

Ordinance 2023/41 - Amending Ordinance No. 2023-31 - Salary Ordinance for Fiscal Year 2024

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 23, 2023, 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 2024:

<u>Mayor's Office</u>			<u>Hourly Pay</u>	<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
Mayor	Exempt			3,637.21	94,567.46
Operational Assistant to the Mayor	up to		30.52	2,136.13	55,539.40
Building Maintenance	up to		26.10	1,826.92	47,500.00

<u>Clerk-Treasurer's Office</u>			<u>Hourly Pay</u>	<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
Clerk-Treasurer	Exempt	up to		3,433.19	89,262.94
Chief Deputy Clerk-Treasurer	Exempt	up to		2,603.53	67,691.82
Deputy Clerk-Treasurer (1)	up to		34.07	2,385.06	62,011.60
Deputy Clerk-Treasurer (1)	up to		31.60	2,212.16	57,516.20
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 Pay</u>
Councilman (7 @7500.00)	Exempt	up to		52,500.00
Board of Works Members (4 @ 7500.00)	Exempt	up to		30,000.00
Part time Position/summer hiring season		up to	20.00	5,000.00

<u>Human Resources</u>				<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
HR Director	Exempt	up to		3,515.38	91,400.00

<u>Animal Management</u>			<u>Hourly Pay</u>	<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
Superintendent	Exempt	up to		2,986.18	77,640.56
Office Manager (1)	up to		24.78	1,734.25	45,090.60
* Control Officer (2)	up to		27.28	1,909.92	49,657.80
* Shelter Manager (1)	up to		26.74	1,871.45	48,657.80
* Shelter Assistant (5)	up to		24.94	1,745.45	45,381.80

<u>Engineering Department</u>			<u>Hourly Pay</u>	<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
Engineer**	Exempt	up to		1,903.85	49,499.98
GIS Coordinator	up to		33.99	2,379.04	61,855.00
Public Works Inspector	up to		32.86	2,300.38	59,810.00
Administrative Assistant	up to		28.01	1,960.42	50,971.00

** Denotes Split Funding

<u>Planning/Zoning Department</u>			<u>Hourly Pay</u>	<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
Planning Director	Exempt	up to		3,373.07	87,699.88
Senior Planner	up to		36.57	2,559.88	66,557.00
Building Commissioner	up to		39.05	2,733.82	71,079.40
Building Inspector (2)	up to		31.30	2,191.07	56,967.80
Associate Planner	up to		31.35	2,194.45	57,055.80

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Building Inspector/Permit Tech	up to	27.74	1,941.69	50,484.00
◇ Planning Commission Members - 9	◇ Zoning Appeal Members - 5			17,775.00
◇ Members shall be paid \$75.00 per meeting attended.				

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<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		3,399.68	88,391.70
IT Tech III		up to	39.49	2,764.03	71,864.80
IT Tech II		up to	35.84	2,508.53	65,221.80
IT Tech I		up to	33.48	2,343.33	60,926.60
<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	22.75	1,592.31	41,400.00
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		3,512.37	91,321.54
Deputy Chief (1)	Exempt	up to		3,377.28	87,809.18
Captain (2)	Exempt	up to		3,242.19	84,296.81
* Lieutenants (7)		up to~~	37.99	3,039.55	79,028.26
* Sergeants (5)		up to~~	35.46	2,836.91	73,759.71
* Detective (6)		up to~~	34.25	2,740.28	71,247.34
* Patrolman- Senior – 3 rd year (19)		up to~~	33.77	2,701.82	70,247.34
Patrolman - 1 st Class – 2 nd year (2)		up to~~	32.93	2,634.46	68,495.98
Patrolman – 2 nd Class - 1 st year (1)		up to~~	32.07	2,565.66	66,707.18
Patrolman - Probationary (0)		up to~~	30.68	2,454.46	63,815.98
Evidence Custodian (1)		up to	34.07	2,384.63	62,000.40
Intel Analyst (0)		up to	27.74	1,941.53	50,479.80
Administrative Assistant (1)		up to	28.47	1,992.62	51,808.00
Records Clerk (1)		up to	27.80	1,945.77	50,590.00
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 44 police officers (including Chief) on the Police Force of the City of Greenfield for the year of 2024. 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 firefighters and police officers will receive an annual longevity bonus 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 \$5000 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 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 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.

