ORDINANCE NUMBER 12-29

2013 Salary Ordinance

AN ORDINANCE OF THE CITY OF WESTFIELD CONCERNING SALARIES, WAGES, BENEFITS, STIPENDS AND OTHER COMPENSATION FOR THE 2013 CALENDAR YEAR

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF WESTFIELD:

Section 1

The salaries, hourly wages, stipends, and other compensation for employees of the City of Westfield are described on **Attachment A** or described in this ordinance.

Section 2

Additional comments regarding city attorney compensation.

Attorney for the City:
Compensation per **Attachment A** plus additional compensation for extraordinary duties assigned by the City Council during the year.

Attorney for the Plan Commission and Board of Zoning Appeals
Compensation per **Attachment A** plus additional compensation for extraordinary duties recommended by the Plan Commission and Board of Zoning Appeals and authorized by the City Council.

Section 3.

The employee contribution to the Public Employee's Retirement Fund (PERF) will be paid for the employees by the City of Westfield.

Section 4.

The retirement contributions and other benefit programs offered by the City of Westfield on behalf of the employees are described on **Attachment B**.

ADOPTED AND PASSED THIS_____DAY OF _____, 2012, BY THE WESTFIELD CITY COUNCIL, HAMILTON COUNTY, INDIANA.

WESTFIELD CITY COUNCIL

Voting For	**Voting Against**	**Abstain**
_____	_____	_____
Jim Ake	Jim Ake	Jim Ake
_____	_____	_____
John Dippel	John Dippel	John Dippel
_____	_____	_____
Steven Hoover	Steven Hoover	Steven Hoover
_____	_____	_____
Robert L. Horkay	Robert L. Horkay	Robert L. Horkay
_____	_____	_____
Robert J. Smith	Robert J. Smith	Robert J. Smith
_____	_____	_____
Cindy L. Spoljaric	Cindy L. Spoljaric	Cindy L. Spoljaric
_____	_____	_____
Robert W. Stokes	Robert W. Stokes	Robert W. Stokes

ATTEST:

_____

Cindy Gossard, Clerk Treasurer

I hereby certify that ORDINANCE 12-29 was delivered to the Mayor of Westfield

on the _____ day of _____, 2012, at _____ ____ m.

_____
Cindy Gossard, Clerk-Treasurer

I hereby APPROVE ORDINANCE 12-29

this _____ day of _____,
2012.

_____
J. Andrew Cook, Mayor

I hereby VETO ORDINANCE 12-29

this _____ day of _____,
2012.

_____
J. Andrew Cook, Mayor

2013 Salary Ordinance
Attachment A

	Annual Base Amount for Salary Ordinance	Paid Annual Hours	Hourly Base Amount for Salary Ordinance
Salaried Department Heads			
Economic and Community Development Director	$115,000 - $150,000	2080	
Director of Informatics	$79,248 - $95,000	2080	
Enterprise Development Director	$83,926. - $98,000	2080	
Fire Chief	$87,926-$98,800	2080	
Parks Director	$73,200 - $88,000	2080	
Police Chief	$80,000 - $95,000	2080	
Public Works Director	$81,619 - $98,000	2080	
Mayor			
Mayor's Chief of Staff	99,000-115,000	2080	
General Administration			
Project Analyst		2080	$16.47 - $25.55
Project Manager		2080	$25.55 - $33.65
Financial Strategist		2080	$29.85 - $41.21
Administration		2080	$14.49 - $22.06
HR Manager		2080	$24.33 - $32.28
Director of Communications		2080	$24.33 - $29.28
Communications Specialist		2080	$19.07 - $25.55
Executive Assistant		2080	$22.06 - $26.82
Administrative Director WYAP		2080	$13.53 - $18.51
Clerk - Treasurer			
Chief Deputy		1950	$21.08 - $26.53
Financial Analyst		1950	$21.31 - $26.53
Payroll Clerk		1950	$17.99 - $26.53
Records Management		1950	$18.47 - $26.53
Accounting Specialist		2080	$16.47 - $26.53
Economic and Community Development			
Assistant Director	$54,996 - $79,997	2080	
Senior Planner		2080	$21.63 - $31.25
Associate Planner		2080	$18.27 - $24.04
Building Commissioner		2080	$19.23 - $33.65
Records Technician		2080	$13.22 - $24.04
Project Expediter		2080	$14.42 - $24.04
Administrative Assistant		2080	$12.02 - $18.03

