

Salary Ordinance No. 2019-20

An ordinance 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 effective December 14, 2019, 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 2020:

<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
	Asst. Clerk-Treasurer	Exempt up to	2,065.07
	Deputy Clerk-Treasurer (2)	up to	25.14
<u>Common Council</u>			
	Councilman (7 @ 6500.00)	Exempt up to	45,500.00
	Board of Works Members (4 @ 6500.00)	Exempt up to	26,000.00
<u>Human Resources</u>			
	HR Director	Exempt up to	3,246.14
<u>Animal Management</u>			
	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
<u>Engineering Department</u>			
	Engineer**	Exempt up to	1,807.69
	GIS Coordinator	up to	29.58
	Public Works Inspector	up to	26.73
	Administrative Assistant	up to	22.72

** Denotes Split Funding

<u>Planning/Zoning Department</u>			
	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 (17)		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
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	20.00
*** School Crossing Guards (6)		up to	19.56
{***Per day worked - 180 day maximum}			

Longevity Max \$3,000.00

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 @ 3500)		
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

	<u>Hourly Pay</u>	<u>Biweekly Pay</u>
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 a 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 2020:

<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 DepartmentHourly Pay Biweekly Pay

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 CollectionsHourly Pay Biweekly Pay

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

Storm Water Coordinator	up to	34.92	
Engineer**	Exempt	up to	1,807.69

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

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 amount up to \$45.00 per day and mileage rate, 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 ____ day of October, 2019. A motion to consider on first reading on the day of introduction was offered and sustained by a vote of ____ in favor and ____ opposed pursuant to I.C. 36-5-2-9.8. On the ____ day of October, 2019, a motion to approve the above on second reading was offered and sustained by a vote of ____ in favor and ____ opposed pursuant to I.C. 36-5-2-9.8.

Duly ordained and passed this ____ day of October, 2019 by the Common Council of the City of Greenfield, Indiana, having been passed by a vote of ____ in favor and ____ opposed.

COMMON COUNCIL OF THE CITY OF GREENFIELD, INDIANA

Voting Affirmative:

Voting Opposed:

Kerry Grass

Kerry Grass

Jeff Lowder

Jeff Lowder

Gary McDaniel

Gary McDaniel

Keely Butrum

Keely Butrum

Mitch Pendlum

Mitch Pendlum

Dan Riley

Dan Riley

Joe Skvarenina

Joe Skvarenina

ATTEST:

Lori Elmore, Clerk-Treasurer

Presented by me to the Mayor this ____ day of October, 2019.

Lori Elmore, Clerk-Treasurer

Approved by me this ____ day of October, 2019.

Chuck Fewell, Mayor
City of Greenfield, Indiana

Annual salary amounts listed for verification purposes only. They will not be listed on the ordinance when presented for signature.

84,704.67
50,406.30

79,196.13
55,756.89
47,514.60

87,645.78

64,507.32
37,478.70
41,183.10
41,183.10
37,781.10

48,807.63
55,906.20
50,519.70
42,940.80

77,365.26
54,999.00
56,076.30
47,892.60
43,734.60

84,522.15
67,359.60
60,461.10
56,000.70

24,570.00

75,284.37
66,935.16
63,608.76
61,427.16
59,439.96
57,431.16
55,983.96
54,515.16
52,657.56
49,655.16
45,152.10
42,052.50
42,052.50

DRAFT

75,284.37
70,092.27
66,976.74
63,861.48
60,745.95
59,707.53
57,630.69
56,073.06
54,515.16
51,465.78
48,562.74
46,531.80

DRAFT

68,138.28
52,957.80
48,610.80
50,727.60
37,478.70
42,165.90
39,708.90
37,478.70

77,023.44
56,340.90
53,316.90
53,316.90
46,890.90
43,885.80
40,880.70
32,659.20
44,755.20

53,316.90
40,880.70

43,432.20
39,652.20
39,860.10

DRAFT

72,692.10
57,096.90
48,176.10
47,193.30
45,171.00
43,659.00
42,165.90
40,105.80
58,722.30
52,107.30
47,268.90
87,646.05
115,469.01

95,133.42
98,342.10
68,796.00
67,548.60
65,828.70
85,298.40
83,138.40
79,099.20
75,038.40
70,977.60
66,938.40
63,676.80
60,436.80
57,196.80
53,956.80
50,716.80
56,964.60
51,956.10
45,662.40

75,976.92
65,488.50
62,502.30
59,629.50
56,737.80
53,883.90
50,954.40
48,081.60
45,227.70
42,317.10
38,215.80
63,352.80
60,442.20
57,663.90
54,885.60
52,107.30
49,329.00
46,569.60
43,753.50
40,975.20
38,215.80
32,659.20
56,737.80
53,883.90
45,662.40

75,976.92
48,686.40
65,488.50
62,540.10
62,502.30
59,629.50
56,737.80
53,902.80
50,973.30
48,100.50
45,246.60
42,336.00
39,444.30
63,352.80
60,442.20
57,663.90
54,885.60
52,107.30
49,329.00
46,569.60
43,753.50
40,975.20
38,215.80
32,659.20

65,998.80
48,807.63

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