

Salary Ordinance No. 2015-15

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 January 1, 2016, 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:

| <u>Mayor's Office</u> | <u>Hourly Pay</u> | <u>Annual Maximum</u> |
|--|-------------------|-----------------------|
| Mayor** | Exempt | 37,500.00 |
| Administrative Assistant** | 11.64 | |
| <u>Clerk-Treasurer's Office</u> | | |
| Clerk-Treasurer** | Exempt | 35,000.00 |
| Asst. Clerk-Treasurer** | Exempt | 20,991.62 |
| Deputy Clerk-Treasurer (2) ** | 11.13 | |
| <u>Common Council</u> | | |
| Councilman (7 @ 5000.00) | Exempt | 35,000.00 |
| Board of Works Members (4 @ 5000.00) | Exempt | 20,000.00 |
| <u>Animal Management</u> | | |
| Superintendent | Exempt | 50,955.00 |
| Office Manager (1) | 16.66 | |
| Control Officer (1) | 18.35 * | |
| Shelter Manager (1) | 18.35 * | |
| Shelter Assistant (2) | 16.52 * | |
| <u>Engineering Department</u> | | |
| Engineer** | Exempt | 32,687.50 |
| GIS Coordinator | 26.34 | |
| Public Works Inspector | 23.70 | |
| Administrative Assistant | 20.00 | |
| <u>Planning/Zoning Department</u> | | |
| Planning/Zoning Administrator | Exempt | 63,195.72 |
| Permit Tech | 21.00 | |
| Inspector Building | 23.70 | |
| Planner/ Inspector | 22.51 | |
| Planning Commission Members - 9 Zoning Appeal Members - 5 | | 15,750.00 |
| ◇ Members shall be paid \$75.00 per meeting attended with a maximum of \$1125.00 per year. | | |
| <u>Information Tech Services</u> | | |
| IS Manager | Exempt | 73,409.00 |
| IS Tech III | 31.94 | |
| IS Tech II | 28.57 | |
| IS Tech I | 26.39 | |
| <u>Riley Home</u> | | |
| Hostess-max funding | | 23,500.00 |

| <u>Police Department</u> | <u>Hourly Pay</u> | <u>Annual Maximum</u> |
|--|-------------------|-----------------------|
| | | <u>Rank Pay</u> |
| Police Chief/Administrator (1)** | Exempt | 20,000.00 |
| Major (1) | | 11,960.00 |
| Captain (2) | | 8,756.80 |
| Lieutenants (6) | | 6,656.00 |
| Sergeants (7) | | 4,742.40 |
| Corporal (3) | | 2,808.00 |
| Patrolman- Senior – 3 rd year (15) | | 1,414.40 |
| Patrolman - 1 st Class – 2 nd year (1) | | 0.00 |
| Patrolman – 2 nd Class - 1 st year (4) | | (1,788.80) |
| Patrolman - Probationary (2) | | (4,680.00) |
| Administrative Assistant (1) | 20.00 | |
| Records Clerk (1) | 20.00 | |
| School Crossing Guards (6) | 19.56 *** | |
| {***Per day worked - 180 day maximum} | | |

Base Pay for 2016 will be: \$48,025.53
 Probation for 2016 will be: \$43,345.53

There will be a total of 42 police officers (including Chief) on the Police Force of the City of Greenfield for the year of 2016. Patrol Officers have a 28-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.

