

**Ordinance No. 2024/45 - Amending Ordinance 2024/31 - Salary Ordinance for the Fiscal Year 2025**

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 as of December 21, 2024, 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 26 pays in the fiscal year of 2025:

<u>Mayor's Office</u>			<u>Hourly</u> <u>Pay</u>	<u>Bi-weekly</u> <u>Pay</u>	<u>Yearly</u> <u>Pay</u>
Mayor	Exempt			3,846.15	100,000.00
Operational Assistant to the Mayor	up to		36.26	2,538.46	66,000.00
Building Maintenance	up to		31.59	2,211.54	57,500.00

<u>Clerk-Treasurer's Office</u>			<u>Hourly</u> <u>Pay</u>	<u>Bi-weekly</u> <u>Pay</u>	<u>Yearly</u> <u>Pay</u>
Clerk-Treasurer	Exempt	up to		3,663.96	95,262.94
Chief Deputy Clerk-Treasurer	Exempt	up to		2,834.30	73,691.82
Deputy Clerk-Treasurer (1)		up to	37.37	2,615.83	68,011.60
Deputy Clerk-Treasurer (1)		up to	34.90	2,442.93	63,516.20
Operational Proficiencies		up to	per person	3,000.00	
Accreditation Stipend		up to	per person	4,000.00	

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

<u>Common Council</u>				<u>Yearly</u> <u>Pay</u>
Councilman (7 @8000.00)	Exempt	up to		56,000.00
Board of Works Members (4 @ 8000.00)	Exempt	up to		32,000.00
Procurement Officer Stipend				1,000.00
Part time Position/summer hiring season	up to	20.00		5,000.00

<u>Human Resources</u>				<u>Bi-weekly</u> <u>Pay</u>	<u>Yearly</u> <u>Pay</u>
HR Director	Exempt	up to		3,592.31	93,400.00

<u>Animal Management</u>			<u>Hourly</u> <u>Pay</u>	<u>Bi-weekly</u> <u>Pay</u>	<u>Yearly</u> <u>Pay</u>
Superintendent	Exempt	up to		3,063.10	79,640.56
Office Manager (1)		up to	26.42	1,849.64	48,090.60
* Control Officer (2)		up to	28.38	1,986.84	51,657.80
* Shelter Manager (1)		up to	29.48	2,063.76	53,657.80
* Shelter Assistant (5)		up to	26.03	1,822.38	47,381.80

<u>Engineering Department</u>			<u>Hourly</u> <u>Pay</u>	<u>Bi-weekly</u> <u>Pay</u>	<u>Yearly</u> <u>Pay</u>
Director of Public Works**					
1/2 paid from Storm Water	Exempt	up to		2,884.62	75,000.00
GIS Coordinator		up to	37.46	2,622.49	68,184.85
Public Works Inspector		up to	36.26	2,538.33	65,996.70
Administrative Assistant		up to	31.07	2,174.58	56,538.97

\*\* Denotes Split Funding

<u>Planning/Zoning Department</u>			<u>Hourly</u> <u>Pay</u>	<u>Bi-weekly</u> <u>Pay</u>	<u>Yearly</u> <u>Pay</u>
Planning Director	Exempt	up to		4,500.00	117,000.00
Senior Planner		up to	42.31	2,961.54	77,000.00
Building Commissioner		up to	42.31	2,961.54	77,000.00
Building Inspector (2)		up to	32.97	2,307.69	60,000.00
Associate Planner		up to	34.07	2,384.62	62,000.00

ORDINANCE No. 2024/31 - 2025 SALARY ORDINANCE

Building Inspector/Permit Tech	up to	32.97	2,307.69	60,000.00
◇ Planning Commission Members - 9	◇ Zoning Appeal Members - 5			17,775.00
◇ Members shall be paid \$75.00 per meeting attended.				

