anticipated expenditures within said Department, and;

WHEREAS, There are surplus funds in another account of the same budget, said Accounts being within the appropriation heretofore made for the use of said Department.

BE IT THEREFORE RESOLVED: That the following transfers be made in the Accounts heretofore appropriated for the use of said Department:

FROM:	#0402-0051-03-432010 Services Contractual	\$50,000.00
TO:	#0402-0051-04-442030 Building Improvements	\$50,000.00
TOTAL		\$50,000.00

Introduced by: Cheryl Loudermilk, Councilperson
Passed in open council this 2nd day of October, 2025

Todd Nation, City Council President

ATTEST: Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.

Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 2nd day of October, 2025.

Brandon Sakbun, Mayor

ATTEST: Michelle L. Edwards, City Clerk

RESOLUTION 24, 2025 – Renaming a portion of First Street from Maple Avenue to Hulman Street and a portion of Prairieton Road from Hulman Street to Margaret Avenue <Nation>

RESOLUTION 24, 2025 was read by digest. Motion was made by Councilperson DeBaun and seconded by Councilperson Hinton to pass RESOLUTION 24, 2025. Motion carried.

RESOLUTION NO. 24, 2025

A RESOLUTION OF THE TERRE HAUTE CITY COUNCIL TO RENAME NORTH FIRST STREET AND A PORTION OF SOUTH FIRST STREET AND PRAIRIETON ROAD BEGINNING AT THE INTERSECTION OF NORTH FIRST STREET AND MAPLE AVENUE SOUTH TO THE INTERSECTION OF PRAIRIETON ROAD AND MARGARET AVENUE AS RIVERSIDE ROAD TO PROMOTE DEVELOPMENT AND IMPROVEMENTS FOR THE RIVERFRONT PROPERTIES.

WHEREAS, the City of Terre Haute recognizes the importance of the Wabash River as a natural, cultural, and economic asset for the community; and

WHEREAS, the Terre Haute City Council is committed to supporting initiatives that enhance riverfront development, improve connectivity, and promote investment in areas adjacent to the river; and

WHEREAS, renaming North and South First Street and a portion of Prairieton Road, from Maple Avenue to Margaret Avenue, as Riverside Road will create a unified identity that highlights the corridor's proximity to the river and encourages future improvements; and

WHEREAS, the new name supports recommendations from the strategic riverfront development master plan and will enhance wayfinding, support marketing and development efforts, and strengthen the City's long-term vision for riverfront revitalization; and

WHEREAS, the City has determined that this change will benefit the public interest without undue burden on residents, businesses, or emergency services, and that sufficient time will be provided to allow for the transition.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF TERRE HAUTE, INDIANA, THAT:

Effective January 1, 2026, the roadway currently designated as North and South First Street and Prairieton Road, extending from Maple Avenue to Margaret Avenue, shall be renamed Riverside Road.

The City Engineer, Department of Redevelopment, and other appropriate City officials are hereby directed to take all necessary actions to implement this change, including but not limited to:

- Updating official maps, signage, and records.
- Coordinating with postal services, emergency services, and utility providers.
- Notifying affected property owners, residents, and businesses in advance of the effective date.

This resolution shall be in full force and effect from and after its passage by the Terre Haute City Council and approval by the Mayor and publication as required by law.

Introduced by: Todd Nation, Councilperson
Passed in open council this 2nd day of October, 2025
Todd Nation, City Council President
ATTEST: Michelle L. Edwards, City Clerk
Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.
Michelle L. Edwards, City Clerk
Approved by me, the Mayor, this 2nd day of October, 2025.
Brandon Sakbun, Mayor
ATTEST: Michelle L. Edwards, City Clerk

Appropriations

APPROPRIATION 10, 2025 - \$119,240.00 from MVH-R #0203-0000 to Paving-MVH-R #0203-0000-03-432100 <Loudermilk>

APPROPRIATION 10, 2025 was read by digest. Motion was made by Councilperson Hinton and seconded by Councilperson Boland to take action on APPROPRIATION 10, 2025. Motion carried unanimously. Motion was made by Councilperson Hinton and seconded by Councilperson Boland to pass APPROPRIATION 10, 2025. Motion carried.

APPROPRIATION NO. 10, 2025

AN ORDINANCE TO APPROPRIATE AN ADDITIONAL SUM OF MONEY FOR EXPENSES INCURRED DURING THE YEAR 2025.

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

BE IT ORDAINED by the Common Council of the City of Terre Haute, Vigo County, Indiana, that for the expenses of said Municipal Corporation the following additional sum of money is hereby appropriated and ordered set apart out of the fund herein named and for the purposes herein specified, subject to the laws governing the same:

	<u>AMOUNT REQUESTED</u>	<u>AMOUNT APPROPRIATED</u>
FROM: MVH-R #0203-0000	\$119,240.00	\$119,240.00

TO:	Paving – MVH-R #0203-0000-03-432100	\$119,240.00	\$119,240.00
TOTAL		\$119,240.00	\$119,240.00

Introduced by: Cheryl Loudermilk, Councilperson
Passed in open council this 2nd day of October, 2025
Todd Nation, City Council President
ATTEST: Michelle L. Edwards, City Clerk
Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.
Michelle L. Edwards, City Clerk
Approved by me, the Mayor, this 2nd day of October, 2025.
Brandon Sakbun, Mayor
ATTEST: Michelle L. Edwards, City Clerk

APPROPRIATION 11, 2025 - \$87,500.00 from EDIT #0404-0096 to MAKE MY MOVE #0404-0096-03-432011 <Loudermilk>

APPROPRIATION 11, 2025 was read by digest. Motion was made by Councilperson Dinkel and seconded by Councilperson Thompson to take action on APPROPRIATION 11, 2025. Motion carried unanimously. Motion was made by Councilperson Dinkel and seconded by Councilperson Thompson to pass APPROPRIATION 11, 2025. Motion carried.

APPROPRIATION NO. 11, 2025

AN ORDINANCE TO APPROPRIATE AN ADDITIONAL SUM OF MONEY FOR EXPENSES INCURRED DURING THE YEAR 2025.

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

BE IT ORDAINED by the Common Council of the City of Terre Haute, Vigo County, Indiana, that for the expenses of said Municipal Corporation the following additional sum of money is hereby appropriated and ordered set apart out of the fund herein named and for the purposes herein specified, subject to the laws governing the same:

		<u>AMOUNT REQUESTED</u>	<u>AMOUNT APPROPRIATED</u>
FROM:	EDIT #0404-0096	\$87,500.00	\$87,500.00
TO:	MAKE MY MOVE #0404-0096-03-432011	\$87,500.00	\$87,500.00
TOTAL		\$87,500.00	\$87,500.00

Introduced by: Cheryl Loudermilk, Councilperson
Passed in open council this 2nd day of October, 2025
Todd Nation, City Council President
ATTEST: Michelle L. Edwards, City Clerk
Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.
Michelle L. Edwards, City Clerk
Approved by me, the Mayor, this 2nd day of October, 2025.
Brandon Sakbun, Mayor
ATTEST: Michelle L. Edwards, City Clerk

APPROPRIATION 12, 2025 - \$22,210.00 from Cumulative Capital Development #0402-0051 to Building Improvement #0402-0051-04-442030 <Loudermilk>

APPROPRIATION 12, 2025 was read by digest. Motion was made by Councilperson Loudermilk and seconded by Councilperson Boland to take action on APPROPRIATION 12, 2025. Motion carried unanimously. Motion was made by Councilperson Loudermilk and seconded by Councilperson Boland to pass APPROPRIATION 12, 2025. Motion carried.

APPROPRIATION NO. 12, 2025

AN ORDINANCE TO APPROPRIATE AN ADDITIONAL SUM OF MONEY FOR EXPENSES INCURRED DURING THE YEAR 2025.

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

BE IT ORDAINED by the Common Council of the City of Terre Haute, Vigo County, Indiana, that for the expenses of said Municipal Corporation the following additional sum of money is hereby appropriated and ordered set apart out of the fund herein named and for the purposes herein specified, subject to the laws governing the same:

		<u>AMOUNT REQUESTED</u>	<u>AMOUNT APPROPRIATED</u>
FROM:	Cumulative Capital Development #0402-0051	\$22,210.00	\$22,210.00
TO:	Building Improvement #0402-0051-04-442030	\$22,210.00	\$22,210.00
	TOTAL	\$22,210.00	\$22,210.00

Introduced by: Cheryl Loudermilk, Councilperson
Passed in open council this 2nd day of October, 2025
Todd Nation, City Council President
ATTEST: Michelle L. Edwards, City Clerk
Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.
Michelle L. Edwards, City Clerk
Approved by me, the Mayor, this 2nd day of October, 2025.
Brandon Sakbun, Mayor
ATTEST: Michelle L. Edwards, City Clerk

APPROPRIATION 13, 2025 - \$648,820.00 from Casino #0180-0000 to Principal on Notes #0180-0000-03-439178 for \$629,110.00 and to Interest on Notes #0180-0000-03-439179 for \$19,710.00 <Loudermilk>

APPROPRIATION 13, 2025 was read by digest. Motion was made by Councilperson Chalos and seconded by Councilperson Loudermilk to take action on APPROPRIATION 13, 2025. Motion carried unanimously. Motion was made by Councilperson Chalos and seconded by Councilperson Loudermilk to pass APPROPRIATION 13, 2025. Motion carried.

APPROPRIATION NO. 13, 2025

AN ORDINANCE TO APPROPRIATE AN ADDITIONAL SUM OF MONEY FOR EXPENSES INCURRED DURING THE YEAR 2025.

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

BE IT ORDAINED by the Common Council of the City of Terre Haute, Vigo County, Indiana, that for the expenses of said Municipal Corporation the following additional sum of money is hereby appropriated and ordered set apart out of the fund herein named and for the purposes herein specified, subject to the laws governing the same:

		<u>AMOUNT REQUESTED</u>	<u>AMOUNT APPROPRIATED</u>
FROM:	Casino #0180-0000	\$648,820.00	\$648,820.00
TO:	Principal on Notes #0180-0000-03-439178	\$629,110.00	\$629,110.00
TO:	Interest on Notes #0180-0000-03-439179	\$19,710.00	\$19,710.00
	TOTAL	\$648,820.00	\$648,820.00

Introduced by: Cheryl Loudermilk, Councilperson

Passed in open council this 2nd day of October, 2025

Todd Nation, City Council President

ATTEST: Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.

Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 2nd day of October, 2025.