| <u>Fire</u> | | <u>Rank Pay</u> |
|--|--------|-----------------|
| Fire Chief (1) | Exempt | 20,000.00 |
| Deputy Chief (1) | | 12,000.00 |
| Division Chief (3) | | 12,000.00 |
| Battalion Chief (3) | | 9,000.00 |
| Captain (3) | | 6,000.00 |
| Lieutenant (3) | | 5,000.00 |
| Corporal (26) | | 3,000.00 |
| Sr. Firefighter (1) | | 1,500.00 |
| Firefighter 1 st Class (3) | | 0.00 |
| Private (5) | | (2,936.44) |
| Probationary Firefighter (0) | | (5,732.17) |
| Administrative Assistant (1) | 20.00 | |
| Paramedics (19 @ 3500) | | |
| State Certified Fire Instructor (3 @ 500.00) | | |
| State Certified Fire Inspector (3 @ 500.00) | | |
| EMS Instructor (3 @ 500.00) | | |
| Public Education (3 @ 500.00) | | |
| Investigators (3 @ 500.00) | | |
| SCBA Technician (3 @ 500.00) | | |
| I. T. Technician (1 @ 500.00) | | |
| Volunteers 15 @ \$50/month | | 9,000.00 |
| Volunteer Captain | | 400.00 |
| Volunteer Lieutenant (3@ 300.00) | | 900.00 |
| Clergy Stipend | | 2,000.00 |

Base Pay for 2016 will be: \$48,025.53
 Probation for 2016 will be: \$42,293.36

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 49 firefighters in the department for the year of 2016, with at least nineteen of the firefighters being paramedics. There will be only one chief. Volunteers and full time firefighters without take home vehicles will receive \$100.00/year gas 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. If a certified paramedic is appointed to Deputy Chief; Division Chief; Battalion Chief; Captain; or Lieutenant, they will receive rank and medic stipend.

| | <u>Hourly Pay</u> | <u>Annual Maximum</u> |
|-----------------------------------|-------------------|-----------------------|
| <u>Park Department</u> | | |
| Superintendent | Exempt | 59,962.95 |
| Director - Sr. Citizens | 23.21 | |
| Program Coordinator | 23.21 | |
| Foreman | 22.03 * | |
| Laborer (2) | 17.66 * | |
| Administrative Assistant | 20.00 | |
| Customer Service | 18.78 | |
| Custodian | 17.66 | |
| Pre-School Director part-time | 22.00 | |
| Pool Labor - max funding | | 60,000.00 |
| Park Labor – max funding | | 60,190.00 |
| Risk Manager Stipend | | 500.00 |
| <u>Street-Cemetery Department</u> | | |
| Commissioner | Exempt | 63,315.00 |
| Assistant Commissioner | 25.56 * | |
| Street Maintenance Foreman | 25.56 * | |
| Street Operations Foreman | 25.56 * | |
| Sr. Equipment Operator (1) | 21.44 * | |
| Equipment Operator (2) | 20.16 * | |
| Truck Driver (6) | 19.36 * | |
| Administrative Assistant | 20.00 | |
| Cemetery Foreman | 25.56 * | |
| Cemetery Truck Driver (2) | 19.36 * | |
| <u>Garage Department</u> | | |
| Diesel Mechanic | Exempt | 56,000.00 |
| Garage Auto Tech I (1) | 20.63 | |
| Garage Auto Tech II (1) | 18.75 | |
| Secretary | 16.79 | |
| <u>Police Pension</u> | | |
| Secretary | | 400.00 |
| <u>Fire Pension</u> | | |
| Secretary | | 400.00 |

** Denotes Split Funding

Employees with an * by their hourly salary qualify for stand-by pay of \$1,000.00 per year. Employees on stand-by watch duty shall leave word at his or her home and with the department supervisor where the employee may be reached. Failure to do so will result in loss of stand-by pay. The Board of Works on any of the positions may establish stand-by pay; however, there shall be no more than 4 in Animal Management, 3 in Park Department, and 15 in Street/Cemetery.