	Annual Base Amount for Salary Ordinance	Paid Annual Hours	Hourly Base Amount for Salary Ordinance
Fire Department			
Deputy/Division Chief	$62,088-$89,145	2080	
Battalion Chief/Captain		2080	$22.50-$33.57
Lieutenant/Senior/3rd Class Firefighter		2080	$17.62-$25.30
2nd Class Firefighter		2080	$14.49-$19.82
Probationary Firefighter		2080	$14.22-$16.30
Paramedic		2080	$14.22-$19.82
Firefighter/Paramedic		2080	$17.29-$25.30
Aid to Fire Chief		2080	$29.85-$42.86
Administration		2080	$17.62-$25.30
Information Technology			
Assistant Director	$62,088 - $85,717	2080	$29.85 - $41.21
GIS Coordinator	$62,088 - $85,717	2080	$29.85 - $41.21
IT Support		2080	$14.49 - $32.28
Parks			
Administration		2080	$17.62 -$ 32.28
Maintenance Supervisors		2080	$17.52 - $32.28
Laborers		2080	$10.50 - $24.23
Police Department			
Assistant Chief	$75,000 - $85,000	2080	
Major	$75,000 - $83,000	2080	
Captain	$73,000 - $79,000	2080	
Lieutenant		2080	$32.00 - $36.00
Sergeant		2080	$30.00 - $33.75
Administrative Lieutenant		2080	$32.00 - $36.00
Detective Lieutenant		2080	$32.00 - $36.00
Detective		2080	$30.00 - $33.75
Criminalist		2080	$27.62 - $33.75
Patrol 1st Class		2080	$27.62 - $31.25
Patrol 2nd Class		2080	$26.50 - $30.00
Patrol 3rd Class		2080	$25.72 - $28.75
Probationary Patrol		2080	$22.60 - $26.25
School Resource Officer		2080	$25.72 - $31.25
Records Manager/System Administrator/Tech Support		1950	$19.48 - $26.67
Records Assistant		1950	$17.85 - $22.67
Project Coordinator		1950	$15.00 - $25.33
Administration/Support		1950	$17.85 - $22.67
Receptionist		1950	$15.38 - $20.00
Community Services Officer (CSO)		2080	$16.83 - $21.25
Police/Fire Department			
Executive Director (Public Safety Training Center)	$80,000 - $95,000	2080	

Public Works	Annual Base Amount for Salary Ordinance	Paid Annual Hours	Hourly Base Amount for Salary Ordinance
PW Administration			
Project Manager	$79,248 - $95,000	2080	
Utilities Manager	$63,939 – $88,296	2080	
Office Manager		2080	$23.17 - $33.25
Administration		2080	$14.93 - $19.63
Instrucmentation and Control Division			
Instrumentation and Control Supervisor	$63,939 - $88,296	2080	
Instrumentation and Control Representative		2080	$18.15 – $25.06
Water Division			
Water Supervisor	$46,800 - $67,143	2080	$23.17 - $33.25
Water Plant Operators		2080	$18.15 – $25.06
Water Field Service Representative		2080	$14.93 - $19.63
Wastewater Division			
Plant Supervisor	$48,194 - $69,160	2080	
Plant/Collection Operators		2080	$18.15 – $25.06
Lift Operator		2080	$14.93 - $19.63
Street Division			
Superintendent	$48,194 - $69,160	2080	
Street Supervisor	$48,194 - $69,160	2080	
Street Foreman		2080	$18.15 – $25.06
Street Crew		2080	$18.15 – $25.07
Senior Equipment Operator		2080	$18.15 – $25.09
Sign Maintenance Technician		2080	$14.93 - $19.63
Street Laborer II		2080	$14.93 - $19.64
Street Laborer		2080	$11.69 - $16.15
G&M Crew Leader		2080	$18.15 - $25.06
G&M Laborers		2080	$11.69 - $16.15
Part-Time Street Laborer		520	$10.50
Customer Service Division			
Supervisor	$48,194 - $69,160	2080	
Billing Clerk		2080	$18.15 - $25.06
Customer Service Representative		2080	$14.93 - $19.63
Inquiries Clerk		2080	$11.69 - $16.15
Part-Time Customer Service Representative			$11.69 - $16.15
Development and Construction Division			
Supervisor	$48,194 - $69,160	2080	
Plan Reviewer		2080	$18.15 - $25.06
Senior Inspector		2080	$23.17 -$33.25
Inspector		2080	$18.15 - $25.06
Engineering Division			
Engineer	$63,939 - $88,296	2080	
Engineer Technician		2080	$23.17 - $33.25
Part-Time Engineering Tech		520	$10.50
GIS Divsion			
GIS Coordinator	$62,088 - $85,717	2080	$30.74 - $42.45