ORDINANCE No. 2024/31 - 2025 SALARY ORDINANCE

<u>Information Tech Services</u>			<u>Hourly</u>	<u>Bi-weekly</u>	<u>Yearly</u>
			<u>Pay</u>	<u>Pay</u>	<u>Pay</u>
IT Manager	Exempt	up to		3,591.99	93,391.70
IT Tech III		up to	42.23	2,956.34	76,864.80
IT Tech II		up to	36.94	2,585.45	67,221.80
IT Tech I		up to	34.58	2,420.25	62,926.60
<u>Riley Home</u>			<u>Hourly</u>	<u>Bi-weekly</u>	<u>Yearly</u>
			<u>Pay</u>	<u>Pay</u>	<u>Pay</u>
Riley Home Coordinator		up to	23.85	1,669.23	43,400.00
Hostess-max funding					24,700.00
<u>Police Department</u>			<u>Hourly</u>	<u>Bi-weekly</u>	<u>Yearly</u>
			<u>Pay</u>	<u>Pay</u>	<u>Pay</u>
Police Chief/Administrator (1)	Exempt	up to		3,759.51	97,747.34
Deputy Chief (1)	Exempt	up to		3,567.21	92,747.34
Captain (2)	Exempt	up to		3,374.90	87,747.34
* Lieutenants (7)		up to~~	39.78	3,182.59	82,747.34
* Sergeants (5)		up to~~	37.38	2,990.28	77,747.34
* Detective (6)		up to~~	35.46	2,836.44	73,747.34
* Patrolman- Senior – 3 <sup>rd</sup> year (22)		up to~~	34.97	2,797.97	72,747.34
Patrolman - 1 <sup>st</sup> Class – 2 <sup>nd</sup> year (2)		up to~~	33.89	2,711.38	70,495.98
Patrolman – 2 <sup>nd</sup> Class - 1 <sup>st</sup> year (0)		up to~~	33.03	2,642.58	68,707.18
Patrolman - Probationary (0)		up to~~	31.64	2,531.38	65,815.98
Evidence Custodian (0)		up to	35.17	2,461.55	64,000.40
Intel Analyst (0)		up to	27.74	1,941.53	50,479.80
Administrative Assistant (1)		up to	29.56	2,069.54	53,808.00
Records Clerk (1)		up to	28.90	2,022.69	52,590.00
Stipend pay		up to			43,000.00
*** School Crossing Guards (6)		up to	19.56		21,124.80
{***Per day worked - 180 day maximum}			~~80 hours Bi-weekly		
		Longevity Max			5,000.00
<u>Police Pension</u>					
Secretary				Annual	1,000.00

There will be a total of 46 police officers (including Chief) on the Police Force of the City of Greenfield for the year of 2025. 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 COMPENSATION**

All full-time police officers will receive annual longevity based upon completion of a full year of full-time employment. For each completed anniversary year of employment, **an employee will receive \$300, not to exceed \$6000 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. Longevity compensation will not be paid if employment is terminated voluntarily or involuntarily prior to the completed year of service.

This longevity compensation will be paid within the first week of the month following the month of the completed year of service. For the purposes of clarity, and by way of illustration only, an employee hired on February 5th **will receive \$250 (per year of service)** as longevity compensation in the month following each anniversary date minus any applicable income tax withholdings. Employees with December anniversaries will receive compensation on the last scheduled pay of December.

**POLICE 457 PLAN - LINCOLN FINANCIAL GROUP MATCH OPTION**

ORDINANCE No. 2024/31 - 2025 SALARY ORDINANCE

All full-time police officers who choose to contribute to the City of Greenfield's 457 plan with Lincoln Life will receive a match from the City of up to 4.5% of their base pay. For the purpose of clarity and for illustration only, an employee who opts to contribute \$25/pay will receive a match of \$25/pay from the City. If the employee chooses to contribute 7% of their pay, the City will contribute 4.5% of their base pay. The City's contribution does not include stipend pay or overtime pay.

