



Special Delphi Common Council Agenda

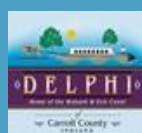
Date/Time: Monday October 20, 2025 @ 6:00 P.M.
Location: Delphi City Building 201 S. Union St. Delphi IN

Live streamed on Delphi Indiana YouTube Channel
<http://www.youtube.com/@delphiindiana491>

- 1. Calling to Order**
- 2. Pledge of Allegiance**
- 3. Roll Call Clerk Price**
- 4. Other Business**
- 5. Unfinished Business**
 - a. Trash Bid Contract*
- 6. New Business**
 - a. 2026 Budget Adoption*
 - b. Proposed Ordinance 2025-14 Wage 2026*
 - c. Proposed Ordinance 2025-15 Salary 2026*
- 7. Future Business & Announcements**
- 8. Miscellaneous Business**
 - a. Board Comments*
 - b. Clerk Treasurer Price*
 - c. Public Comments*
 - d. Adjournment*

The City of Delphi acknowledges its responsibility to comply with the Americans with Disabilities Act of 1990. To assist individuals with disabilities who require special services (i.e. sign interpretive service, alternative audio/visual devices, and amanuenses) for participation in or access to City-sponsored public programs, services, and/or meetings, the City asks that individuals make requests for these services at least forty-eight (48) hours ahead of the scheduled program, service, and/or meeting. To make arrangements, please contact the City at (765) 564-2097

Agenda Subject to Change



City of Delphi – Trash Collection Bid Analysis

The City of Delphi received two bids for the waste pickup service contract.

- One 3-yard dumpster with lids will be furnished at the Street Department Shop;
- One 3-yard dumpster at the City Building
- One 3-yard dumpster with lids at the WWTP,
- One 4-yard and one 2-yard dumpsters with lids at Riley Park,
- One 3-yard dumpster with lids at Delphi City Park
- 96 gal. totes for residential trash
- 96 gal. totes for residential co-mingled recycle

ON POINT

- Form 96 - \$357,113
- Non-Collusion Affidavit
- Certificate of Insurance - \$1M
- Financial Statement
- Bid Bond - \$375,000
- Two-year contract: \$357,113 @ \$15.23 per month per site
- Bulk pickup @ \$8,441.28 @ \$15.95 per month per site, or a total of \$373,995.60

Trash Kans

- Form 96 -
 - Non-Collusion Affidavit
 - Certificate of Insurance - \$1M
 - Financial Statement
 - Bid Bond - \$146,500 (one year value of base rate)
 - Two-year contract: \$12.50 per month per site
 - Spring Pickup: \$1.25 per month
 - Bulk pickup x 4 (Dumpster): \$0.40 per month
- Total all services:
\$14.50 per site x 977
\$331,789.20 @ 2 years

ORDINANCE 2025-14

**AN ORDINANCE ESTABLISHING WAGES FOR CERTAIN EMPLOYEES OF
THE CITY OF DELPHI FROM AND AFTER JANUARY 1, 2026**

Be it ordained by the Common Council of the City of Delphi, Indiana, that from and after the first day of January 2026 the employees of the City of Delphi shall receive the following wages per hour.

GENERAL FUND

Police Department:

Police Sergeant	30.53 - 32.62
1 st Class Patrolman	29.17 - 31.29
Patrolman	27.48 - 28.92
Probationary Patrolman	28.29
Part-Time Patrolman	27.34

City Building:

Administrative Assistant	7.30 - 7.87
Part-Time Janitor	20.62

Clerk-Treasurer:

Deputy Clerk	7.30 - 7.87
Utility Clerk	7.30 - 7.87
Bookkeeper	7.30 - 7.87
Part-time Bookkeeper	7.30 - 7.87

Street and Parks:

Foreman	24.39 - 26.41
Full Time	20.89 - 23.48
Part-Time	17.63
Summer Help	13.54 - 15.49
On Call Pay Per Week	25.00
Holiday On Call Pay Per Holiday	50.00

UTILITIES

Wastewater:

Certified Operator	24.39 - 26.41
Laborer	20.89 - 23.48
Trainee, Part-Time	17.63
Summer Help	13.54 - 15.49
On Call Pay Per Week	25.00
Holiday On Call Pay Per Holiday	50.00
Deputy Clerk	7.30 - 7.87
Utility Clerk	7.30 - 7.87
Bookkeeper	7.30 - 7.87
Administrative Assistant	7.30 - 7.87

Water:

Foreman	30.51
Certified Operator	24.39 - 26.41

Laborer	20.98 - 23.48
Trainee, Part-Time	17.63
Summer Help	13.54 - 15.49
On Call Pay Per Week	25.00
Holiday On Call Pay Per Holiday	50.00
Deputy Clerk	7.30 - 7.87
Utility Clerk	7.30 - 7.87
Bookkeeper	7.30 - 7.87
Administrative Assistant	7.30 - 7.87

AIRPORT

Airport Manager (Part-Time) Up to 30 hours per pay period	20.50
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FIRE TERRITORY

Administrative Assistant	16.00 - 22.00
Firefighter fuel/clothing allowance	\$200.00 1x per year per firefighter on roster
Run Pay	Determined by point system in section 13

Section 2. For eligible employees, the percent of their salary/wages paid to the Public Employees Retirement Fund for the employees' benefit will be paid by the City of Delphi. This includes the mandatory rate as well as the employee contribution.

Section 3. In addition to the above-stated wages for Police Sergeant or First Class Patrolman, an amount of three thousand dollars (\$3,000) will be paid annually, for the benefit of the officer, into an Individual Retirement Account. The benefit is applicable if the officer is ineligible to participate in the Police Pension Plan.

Section 4. The work period for police officers is 84 hours per 14-day period. Hours in excess of 84 hours will be paid at normal overtime rate.

Section 5. The mileage allowance will be paid to City of Delphi employees for travel necessary and undertaken by private automobile in connection with the responsibility of their respective offices of employment. The mileage rate reimbursement will be the same as the federal rate in effect at that time.

Section 6. On-call personnel are authorized to keep a city owned vehicle at their home during their on-call shift.

Section 7. Police officers will receive up to two stipends of \$500 each for certifications in specific required training for actual service. Those fields could be field training officers, hostage negotiations, ILEA psycho-motor skills, instructors for firearms, defensive tactics, and emergency vehicle operations. Their ability to train others should be acknowledged and rewarded.

Section 8. Police Officers will receive Special Duty pay up to \$500 on an annualized basis for the following specialty positions: School Liaison, Events Liaison, Sports Liaison, and Parks and Trails Liaison. Special Duty pay will commence upon an Officer being in such a position and will end when the Officer ceases the position as determined by the Police Chief.

Section 9. Longevity will be paid to regular full-time employees on the basis of: \$500 payment upon completion of five (5) years of service to ten (10) years of service, \$750 payment after ten (10) years of service to fifteen (15) years of service, \$1,000 payment after fifteen (15) years of service to twenty (20) years of service, and \$1,500 payment after twenty (20) years of service. Longevity payments will be paid annually on the third Wednesday of November. Payments will be paid on a separate check that will be subject to the appropriate tax withholding requirements.

Section 10. The City of Delphi offers insurance coverage to the employees after a 90-day probationary period. The City of Delphi will pay 90% of the cost of the plan for the employee. The 10% participation of the employee will be withheld through payroll deductions,

Section 11. In order to promote wellness for employees, a membership to a local gym of choice will be paid by the City of Delphi for full time employees.

Section 12. Other policies and benefits as outlined in the official personnel policies of the City of Delphi are applicable under this ordinance.

Section 13. Firefighter run pay period begins on December 1st and runs through November 30th the following year. The number of run points are calculated by adding the total number of firefighters that attended each run during the period. The dollar amount appropriated in the Firefighter Run Pay line item is divided by the total number of run points to determine the value of a single point. The determined value of a single point is then multiplied by the total number of run points earned by each firefighter to determine their earned compensation. Additionally, a firefighter earns $\frac{1}{4}$ of a point value for every run report they enter into the database.

This ordinance will be in full force and effect January 1, 2026 after passage by the Common Council and approval by the Mayor of the City of Delphi and revokes all previous ordinances in conflict herewith.