Brandon Sakbun, Mayor

ATTEST: Michelle L. Edwards, City Clerk

Council President Todd Nation moved Appropriation 14, 2025 to the end of the agenda

Special Ordinances

SPECIAL ORDINANCE 21, 2025 – 2026 Salary Ordinance for City Hall Employees <Loudermilk>

SPECIAL ORDINANCE 21, 2025 was read by digest. Motion was made by Councilperson Hinton and seconded by Councilperson Dinkel to take action on SPECIAL ORDINANCE 21, 2025. Motion carried unanimously. Motion was made by Councilperson and seconded by Councilperson to amend SPECIAL ORDINANCE 21, 2025. Motion carried. Motion was made by Councilperson Hinton and seconded by Councilperson Boland to pass SPECIAL ORDINANCE 21, 2025 AS AMENDED. Motion carried.

SPECIAL ORDINANCE NO. 21, 2025
AS AMENDED

AN ORDINANCE SETTING THE MAXIMUM SALARIES OF ALL EMPLOYEES OF THE CITY OF TERRE HAUTE, INDIANA, EXCEPTING SOME MEMBERS OF THE TERRE HAUTE FIRE DEPARTMENT, THE TERRE HAUTE POLICE DEPARTMENT, THE TERRE HAUTE STREET DEPARTMENT, THE TERRE HAUTE CEMETERY DEPARTMENT, THE TERRE HAUTE WASTEWATER UTILITY, THE TERRE HAUTE TRANSPORTATION UTILITY, THE TERRE HAUTE PARK AND RECREATION DEPARTMENT, AND EXCLUDING ELECTED OFFICIALS AND IN SOME INSTANCES ESTABLISHING CERTAIN BENEFITS FOR THE ABOVE MENTIONED INCLUDED EMPLOYEES, EFFECTIVE JANUARY 1, 2026.

BE IT ORDAINED by the Common Council of the City of Terre Haute:

SECTION 1. Commencing January 1, 2026, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for the designated Municipal Employees of the City of Terre Haute by Department, as follows:

DEPARTMENT/POSITION		AMOUNT
MAYOR'S OFFICE:		
Administrative Assistant		\$ 50,385
CONTROLLER'S OFFICE:		
Controller		\$ 92,713
Chief Deputy Controller		\$ 74,742
Payroll Manager		\$ 48,486
Financial Analyst		\$ 48,081
Accounts Payable Specialist		\$ 48,081
Clerk		\$ 20,600
Interns		\$ 2,000
HUMAN RELATIONS		
Human Relations Director		\$ 66,950
CITY CLERK'S OFFICE:		
Chief Deputy Clerk		\$ 58,268
Deputy Clerk	6 @ \$ 48,081	\$288,486
CITY CLERK'S N/R:		
Part-Time Employee	not to exceed	\$ 12,500
CITY JUDGE'S OFFICE:		
Court Reporter	2 @ \$48,081	\$ 96,162
Bailiff		\$ 48,081
Temp. Salaries/Pro Tempore		\$ 1,100
LEGAL OFFICE:		
City Attorney		\$ 77,482
Paralegal		\$ 50,000
Human Resources Director		\$ 67,881
Human Resources / Benefits Administrator		\$ 63,976
Administrator		\$ 55,333
Intern		\$ 8,000
CITY HALL MAINTENANCE:		
Facilities Manager		\$ 42,848
Maintenance Superintendent		\$ 38,790
ENGINEERING DEPARTMENT:		
City Engineer		\$100,134
Assistant Director of Engineering		\$ 84,460
Urban Forester		\$ 64,258
City Planner		\$ 78,920
Administrative Assistant		\$ 44,757
Interns		\$ 12,000
ENGINEERING NON-REVERTING:		
Lead Building Inspector		\$ 72,306
Building Inspector	3 @ \$ 51,500	\$154,500

Electrical Inspector	2 part-time @ \$28.29/hr	\$ 51,500
Plumbing Inspector		\$ 51,500
Construction Inspector I	2 @ \$ 50,000	\$100,000
Construction Inspector II		\$ 52,000
Construction Inspector III		\$ 60,000
Right-of-Way Utility Inspector		\$ 52,000
Project Coordinator		\$ 61,800
GIS Analyst		\$ 61,800
Permitting Manager		\$ 45,438
Staff Engineer	2 @ \$75,705	\$151,410
STREET DEPARTMENT – MVH:		
Transportation Director		\$ 81,740
Administrative Assistant		\$ 44,156
FIRE DEPARTMENT - CIVILIANS:		
Secretary		\$ 40,728
Accounts Payable Specialist		\$ 40,728
Fire Merit Board Secretary		\$ 4,686
Fire Merit Board Commissioners	4 @ \$ 3,186	\$ 12,744
FIRE PENSION:		
Secretary		\$ 8,000
FIRE DEPARTMENT - EMS FUND:		
Lead Mechanic		\$ 67,630
Mechanic		\$ 60,160
Billing Clerk	2 @ \$40,728	\$ 81,457
Quartermaster		\$ 60,160
POLICE DEPARTMENT - CIVILIANS:		
Merit Commissioners	3 @ \$ 3,000	\$ 9,000
Environmental Protection Director		\$ 49,184
Environmental Protection Assistant Director		\$ 44,831
Environmental Protection Officer	5 @ \$42,625	\$213,125
Clerk/Typist		\$ 40,687
Groundskeeper		\$ 35,801
Seasonal Maintenance (Part-time)	not to exceed @ \$15/hr.	\$ 32,960
PUBLIC SAFETY LIT:		
Crossing Guards	7 @ \$25.00/day worked & (9) @ \$4,500/year	\$ 92,000
POLICE PENSION:		
Secretary		\$ 8,000
BOARD OF PUBLIC WORKS & SAFETY:		
Board of Works Director		\$ 80,340
Board Members	5 @ \$ 2,400	\$ 12,000
INFORMATION TECHNOLOGY DEPARTMENT:		
IT Director/CIO		\$ 85,837
Senior System Admin		\$ 62,315
Project Manager/Analyst		\$ 66,950
Technical Support Specialist		\$ 54,574
Senior Technical Support Specialist		\$ 62,000

Web Administrator		\$ 66,950
Citizen Engagement Coordinator		\$ 55,704
Intern (2)		\$ 10,000

BOARD OF ZONING APPEALS:

Secretary		\$ 2,400
Board Members	4 @ \$ 750	\$ 3,000

TRANSPORTATION UTILITY:

Transportation Director		\$ 60,132
Assistant Manager		\$ 48,485
Office Manager		\$ 44,605
Bookkeeper		\$ 42,666
ADA Specialist		\$ 38,789
Custodian		\$ 38,789
Part Time Custodian	1 @ \$15.71 per hour	\$ 21,343
Night Dispatcher	2 @ \$16.25 per hour	\$ 37,180

WASTEWATER UTILITY:

Wastewater Utility Director		\$ 94,605
Pretreatment Supervisor		\$ 72,000
Pretreatment Assistant		\$ 55,359
Assistant Utility Director		\$ 82,271
Operations Manager		\$ 72,000
Lead Supervisor Collections		\$ 63,277
Clerks (4)		\$147,341
Project Analyst		\$ 59,027
Assistant Financial Analyst	3 @ \$44,605	\$133,816
Utility Billing Specialist		\$ 1,800
IT Automation Specialist		\$ 72,100
Sanitary Board Commissioners	5 @ \$ 4,800	\$ 24,000

CEMETERY DEPARTMENT:

Department Head		\$ 61,299
Office Manager		\$ 42,000
Board of Cemetery Regents	4 @ \$ 500	\$ 2,000
Seasonal Hourly Employees not to exceed \$15.30/hr.		

PARK & RECREATION DEPARTMENT:

Superintendent		\$ 81,000
Maintenance Director		\$ 65,859
Office Manager		\$ 50,205
Accounts Payable Specialist		\$ 40,728
Secretary		\$ 38,789
Director of Recreation		\$ 52,367
Assistant Director of Recreation		\$ 48,484
Curator, Native American Museum		\$ 42,667
Naturalist		\$ 42,667
Torner Community Center Secretary		\$ 38,789
Golf Course Superintendent		\$ 83,938
Assistant Superintendent – Hulman Links		\$ 40,728
19 th Hole Manager		\$ 36,849
Assistant to the Pro/Rea Park		\$ 48,492
Golf Director		\$ 75,000
Board Members	4 @ \$900	\$ 3,600
Seasonal and Temp. Maintenance & Parks Programs Employees not to exceed \$16.00/hr.		

SECTION 2. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependents, health and hospitalization insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 3. Commencing January 1, 2026, the City of Terre Haute will provide to each department head and full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 4. Certain employees listed under Police Department – Civilians will receive a uniform allowance in the amount of Two Hundred Dollars (\$200.00) annually.

SECTION 5. The salaries of all municipal employees of the City of Terre Haute shall be fixed on an annual basis, weekly basis, or an hourly basis, as established in this Ordinance, but the salaries shall be paid bi-weekly in a manner determined by the Board of Public Works and Safety.

SECTION 6.

(A) VACATION DAYS

The following schedule for earning vacation time shall apply to all City employees covered by the City Hall Employees Salary Ordinance:

With less than five (5) years continuous employment with the City, an employee shall earn ten (10) days, earned at the rate of 1/12 per month or fractional part thereof from the first day of employment.

Beginning January 1 in the year during which the employee will attain five (5) years of continuous employment with the City, an employee shall earn fifteen (15) days, earned at the rate of 1/12 per month or fractional part thereof.

Beginning January 1 in the year during which the employee will attain fifteen (15) years of continuous employment with the City, an employee shall earn twenty (20) days, earned at the rate of 1/12 per month or fractional part thereof.

Beginning on the first date of employment, department heads shall earn fifteen (15) days, earned at the rate of 1/12 per month of fractional part thereof, and shall not earn additional days until January 1 of the year in which the department head shall attain fifteen (15) years of continuous employment as a department head, as set forth for all employees.

An employee may accumulate a maximum of thirty (30) vacation/personal days. At no time shall an employee's combined total of accrued vacation and personal time exceed thirty (30) days.

Upon termination, the administration shall calculate the number of days earned in the calendar year of the termination and the number of days taken during the calendar year of the termination; shall calculate any accumulated days; and shall adjust the employee's final wages accordingly.

(B) PERSONAL DAYS

Municipal employees of the City of Terre Haute covered by the City Hall employees Salary Ordinance shall earn four (4) paid personal leave days per year, earned at the rate of one (1) personal day per quarter.

(C) SICK DAYS

Municipal employees of the City of Terre Haute covered by the City Hall Employees Salary Ordinance shall earn eight (8) sick days per year earned at the rate of 1/12 per month or fractional part thereof from the first day of employment. Employees may accumulate a maximum of forty-five (45) sick days which shall carry over from year to year. Upon termination, unused sick days are lost.

