

Salary Ordinance No. 2020-01 Amending Salary Ordinance 2019-20

An ordinance amending Salary Ordinance 2019 - 20 fixing salaries of elected, appointed officers and employees of the City of Greenfield, Indiana, and certain employees of the Municipal Electric, Municipal Water, Municipal Sewage, Municipal Storm Water, Administrative, Clerical and others drawing such salaries in whole or part from municipal services of non-tax units owned by the City of Greenfield went into effect on December 14, 2019, and was amended with an effective date of January 22nd, 2020 amending Chapter 36 of the Code of Ordinances, and repealing all ordinances in conflict therewith.

Section I (Tax Units)

BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF GREENFIELD, INDIANA, that the maximum annual salaries of elected officials, appointed officials and employees of the City of Greenfield shall be as follows for the first full pay and each pay thereafter for a total of 27 pays in the fiscal year of 2020 and reverting to 26 pays in 2021:

<u>Mayor's Office</u>			<u>Hourly Pay</u>	<u>Biweekly Pay</u>
	Mayor	Exempt	up to	3,137.21
	Operational Assistant to the Mayor	up to	26.67	
 <u>Clerk-Treasurer's Office</u>				
	Clerk-Treasurer	Exempt	up to	2,933.19
	Chief Deputy Clerk-Treasurer	Exempt	up to	2,065.07
	Deputy Clerk-Treasurer (2)	up to	25.14	

The Mayor and Clerk-Treasurer elected positions are both eligible to receive full benefits from the City of Greenfield.

Common Council

Councilman (7 @ 6500.00)	Exempt	up to	45,500.00
Board of Works Members (4 @ 6500.00)	Exempt	up to	26,000.00

Human Resources

HR Director	Exempt	up to	3,246.14
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Animal Management

Superintendent	Exempt	up to	2,389.16
Office Manager (1)	up to	19.83	
* Control Officer (2)	up to	21.79	
* Shelter Manager (1)	up to	21.79	
* Shelter Assistant (3)	up to	19.99	

Engineering Department

Engineer**	Exempt	up to	1,769.23
GIS Coordinator	up to	29.58	
Public Works Inspector	up to	26.73	
Administrative Assistant	up to	22.72	

** Denotes Split Funding

Planning/Zoning Department

Planning Director	Exempt	up to	2,865.38
Senior Planner	up to	29.10	
Building Commissioner	up to	29.67	
Building Inspector	up to	25.34	
Permitting Zoning Technician	up to	23.14	

Planning Commission Members - 9 Zoning Appeal Members - 5 17,775.00

◇ Members shall be paid \$75.00 per meeting attended.

<u>Information Tech Services</u>		<u>Hourly Pay</u>	<u>Biweekly Pay</u>
IS Manager	Exempt	up to	3,130.45
IS Tech III		up to	35.64
IS Tech II		up to	31.99
IS Tech I		up to	29.63

Riley Home

Riley Home Coordinator	up to	13.00	
Hostess-max funding			35,140.00

Police Department

			<u>Biweekly Pay</u>
Police Chief/Administrator (1)	Exempt	up to	2,788.31
Deputy Chief (1)	Exempt	up to	2,479.08
Captain (2)	Exempt	up to	2,355.88
* Lieutenants (7)		up to	2,275.08
* Sergeants (7)		up to	2,201.48
* Corporal (4)		up to	2,127.08
* Patrolman- Senior – 3 rd year (16)		up to	2,073.48
Patrolman - 1 st Class – 2 nd year (1)		up to	2,019.08
Patrolman – 2 nd Class - 1 st year (1)		up to	1,950.28
Patrolman - Probationary (2)		up to	1,839.08
Evidence Custodian		up to	30.22
Intel Analyst (1)		up to	23.89
Administrative Assistant (1)		up to	22.25
Records Clerk (1)		up to	22.25
Parking Enforcement Officer		up to	27,000.00
*** School Crossing Guards (6)		up to	19.56
{***Per day worked - 180 day maximum}			

Longevity Max \$3,000.00

There will be a total of 42 police officers (including Chief) on the Police Force of the City of Greenfield for the year of 2020. Patrol Officers have a 14-day work period; Civilian Employees work a standard 35-hour workweek, while Administrative Officers work a standard 40-hour workweek. It is hereby authorized for police officers to participate in, and receive additional compensation for, Operation Pullover Grants and DUI Enforcement grants administered by the Division of Traffic Safety, and Asset Forfeiture Equitable Sharing Programs administered by the Department of Justice or the Department of Treasury.