Passed by the Common Council of the City of Delphi, Indiana this ____ day of _____, 2025.

Kamron Yates, Presiding Officer

Attest: Julie Price Clerk-Treasurer

Approved/Vetoed by me, the Mayor, this ____ day of _____, 2025.

Kamron Yates, Mayor

Attest: Julie Price, Clerk-Treasurer

ORDINANCE 2025- 15

**AN ORDINANCE ESTABLISHING SALARIES FOR ELECTEC OFFICIALS AND APPOINTEES OF
THE CITY OF DELPHI, INDIANA FOR CALENDAR YEAR 2026**

Be it ordained by the Common Council of the City of Delphi, Indiana, that from and after the first day of January 2026 the elected officials and appointees shall receive the following salaries.

GENERAL FUND

Mayor	\$ 29,066.00
Clerk-Treasurer	\$ 25,459.00
Common Council President Pro Tempore	\$ 5,000.00
Common Council Member	\$ 4,500.00
BOW Member (each)	\$ 980.00
Chief of Police	\$ 82,238.00
Street and Park Supervisor	\$ 82,238.00
Code Enforcement Officer	\$46,350.00

EDIT FUND

Community Development Director	\$ 60,000.00
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WATER FUND

Mayor	\$ 29,066.00
Clerk-Treasurer	\$ 25,459.00
Water Superintendent	\$ 82,238.00

WASTEWATER FUND

Mayor	\$ 29,066.00
Clerk-Treasurer	\$ 25,459.00
Wastewater Superintendent	\$ 82,238.00

FIRE TERRITORY FUND

Executive Board Member	\$ 800.00
Chief	\$ 2,500.00
Deputy Chief	\$ 2,000.00
Assistant Chief	\$ 1,500.00
Captain	\$ 700.00
Secretary	\$ 1,500.00

Section 2. For eligible employees, the percent of their salary/wages paid to the Public Employees Retirement Fund for the employees' benefit will be paid by the City of Delphi. This includes the mandatory rate as well as the employee contribution.

Section 3. In addition to the above-stated salary for the Chief of Police, an amount of four thousand dollars (\$4,000) will be paid annually, for the benefit of the Chief of Police, into an Individual Retirement Account. This benefit is applicable if the Chief of Police is ineligible to participate in the Police Pension Plan.

Section 4. The Community Development Director (if not a contract employee), the Chief of Police, Street and Park Superintendent, Water Superintendent and Wastewater Superintendent are eligible for longevity pay based on the following: \$500 payment upon completion of five (5) years of service to ten (10) years of service, \$750 payment after ten (10) years of service to fifteen (15) years of service, \$1,000 payment after fifteen (15) years of service to twenty (20) years of service, and \$1,500 payment after twenty (20) years of service. Longevity payments will be paid annually on the third Wednesday of November. Payments will be paid on a separate check that will be subject to the appropriate tax withholding requirements.

Section 5. The mileage allowance will be paid to City of Delphi employees for travel necessary and undertaken by private automobile in connection with the responsibility of their respective offices of employment. The mileage rate reimbursement will be the same as the federal rate in effect at that time.

Section 6. The City of Delphi offers insurance coverage to the employees after a 90-day probationary period. The City of Delphi will pay 90% of the cost of the plan with 10% participation of the employee will be withheld through payroll deductions.

Section 7. In order to promote wellness for employees, a membership to a local gym of choice will be paid by the City of Delphi for full time employees.

Section 8. Other policies and benefits as outlined in the official personnel policies of the City of Delphi are applicable under this ordinance.

Section 9. This ordinance will be in full force and effect January 1, 2026 after passage by the Common Council and approval by the Mayor of the City of Delphi and revokes all previous ordinances in conflict herewith.

Passed by the Common Council of the City of Delphi, Indiana this _____ day of _____, 2025.

Kamron Yates, Presiding Officer

Attest: Julie Price Clerk-Treasurer

Approved/Vetoed by me, the Mayor, this _____ day of _____, 2025.

Kamron Yates, Mayor

Attest: Julie Price, Clerk-Treasurer