Sick leave may be taken as required by illness or injury. In the event an employee is absent in excess of three (3) consecutive scheduled working days for any medical reason, the employee must furnish notification from his/her physician to his/her department head as proof of illness and as a release to return to work.

(D) HOLIDAYS

The following holidays shall be recognized as paid holidays:

New Year's Day	January 1, 2026
Martin Luther King Jr.	January 19, 2026
President's Day	February 16, 2026
Good Friday	April 3, 2026
Election Day (Primary)	May 5, 2026
Memorial Day	May 25, 2026
Juneteenth	June 19, 2026
Independence Day	July 3, 2026
Labor Day	September 7, 2026
Columbus Day	October 12, 2026
Election Day (General)	November 3, 2026
Veteran's Day	November 11, 2026
Thanksgiving	November 26, 2026
Day after Thanksgiving	November 27, 2026
Christmas Holiday	December 24/25, 2026

SECTION 7. Commencing January 1, 2026, the City of Terre Haute will provide to each benefit eligible employee, whose salary is established by this ordinance, Twenty-Five Thousand Dollars (\$25,000.00) of life insurance coverage through December 31, 2026. The City will pay one hundred percent (100%) of the costs of such coverage.

SECTION 8. Certain City positions require employees to maintain an active cell phone for one or more of the following purposes:

1. Communication with other departments during business hours.
2. On-call availability for emergencies and public safety outside normal hours.
3. Contact with department heads and the Mayor outside normal hours
4. Responding to citizen and business emergencies outside normal hours.

Each Department Head shall identify and submit designated positions requiring cell phone service to the City Controller for approval.

Employees required to maintain a personal cell phone as a condition of employment shall receive a monthly reimbursement of \$25, \$50, or \$100, based on their position. To qualify, the employee must maintain service with phone and data capabilities to receive calls, texts, and messages.

SECTION 9. Pay in addition to salaries or overtime pay may be paid to City employees for work which is extraordinary because of an emergency situation or because of the requirement of time in excess of that ordinarily

contemplated in the job classification. Said pay must be requested by the Department Head of said employee or employees or the Mayor and approved by the Board of Public Works and Safety.

SECTION 10. This Ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2026.

Introduced by: Cheryl Loudermilk, Councilperson
Passed in open council this 2nd day of October, 2025
Todd Nation, City Council President
ATTEST: Michelle L. Edwards, City Clerk
Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.
Michelle L. Edwards, City Clerk
Approved by me, the Mayor, this 2nd day of October, 2025.
Brandon Sakbun, Mayor
ATTEST: Michelle L. Edwards, City Clerk

SPECIAL ORDINANCE 22, 2025 – 2026 Salary Ordinance for MVH (Street Department) <Loudermilk>

SPECIAL ORDINANCE 22, 2025 was read by digest. No action was taken.

SPECIAL ORDINANCE 23, 2025 – 2026 Salary Ordinance for Transit Department <Loudermilk>

SPECIAL ORDINANCE 23, 2025 was read by digest. No action was taken.

SPECIAL ORDINANCE 24, 2025 – 2026 Salary Ordinance for Parks Department <Loudermilk>

SPECIAL ORDINANCE 24, 2025 was read by digest. Motion was made by Councilperson Dinkel and seconded by Councilperson Hinton to take action on SPECIAL ORDINANCE 24, 2025. Motion carried unanimously. Motion was made by Councilperson Dinkel and seconded by Councilperson Hinton to pass SPECIAL ORDINANCE 24, 2025. Motion carried.

SPECIAL ORDINANCE NO. 24, 2025

AN ORDINANCE SETTING THE MAXIMUM SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR CERTAIN EMPLOYEES OF THE PARKS AND RECREATION DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2026, TO TAKE EFFECT ON JANUARY 1, 2026.

BE IT ORDAINED BY THE COMMON COUNCIL of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2026 the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for the following employees of the Parks and Recreation Department of the City of Terre Haute, as follows:

Mechanic (2)	\$ 43,607.04
Building & Park Maintenance (17)	\$ 41,867.43
Park Manager (1)	\$ 43,607.04
Golf Maintenance (5)	\$ 41,867.43

SECTION 2. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependents, health and hospitalization insurance coverage through December 31, 2026. The City will pay for and on behalf of each full time, permanent Employee, an amount no less than Seventy Percent (70%) of the annual premium for Health and hospitalization Insurance for a single, employee/spouse, employee/children, or a family plan, as selected by the employee. Employee shall be responsible for the remaining amount, to be no more than Thirty Percent (30%) of the annual premium for Health and Hospitalization Insurance.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 3. The salaries of the employees of the Parks and Recreation Department shall be bi-weekly in a manner determined by the agreement between the City of Terre Haute and Local Union No. 135.

SECTION 4.

(A) VACATION PAY

Park and Recreation Department employees covered by this ordinance shall receive paid vacation as follows:

- (1) All Employees having one (1) year seniority, but less than two (2) years seniority with the Employer, shall receive one (1) week vacation with thirty-five (35) hours pay at the regular rate of pay established herein.
- (2) All Employees having two (2) years seniority, but less than five (5) years seniority with the Employer, shall receive two (2) weeks vacation with seventy (70) hours pay at the regular rate of pay established herein.
- (3) All Employees having five (5) years seniority, but less than fourteen (14) years seniority with the Employer shall receive three (3) weeks vacation with one hundred five (105) hours pay at the regular rate of pay established herein.
- (4) All Employees having fourteen (14) years seniority, but less than twenty (20) years seniority with the Employer shall receive four (4) weeks vacation with one hundred forty (140) hours pay at the regular rate of pay established herein.
- (5) Only Employees having twenty (20) years or more seniority with the Employer shall receive five (5) weeks vacation with one-hundred seventy-five (175) hours pay at the regular rate of pay established herein.

(B) PERSONAL DAYS

Parks and Recreation Department employees covered by this ordinance shall receive five (5) personal days with pay.

(C) SICK DAYS

Parks and Recreation Department employees covered by this ordinance shall receive seven (7) sick days with pay. Sick leave may be accumulated up to a total of forty-five (45) working days.

(D) HOLIDAYS

Parks and Recreation Department employees covered by this ordinance shall observe the following paid holidays:

New Year's Day	January 1, 2026
Martin Luther King Jr.	January 19, 2026
President's Day	February 16, 2026
Good Friday	April 3, 2026
Election Day (Primary)	May 5, 2026
Memorial Day	May 25, 2026
Juneteenth	June 19, 2026
Independence Day	July 3, 2026
Labor Day	September 7, 2026
Columbus Day	October 12, 2026

Election Day (General)	November 3, 2026
Veteran's Day	November 11, 2026
Thanksgiving	November 26, 2026
Day after Thanksgiving	November 27, 2026
Christmas Eve	December 24, 2026
Christmas Day	December 25, 2026
New Year's Eve	December 31, 2026
Employee's Birthday	

SECTION 5. City of Terre Haute shall supply each employee with one (1) pair of steel-toed safety shoes or composite toe (ANSI) ANSI Z41.1 or OSHA CFR 1910.136 foot protection at a maximum cost of up to Two Hundred Fifty Dollars (\$250.00).

SECTION 6. Certain City positions require employees to maintain an active cell phone for one or more of the following purposes:

1. Communication with other departments during business hours.
2. On-call availability for emergencies and public safety outside normal hours.
3. Contact with department heads and the Mayor outside normal hours
4. Responding to citizen and business emergencies outside normal hours.

Each Department Head shall identify and submit designated positions requiring cell phone service to the City Controller for approval.

Employees required to maintain a personal cell phone as a condition of employment shall receive a monthly reimbursement of \$25, \$50, or \$100, based on their position. To qualify, the employee must maintain service with phone and data capabilities to receive calls, texts, and messages.

SECTION 7. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 8. Contract items other than those set forth above are covered by an agreement entered into by the City Administration, by and through its Board of Public Works and Safety, City of Terre Haute, Indiana, Parks and Recreation Department, and Chauffeurs, Teamsters, Warehouseman, and Helpers Local Union No. 135.

SECTION 9. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 10. This ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2026.

Introduced by: Cheryl Loudermilk, Councilperson

Passed in open council this 2nd day of October, 2025

Todd Nation, City Council President

ATTEST: Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.

Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 2nd day of October, 2025.

Brandon Sakbun, Mayor

ATTEST: Michelle L. Edwards, City Clerk

SPECIAL ORDINANCE 25, 2025 – 2026 Salary Ordinance for Cemetery Department <Loudermilk>

SPECIAL ORDINANCE 25, 2025 was read by digest. Motion was made by Councilperson DeBaun and seconded by Councilperson Thompson to take action on SPECIAL ORDINANCE 25, 2025. Motion carried unanimously. Motion was made by Councilperson DeBaun and seconded by Councilperson Hinton to pass SPECIAL ORDINANCE 25, 2025. Motion carried.

SPECIAL ORDINANCE NO. 25, 2025

AN ORDINANCE SETTING THE MAXIMUM SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR THE CEMETERY DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2026 TO TAKE EFFECT ON JANUARY 1, 2026.

BE IT ORDAINED BY THE COMMON COUNCIL of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2026, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for the Cemetery Department of the City of Terre Haute as follows:

Regular Employees	\$21.63 per hour
Foreman	\$22.68 per hour
Temporary or Probationary Employees & Summer Help	
Employees not to exceed	\$15.00 per hour

SECTION 2. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependents, health and hospitalization insurance coverage through December 31, 2026. The City will pay no less than Seventy Percent (70%) of the cost of whichever plan the employee selects. The Employee shall be responsible for the remaining amount of the annual premium for Health and Hospitalization Insurance.

SECTION 3. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premiums.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 4. The salaries of the employees of the Cemetery Department shall be fixed on an hourly basis but the salaries shall be paid bi-weekly in a manner determined by the agreement between City Administration, Civil City of Terre Haute, Indiana Cemetery Workers, and Laborers' International Union of North America, Local #204.

SECTION 5.

(A) VACATION PAY

Employees of the Cemetery Department shall receive paid vacation as follows:

- (a) Employees having one (1) year seniority, but less than four (4) years seniority with the Employer, shall receive two (2) weeks' vacation with eighty (80) hours pay at the regular rate of pay.
- (b) Employees having five (5) years seniority, but less than fourteen (14) years seniority with the Employer, shall receive three (3) weeks' vacation with one hundred twenty (120) hours pay at the regular rate of pay.
- (c) Employees having fifteen (15) or more years seniority with the Employer shall receive four (4) weeks' vacation with one hundred sixty (160) hours pay at the regular rate of pay established herein.