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: January 1, 2016, 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 2016 year shall be as listed on the following pages:

| | <u>Hourly Pay</u> | <u>Annual Maximum</u> |
|--------------------------------------|-------------------|-----------------------|
| <u>Utility Billing</u> | | |
| Office Manager | Exempt | 49,925.00 |
| Head Computer Operator | 21.34 | |
| Head Cashier | 20.17 | |
| Head Customer Service Clerk | 20.17 | |
| Asst. Cashier | 19.51 | |
| Customer Service Clerk | 19.01 | |
| Utility Director | Exempt | 102,924.52 |
| Mayor | Exempt | 37,500.00 |
| Mayor's Administrative Assistant | 11.64 | |
| Clerk-Treasurer | Exempt | 35,000.00 |
| Asst. Clerk-Treasurer | Exempt | 20,991.62 |
| Deputy Clerk-Treasurer (2) | 11.13 | |
| <u>Electric Department</u> | | |
| Superintendent | Exempt | 65,078.10 |
| Distribution Engineer (1) | 33.28 * | |
| Line Foreman (1) | 33.09 * | |
| Operations Manager (1) | 32.66 * | |
| Reliability Coordinator (1) | 31.81 * | |
| Journeyman Line Worker (8) | 31.81 * | |
| Line Worker Class II (1) | 30.37 * | |
| Line Worker Class I (0) | 28.92 * | |
| Jr. Line Worker Class II (0) | 27.49 * | |
| Jr. Line Worker Class I (1) | 26.05 * | |
| Apprentice Line Worker Class VI (0) | 24.61 * | |
| Apprentice Line Worker Class V (0) | 23.18 * | |
| Apprentice Line Worker Class IV (0) | 21.74 * | |
| Apprentice Line Worker Class III (0) | 20.29 * | |
| Apprentice Line Worker Class II (0) | 18.86 * | |
| Apprentice Line Worker Class I (0) | 17.43 * | |
| Foreman – Meter Department (1) | 28.26 * | |
| Mapping/Records Admin. (1) | 27.38 * | |
| Meter Technican III (1) | 24.96 * | |
| Thermographer/Lineman Groundsman (1) | 24.88 * | |
| Meter Technican (1) | 22.54 * | |
| Administrative Assistant (1) | 20.00 | |
| <u>Water Department</u> | | |
| Superintendent | Exempt | 63,078.10 |
| Assistant Supervisor (1) | 31.63 * | |
| Sr. Plant Operator (3) | 30.15 * | |
| Plant Operator II (1) | 28.71 * | |
| Plant Operator I (0) | 27.27 * | |
| Junior Operator II (0) | 25.84 * | |
| Junior Operator I (0) | 24.39 * | |
| Apprentice Operator III (0) | 22.95 * | |
| Apprentice Operator II (0) | 21.52 * | |

| | |
|--------------------------------|---------|
| Apprentice Operator I (0) | 20.08 * |
| Plumber Foreman (1) | 30.57 * |
| Senior Plumber (1) | 29.12 * |
| Plumber II (2) | 27.73 * |
| Plumber I (2) | 26.35 * |
| Junior Plumber II (0) | 24.96 * |
| Junior Plumber I (0) | 23.57 * |
| Apprentice Plumber III (0) | 22.19 * |
| Apprentice Plumber II (0) | 20.80 * |
| Apprentice Plumber I (0) | 19.41 * |
| Apprentice Entry (1) | 18.03 * |
| Operations Assistant (0) | 15.26 * |
| GIS Specialist/Locator III (1) | 27.27 * |
| GIS Specialist/Locator II (0) | 25.84 * |
| Administrative Assistant (1) | 20.00 |

WWTP and Collections

| | <u>Hourly Pay</u> | <u>Annual Maximum</u> |
|--|-------------------|-----------------------|
| Superintendent | Exempt | 63,078.10 |
| Infrastructure Systems Coordinator (1) | 21.75 | |
| Plant Foreman (1) | 31.63 * | |
| Plant Operator III (3) | 30.15 * | |
| Plant Operator II (2) | 28.71 * | |
| Plant Operator I (1) | 27.27 * | |
| Junior Operator II (0) | 25.84 * | |
| Junior Operator I (1) | 24.39 * | |
| Apprentice Operator VI (0) | 22.95 * | |
| Apprentice Operator V (1) | 21.52 * | |
| Apprentice Operator IV (0) | 20.08 * | |
| Apprentice Operator III (0) | 18.64 * | |
| Pipefitter Foreman (0) | 30.57 * | |
| Senior Pipefitter (1) | 29.12 * | |
| Pipefitter II (3) | 27.73 * | |
| Pipefitter I (2) | 26.35 * | |
| Junior Pipefitter II (0) | 24.96 * | |
| Junior Pipefitter I (0) | 23.57 * | |
| Apprentice Pipefitter III (0) | 22.19 * | |
| Apprentice Pipefitter II (0) | 20.80 * | |
| Apprentice Pipefitter I (2) | 19.41 * | |
| Apprentice Entry (0) | 18.03 * | |
| Operations Assistant (0) | 15.26 * | |