LONGEVITY BONUS

All full-time firefighters and police officers will receive an annual longevity bonus based upon completion of a full year of full-time employment. For each year of employment, an employee will receive \$150, not to exceed \$3000 per employee. Except for military leave, all unpaid time off will not be calculated as time of employment to mirror the rules for the 77 Fund time of service. Compensation will not be paid if employment is terminated voluntarily or involuntarily prior to the completed year of service.

This compensation will be paid on the first scheduled pay of the month following the month of your completed year of service. For the purposes of clarity and by way of illustration only, an employee hired on February 5, 2014, will receive \$450 as longevity compensation in that employee's paycheck on March 3, 2017 minus any applicable income tax withholdings. Employees with December anniversaries will receive compensation on the last scheduled pay of December.

Fire

		<u>Hourly Pay</u>	<u>Biweekly Pay</u>
Fire Chief (1)	Exempt	up to	2,788.31
Deputy Chief (1)	Exempt	up to	2,596.01
Division Chief (3)	Exempt	up to	2,480.62
Battalion Chief (3)		up to	2,365.24
Captain (3)		up to	2,249.85
Lieutenant (4)		up to	2,211.39
Sr. Firefighter (23)		up to	2,134.47
Firefighter 1st Class (3)		up to	2,076.78
Firefighter 2nd Class (1)		up to	2,019.08
Private (10)		up to	1,906.14
Probationary Firefighter (0)		up to	1,798.62
Ambulance Billing Specialist (1)		up to	24.62
Paramedics (22 @ 4000)			
State Certified Fire Instructor (3 @ 1000.00)			
State Certified Fire Inspector (3 @ 1000.00)			
EMS Instructor (3 @ 1000.00)			
Public Education (3 @ 1000.00)			
Investigators (3 @ 1000.00)			
SCBA Technician (3 @ 1000.00)			
I. T. Technician (1 @ 1000.00)			
Hazardous Materials Coordinator (1 @ 1000.00)			
Technical Rescue Coordinator (1 @ 1000.00)			
Part-time Firefighter (8)	up to	12.00	49,846.15
Volunteers 10 @ \$50/month	up to		6,000.00
Volunteer Lieutenant (1 @ 300.00)	up to		300.00
Clergy			2,000.00
Longevity Max			\$3,000.00

The Fire Chief (1) shall be full-time, and meet the guidelines set out in IC 36-8-4-6. The Fire Chief shall be a licensed EMT and have at least a Master Firefighter's Certificate in Fire Tactics and Fire Management.

There will be a total of 52 firefighters in the department for the year of 2020. There will be only one chief. Volunteers and full time firefighters without take home vehicles will receive \$100.00/year fuel allowance. Full-time Firefighters/EMT, and Paramedics work a 28-day work period; the Fire Chief, Deputy Chief, Division Chief and the I.T. Technician will work a standard 40-hour workweek; Civilian Employees work a standard 35-hour workweek. If a certified paramedic is appointed to Deputy Chief; Division Chief; Battalion Chief; Captain; or Lieutenant, they will receive rank and medic pay.

LONGEVITY BONUS

All full-time firefighters and police officers will receive an annual longevity bonus based upon completion of a full year of full-time employment. For each year of employment, an employee will receive \$150, not to exceed \$3000 per employee. Except for military leave, all unpaid time off will not be calculated as time of employment to mirror the rules for the 77 Fund time of service. Compensation will not be paid if employment is terminated voluntarily or involuntarily prior to the completed year of service.

This compensation will be paid on the first scheduled pay of the month following the month of your completed year of service. For the purposes of clarity and by way of illustration only, an employee hired on February 5, 2014, will receive \$450 as longevity compensation in that employee's paycheck on March 3, 2017 minus any applicable income tax withholdings. Employees with December anniversaries will receive compensation on the last scheduled pay of December.