(B) PERSONAL DAYS

Cemetery employees, covered by this ordinance, shall be paid for a maximum of four (4) personal leave days per year.

(C) SICK DAYS

Cemetery employees, who have completed thirty (30) days of employment, covered by this ordinance, shall be entitled to be paid for a maximum of eight (8) paid sick days. Employees may accumulate a maximum of forty-five (45) sick days. The sick days may accumulate and carry over from one year to the next year. Employee shall be paid for all accumulated unused sick leave days upon termination of employment with the City.

(D) HOLIDAYS

The following days shall be recognized as paid holidays.

New Year's Day	January 1, 2026
Martin Luther King Jr. Day	January 19, 2026
President's Day	February 16, 2026
Good Friday	April 3, 2026
Election Day (Primary)	May 5, 2026
Memorial Day	May 25, 2026
Juneteenth	June 19, 2026
Independence Day	July 3, 2026
Labor Day	September 7, 2026
Columbus Day	October 12, 2026
Election Day (General)	November 3, 2026
Veteran's Day	November 11, 2026
Thanksgiving Day	November 26, 2026
Day after Thanksgiving	November 27, 2026
Christmas Eve	December 24, 2026
Christmas Day	December 25, 2026
New Year's Eve	December 31, 2026
Employee's Birthday	

SECTION 6. Commencing January 1, 2026, the City of Terre Haute will provide to each benefit eligible employee, whose salary is established by this ordinance, Twenty-Five Thousand Dollars (\$25,000.00) of life insurance coverage through December 31, 2026. The City will pay one hundred percent (100%) of the costs of such coverage.

SECTION 7. Certain City positions require employees to maintain an active cell phone for one or more of the following purposes:

1. Communication with other departments during business hours.
2. On-call availability for emergencies and public safety outside normal hours.
3. Contact with department heads and the Mayor outside normal hours
4. Responding to citizen and business emergencies outside normal hours.

Each Department Head shall identify and submit designated positions requiring cell phone service to the City Controller for approval.

Employees required to maintain a personal cell phone as a condition of employment shall receive a monthly reimbursement of \$25, \$50, or \$100, based on their position. To qualify, the employee must maintain service with phone and data capabilities to receive calls, texts, and messages.

SECTION 8. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such sections or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 9. Contract items other than those set forth above are covered by an agreement entered into by City Administration, by its Board of Public Works and Safety, Civil City of Terre Haute, Indiana, Cemetery Workers, and the Laborer's International Union of North America, Local Union #204.

SECTION 10. This ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2026.

Introduced by: Cheryl Loudermilk, Councilperson
Passed in open council this 2nd day of October, 2025
Todd Nation, City Council President
ATTEST: Michelle L. Edwards, City Clerk
Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.
Michelle L. Edwards, City Clerk
Approved by me, the Mayor, this 2nd day of October, 2025.
Brandon Sakbun, Mayor
ATTEST: Michelle L. Edwards, City Clerk

SPECIAL ORDINANCE 26, 2025 – 2026 Salary Ordinance for Wastewater Treatment Plant <Loudermilk>

SPECIAL ORDINANCE 26, 2025 was read by digest. Motion was made by Councilperson Chalos and seconded by Councilperson Dinkel to take action on SPECIAL ORDINANCE 26, 2025. Motion carried unanimously. Motion was made by Councilperson Chalos and seconded by Councilperson Dinkel to pass SPECIAL ORDINANCE 26, 2025. Motion carried.

SPECIAL ORDINANCE NO. 26, 2025

AN ORDINANCE SETTING THE MAXIMUM SALARIES AND ESTABLISHING CERTAIN BENEFITS FOR THE WASTEWATER UTILITY HOURLY WORKERS FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2026, TO TAKE EFFECT ON JANUARY 1, 2026.

BE IT ORDAINED BY THE COMMON COUNCIL of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2026, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for Wastewater Utility of the City of Terre Haute, as follows:

Working Foreman	\$ 30.20
Maintenance Electrician	\$ 29.74
Assistant Working foreman	\$ 29.67
Maintenance Department	\$ 29.01
Collections Department	\$ 29.01
Auto Garage	\$ 29.01
Construction Crew Department	\$ 29.01
Building & Grounds Department	\$ 29.01
Operations Foreman	\$ 29.01
Operations Assistant Foreman	\$ 28.49
Operations	\$ 27.83
Sewer Utility Locator	\$ 29.67
Welder / Fabricator	\$ 29.74
Lab Tech Foreman	\$ 30.41
Lab Tech	\$ 29.33

All new employees in each department shall receive 25¢ per hour less than regular hourly rate established for that department for the first ninety (90) days of their employment.

SECTION 2. Commencing January 1, 2026, the City of Terre Haute will pay employees one (1) of the following incentive pay amounts for municipal wastewater treatment licenses as follows:

Operations	Class 1	\$0.75 per hour
Operations	Class 2	\$1.35 per hour
Collections	Class 1	\$0.75 per hour

Collections

Class 2

\$1.35 per hour

SECTION 3. Commencing January 1, 2026, the City of Terre Haute shall pay the following Shift Differential Pay:

- (a) All Operators working twelve (12) hour shifts shall receive 50¢ per hour in addition to their regular hourly rate of pay when working the night shift.
- (b) Shift differential is paid only for worked hours. Vacation, sick, personal or bereavement hours are not eligible for the shift differential.

SECTION 4. Commencing January 1, 2026, the City of Terre Haute will pay for and on behalf of each full time, permanent Employee, and his or her eligible dependents, an amount no less than Seventy Percent (70%) of the annual premium for Health and Hospitalization Insurance for a single, employee/spouse, employee/children, or a family plan, as selected by the employee, under prevailing group insurance rates. Employee shall be responsible for the remaining amount of the annual premium for Health and Hospitalization Insurance available without restrictions to each Employee, under prevailing group insurance rates. City of Terre Haute will pay the full premium on health insurance coverage for retired employees aged 62 thru 65.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 5. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance and eligible members of their immediate family's dental insurance coverage through December 31, 2026. The City will pay no less than Seventy Percent (70%) of the actual monthly premiums.

SECTION 6. The salaries of the employees of the Wastewater Utility shall be fixed on an hourly basis but the salaries shall be paid bi-weekly in a manner determined by the agreement between the City of Terre Haute Wastewater Utility and the Plumbers and Steam Fitters Local Union No. 157.

SECTION 7.

(D) VACATION PAY

Wastewater Utility employees covered by this ordinance shall receive paid vacation as follows:

1-4 years	10 days
5-9 years	15 days
10-14 years	17 days
15 th year	20 days
16-20 years	1 additional day for each 1 year of continuous service not to exceed 5 days

Grandfather clause pertains to all vacation time earned prior to January 1, 2006.

(E) PERSONAL DAYS

Wastewater Utility employees covered by this ordinance shall receive nine (9) personal days with pay.

(F) SICK DAYS

Wastewater Utility employees covered by this ordinance shall receive nine (9) sick days with pay. Employee may sell back to City any sick leave days accumulated in excess of thirty (30) sick days. Sick days may not be sold back to the employer if the employee is discharged for good and just cause.

(D) HOLIDAYS

Wastewater Utility employees covered by this ordinance shall observe the following paid holidays:

New Year's Day	January 1, 2026
Martin Luther King Jr.	January 19, 2026
President's Day	February 16, 2026
Good Friday	April 3, 2026
Election Day (Primary)	May 5, 2026
Memorial Day	May 25, 2026
Juneteenth	June 19, 2026
Independence Day	July 3, 2026
Labor Day	September 7, 2026
Columbus Day	October 12, 2026
Election Day (General)	November 3, 2026
Veteran's Day	November 11, 2026
Thanksgiving	November 26, 2026
Day after Thanksgiving	November 27, 2026
Christmas Eve	December 24, 2026
Christmas Day	December 25, 2026
Employee's Birthday	

SECTION 8. Employer will provide two hundred dollars (\$200.00) annually for prescription safety glasses.

Employer shall provide an annual allotment of two hundred fifty dollars (\$250.00) to be used to purchase jeans and/or HI-VIZ yellow/green hoodie (pull-over or zip-up), sweatshirt, jacket, or knit hat.

Employer shall provide a pair of safety shoes to each Employee. The allowance for shoes shall be two hundred fifty dollars (\$250.00).

SECTION 9. Longevity pay shall be paid to Employees covered by this ordinance as follows:

Years of Employment	Longevity per Years of Service
1+	\$200

SECTION 10. Certain City positions require employees to maintain an active cell phone for one or more of the following purposes:

1. Communication with other departments during business hours.
2. On-call availability for emergencies and public safety outside normal hours.
3. Contact with department heads and the Mayor outside normal hours
4. Responding to citizen and business emergencies outside normal hours.

Each Department Head shall identify and submit designated positions requiring cell phone service to the City Controller for approval.

Employees required to maintain a personal cell phone as a condition of employment shall receive a monthly reimbursement of \$25, \$50, or \$100, based on their position. To qualify, the employee must maintain service with phone and data capabilities to receive calls, texts, and messages.

SECTION 11. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 12. Contract items other than those set forth above are covered by an agreement entered into by the City Administration, by and through its Board of Sanitary Commissioners, of Terre Haute, Indiana, Wastewater Treatment Plant and Plumbers and Steam Fitters Local Union No. 157.

SECTION 13. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 14. This ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2026.

Introduced by: Cheryl Loudermilk, Councilperson
Passed in open council this 2nd day of October, 2025
Todd Nation, City Council President
ATTEST: Michelle L. Edwards, City Clerk
Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.
Michelle L. Edwards, City Clerk
Approved by me, the Mayor, this 2nd day of October, 2025.
Brandon Sakbun, Mayor
ATTEST: Michelle L. Edwards, City Clerk

SPECIAL ORDINANCE 27, 2025 – 2026 Salary Ordinance for Police Civilian Employees <Loudermilk>

SPECIAL ORDINANCE 27, 2025 was read by digest. Motion was made by Councilperson Dinkel and seconded by Councilperson Chalos to take action on SPECIAL ORDINANCE 27, 2025. Motion carried unanimously. Motion was made by Councilperson and seconded by Councilperson to amend SPECIAL ORDINANCE 27, 2025. Motion carried. Motion was made by Councilperson Dinkel and seconded by Councilperson Hinton to pass SPECIAL ORDINANCE 27, 2025 AS AMENDED. Motion carried.

SPECIAL ORDINANCE NO. 27, 2025
AS AMENDED

AN ORDINANCE SETTING THE MAXIMUM SALARY AND ESTABLISHING CERTAIN BENEFITS FOR THE CIVILIAN MEMBERS OF THE POLICE DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA FOR 2026, TO TAKE EFFECT ON JANUARY 1, 2026.