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<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	3,053.42	79,388.80
Assistant Director		up to	32.97	59,996.40
Director of Sr. Center		up to	30.67	55,810.40
* Parks Maintenance Operation Manager		up to	33.85	61,598.80
Maintenance Repair Technician		up to	24.78	45,090.60
* Facilities Foreman		up to	24.78	45,090.60
Landscape/Groundskeeper Foreman		up to	24.78	45,090.60
Administrative Assistant		up to	27.26	49,604.20
Customer Service		up to	25.96	47,238.20
Program/Events Specialist		up to	24.78	45,090.60
Pre-School Director - Part-time		up to	22.00	
Park Part-time – max funding				198,935.00
Pool Labor – max funding				124,000.00
Non-reverting – max funding				190,000.00
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	3,121.95	81,170.72
* Assistant Commissioner		up to	36.40	66,254.20
* Street Maintenance Foreman		up to	34.80	63,342.20
* Street Operations Foreman		up to	34.80	63,342.20
* Master Road Builder (2)		up to	31.40	57,154.20
* Road Builder II (3)		up to	29.81	54,260.40
* Road Builder I (2)		up to	28.22	51,366.60
* Apprentice Road Builder II (1)		up to	26.89	48,948.00
* Apprentice Road Builder I (1)		up to	25.38	46,199.80
* Probationary Road Builder (0)		up to	21.13	38,451.60
Administrative Assistant		up to	27.53	50,097.60

<u>Cemetery</u>		<u>Hourly Pay</u>	<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
* Cemetery Foreman		up to	34.80	63,342.20
* Cemetery Truck Driver (2)		up to	28.22	51,366.60

<u>Garage Department</u>		<u>Hourly Pay</u>	<u>Bi-weekly Pay</u>	<u>Yearly Pay</u>
Garage Foreman		up to	34.81	63,349.20
Garage Auto Tech II (1)		up to	28.22	51,353.40
Garage Auto Tech I (0)		up to	24.83	45,183.60
Administrative Assistant (1)		up to	26.41	48,059.20

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 \$15.80.

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.

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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 23, 2023, 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 2024 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 2024:

<u>Customer Service Department (Utility Billing)</u>		<u>Hourly</u>	<u>Bi-weekly</u>	<u>Yearly</u>
		<u>Pay</u>	<u>Pay</u>	<u>Pay</u>
Utility Coordinator	Exempt	up to	3,515.38	91,400.00
Supervisor of Customer Service & Billing	up to	38.46	2,692.31	70,000.00
Financial Specialist	up to	37.90	2,653.16	68,982.20
Accounts & Billing Supervisor	up to	29.34	2,053.53	53,391.80
Customer Service Supervisor	up to	28.82	2,017.13	52,445.40
Customer Service Representative III	up to	27.75	1,942.23	50,498.00
Customer Service Representative II	up to	26.95	1,886.23	49,042.00
Customer Service Representative I	up to	26.16	1,830.93	47,604.20
CSR Float	up to	25.07	1,754.63	45,620.40
* Foreman – Meter Department (1)	up to	34.92	2,444.13	63,547.40
* Meter Technician III (1)	up to	31.42	2,199.13	57,177.40
Meter Technician (1)	up to	28.86	2,019.93	52,518.20
Assistant Engineer	Exempt	up to	2,769.23	72,000.00

<u>Electric Department</u>		<u>Hourly</u>	<u>Bi-weekly</u>	<u>Yearly</u>
		<u>Pay</u>	<u>Pay</u>	<u>Pay</u>
Electric Utility Manager	Exempt	up to	3,792.69	98,609.96
Engineering Services Manager	Exempt	up to	3,911.53	101,699.80
* Operations Supervisor (1)	up to	44.04	3,082.53	80,145.80
* Technical Services Supervisor (1)	up to~~	42.86	3,428.43	89,139.20
* T & D Field Services Supervisor (1)	up to~~	43.85	3,508.31	91,216.00
* Distribution Engineer (1)	up to	40.25	2,817.23	73,248.00
* Business Services Coordinator (1)	up to	39.59	2,771.03	72,046.80
* Reliability Coordinator (1)	up to	38.68	2,707.33	70,390.60
* Journeyman Line Worker (7)	up to~~	41.86	3,348.43	87,059.20
* Line Worker Class IV (1)	up to~~	39.99	3,198.83	83,169.60
* Line Worker Class III (2)	up to~~	38.11	3,048.43	79,259.20
* Line Worker Class II (0)	up to~~	36.23	2,898.03	75,348.80
* Line Worker Class I (0)	up to~~	34.36	2,748.43	71,459.20
* Mapping/Records Admin. (1)	up to	33.99	2,379.03	61,854.80
* Apprentice Line Worker Class IV (0)	up to~~	32.85	2,627.63	68,318.40
* Apprentice Line Worker Class III (1)	up to~~	31.35	2,507.63	65,198.40
* Apprentice Line Worker Class II (0)	up to~~	29.85	2,387.63	62,078.40
* Apprentice Line Worker Class I (0)	up to~~	28.35	2,267.63	58,958.40
* Lineman Groundsman (0)	up to~~	21.34	1,707.20	44,387.20
Administrative Assistant (1)	up to	28.01	1,960.43	50,971.20
Crew Leader Stipend (3)		up to		6,240.00
~~ 80 hours bi-weekly				