Park Department

		Hourly Pay	Biweekly Pay
Director of Parks and Recreation	Exempt	up to	2,523.64
Assistant Director		up to	28.02
Director of Sr. Center		up to	25.72
* Foreman		up to	26.84
* Laborer (2)		up to	19.83
Administrative Assistant		up to	22.31
Customer Service		up to	21.01
Custodian		up to	19.83
Pre-School Director part-time		up to	22.00
Program Coordinator part-time		up to	12.00
Pool Manager		up to	20.50
Park Labor – max funding			84,787.27
Pool Labor - max funding			105,000.00
Risk Manager Annual Stipend			500.00

Street Department

Commissioner	Exempt	up to	2,852.72
* Assistant Commissioner		up to	29.81
* Street Maintenance Foreman		up to	28.21
* Street Operations Foreman		up to	28.21
* Master Road Builder (0)		up to	24.81
* Road Builder (5)		up to	23.22
* Apprentice Road Builder (4)		up to	21.63
* Operations Assistant (0)		up to	17.28
Administrative Assistant		up to	23.68

Cemetery

* Cemetery Foreman		up to	28.21
* Cemetery Truck Driver (2)		up to	21.63

Garage Department

Garage Auto Tech II (2)		up to	22.98
Garage Auto Tech I (1)		up to	20.98
Administrative Assistant		up to	21.09

Police Pension

Secretary		Annual	500.00
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Fire Pension

Secretary		Annual	500.00
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Employees with an * by their title qualify for stand-by pay. Employees on stand-by watch duty shall follow all stand-by status requirements established by the administration. Failure to do so will result in loss of stand-by pay. The Board of Works shall establish which employees are eligible for stand-by pay; however, there shall be no more than 1 per day in Animal Management, 1 per day in Parks Department, 2 per day in Street/Cemetery, and 3 per day in the Police Department. Each employee on stand-by shall reflect on his/ her timesheet the date he/she was on stand-by to be paid a daily rate of \$15.80.

The employees of the Street department enrolled in the Road Scholar Course Program as designed by Indiana LTAP and Purdue University acknowledge that it is an 600-hour program. An employee shall work a minimum of 90 days prior to entering into the program. The following positions are excluded from enrolling in the Road Scholar Course Program: Commissioner, Assistant Commissioner, Street Maintenance Foreman, Street Operations Foreman, Administrative Assistant, Cemetery Foreman, Cemetery Truck Driver.

Section II (Non-Tax Units)

BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF GREENFIELD, INDIANA, that after the effective date to be: December 14, 2019, the maximum hourly and/or annual salaries of the employees of the Municipal Electric, Municipal Water, Municipal Wastewater Treatment & Collections, Municipal Storm Water, Administrative, Clerical, and others drawing such salaries in whole or in part, from the municipal services of non-tax units owned by the City of Greenfield for the 2020 year shall be as listed on the following pages for the first full pay and each pay thereafter for a total of 27 pays in the fiscal year of 2020 and reverting to 26 pays in 2021:

<u>Customer Service Department (Utility Billing)</u>		<u>Hourly Pay</u>	<u>Biweekly Pay</u>
Customer Service Department Manager	Exempt	up to	2,692.30
Financial Specialist		up to	30.21
Accounts & Billing Supervisor		up to	25.49
Customer Service Supervisor		up to	24.97
Customer Service Representative III		up to	23.90
Customer Service Representative II		up to	23.10
Customer Service Representative I		up to	22.31
CSR Float		up to	21.22
* Foreman – Meter Department (1)		up to	31.07
* Meter Technician III (1)		up to	27.57
Meter Technician (1)		up to	25.01
Business Services Manager	Exempt	up to	3,246.15
Utility Director	Exempt	up to	4,276.63

<u>Electric Department</u>		<u>Hourly Pay</u>	<u>Biweekly Pay</u>
Electric Utility Manager	Exempt	up to	3,523.46
Engineering Services Manager	Exempt	up to	3,642.30
* Distribution Engineer (1)		up to	36.40
* Operations Manager (1)		up to	35.74
* Reliability Coordinator (1)		up to	34.83
* Line Foreman (1)		up to	39.49
* Journeyman Line Worker (6)		up to	38.49
* Line Worker Class IV (1)		up to	36.62
* Line Worker Class III (0)		up to	34.74
* Line Worker Class II (1)		up to	32.86
* Line Worker Class I (1)		up to	30.99
* Apprentice Line Worker Class V (0)		up to	29.48
* Apprentice Line Worker Class IV (1)		up to	27.98
* Apprentice Line Worker Class III (1)		up to	26.48
* Apprentice Line Worker Class II (1)		up to	24.98
* Apprentice Line Worker Class I (0)		up to	23.48
* Mapping/Records Admin. (1)		up to	30.14
* Thermographer/Lineman Groundsman (1)		up to	27.49
Administrative Assistant (1)		up to	24.16