BE IT ORDAINED BY the Common Council of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2026 the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for civilian members of the Police Department of the City of Terre Haute, Indiana.

SECRETARY LEVEL III shall be paid an annual salary of \$43,438.

PARKING VIOLATIONS CLERK shall be paid an annual salary of \$43,438.

FACILITIES COORDINATOR shall be paid an annual salary of \$43,438.

SOCIAL WORKER shall be paid an annual salary of ~~\$58,710~~ \$66,000.

PUBLIC RECORDS & LITIGATION COORDINATOR shall be paid an annual salary of \$61,800.

SECTION 2. Civilian members of the Terre Haute Police Department will receive ~~nine (9)~~ twelve (12) sick days per year with a cap of sixty (60) sick days. The sick days will accumulate and carry over from year to year.

Each secretarial and clerical employee who works ~~two (2)~~ three (3) consecutive months without using any Sick Days will receive ~~one (1)~~ two (2) Reward Day for a maximum of ~~six (6)~~ eight (8) Reward Days per year.

These days will accumulate to a maximum of one-hundred twenty (120) hours and may be carried over from one calendar year to the next.

SECTION 3. The City of Terre Haute agrees that all civilian members of the Police Department shall receive five (5) personal days to be used at the member's discretion within one (1) calendar year. Personal days not used by year's end will be forfeited.

SECTION 4. All civilian members of the Terre Haute Police Department shall be entitled to the same number of holidays as afforded all City Hall employees as set forth by the Common Council of the City of Terre Haute.

SECTION 5. Civilian members of the Terre Haute Police Department shall receive the following vacation schedule:

0 - 1 years (after 7 months)	One (1) day per month for a maximum of five (5) days
1 - 5 years	Ten (10) days
6 - 10 years	Fifteen (15) days
11 - 15 years	Twenty (20) days
16 - 20 years	Twenty-Five (25) days
21+ years	Thirty (30) days

SECTION 6. In addition to salaries set forth in Section 1 of this Ordinance, all civilian members of the Police Department shall receive additional compensation based on the length and service completed prior to January 1, 2026 with said department, in amounts as designated on the following schedule:

- (a) On the first anniversary of employment, an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (b) On the second anniversary of employment, an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (c) On the third anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (d) On the fourth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (e) On the fifth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (f) On the sixth anniversary of employment, an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (g) On the seventh anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (h) On the eighth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (i) On the ninth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (j) On the tenth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (k) On the eleventh anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (l) On the twelfth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (m) On the thirteenth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (n) On the fourteenth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (o) On the fifteenth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
- (p) On the sixteenth anniversary of employment an additional Five Hundred Nineteen Dollars and

- Eighty-Three Cents (\$519.83).
- (q) On the seventeenth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
 - (r) On the eighteenth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
 - (s) On the nineteenth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
 - (t) On the twentieth anniversary of employment an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
 - (u) On the 21st anniversary of employment, an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
 - (v) On the 22nd anniversary of employment, an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
 - (w) On the 23rd anniversary of employment, an additional Five Hundred Nineteen Dollars and Eighty-Three Cents (\$519.83).
 - (x) On the 24th anniversary of employment, an additional One Thousand Thirty-Nine Dollars and Sixty-Six Cents (\$1,039.66).

Representing a maximum of Twelve Thousand Nine Hundred Ninety-Five Dollars and Seventy-Five Cents (\$12,995.75).

SECTION 7. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependents, health and hospitalization insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 8. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2026. The City will pay no less than Seventy percent (70%) of the actual monthly premium.

SECTION 9. Commencing January 1, 2026, the City of Terre Haute will provide to each permanent member, whose salary is established by this ordinance, Twenty-Five Thousand Dollars (\$25,000.00) of life insurance coverage through December 31, 2026 and Ten Thousand Dollar (\$10,000.00) line of duty death benefit. The City will pay one hundred percent (100%) of the costs of such coverage.

SECTION 10. Overtime or additional pay can be paid to civilian members of the Terre Haute Police Department for work performed in time of emergencies. Said pay must be requested by the Department Head of said employee or employees or the Mayor and approved by the Board of Public Works.

SECTION 11. Certain City positions require employees to maintain an active cell phone for one or more of the following purposes:

1. Communication with other departments during business hours.
2. On-call availability for emergencies and public safety outside normal hours.
3. Contact with department heads and the Mayor outside normal hours
4. Responding to citizen and business emergencies outside normal hours.

Each Department Head shall identify and submit designated positions requiring cell phone service to the City Controller for approval.

Employees required to maintain a personal cell phone as a condition of employment shall receive a monthly reimbursement of \$25, \$50, or \$100, based on their position. To qualify, the employee must maintain service with phone and data capabilities to receive calls, texts, and messages.

SECTION 12. The salaries of all civilian members of the Police Department of the City of Terre Haute shall be fixed on an annual basis, but the salaries shall be paid bi-weekly in a manner established by the Board of Public Works.

SECTION 13. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such sections or sections as are so determined to be illegal or invalid, any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 14. Contract items other than those set forth above are covered by a Contract entered into by, civilian members of the Terre Haute Police Department, and the Board of Public Works for the City of Terre Haute.

SECTION 15. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 16. This ordinance shall be in full force and effect from and after the date of its passage according to law and shall be effective as in the salaries and benefits provided on and for January 1, 2026.

Introduced by: Cheryl Loudermilk, Councilperson

Passed in open council this 2nd day of October, 2025

Todd Nation, City Council President

ATTEST: Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.

Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 2nd day of October, 2025.

Brandon Sakbun, Mayor

ATTEST: Michelle L. Edwards, City Clerk

SPECIAL ORDINANCE 28, 2025 – 2026 Salary Ordinance for the Police Department <Loudermilk>

SPECIAL ORDINANCE 28, 2025 was read by digest. Motion was made by Councilperson Chalos and seconded by Councilperson DeBaun to take action on SPECIAL ORDINANCE 28, 2025. Motion carried unanimously. Motion was made by Councilperson Chalos and seconded by Councilperson DeBaun to pass SPECIAL ORDINANCE 28, 2025. Motion carried.

SPECIAL ORDINANCE NO. 28, 2025

AN ORDINANCE SETTING THE MAXIMUM SALARY AND ESTABLISHING CERTAIN BENEFITS FOR THE POLICE DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA FOR 2026, TO TAKE EFFECT ON JANUARY 1, 2026.

BE IT ORDAINED BY the Common Council of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2026, the following salary schedule shall be in full force and effect for members of the Police Department of the City of Terre Haute, Indiana.

POLICE OFFICERS of the rank of Patrolman who have served less than one (1) year from the date of their respective appointments shall be paid an annual salary of \$63,926.

POLICE OFFICERS of the rank of Patrolman who have served more than one (1) year from the date of their respective appointments shall be paid an annual salary of \$69,294.

POLICE OFFICERS of the rank of Investigations and/or Administration shall be paid an annual salary of \$69,294 plus \$3,000 incentive allowance.

POLICE OFFICERS of the rank of Sergeant shall be paid an annual salary of \$75,586 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Lieutenant shall be paid an annual salary of \$77,740 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Captain shall be paid an annual salary of \$79,895 plus \$1,000 incentive allowance if working as a Detective.

POLICE OFFICERS of the rank of Assistant Chief shall be paid an annual salary of \$84,858.

POLICE OFFICERS of the rank of Chief shall be paid an annual salary of \$95,749.

SECTION 2. City of Terre Haute shall pay an annual cash allowance of Five Hundred Dollars (\$500.00) to each uniformed officer to be used for uniforms, clothing, and equipment (excluding body armor).

One (1) individual within the Department shall serve as Fleet Manager and shall receive an annual allowance of Three Thousand Dollars (\$3,000.00).

One (1) individual within the Department shall serve as Radio Coordinator and shall receive an annual allowance of One Thousand Five Hundred Dollars (\$1,500.00).

SECTION 3. Sworn members of the Terre Haute Police Department will receive one (1) sick day per month with a cap of ninety (90) sick days. The sick days will accumulate and carry over from year to year. Upon separation of member for any reason, the City of Terre Haute shall buy back all accumulated sick days.

Any member who works three (3) consecutive months without using any sick days will receive two (2) reward days for a maximum of eight (8) reward days per year. Members may accumulate a maximum of three hundred twenty (320) reward hours which may be carried over from one calendar year to the next. These days are in addition to the member's personal days received in Section 4 of this ordinance. The City shall buy back one (1) reward day for every sixteen (16) hours accumulated when the member separates from employment.

SECTION 4. The City of Terre Haute agrees that all sworn members of the Police Department shall receive forty (40) hours personal time to be used at the member's discretion within one (1) calendar year. Personal days not used by year's end will be forfeited. Furthermore, the City of Terre Haute agrees that any member who is on call and has his/her off-duty actions restricted for fifteen (15) days or more a year, shall receive an additional thirty-two (32) hours personal time for a total of seventy-two (72) hours per year.

SECTION 5. All members of the Terre Haute Police Department shall be entitled to the same number of holidays as afforded all city hall employees as set forth by the Common Council of the City of Terre Haute.

SECTION 6. Sworn members of the Terre Haute Police Department shall receive the following vacation schedule:

0 - 1 years	After seven (7) months, one (1) day per month with maximum total off of forty (40) vacation hours.
1 - 5 years	Eighty (80) hours
6 -10 years	One Hundred Twenty (120) hours
11 - 15 years	One Hundred Sixty (160) hours
16 - 20 years	Two Hundred (200) hours
21 years +	Two Hundred Forty (240) hours

Police Officers shall be entitled to carry over a total of One Hundred Twenty (120) vacation hours from year to year, with a maximum accumulation of Two Hundred Forty (240) carry over hours.

SECTION 7. That in addition to salaries set forth in Section 1 of this ordinance, all sworn members of the Police Department or said City, irrespective of rank shall receive additional compensation based on the length and service with said department, in amounts as designated on the following schedule:

- (a) On the 1st anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (b) On the 2nd anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (c) On the 3rd anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (d) On the 4th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (e) On the 5th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (f) On the 6th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (g) On the 7th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (h) On the 8th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (i) On the 9th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (j) On the 10th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (k) On the 11th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (l) On the 12th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (m) On the 13th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (n) On the 14th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (o) On the 15th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (p) On the 16th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (q) On the 17th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (r) On the 18th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (s) On the 19th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (t) On the 20th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (u) On the 21st anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (v) On the 22nd anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (w) On the 23rd anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year. per year.
- (x) On the 24th anniversary of employment, an additional One Thousand Seven Hundred Thirty-Two Dollars and Thirty-Five Cents (\$1,732.35) per year.