<u>Water Department</u>			<u>Hourly</u>	<u>Bi-weekly</u>	<u>Yearly</u>
			<u>Pay</u>	<u>Pay</u>	<u>Pay</u>
Water Utility Manager	Exempt	up to		3,352.42	87,162.96
* Assistant Water Utility Manager (1)		up to	38.50	2,694.73	70,063.00
* Control Technician (1)		up to	39.47	2,762.81	71,833.00
* Sr. Plant Operator (1)		up to	36.92	2,584.13	67,187.40
* Lead Water Plant Operator (1)		up to	35.40	2,477.73	64,421.00
* Plant Operator (2)		up to	33.87	2,370.63	61,636.40
* Plant Operator A (1)		up to	32.36	2,264.93	58,888.20
* Plant Operator B (0)		up to	30.81	2,156.43	56,067.20
* Plant Operator C (0)		up to	29.29	2,050.03	53,300.80
* Plant Operator D (0)		up to	27.78	1,944.33	50,552.60
* Plant Operator E (0)		up to	26.24	1,836.53	47,749.80
* Plant Operator F (0)		up to	24.07	1,684.63	43,800.40
* Water Distribution Supervisor (1)		up to	38.50	2,694.73	70,063.00
* Senior Distribution Operator (0)		up to	35.83	2,507.83	65,203.60
* Lead Distribution Operator (3)		up to	35.40	2,477.73	64,421.00
* Distribution Operator (5)		up to	33.87	2,370.63	61,636.40
* Distribution Operator A (2)		up to	32.36	2,264.93	58,888.20
* Distribution Operator B (0)		up to	30.81	2,156.43	56,067.20
* Distribution Operator C (0)		up to	29.29	2,050.03	53,300.80
* Distribution Operator D (0)		up to	27.78	1,944.33	50,552.60
* Distribution Operator E (0)		up to	26.24	1,836.53	47,749.80
* Distribution Operator F (0)		up to	24.07	1,684.63	43,800.40
* Operations Assistant (0)		up to	21.13	1,478.83	38,449.60
* GIS Specialist (1)		up to	33.87	2,370.63	61,636.40
* Cross Connection Prevention Specialist (0)		up to	32.36	2,264.93	58,888.20
Water Infrastructure Coordinator (1)		up to	28.01	1,960.43	50,971.20

<u>WWTP and Collections</u>			<u>Hourly</u>	<u>Bi-weekly</u>	<u>Yearly</u>
			<u>Pay</u>	<u>Pay</u>	<u>Pay</u>
Wastewater Utility Manager	Exempt	up to		3,352.42	87,162.96
Assistant Utility Manager (1)		up to	39.50	2,764.73	71,883.00
Infrastructure Systems Coordinator (1)		up to	29.61	2,072.43	53,883.20
* Plant Foreman (1)		up to	38.50	2,694.73	70,063.00
* Facilities Maintenance (1)		up to	36.94	2,585.53	67,223.80
* Plant Operator III (1)		up to	36.92	2,584.13	67,187.40
* Plant Operator II (4)		up to	35.40	2,477.73	64,421.00
* Plant Operator I (3)		up to	33.87	2,370.63	61,636.40
* Junior Operator II (0)		up to	32.37	2,265.63	58,906.40
* Junior Operator I (0)		up to	30.82	2,157.13	56,085.40
* Apprentice Operator VI (0)		up to	29.30	2,050.73	53,319.00
* Apprentice Operator V (0)		up to	27.79	1,945.03	50,570.80
* Apprentice Operator IV (0)		up to	26.25	1,837.23	47,768.00
* Apprentice Operator III (0)		up to	24.72	1,730.13	44,983.40
* Pipefitter Foreman (1)		up to	38.50	2,694.73	70,063.00
* Senior Pipefitter (3)		up to	35.83	2,507.83	65,203.60
* Pipefitter II (1)		up to	34.36	2,404.93	62,528.20
* Pipefitter I (1)		up to	32.89	2,302.03	59,852.80
* Junior Pipefitter II (2)		up to	31.42	2,199.13	57,177.40
* Junior Pipefitter I (0)		up to	29.95	2,096.23	54,502.00
* Apprentice Pipefitter III (0)		up to	28.49	1,994.03	51,844.80
* Apprentice Pipefitter II (0)		up to	27.00	1,889.73	49,133.00
* Apprentice Pipefitter I (0)		up to	25.53	1,786.83	46,457.60
* Apprentice Entry (0)		up to	24.07	1,684.63	43,800.40
* Operations Assistant (0)		up to	21.13	1,478.83	38,449.60

<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	40.41	2,829.02	73,554.40
Engineer**	Exempt	up to	1,903.85	49,499.98

** 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 \$15.80.

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, \$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 22nd day of November 2023 . 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 13th day of December, 2023, 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 13th day of December, 2023 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

John Jester

John Jester

Jeff Lowder

Jeff Lowder

Anthony Scott

Anthony Scott

Mitch Pendlum

Mitch Pendlum

George Plisinski

George Plisinsk

Dan Riley

Dan Riley

ATTEST:

Lori Elmore, Clerk-Treasurer

Presented by me to the Mayor this 13th day of December, 2023.

Lori Elmore, Clerk-Treasurer

Approved by me this 13th day of December, 2023.

Chuck Fewell, Mayor
City of Greenfield, Indiana