ORDINANCE No. 2024/31 - 2025 SALARY ORDINANCE

<u>Fire</u>		<u>Hourly</u> <u>Pay</u>	<u>Bi-weekly</u> <u>Pay</u>	<u>Yearly</u> <u>Pay</u>
Fire Chief (1)	Exempt	up to~~	3,608.52	93,821.54
Deputy Chief (1)	Exempt	up to~~	3,473.43	90,309.18
Division Chief (2)	Exempt	up to~~	3,338.34	86,796.81
Battalion Chief (3)		up to	3,203.25	83,284.44
Captain (3)		up to	3,068.16	79,772.07
Lieutenant (6)		up to	2,933.07	76,259.71
Sr. Firefighter (25)		up to	2,797.97	72,747.34
Firefighter 1st Class (4)		up to	2,682.59	69,747.40
Firefighter 2nd Class (3)		up to	2,586.43	67,247.20
Private (4)		up to	2,473.49	64,310.76
Probationary Firefighter (0)		up to	2,365.97	61,515.24
Fire Prevention Specialist (1)	up to~~	32.21	2,576.92	67,000.00
Civilian Paramedics (3)	up to~~	24.96	1,996.92	51,920.00
Ambulance Billing Specialist (1)	up to	29.57	2,069.55	53,808.40
Paramedics (25 @ 4000)				4,000.00
State Certified Fire Instructor (0 @ 1000.00)				1,000.00
EMS Instructor (3 @ 1000.00)				1,000.00
Peer Fitness (3 @ 1000.00)				1,000.00
Investigators (3 @ 1000.00)				1,000.00
SCBA Technician (3 @ 1000.00)				1,000.00
I. T. Technician (1 @ 1000.00)				1,000.00
Public Information Officer (1 @1000.00)				1,000.00
Technical Rescue Coordinator (1 @ 1000.00)				1,000.00
Logistics/Supply Purchaser (1 @ 1000.00)				1,000.00
Ride-out Pay			up to	36,500.00
Chaplain (2 @ 2700.00)				5,400.00
Part-time Employees	up to	16.00		172,200.00
Part-time Firefighter EMT	up to	18.00		
Part-time Firefighter Paramedic	up to	20.00		
				Longevity Max
				6,250.00
<u>Fire Pension</u>				~~80 hours Bi-weekly
Secretary			Annual	1,000.00

There will be a total of 52 firefighters & 3 civilian paramedics in the department for the year of 2025. There will be only one (1) Fire Chief who shall be full time. The full-time Firefighter/EMT's and Firefighter/Paramedics work a 21-day work period of 144 hours; Civilian Paramedics will have a 40-hour work week and be on the same shift schedule as the Firefighters; the Fire Chief, Deputy Chief and Division Chiefs will work a standard 40-hour work week; civilian office employees work a standard 35-hour work week. The Firefighters will work 144 hours in the 21-day cycle and have (1) 24 hour unpaid Kelly Day per work cycle. Any hours the Firefighters work over 144 hours up to 159 hours will be paid at straight rate overtime and any hours worked over 159 will be paid at one and one half rate overtime. If a licensed Paramedic is appointed to Fire Chief, Deputy Chief, Division Chief or Battalion Chief they will receive rank and medic pay. If a licensed Paramedic is promoted to Lieutenant or Captain they will receive rank and medic pay.

**LONGEVITY COMPENSATION**

All full-time firefighters and civil paramedics will receive annual longevity based upon completion of a full year of full-time employment. For each completed anniversary year of employment, an employee will receive \$250, not to exceed \$6250 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. Longevity compensation will not be paid if employment is terminated voluntarily or involuntarily prior to the completed year of service.

This longevity compensation will be paid within the first week of the month following the month of the completed year of service. For the purposes of clarity, and by way of illustration only, an employee hired on February 5th will receive \$250 (per year of service) as longevity compensation in the month following each anniversary date minus any applicable income tax withholdings. Employees with December anniversaries will receive longevity compensation on the last scheduled pay of December.

**Ride-out Pay**

Employees eligible for ride-out pay shall follow all ride-out status requirements established by the administration. Failure to do so will result in loss of ride-out pay. Each employee on ride-out shall reflect on his/her timesheet the date he/she qualified on ride-out; to be paid a daily rate of \$25.00. Not to exceed \$100/day.