Representing a maximum of Twenty-One Thousand Six Hundred Fifty-Four Dollars and Thirty-Two Cents (\$21,654.32).

SECTION 8. Commencing calendar year 2026 the City of Terre Haute will pay shift differential pay prorated on a monthly basis in a separate check on or before December 15th to all sworn officers as follows:

Hoot Owl Shift	\$1,000.00
Evening Shift	\$ 750.00

SECTION 9. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependents, health and hospitalization insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 10. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2026. The City will pay no less than Seventy percent (70%) of the actual monthly premium.

SECTION 11. Commencing January 1, 2026, the City of Terre Haute will provide to each permanent member, whose salary is established by this ordinance, Twenty-Five Thousand Dollars (\$25,000.00) of life insurance coverage through December 31, 2026 and Ten Thousand Dollar (\$10,000.00) line of duty death benefit. The City will pay one hundred percent (100%) of the costs of such coverage.

SECTION 12. The City of Terre Haute will pay one hundred percent (100%) of the monthly premium of a retiree's single employee group health and hospitalization insurance plan, until such time as the employee becomes eligible for Medicare coverage. The retiree may choose another city offered insurance plan (i.e. employee/spouse, employee/children, family), but the retiree will be responsible for paying the difference between the employee only plan and the selected plan. This plan covers retirees under the Indiana State Pension Act for police officers. (I.C. 36-8-8-10).

Spouse/Dependent Benefits: (I.C. 5-10-8-2.2) In the event a police officer shall die while a retiree of the Terre Haute Police Department, and the surviving spouse is not employed and/or does not have other insurance coverage available, his/her spouse and their children shall receive said insurance at the rate of a retired police officer.

SECTION 13. City of Terre Haute shall provide and pay One Hundred Percent (100%) of the cost of an annual physical for all sworn members of the Police Department who elect to have one, in conjunction with any required physical testing implemented by the administration.

SECTION 14. The City of Terre Haute agrees to pay one hundred percent (100%) of the employee's monthly pension requirements, on behalf of all sworn members of the Terre Haute Police Department into their respective pension funds.

SECTION 15. Overtime or additional pay can be paid to members of the Terre Haute Police Department for work performed in time of emergencies. Said pay must be requested by the Department Head of said employee or employees or the Mayor and approved by the Board of Public Works.

SECTION 16. The salaries of all members of the Police Department of the City of Terre Haute shall be fixed on an annual basis, but the salaries shall be paid bi-weekly in a manner established by the Board of Public Works.

SECTION 17. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such sections or sections as are so determined to be illegal or invalid, any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 18. Contract items other than those set forth above are covered by a Contract entered into by, members of the Terre Haute Police Department, and the Board of Public Works for the City of Terre Haute.

SECTION 19. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 20. This ordinance shall be in full force and effect from and after the date of its passage according to law and shall be effective as in the salaries and benefits provided on and for January 1, 2026.

Introduced by: Cheryl Loudermilk, Councilperson
Passed in open council this 2nd day of October, 2025
Todd Nation, City Council President
ATTEST: Michelle L. Edwards, City Clerk
Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.
Michelle L. Edwards, City Clerk
Approved by me, the Mayor, this 2nd day of October, 2025.
Brandon Sakbun, Mayor
ATTEST: Michelle L. Edwards, City Clerk

SPECIAL ORDINANCE 29, 2025 – 2026 Salary Ordinance for the Fire Department <Loudermilk>

SPECIAL ORDINANCE 29, 2025 was read by digest. Motion was made by Councilperson Chalos and seconded by Councilperson Thompson to take action on SPECIAL ORDINANCE 29, 2025. Motion carried unanimously. Motion was made by Councilperson Chalos and seconded by Councilperson DeBaun to pass SPECIAL ORDINANCE 29, 2025. Motion carried.

SPECIAL ORDINANCE NO. 29, 2025

AN ORDINANCE SETTING THE MAXIMUM SALARY AND ESTABLISHING CERTAIN BENEFITS FOR THE FIRE DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA, FOR 2026, TO TAKE EFFECT ON JANUARY 1, 2026.

SECTION 1. Commencing on January 1, 2026, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for the members of the Fire Department of the City of Terre Haute, Indiana

FIREMEN of the rank of Private, who have served less than one (1) year from the date of their respective appointments shall be paid an annual salary of \$63,926.

FIREMEN of the rank of Private, who have served more than one (1) year from the date of their respective appointments shall be paid an annual salary of \$69,294.

FIREMEN of the rank of Lieutenant shall be paid an annual salary of \$71,294.

FIREMEN of the rank of Captain shall be paid an annual salary of \$75,586.

FIREMEN of the following ranks shall be paid an annual salary of \$79,895.

Assistant Chief (3)
Battalion Chief (3)
Assistant Chief of EMS

FIREMEN of the rank of Deputy Fire Chief shall be paid an annual salary of \$84,858.

FIREMEN of the rank of Fire Chief shall be paid an annual salary of \$95,749.

SECTION 2. The City of Terre Haute agrees that all employees of the Fire Department shall receive seventy-two (72) personal hours of personal leave time to be used at the employee's discretion within one (1) calendar year.

SECTION 3. Paid time off shall be earned as follows:

< 1 year will receive up to four (4) days of paid time off.
1 year will receive eight (8) days of paid time off
2-4 years will receive thirteen (13) days of paid time off.
5-9 years will receive seventeen (17) days of paid time off.
10-14 years will receive nineteen (19) days of paid time off.
15-19 years will receive twenty (20) days of paid time off.
20-24 years will receive twenty-two (22) days of paid time off.
25+ years will receive twenty-three (23) days of paid time off.

SECTION 4. Firefighters shall receive a maximum of four (4) paid sick leave occurrences in any calendar year unless proven to be under ongoing care by a doctor. Additional sick leave occurrences will be without pay. If there is a break in the work cycle with a sick day and overtime is worked, it will be at straight time rates until work hours meet the number of hours missed per work cycle.

Any firefighter injured or becoming ill as a result of on duty work and resulting in the firefighter's inability to perform their job will be considered as reporting off of work with a line of duty injury or illness. Any firefighter receiving an injury or illness from an on-the-job accident or exposure is entitled to leave with full pay for up to twelve (12) months. This will require a doctor's statement to be given to the employee's immediate supervisor to forward to the Battalion Chief. The doctor's statement shall include an expected date of return, and specify any limitations of duty. In addition, the firefighter shall have up to an additional six (6) months, at the end of the twelve (12) months, of light duty with full pay to fully recover. The twelve (12) months off leave will renew annually or per occurrence whichever occurs first. The provisions contained herein supersede any limitations on sick leave occurrences contained in any other section in this ordinance.

Any firefighter who is injured or becomes ill from an off-duty incident shall be given up to six (6) months of full leave with full pay and up to six (6) months of light duty with full pay. This will require a doctor's statement to be given to the employee's immediate supervisor to forward to the Battalion Chief. The doctor's statement shall include an expected date of return, and specify any limitations of duty. The six (6) months leave will renew annually or per occurrence whichever comes first. The provisions contained herein supersede any limitations on sick leave occurrences contained in any other section in this ordinance.

If any immediate family member of a firefighter is injured or ill requiring the firefighter to be off, each firefighter will have up to twelve (12) weeks each year to be off for family illness or injury with full pay. This will require a doctor's statement to be given to the employee's immediate supervisor to forward to the Battalion Chief. The doctor's statement shall include an expected date of return. The twelve (12) week leave will renew annually or per occurrence, whichever occurs first.

SECTION 5. Firefighters shall receive four (4) paid wellness days in a calendar year that may be taken in 12-hour increments. An employee who does not use any wellness days from January 1st through December 31st will be paid a wellness bonus in the amount of two thousand dollars (\$2,000.00). Each wellness day taken by an employee will reduce the wellness bonus by five hundred dollars (\$500.00).

SECTION 6. All THFD Firefighters who hold or acquire an EMT-P certification will receive a One Thousand One Hundred Dollar (\$1,100.00) certification pay per year. The first check of Five Hundred Fifty (\$550.00) is to be paid on or before June 10th. The remaining Five Hundred Fifty (\$550.00) will be paid on or before December 10th.

SECTION 7. Personnel assigned to the ambulance will receive ride pay. This pay shall be One Hundred Dollars (\$100) per day for Paramedics and EMTs.

SECTION 8. The City of Terre Haute will pay in addition to the annual salary an amount of Ten Dollars (\$10.00) per shift day to the driver of a fire apparatus. This pay will be paid on each pay period.

SECTION 9. That in addition to salaries set forth in Section 1 of this ordinance, all employees of the Fire Department of said City, irrespective of rank shall receive additional compensation based on length and service with said department, in amounts designated on the following schedule:

- (y) On the 1st anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (z) On the 2nd anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (aa) On the 3rd anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (bb) On the 4th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (cc) On the 5th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (dd) On the 6th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (ee) On the 7th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (ff) On the 8th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (gg) On the 9th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (hh) On the 10th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (ii) On the 11th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (jj) On the 12th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (kk) On the 13th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (ll) On the 14th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (mm) On the 15th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (nn) On the 16th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (oo) On the 17th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (pp) On the 18th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (qq) On the 19th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (rr) On the 20th anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (ss) On the 21st anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (tt) On the 22nd anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (uu) On the 23rd anniversary of employment, an additional Eight Hundred Sixty-Six Dollars and Seventeen Cents (\$866.17) per year.
- (vv) On the 24th anniversary of employment, an additional One Thousand Seven Hundred Thirty-Two Dollars and Thirty-Five Cents (\$1,732.35) per year.

Representing a maximum of Twenty-One Thousand Six Hundred Fifty-Four Dollars and Thirty-Two Cents (\$21,654.32).

SECTION 10. The City of Terre Haute agrees to pay One Hundred Percent (100%) less One Dollar (\$1.00) of the monthly pension requirements on behalf of all members of the Terre Haute Fire Department into their respective pension funds. The employee shall contribute One Dollar (\$1.00) a month toward their respective pension fund to be paid on the first pay of each month.

SECTION 11. Commencing January 1, 2026, the City of Terre Haute will provide to each permanent member, whose salary is established by this ordinance, Twenty-Five Thousand Dollars (\$25,000) of life insurance coverage through December 31, 2026. The City will pay One Hundred Percent (100%) of the costs of such coverage.

