ORDINANCE NUMBER 15-31

2016 Salary Ordinance

AN ORDINANCE OF THE CITY OF WESTFIELD CONCERNING SALARIES, WAGES, BENEFITS, STIPENDS AND OTHER COMPENSATION FOR THE 2016 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 _____, 2015, BY THE WESTFIELD CITY COUNCIL, HAMILTON COUNTY, INDIANA.

WESTFIELD CITY COUNCIL

Voting For	**Voting Against**	**Abstain**
_____	_____	_____
Jim Ake	Jim Ake	Jim Ake
_____	_____	_____
Steven Hoover	Steven Hoover	Steven Hoover
_____	_____	_____
Robert L. Horkay	Robert L. Horkay	Robert L. Horkay
_____	_____	_____
Charles Lehman	Charles Lehman	Charles Lehman
_____	_____	_____
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 15-31 was delivered to the Mayor of Westfield

on the _____ day of _____, 2015, at _____ ____ m.

_____
Cindy Gossard, Clerk-Treasurer

I hereby APPROVE ORDINANCE 15-31

this _____ day of _____, 2015.

_____
J. Andrew Cook, Mayor

I hereby VETO ORDINANCE 15-31

this _____ day of _____, 2015.

_____
J. Andrew Cook, Mayor

Schedule 1
Longevity

Hire Year	Years Longevity in 2016	Longevity Pay in 2016	2080 Per Hour based on 2080 Hours	1950 Per Hour based on 1950 Hours
2015	0	$0.00	$0.00	$0.00
2014	1	$200.00	$0.10	$0.10
2013	2	$400.00	$0.19	$0.21
2012	3	$600.00	$0.29	$0.31
2011	4	$800.00	$0.38	$0.41
2010	5	$1,000.00	$0.48	$0.51
2009	6	$1,200.00	$0.58	$0.62
2008	7	$1,400.00	$0.67	$0.72
2007	8	$1,600.00	$0.77	$0.82
2006	9	$1,800.00	$0.87	$0.92
2005	10	$2,000.00	$0.96	$1.03
2004	11	$2,250.00	$1.08	$1.15
2003	12	$2,500.00	$1.20	$1.28
2002	13	$2,750.00	$1.32	$1.41
2001	14	$3,000.00	$1.44	$1.54
2000	15	$3,250.00	$1.56	$1.67
1999	16	$3,500.00	$1.68	$1.79
1998	17	$3,750.00	$1.80	$1.92
1997	18	$4,000.00	$1.92	$2.05
1996	19	$4,250.00	$2.04	$2.18
1995	20	$4,500.00	$2.16	$2.31
1994	21	$4,750.00	$2.28	$2.44
1993	22	$5,000.00	$2.40	$2.56
1992	23	$5,250.00	$2.52	$2.69
1991	24	$5,500.00	$2.64	$2.82
1990 and Previous	25	$5,750.00	$2.76	$2.95

	Approximately
Years 1-10	$200/Year
Years 11-25	$250/Year

The following positions do not receive longevity pay: Mayor, Chief of Staff, Clerk-Treasurer