ORDINANCE No. 2024/31 - 2025 SALARY ORDINANCE

<u>Park Department</u>		<u>Hourly Pay</u>	<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
Director of Parks and Recreation	Exempt	up to	3,130.34	81,388.80
Assistant Director		up to	34.06	61,996.40
Director of Sr. Center		up to	31.76	57,810.40
* Parks Maintenance Operation Manager		up to	34.94	63,598.80
Maintenance Repair Technician		up to	28.10	51,140.00
* Facilities Foreman		up to	28.35	51,595.00
Landscape/Groundskeeper Foreman		up to	28.35	51,595.00
Administrative Assistant		up to	28.35	51,604.20
Customer Service		up to	27.05	49,238.20
Program/Events Specialist		up to	28.10	51,140.00
Pre-School Director - Part-time		up to	22.00	
Park Part-time – max funding				229,525.00
Pool Labor – max funding				126,000.00
Non-reverting – max funding				180,000.00
Risk Manager Annual Stipend				500.00

<u>Street Department</u>		<u>Hourly Pay</u>	<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
Commissioner	Exempt	up to	3,314.26	86,170.72
* Assistant Commissioner		up to	37.50	68,254.20
* Street Maintenance Foreman		up to	35.90	65,342.20
* Street Operations Foreman		up to	35.90	65,342.20
* Master Road Builder (5)		up to	32.50	59,154.20
* Road Builder II (1)		up to	30.91	56,260.40
* Road Builder I (3)		up to	29.32	53,366.60
* Apprentice Road Builder II (0)		up to	27.99	50,948.00
* Apprentice Road Builder I (0)		up to	26.48	48,199.80
* Probationary Road Builder (0)		up to	22.23	40,451.60
Administrative Assistant		up to	29.53	53,737.60

<u>Cemetery</u>		<u>Hourly Pay</u>	<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
* Cemetery Foreman		up to	35.90	65,342.20
* Cemetery Truck Driver (2)		up to	29.32	53,366.60

<u>Garage Department</u>		<u>Hourly Pay</u>	<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
Garage Foreman		up to	35.91	65,349.20
Garage Auto Tech II (1)		up to	29.32	53,353.40
Garage Auto Tech I (0)		up to	25.93	47,183.60
Administrative Assistant (1)		up to	27.51	50,059.20

**Stand-by Pay**

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. 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 \$20.00.

**Road Scholar Program**

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 21, 2024, 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 2025 year shall be as listed on the following pages for the first full pay and each pay thereafter for a total of 26 pays in the fiscal year of 2025:

<b><u>Customer Service Department (Utility Billing)</u></b>		<b><u>Hourly</u></b>	<b><u>Bi-weekly</u></b>	<b><u>Yearly</u></b>
		<b><u>Pay</u></b>	<b><u>Pay</u></b>	<b><u>Pay</u></b>
Utility Coordinator	Exempt	up to	3,592.31	93,400.00
Supervisor of Customer Service & Billing		up to	39.56	72,000.00
Financial Specialist		up to	39.00	70,982.20
Accounts & Billing Supervisor		up to	30.44	55,391.80
Customer Service Supervisor		up to	29.92	54,445.40
Customer Service Representative III		up to	28.85	52,498.00
Customer Service Representative II		up to	28.05	51,042.00
Customer Service Representative I		up to	27.26	49,604.20
CSR Float		up to	26.17	47,620.40
* Foreman – Meter Department (1)		up to	36.02	65,547.40
* Meter Technician III (1)		up to	32.52	59,177.40
Meter Technician (1)		up to	29.96	54,518.20
City Engineer	Exempt	up to	4,807.69	125,000.00