SECTION 12. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependents, health and hospitalization insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 13. The City of Terre Haute will pay One Hundred Percent (100%) of the monthly premium of a retiree's single employee group health and hospitalization insurance plan, until such time as the retiree becomes Medicare eligible. The retiree may choose another city offered insurance plan (i.e. employee/spouse, employee children, family), but the retiree will be responsible for paying the difference between the employee only plan and the selected plan. This plan will cover retirees under the Indiana State Pension Act for firefighters (I.C. 36-8-8-10).

Spouse/Dependents Benefits: (I.C. 5-10-8-2.2) In the event a firefighter shall die while a retiree of the Terre Haute Fire Department, and the surviving spouse is not employed and/or does not have other insurance coverage available, his/her spouse and their children shall receive said insurance at the rate of a retired firefighter.

SECTION 14. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and their immediate family, dental insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

SECTION 15. If any employee with one (1) or more continuous years of full-time employment is terminated for reasons beyond the employee's own control, City shall pay employee one (1) month's severance pay for each year of service.

SECTION 16. Members of the Terre Haute Fire Department who work forty (40) hours per week shall receive the following holiday schedule:

New Year's Day	January 1, 2026
Martin Luther King Jr.	January 19, 2026
President's Day	February 16, 2026
Good Friday	April 3, 2026
Memorial Day	May 25, 2026
Juneteenth	June 19, 2026
Independence Day	July 3, 2026
Labor Day	September 7, 2026
Columbus Day	October 12, 2026
Veteran's Day	November 11, 2026
Thanksgiving	November 26, 2026
Day after Thanksgiving	November 27, 2026
Christmas Holiday	December 24/25, 2026

SECTION 17. If a firefighter desires to purchase leather boots or a leather fire helmet in lieu of taking equipment issued by the THFD, the City will reimburse the firefighter up to Two Hundred Dollars (\$200.00) toward the cost of replacing the leather boots and up to Four Hundred Fifty Dollars (\$450.00) for the cost of replacing the leather helmet once every ten (10) years.

SECTION 18. Except as otherwise designated herein the salaries of all members of the Fire Department of the City of Terre Haute shall be fixed on an annual basis, but the salaries shall be paid bi-weekly in a manner established by the Board of Public Works.

SECTION 19. Overtime or additional pay can be paid to members of the Terre Haute Fire Department for work performed in time of emergencies. Such pay must be requested by the Department Head of said employee or employees or the Mayor and approved by the Board of Public Works.

SECTION 20. The illegality or invalidity, for any reason, or any of the sections of this ordinance, or parts thereof shall invalidate only such sections or sections as are so determined to be illegal or invalid, any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 21. Contract items other than those set forth above are covered by an agreement entered into by the International Association of Firefighters Local #758, members of the Terre Haute Fire Department, and the Board of Public Works for the City of Terre Haute.

SECTION 22. All ordinances or parts of ordinances in conflict with this Ordinance are hereby repealed.

SECTION 23. This Ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2026.

Introduced by: Cheryl Loudermilk, Councilperson
Passed in open council this 2nd day of October, 2025
Todd Nation, City Council President
ATTEST: Michelle L. Edwards, City Clerk
Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.
Michelle L. Edwards, City Clerk
Approved by me, the Mayor, this 2nd day of October, 2025.
Brandon Sakbun, Mayor
ATTEST: Michelle L. Edwards, City Clerk

SPECIAL ORDINANCE 30, 2025 – 2026 Salary Ordinance for the Mayor <Loudermilk>

SPECIAL ORDINANCE 30, 2025 was read by digest. Motion was made by Councilperson Dinkel and seconded by Councilperson Chalos to take action on SPECIAL ORDINANCE 30, 2025. Motion carried unanimously. Motion was made by Councilperson Dinkel and seconded by Councilperson Loudermilk to pass SPECIAL ORDINANCE 30, 2025. Motion carried.

SPECIAL ORDINANCE NO. 30, 2025

AN ORDINANCE FIXING THE ANNUAL MAXIMUM SALARY FOR THE MAYOR OF THE CITY OF TERRE HAUTE, INDIANA, PAYABLE FROM THE GENERAL FUND, EFFECTIVE JANUARY 1, 2026.

BE IT ORDAINED by the Common Council of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2026, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect:

MAYOR

\$107,073

SECTION 2. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependents, health and hospitalization insurance coverage through December 31, 2026. The City will pay no less than Seventy Percent (70%) of the actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 3. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2026. The City will pay no less than Seventy Percent (70%) of the actual monthly premium.

SECTION 4. Certain City positions require employees to maintain an active cell phone for one or more of the following purposes:

1. Communication with other departments during business hours.
2. On-call availability for emergencies and public safety outside normal hours.
3. Contact with department heads and the Mayor outside normal hours
4. Responding to citizen and business emergencies outside normal hours.

Each Department Head shall identify and submit designated positions requiring cell phone service to the City Controller for approval.

Employees required to maintain a personal cell phone as a condition of employment shall receive a monthly reimbursement of \$25, \$50, or \$100, based on their position. To qualify, the employee must maintain service with phone and data capabilities to receive calls, texts, and messages.

SECTION 5. This ordinance shall be in full force from and after its passage and shall be effective to establish the salaries provided herein for the fiscal year 2026.

Introduced by: Cheryl Loudermilk, Councilperson
Passed in open council this 2nd day of October, 2025
Todd Nation, City Council President
ATTEST: Michelle L. Edwards, City Clerk
Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.
Michelle L. Edwards, City Clerk
Approved by me, the Mayor, this 2nd day of October, 2025.
Brandon Sakbun, Mayor
ATTEST: Michelle L. Edwards, City Clerk

SPECIAL ORDINANCE 31, 2025 – 2026 Salary Ordinance for the City Council <Loudermilk>

SPECIAL ORDINANCE 31, 2025 was read by digest. Motion was made by Councilperson Dinkel and seconded by Councilperson Boland to take action on SPECIAL ORDINANCE 31, 2025. Motion carried unanimously. Motion was made by Councilperson Dinkel and seconded by Councilperson Hinton to pass SPECIAL ORDINANCE 31, 2025. Motion carried.

SPECIAL ORDINANCE NO. 31, 2025

AN ORDINANCE FIXING THE ANNUAL MAXIMUM SALARY FOR THE CITY COUNCIL OF THE CITY OF TERRE HAUTE, INDIANA, PAYABLE FROM THE GENERAL FUND, EFFECTIVE JANUARY 1, 2026.

BE IT ORDAINED by the Common Council of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2026, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect:

CITY COUNCIL	9 @ \$17,943	\$161,487
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SECTION 2. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependents, health and hospitalization insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 3. Commencing January 1, 2026 the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

SECTION 4. This ordinance shall be in full force from and after its passage and shall be effective to establish the salaries provided herein for the fiscal year 2026.

Introduced by: Cheryl Loudermilk, Councilperson

Passed in open council this 2nd day of October, 2025

Todd Nation, City Council President

ATTEST: Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.

Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 2nd day of October, 2025.

Brandon Sakbun, Mayor

ATTEST: Michelle L. Edwards, City Clerk

SPECIAL ORDINANCE 32, 2025 – 2026 Salary Ordinance for the City Court Judge <Loudermilk>

SPECIAL ORDINANCE 32, 2025 was read by digest. Motion was made by Councilperson Hinton and seconded by Councilperson Thompson to take action on SPECIAL ORDINANCE 32, 2025. Motion carried unanimously. Motion was made by Councilperson Hinton and seconded by Councilperson Thompson to pass SPECIAL ORDINANCE 32, 2025. Motion carried.

SPECIAL ORDINANCE NO. 32, 2025

AN ORDINANCE FIXING THE ANNUAL MAXIMUM SALARY FOR THE CITY JUDGE OF THE CITY OF TERRE HAUTE, INDIANA, PAYABLE FROM THE GENERAL FUND, EFFECTIVE JANUARY 1, 2026.

BE IT ORDAINED by the Common Council of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2026, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect:

CITY JUDGE	\$65,188
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SECTION 2. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependents, health and hospitalization insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 3. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

SECTION 4. Certain City positions require employees to maintain an active cell phone for one or more of the following purposes:

1. Communication with other departments during business hours.
2. On-call availability for emergencies and public safety outside normal hours.
3. Contact with department heads and the Mayor outside normal hours
4. Responding to citizen and business emergencies outside normal hours.

Each Department Head shall identify and submit designated positions requiring cell phone service to the City Controller for approval.

Employees required to maintain a personal cell phone as a condition of employment shall receive a monthly reimbursement of \$25, \$50, or \$100, based on their position. To qualify, the employee must maintain service with phone and data capabilities to receive calls, texts, and messages.

SECTION 5. This ordinance shall be in full force from and after its passage and shall be effective to establish the salaries provided herein for the fiscal year 2026.

Introduced by: Cheryl Loudermilk, Councilperson

Passed in open council this 2nd day of October, 2025

Todd Nation, City Council President

ATTEST: Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.

Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 2nd day of October, 2025.

Brandon Sakbun, Mayor

ATTEST: Michelle L. Edwards, City Clerk

SPECIAL ORDINANCE 33, 2025 – 2026 Salary Ordinance for the City Clerk <Loudermilk>

SPECIAL ORDINANCE 33, 2025 was read by digest. Motion was made by Councilperson Dinkel and seconded by Councilperson Thompson to take action on SPECIAL ORDINANCE 33, 2025. Motion carried unanimously. Motion was made by Councilperson Dinkel and seconded by Councilperson Thompson to pass SPECIAL ORDINANCE 33, 2025. Motion carried.

SPECIAL ORDINANCE NO. 33, 2025

AN ORDINANCE FIXING THE ANNUAL MAXIMUM SALARY FOR THE CITY CLERK OF THE CITY OF TERRE HAUTE, INDIANA, PAYABLE FROM THE GENERAL FUND, EFFECTIVE JANUARY 1, 2026.

BE IT ORDAINED by the Common Council of the City of Terre Haute, Indiana:

SECTION 1. Commencing January 1, 2026, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect:

CITY CLERK

\$68,289

SECTION 2. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependents, health and hospitalization insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 3. Commencing January 1, 2026, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2026. The City will pay no less than seventy percent (70%) of the actual monthly premium.

SECTION 4. Certain City positions require employees to maintain an active cell phone for one or more of the following purposes:

1. Communication with other departments during business hours.
2. On-call availability for emergencies and public safety outside normal hours.
3. Contact with department heads and the Mayor outside normal hours
4. Responding to citizen and business emergencies outside normal hours.

Each Department Head shall identify and submit designated positions requiring cell phone service to the City Controller for approval.

Employees required to maintain a personal cell phone as a condition of employment shall receive a monthly reimbursement of \$25, \$50, or \$100, based on their position. To qualify, the employee must maintain service with phone and data capabilities to receive calls, texts, and messages.