Storm Water Utility

| | <u>Hourly Pay</u> | <u>Annual Maximum</u> |
|-------------------------|-------------------|-----------------------|
| Storm Water Coordinator | 31.28 | |
| Engineer** | | 32,687.50 |

The employees of the Electric, Water, and Sewer departments enrolled in the Apprentice Program as designed by the Department of Labor acknowledge that it is an 8,000-hour program. An employee shall work a minimum of one year prior to entering into the program.

Employees with an * by their hourly salary qualify for stand-by pay of \$1,000.00 per year. Employees on stand-by watch duty shall leave word at his or her home and with the department supervisor where the employee may be reached. Failure to do so will result in loss of stand-by pay. The Board of Works on any of the positions may establish stand-by pay; however, there shall be no more than 14 in the Electric Department; 10 in the Water Department; and 10 in WWTP and Collections.

Section III

Full-time Civilian employees of the City of Greenfield (whether tax or non-tax units) shall work a standard 35-hour workweek. 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 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 \$15.00 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 \$25.00 per day and mileage, as set by Federal Government, will be paid to its employees or officers who must attend approved conferences. Receipts shall be requested 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 14 day of October, 20165 A motion to consider on first reading on the day of introduction was offered and sustained by a vote of 4 in favor and 3 opposed pursuant to I.C. 36-5-2-9.8. On the 28 day of October, 20165 a motion to approve the above on second reading was offered and sustained by a vote of 4 in favor and 3 opposed pursuant to I.C. 36-5-2-9.8.

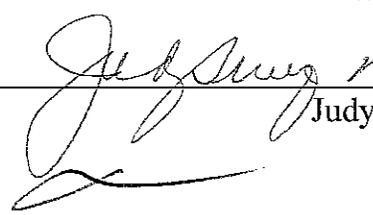
Duly ordained and passed this 28 day of October, 20165 by the Common Council of the City of Greenfield, Indiana, having been passed by a vote of 4 in favor and 3 opposed.

COMMON COUNCIL OF THE CITY OF GREENFIELD, INDIANA

Voting Affirmative:

Voting Opposed:

Judy Swift


Judy Swift

John Patton

John Patton

Jason Horning

Jason Horning

Mitchell Pendlum


Mitchell Pendlum

Gregory W. Carwein

Gregory W. Carwein

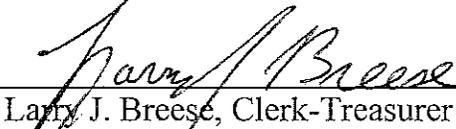
Gray McDaniel

Gray McDaniel

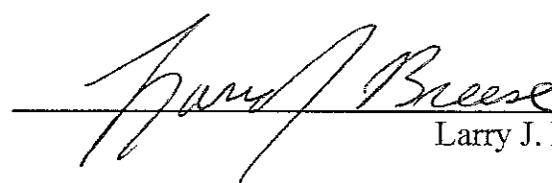
Kerry Grass

Kerry Grass

ATTEST:


Larry J. Breese, Clerk-Treasurer

Presented by me to the Mayor this 28 day of October, 2015


Larry J. Breese, Clerk-Treasurer

Approved by me this 28 day of October, 2015


Charles Fewell, Mayor
City of Greenfield, Indiana