Water Department

		<u>Hourly Pay</u>	<u>Biweekly Pay</u>
Water Utility Manager	Exempt	up to	2,813.96
* Assistant Water Utility Manager (1)	up to	34.65	
* Sr. Plant Operator (0)	up to	33.07	
* Lead Water Plant Operator (2)	up to	31.55	
* Plant Operator (1)	up to	30.02	
* Plant Operator A (0)	up to	28.51	
* Plant Operator B (0)	up to	26.96	
* Plant Operator C (0)	up to	25.44	
* Plant Operator D (1)	up to	23.93	
* Plant Operator E (0)	up to	22.39	
* Plant Operator F (0)	up to	20.22	
* Water Distribution Supervisor (1)	up to	33.52	
* Senior Distribution Operator (0)	up to	31.98	
* Lead Distribution Operator (2)	up to	30.51	
* Distribution Operator (3)	up to	29.04	
* Distribution Operator A (1)	up to	27.57	
* Distribution Operator B (1)	up to	26.10	
* Distribution Operator C (1)	up to	24.64	
* Distribution Operator D (0)	up to	23.15	
* Distribution Operator E (0)	up to	21.68	
* Distribution Operator F (0)	up to	20.22	
* Operations Assistant (0)	up to	17.28	
* GIS Specialist (1)	up to	30.02	
* Cross Connection Prevention Specialist (0)	up to	28.51	
Water Infrastructure Coordinator (1)	up to	24.16	

WWTP and Collections

		<u>Hourly Pay</u>	<u>Biweekly Pay</u>
Wastewater Utility Manager	Exempt	up to	2,813.96
Infrastructure Systems Coordinator (1)	up to	25.76	
* Plant Foreman (1)	up to	34.65	
* Facilities Maintenance (1)	up to	33.09	
* Plant Operator III (2)	up to	33.07	
* Plant Operator II (5)	up to	31.55	
* Plant Operator I (1)	up to	30.02	
* Junior Operator II (0)	up to	28.52	
* Junior Operator I (1)	up to	26.97	
* Apprentice Operator VI (0)	up to	25.45	
* Apprentice Operator V (0)	up to	23.94	
* Apprentice Operator IV (0)	up to	22.40	
* Apprentice Operator III (0)	up to	20.87	
* Pipefitter Foreman (1)	up to	33.52	
* Senior Pipefitter (1)	up to	31.98	
* Pipefitter II (2)	up to	30.51	
* Pipefitter I (1)	up to	29.04	
* Junior Pipefitter II (1)	up to	27.57	
* Junior Pipefitter I (1)	up to	26.10	
* Apprentice Pipefitter III (0)	up to	24.64	
* Apprentice Pipefitter II (0)	up to	23.15	
* Apprentice Pipefitter I (0)	up to	21.68	
* Apprentice Entry (0)	up to	20.22	
* Operations Assistant (0)	up to	17.28	

Storm Water Utility

Hourly Pay Biweekly Pay

Storm Water Coordinator	up to	34.92	
Engineer**	Exempt	up to	1,769.23

Employees with an * by their title qualify for stand-by pay. Employees on stand-by watch duty shall follow all stand-by status requirements established by the administration. Failure to do so will result in loss of stand-by pay. The Board of Works shall establish which employees are eligible for stand-by pay; however, there shall be no more than 1 per day in the Customer Service Department, 2 per day in the Electric Department; 2 per day in the Water Department; and 2 per day in WWTP and Collections. Each employee on stand-by shall reflect on his/ her timesheet the date he/she was on stand-by to be paid a daily rate of \$15.80.

Section III

Unless noted in this ordinance, all temporary, part-time, summer help in all departments (whether tax or non-tax units) shall not work more than 1566 hours in a calendar year and shall be paid an hourly rate of a minimum amount as established under the Fair Labor Standards Act from the United States Department of Labor Wage and Hour Division; establishing the Federal Minimum Wage and not to exceed a maximum of \$16.00 at the discretion of the Board of Works, but shall receive no other compensation or fringe benefit.