<b><u>Electric Department</u></b>		<b><u>Hourly</u></b>	<b><u>Bi-weekly</u></b>	<b><u>Yearly</u></b>
		<b><u>Pay</u></b>	<b><u>Pay</u></b>	<b><u>Pay</u></b>
Electric Utility Manager	Exempt	up to	4,065.38	105,699.96
Engineering Services Supervisor	Exempt	up to	3,792.69	98,609.96
* Operations Supervisor (1)		up to	49.53	90,145.80
* Technical Services Supervisor (1)		up to~~	43.82	91,139.20
* T & D Field Services Supervisor (1)		up to~~	49.85	103,688.00
* Business Services Coordinator (1)		up to	40.69	74,046.80
* Journeyman Line Worker (8)		up to~~	47.86	99,548.80
* Line Worker Class IV (1)		up to~~	45.47	94,571.36
* Line Worker Class III (0)		up to~~	43.07	89,593.92
* Line Worker Class II (0)		up to~~	40.68	84,616.48
* Line Worker Class I (0)		up to~~	38.29	79,639.04
* Mapping/Records Admin. (1)		up to	35.09	63,854.80
* Apprentice Line Worker Class IV (1)		up to~~	35.90	74,661.60
* Apprentice Line Worker Class III (0)		up to~~	33.50	69,684.16
* Apprentice Line Worker Class II (0)		up to~~	31.11	64,706.72
* Apprentice Line Worker Class I (0)		up to~~	28.72	59,729.28
* Lineman Groundsman (0)		up to~~	22.30	46,387.20
Administrative Assistant (1)		up to	29.11	52,971.20
Crew Leader Stipend (3)		up to		6,240.00
Procurement Officer Stipend				1,000.00
~~ 80 hours bi-weekly				

ORDINANCE No. 2024/31 - 2025 SALARY ORDINANCE

<b><u>Water Department</u></b>			<b><u>Hourly</u></b>	<b><u>Bi-weekly</u></b>	<b><u>Yearly</u></b>
			<b><u>Pay</u></b>	<b><u>Pay</u></b>	<b><u>Pay</u></b>
Water Utility Manager	Exempt	up to		3,687.66	95,879.26
* Assistant Water Utility Manager (1)		up to	42.35	2,964.20	77,069.30
* Control Technician (0)		up to	43.42	3,039.09	79,016.30
* Sr. Plant Operator (1)		up to	40.61	2,842.54	73,906.14
* Lead Water Plant Operator (0)		up to	38.94	2,725.50	70,863.10
* Plant Operator (4)		up to	37.25	2,607.69	67,800.04
* Plant Operator A (1)		up to	35.59	2,491.42	64,777.02
* Plant Operator B (0)		up to	33.89	2,372.07	61,673.92
* Plant Operator C (0)		up to	32.21	2,255.03	58,630.88
* Plant Operator D (0)		up to	30.55	2,138.76	55,607.86
* Plant Operator E (0)		up to	28.86	2,020.18	52,524.78
* Plant Operator F (0)		up to	26.47	1,853.09	48,180.44
* Water Distribution Supervisor (1)		up to	42.35	2,964.20	77,069.30
* Senior Distribution Operator (1)		up to	39.41	2,758.61	71,723.96
* Lead Distribution Operator (1)		up to	38.94	2,725.50	70,863.10
* Distribution Operator (5)		up to	37.25	2,607.69	67,800.04
* Distribution Operator A (3)		up to	35.59	2,491.42	64,777.02
* Distribution Operator B (0)		up to	33.89	2,372.07	61,673.92
* Distribution Operator C (0)		up to	32.21	2,255.03	58,630.88
* Distribution Operator D (0)		up to	30.55	2,138.76	55,607.86
* Distribution Operator E (0)		up to	28.86	2,020.18	52,524.78
* Distribution Operator F (0)		up to	26.47	1,853.09	48,180.44
* Operations Assistant (0)		up to	23.24	1,626.71	42,294.56
* GIS Specialist (1)		up to	37.25	2,607.69	67,800.04
* Cross Connection Prevention Specialist (0)		up to	35.59	2,491.42	64,777.02
Water Infrastructure Coordinator (1)		up to	30.81	2,156.47	56,068.32