	Annual Base Amount for Salary Ordinance	Paid Annual Hours	Hourly Base Amount for Salary Ordinance
Other			
Interns	Up to $10,000 annually		
Attorney (Plan Comm & BZA)	Up to $40,000		
City Attorney	Up to $40,000		
Director of Operations	$10,000 - $20,000		
Advisory Plan Commisssion	$300 per quarter		
City Board of Public Works	$262.50 per quarter		
Fire Merit Board Commission	$200 per quarter		
City Department Stipends	$250 - $5,000 Per year		
City of Westfield Longevity	Schedule 1 Attached		

ATTACHMENT B

Benefit Summaries
2013
Civilian Personnel
(Administration, Police Admin, Clerical, Fire Admin, Community/Economic Development, Informatics, Parks and Westfield Public Works)

INSURANCE

HEALTH, LIFE, DENTAL, VISION, WORKERS COMPENSATION – As available for all employees

SOCIAL SECURITY / MEDICARE CONTRIBUTIONS –As provided for all employees

EMPLOYEE ASSISTANCE PROGRAM - As provided for all employees

RETIREMENT

Civilian PERF – 10.5% (2013) of the employee's salary is contributed by the City for the PERF program (Public Employees Retirement Fund).

1. 3% of the employee's salary is contributed on behalf of the employee (employee's contribution) and identified in a private PERF account for the employee. This money is available to the employee if they would resign from the City. Once the employee begins to draw a retirement check from PERF this fund may be used to supplement that monthly retirement or received in full at retirement.

2. 7.5% of the employee's salary is contributed for the employee (City's contribution) and is added to the general state retirement fund that supports all state employees through the PERF retirement program.

457 Plan (Supplemental Retirement Plan)
The City of Westfield offers one supplemental 457 retirement plan to all employees. Employees may contribute (pre tax) a maximum amount authorized by law into the plan.

City Matching Contribution
To encourage employee participation in the 457 plans, the City makes a matching contribution of $.667 for each $1.00 contributed up to 6% of base pay for all civilian employees. This matching contribution is made in July and January of each year.

HOLIDAY PAY SCHEDULE

As approved by the City Council. Pay for actual days approved by Council coordinated with approval with supervision.

Professional Police Personnel

INSURANCE

HEALTH, LIFE, DENTAL, VISION, WORKERS COMPENSATION– As available for all employees

SOCIAL SECURITY / MEDICARE CONTRIBUTIONS – As provided for all employees

EMPLOYEE ASSITANCE PROGRAM – As provided for all employees

RETIREMENT

Police PERF

Professional Police personnel are covered by a state sponsored retirement plan that is referred to as the "1977 Police and Fire PERF program". This program began in 2000 for the Westfield Fire Department and began January 1, 2008 for Professional Police Officers.

1. 19.7% of the "Patrolman 1st Class" base salary plus 20 years longevity pay is contributed by the City to the POLICE AND FIRE PERF plan.

2. 6% based on 1. above is deducted from each fire and police personnel's bi-weekly pay to make an additional contribution to this plan.

Supplemental Retirement Plan

To supplement retirement (because certain police officers are not in the Police and Fire PERF Plan), the City contributes 13% of the officer's base pay into the 457 plan. This is done in July and January of each year.