SECTION 5. This ordinance shall be in full force from and after its passage and shall be effective to establish the salaries provided herein for the fiscal year 2026.

Introduced by: Cheryl Loudermilk, Councilperson
Passed in open council this 2nd day of October, 2025
Todd Nation, City Council President
ATTEST: Michelle L. Edwards, City Clerk
Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.
Michelle L. Edwards, City Clerk
Approved by me, the Mayor, this 2nd day of October, 2025.
Brandon Sakbun, Mayor
ATTEST: Michelle L. Edwards, City Clerk

SPECIAL ORDINANCE 34, 2025 – 2026 Salary Ordinance for Redevelopment <Loudermilk>

SPECIAL ORDINANCE 34, 2025 was read by digest. Motion was made by Councilperson Chalos and seconded by Councilperson Thompson to take action on SPECIAL ORDINANCE 34, 2025. Motion carried unanimously. Motion was made by Councilperson Chalos and seconded by Councilperson Thompson to pass SPECIAL ORDINANCE 34, 2025. Motion carried.

SPECIAL ORDINANCE NO. 34, 2025

AN ORDINANCE SETTING THE MAXIMUM SALARIES OF ALL EMPLOYEES OF THE DEPARTMENT OF REDEVELOPMENT PURSUANT TO THAT WHICH HAS ALREADY BEEN ALLOCATED BY THE REDEVELOPMENT COMMISSION AND IN SOME INSTANCES ESTABLISHING CERTAIN BENEFITS FOR THE ABOVE MENTIONED INCLUDED EMPLOYEES, EFFECTIVE JANUARY 1, 2026.

BE IT ORDAINED by the Common Council of the City of Terre Haute:

SECTION 1. Commencing January 1, 2026, the following salary schedule, not to exceed the amounts listed, shall be in full force and effect for the designated Municipal Employees of the City of Terre Haute by Department, as follows:

DEPARTMENT/POSITION	AMOUNT
Department Head	\$ 88,179
Office Manager	\$ 50,000
Finance Administrator	\$ 63,723
Real Estate Administrator	\$ 61,800
Redevelopment Grants/Planning Administrator	\$ 82,621

SECTION 2. Commencing January 1, 2026, the Department of Redevelopment will provide to each department head and full time, permanent employee whose salary is established by this ordinance health and hospitalization insurance coverage as set forth in the Department of Redevelopment Employee Handbook, through December 31, 2026.

SECTION 3. Commencing January 1, 2026, the Department of Redevelopment will provide to each department head and full time, permanent employee whose salary is established by this ordinance dental insurance coverage as set forth in the Department of Redevelopment Employee Handbook, through December 31, 2026.

SECTION 4. The salaries of all municipal employees of the City of Terre Haute shall be fixed on an annual basis, weekly basis, or an hourly basis, as established in this Ordinance, but the salaries shall be paid bi-weekly in a manner determined by the Board of Public Works and Safety.

SECTION 5.

(E) VACATION DAYS

The schedule for earning vacation time shall be set forth in the Department of Redevelopment Employee Handbook and shall apply to all Department of Redevelopment employees.

(F) PERSONAL DAYS

The schedule for awarded personal time shall be set forth in the Department of Redevelopment Employee Handbook and shall apply to all Department of Redevelopment employees.

(G) SICK DAYS

The schedule for sick leave time shall be set forth in the Department of Redevelopment Employee Handbook and shall apply to all Department of Redevelopment employees.

(H) HOLIDAYS

The holidays recognized by the Department of Redevelopment shall be set forth in the Department of Redevelopment Employee Handbook.

SECTION 7. Certain City positions require employees to maintain an active cell phone for one or more of the following purposes:

1. Communication with other departments during business hours.
2. On-call availability for emergencies and public safety outside normal hours.
3. Contact with department heads and the Mayor outside normal hours
4. Responding to citizen and business emergencies outside normal hours.

Each Department Head shall identify and submit designated positions requiring cell phone service to the City Controller for approval.

Employees required to maintain a personal cell phone as a condition of employment shall receive a monthly reimbursement of \$25, \$50, or \$100, based on their position. To qualify, the employee must maintain service with phone and data capabilities to receive calls, texts, and messages.

SECTION 7. This Ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2026.

Introduced by: Cheryl Loudermilk, Councilperson

Passed in open council this 2nd day of October, 2025

Todd Nation, City Council President

ATTEST: Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 2nd day of October, 2025 at 8:02pm o'clock.

Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 2nd day of October, 2025.

Brandon Sakbun, Mayor

ATTEST: Michelle L. Edwards, City Clerk

Appropriations

APPROPRIATION 14, 2025 – The 2026 City of Terre Haute Budget <Loudermilk>

APPROPRIATION 14, 2025 was read by digest. Motion was made by Councilperson Chalos and seconded by Councilperson Boland to take action on APPROPRIATION 14, 2025. Motion carried unanimously. Motion was made by Councilperson Chalos and seconded by Councilperson Boland to pass APPROPRIATION 14, 2025. Motion carried.

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ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
Generated 9/29/2025 9:16:04 AM

Ordinance / Resolution Number: 14

Be it ordained/resolved by the **Terre Haute City Council** that for the expenses of **TERRE HAUTE CIVIL CITY** for the year ending December 31, **2026** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **TERRE HAUTE CIVIL CITY**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Terre Haute City Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Terre Haute City Council	Common Council and Mayor	10/02/2025

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0005	CASINO/RIVERBOAT	\$6,547,736	\$0	0.0000
0101	GENERAL	\$43,103,279	\$39,815,809	2.3128
0341	FIRE PENSION	\$2,401,021	\$0	0.0000
0342	POLICE PENSION	\$2,219,436	\$0	0.0000
0706	LOCAL ROAD & STREET	\$808,800	\$0	0.0000
0708	MOTOR VEHICLE HIGHWAY	\$3,132,283	\$1,558,572	0.0905
1151	CONTINUING EDUCATION	\$135,000	\$0	0.0000
1301	PARK & RECREATION	\$3,172,788	\$3,765,078	0.2187
2120	CEMETERY	\$667,810	\$772,347	0.0449
2379	CUMULATIVE CAPITAL IMP (CIG TAX)	\$100,000	\$0	0.0000
2391	CUMULATIVE CAPITAL DEVELOPMENT	\$784,718	\$1,375,554	0.0482
2411	ECONOMIC DEV INCOME TAX CEDIT	\$7,761,180	\$0	0.0000
6301	TRANSPORTATION	\$3,149,792	\$1,023,777	0.0595
		\$73,983,843	\$48,311,137	2.7746

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
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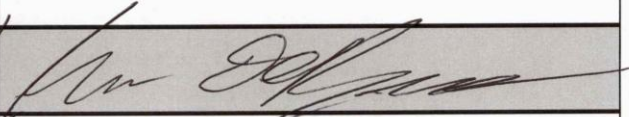
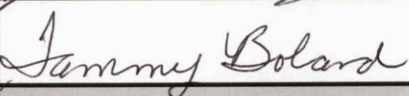
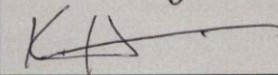
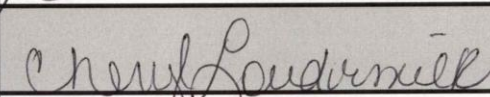
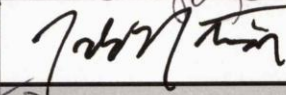
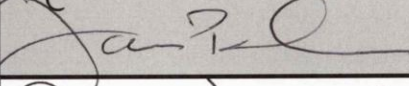
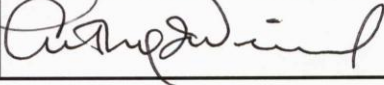
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Home-Ruled Funds (Not Reviewed by DLGF)		
Fund Code	Fund Name	Adopted Budget
9500	Rea Park	\$666,115
9501	Engineering Non-Reverting	\$1,566,726
9502	WASTE & REFUSE COLLECTION N/R	\$3,593,748
9503	CLERKS RECORD PERPETUATION N/R	\$16,457
9504	MOTOR VEHICLE HIGHWAY RESTRICTED	\$1,350,000
9505	REDEVELOPMENT CDBG	\$698,710
9506	REDEVELOPMENT HOME PROGRAM	\$351,326
9507	REDEVELOPMENT NON-FEDERAL INCOME	\$23,774
9508	REDEVELOPMENT TIF #1	\$2,623,776
9509	REDEVELOPMENT TIF #8 FT HARRISON BUS PARK	\$178,282
9510	REDEVELOPMENT TIF #9 JADCORE	\$50,000
9511	Fire Training Academy Non-Reverting	\$169,454
9512	REDEVELOPMENT TIF #10 ST RD 46	\$2,634,685
9513	Abandoned Vehicle Fee N/R	\$0
9524	LIT - Public Safety	\$3,044,086
9528	Hulman Links	\$960,029
9562	WASTEWATER TREATMENT	\$38,858,202
9570	EMS	\$4,417,415
9571	Fire Non-Reverting	\$277,733
9572	FIRE INSPECTION NON-REVERTING	\$36,000
9579	HAZ-MAT	\$2,637
9580	Opioid Litigation - Restricted	\$75,743
		\$61,594,898

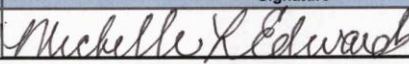
ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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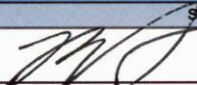
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Name		Signature
GEORGE AZAR	Aye ☐ Nay ☐ Abstain ☐	
CURTIS DEBAUN	Aye ☒ Nay ☐ Abstain ☐	
TAMMY BOLAND	Aye ☒ Nay ☐ Abstain ☐	
KANDACE HINTON	Aye ☒ Nay ☐ Abstain ☐	
AMANDA THOMPSON	Aye ☒ Nay ☐ Abstain ☐	
CHERYL LOUDERMILK	Aye ☒ Nay ☐ Abstain ☐	
TODD NATION	Aye ☒ Nay ☐ Abstain ☐	
JAMES CHALOS	Aye ☒ Nay ☐ Abstain ☐	
ANTHONY DINKEL	Aye ☒ Nay ☐ Abstain ☐	

ATTEST

Name	Title	Signature
Michelle Edwards	City Clerk	

MAYOR ACTION (For City use only)

Name		Signature	Date
Brandon Sakbun	Approve ☒ Veto ☐		10/2/2025

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

Motion was made by Councilperson Loudermilk and seconded by Councilperson Hinton that the meeting be adjourned. Motion carried.

Kelley Duggins
Chief Deputy City Clerk

Todd Nation, President

Michelle L. Edwards, City Clerk