<b><u>WWTP and Collections</u></b>			<b><u>Hourly</u></b>	<b><u>Bi-weekly</u></b>	<b><u>Yearly</u></b>
			<b><u>Pay</u></b>	<b><u>Pay</u></b>	<b><u>Pay</u></b>
Wastewater Utility Manager	Exempt	up to		3,855.28	100,237.36
Infrastructure Systems Coordinator (1)		up to	31.98	2,238.60	58,203.60
* Utility Foreman (2)		up to	44.28	3,099.60	80,589.60
* Facilities Maintenance (1)		up to	39.90	2,793.00	72,618.00
* Senior Operator (2)		up to	38.70	2,709.00	70,434.00
* Lead Operator (4)		up to	37.11	2,597.70	67,540.20
* Operator (4)		up to	35.52	2,486.40	64,646.40
* Apprentice Operator VI (2)		up to	33.93	2,375.10	61,752.60
* Apprentice Operator V (0)		up to	32.35	2,264.50	58,877.00
* Apprentice Operator IV (3)		up to	30.77	2,153.90	56,001.40
* Apprentice Operator III (0)		up to	29.16	2,041.20	53,071.20
* Apprentice Operator II (0)		up to	27.57	1,929.90	50,177.40
* Apprentice Operator I (0)		up to	26.00	1,820.00	47,320.00
* Operations Assistant (1)		up to	22.00	1,540.00	40,040.00
* Field Technical (1)		up to	22.00	1,540.00	40,040.00

<u>Storm Water Utility</u>		<u>Hourly</u> <u>Pay</u>	<u>Bi-weekly</u> <u>Pay</u>	<u>Yearly</u> <u>Pay</u>
Storm Water Coordinator	up to	44.46	3,111.92	80,909.84
Director of Public Works**	Exempt	up to	2,884.62	75,000.00

\*\* Denotes Split Funding

**Stand-by Pay**

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. 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 \$20.00.

**Longevity Pay**

All full-time employees (excluding firefighters, civilian paramedics and police officers) will receive annual longevity based upon completion of a full year of full-time employment. For each completed anniversary year of employment (after 25 years), an employee will receive \$100, not to exceed \$3000 per employee. Benefit will begin after 25 years of employment with the City of Greenfield.

This longevity compensation will be paid within the first week of the month following the month of the completed year of service. For the purposes of clarity, and by way of illustration only, an employee hired on February 5th will receive \$100 (per year of service) as longevity compensation in the month following the anniversary date, minus any applicable income tax withholdings. Employees with December anniversaries will receive compensation on the last scheduled pay of December. Longevity compensation will not be paid if employment is terminated voluntarily or involuntarily prior to the completed year of service.

**Section III**

**Part Time Employees**

Unless noted in this ordinance, all temporary, part-time or summer help in all departments (whether tax or non-tax units) shall not work more than 1508 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 \$20.00/hr at the discretion of the Board of Works (unless specifically stated within this ordinance). They shall receive no other compensation or fringe benefits.

**Section IV**

**Per Diem for Meals and Travel**

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.

**Boot Allowance**

The City of Greenfield shall pay a Boot Allowance of up to, but not exceeding, \$200.00 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 October, 2024 . 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                                   , 2024, 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                                   , 2024 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:

\_\_\_\_\_  
John Jester

\_\_\_\_\_  
John Jester

\_\_\_\_\_  
Amy Kirkpatrick

\_\_\_\_\_  
Amy Kirkpatrick

\_\_\_\_\_  
Jeff Lowder

\_\_\_\_\_  
Jeff Lowder

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Thomas Moore

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Thomas Moore

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Joyce Plisinski

\_\_\_\_\_  
Joyce Plisinski

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Dan Riley

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Dan Riley

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Anthony Scott

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Anthony Scott

ATTEST:

\_\_\_\_\_  
Lori Elmore, Clerk-Treasurer

Presented by me to the Mayor this        day of                                   , 2024.

\_\_\_\_\_  
Lori Elmore, Clerk-Treasurer

Approved by me this        day of                                   , 2024.

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Guy Titus, Mayor  
City of Greenfield, Indiana