457 Supplemental Retirement Plan

Professional police officers can contribute additional (pretax) funds into their 457 plan to further supplement their retirement if they so desire.

City Matching Contribution

There is no matching program for this category of Professional police personnel.

HOLIDAY PAY SCHEDULE -

Police officers are permitted to "select" their "Holidays" as additional Floating Holidays scheduled with their supervisor. The number of holidays approved by the council is the same number of holidays offered to police officers.

Professional Fire Personnel

INSURANCE

HEALTH, LIFE, DENTAL, VISION, WORKERS COMPENSATION – As available for all employees

SOCIAL SECURITY / MEDICARE CONTRIBUTIONS – As provided for all employees

EMPLOYEE ASSISTANCE PROGRAM – As provided for all employees

RETIREMENT

Civilian PERF – 10.5% (2013) is contributed by the City for the PERF program (Public Employees Retirement Fund)

1. 3% is contributed on behalf of the employee (employee's contribution) and identified in a private PERF account for the employee. This money is available to the employee if they would resign from the City. Once the employee begins to draw a retirement check from PERF this fund may be used to supplement that monthly retirement or received in full at retirement.

2. 7.5% is contributed for the employee (City's contribution) and is intended to fund the retirement program for all state employees through the PERF program.

Fire PERF
Professional Fire personnel are covered by a state sponsored retirement plan that is referred to as the "1977 Police and Fire PERF program". This program began in 2000 for the Westfield Fire Department and began January 1, 2008 for Professional Police Officers.

1. 19.7% of the "Senior Fire Fighter" base salary plus 20 years longevity pay is contributed by the City to the POLICE AND FIRE PERF program.

2. 6% based on 1. above is deducted from each fire and police personnel's bi-weekly pay to make an additional contribution to this plan.

Supplemental Retirement Plan
To supplement retirement (because certain fire personnel are not in the Police and Fire PERF Plan the City contributes 13% of the fire personnel's base pay into the 457 plan. This is done in July and January of each year. This plan began on January 1, 2009, and represents a continuing supplemental retirement program for certain fire personnel.

457 Supplemental Retirement Plan

Certain Professional fire officers can contribute additional (pre tax) funds into their 457 plan of choice to further supplement their retirement if they so desire.

City Matching Contribution

There is no matching program for Professional fire personnel.

HOLIDAY PAY SCHEDULE

Fire personnel are permitted to “select” their Holidays as additional Floating Holidays scheduled with their supervisor. The number of holidays approved by the council for professional fire personnel is four (4).

Schedule 1

City of Westfield Longevity Schedule

Hire Year	Longevity Pay Begins January of this Year	Years Longevity in 2012	Per Hour based on 2080 Hours	Per Hour based on 1950 Hours		Approximately
2012	2013	0	$0.00	$0.00	Years 1-10	$200/Year
2011	2012	1	$0.10	$0.10	Years 11-25	$250/Year
2010	2011	2	$0.19	$0.21		
2009	2010	3	$0.29	$0.31		
2008	2009	4	$0.38	$0.41		
2007	2008	5	$0.48	$0.51		
2006	2007	6	$0.58	$0.62		
2005	2006	7	$0.67	$0.72		
2004	2005	8	$0.77	$0.82		
2003	2004	9	$0.87	$0.92		
2002	2003	10	$0.96	$1.03		
2001	2002	11	$1.08	$1.15		
2000	2001	12	$1.20	$1.28		
1999	2000	13	$1.32	$1.41		
1998	1999	14	$1.44	$1.54		
1997	1998	15	$1.56	$1.67		
1996	1997	16	$1.68	$1.79		
1995	1996	17	$1.80	$1.92		
1994	1995	18	$1.92	$2.05		
1993	1994	19	$2.04	$2.18		
1992	1993	20	$2.16	$2.31		
1991	1992	21	$2.28	$2.44		
1990	1991	22	$2.40	$2.56		
1989	1990	23	$2.52	$2.69		
1988	1989	24	$2.64	$2.82		
1987 and Previous	1988	25	$2.76	$2.95		

The following positions do not receive longevity pay: Mayor, Deputy Mayor, Clerk-Treasurer