Section IV

The City of Greenfield shall pay a daily subsistence rate up to \$45.00 per day and mileage, as set by Federal Government, will be paid to its employees or officers who must attend approved conferences. Detailed receipts shall be required in order to receive reimbursement.

The City of Greenfield shall pay a Boot Allowance of up to but not exceeding \$100.00 per calendar year to an Employee who is required to wear heavy duty work boots into the field as part of their duties. Receipts shall be required in order to receive reimbursement. Employees of the Fire and Police departments are exempt from this allowance.

Section V

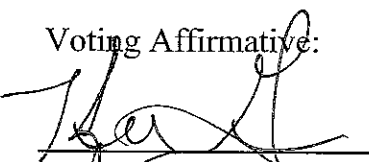
Introduced and filed on the 8th day of January, 2020. A motion to consider on first reading on the day of introduction was offered and sustained by a vote of 7 in favor and 0 opposed pursuant to I.C. 36-5-2-9.8. On the 22nd day of January, 2020, a motion to approve the above on second reading was offered and sustained by a vote of 6 in favor and 0 opposed pursuant to I.C. 36-5-2-9.8.

Duly ordained and passed this 22nd day of January, 2020 by the Common Council of the City of Greenfield, Indiana, having been passed by a vote of 6 in favor and 0 opposed.

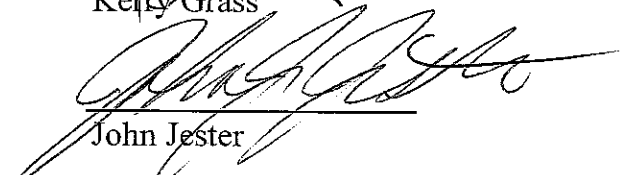
COMMON COUNCIL OF THE CITY OF GREENFIELD, INDIANA

Voting Affirmative:

Voting Opposed:


 Kerry Grass


 Kerry Grass


 John Jester

 John Jester

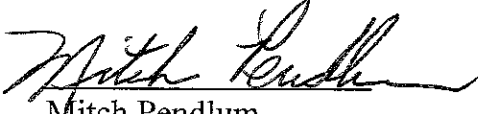
Jeff Lowder

Jeff Lowder



Gary McDaniel

Gary McDaniel



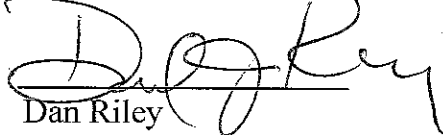
Mitch Pendlum

Mitch Pendlum



George Plisinski

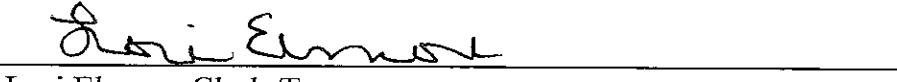
George Plisinski



Dan Riley

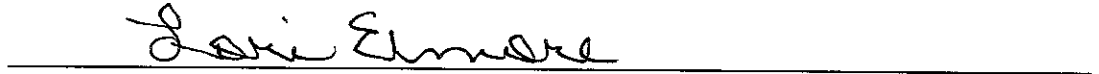
Dan Riley

ATTEST:



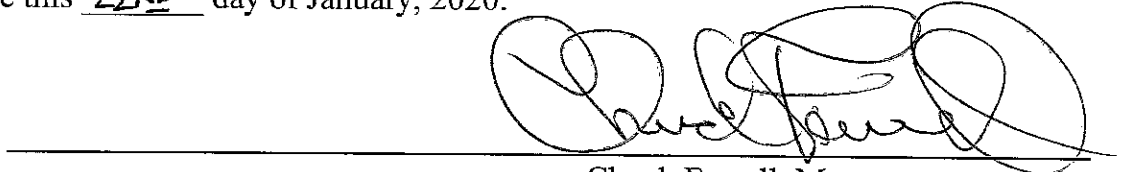
Lori Elmore, Clerk-Treasurer

Presented by me to the Mayor this 22ND day of January, 2020.



Lori Elmore, Clerk-Treasurer

Approved by me this 22ND day of January, 2020.



Chuck Fewell, Mayor
City of Greenfield, Indiana