Title	Annual Amount - Exempt Employees	Paid Annual Hours	Hourly Amount - Non-Exempt Employees
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	$80,000 - $98,800	2080	
Parks Director	$73,200 - $88,000	2080	
Police Chief	$80,000 - $98,800	2080	
Public Works Director	$81,619 - $98,000	2080	
Mayor's Chief of Staff (Stipend/Full Salary Range)	$20,000-$50,000 / $99,000-$120,000	2080	
Grand Park Director	$81,619 - $98,000	2080	
Director of Communications	$50,600 - $70,000	2080	
General Administration			
Project Analyst		2080	$16.47 - $25.55
Project Manager		2080	$25.55 - $33.65
Financial Strategist		2080	$29.85 - $41.21
Administrative Assistant		2080	$14.49 - $22.06
YAP Caseworker		2080	$13.53 - $19.63
Communications			
Communications Specialist		2080	$19.07 - $25.55
Marketing Manager		1300	$19.23 - $32.00
Hospitality Coordinator		2080	$16.83 - $21.63
Human Resources			
HR Manager	$50,600 - $78,000	2080	
HR Generalist		2080	$16.83 - $21.63
Customer Service			
Manager		2080	$23.17 - $33.25
Billing Clerk		2080	$18.15 - $25.06
Customer Service Representative 1		2080	$14.93 - $19.63
Customer Service Representative 2		2080	$16.83 - $21.63
Executive Assistant		1950	$14.42 - $26.82
Clerk Treasurer			
Chief Deputy		1950	$21.08 - $45.00
Financial Analyst		1950	$21.31 - $45.00
Payroll Specialist		1950	$17.99 - $35.00
Records Management		1950	$18.47 - $30.00
Accounting Specialist		1950	$16.47 - $35.00
Economic and Community Development/Building			
Assistant Director	$54,996 - $85,000	2080	
Senior Planner	$50,440 - $79,900	2080	
Associate Planner		2080	$18.27 - $24.04
Building Commissioner	$50,440 - $70,000	2080	
Building Inspector		2080	$13.22 - $24.04
Administrative Assistant		2080	$12.02 - $18.03
Part-Time Administrative Assistant		1300	$12.02 - $18.03
Project Expediter		2080	$14.42 - $24.04

Intern (Seasonal)		1040	$10.00 - $20.00
Fire Department			
Deputy/Division Chief	$62,088-$89,145	2080	
Battalion Chief/Captain		2756	$22.50 - $33.57
Lieutenant/Senior/3rd Class Firefighter		2756	$17.62 - $25.30
2nd Class Firefighter		2756	$14.49 - $19.82
Probationary Firefighter		2756	$14.22 - $16.30
Paramedic		3316	$14.22 - $19.82
Firefighter/Paramedic		2756	$17.29 - $25.30
Aide to Fire Chief		NA	$29.85 - $42.86
Administration		1950	$17.62 - $25.30
Information Technology			
Assistant Director	$62,088 - $85,717	2080	
GIS Coordinator	$62,088 - $85,717	2080	
Sr. Systems Analyst		2080	$29.85 - $41.21
Systems Analyst		2080	$14.49 - $32.28
Project Manager		2080	$27.00 - $34.00
Parks			
Administrative Assistant		2080	$14.93 - $19.63
Program Coordinator		2080	$18.15 - $25.07
Community Event Manager		2080	$18.15 - $25.07
Community Outreach Manager		2080	$18.15 - $25.07
Police Department			
Assistant Chief	$75,000 - $93,000	2080	
Major	$75,000 - $87,000	2080	
Captain	$73,000 - $85,000	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
Civilian Criminalist		2080	$16.83 - $21.63
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 - $25.00
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 - $23.00
Police/Fire Department			
Executive Director (Public Safety Training Center)	$80,000 - $95,000	2080	

Public Works

PW Administration			
Assistant Director	$65,000 - $85,000	2080	
Administrative Manager		2080	$23.17 - $33.25
PW Administrator		2080	$14.93 - $26.44
Inspection			
Supervisor	$50,440 - $69,160	2080	
Senior Inspector		2080	$23.17 -$33.25
Inspector		2080	$18.15 - $25.06
Stormwater Coordinator		2080	$18.15 - $25.06
Erosion/Encroachment Inspector		2080	$18.15 - $25.06
City Maintenance			
Superintendent	$50,440 - $69,160	2080	
Parks Maintenance Supervisor		2080	$23.17 - $33.25
Facility Coordinator		1664	$14.49 - $32.00
Facility Assistant		2080	$18.15 - $30.00
Safety and Fleet Manager		2080	$21.63 - $26.44
Street Foreman		2080	$18.15 – $25.06
Maintenance Foreman		2080	$18.15 - $25.06
Maintenance Crew Leader		2080	$18.15 - $25.06
Facility Manager		2080	$18.15 – $25.06
Equipment Operator/Mechanic		2080	$18.15 – $25.06
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 Laborers		2080	$11.69 - $19.64
Temporary Laborer		Max 1000	$10.00
Project Management			
Project Management Supervisor	$72,000 - $85,000	2080	
Sr. Project Manager	$55,000 - $75,000	2080	
Project Engineer		2080	$23.17 - $33.25
Plan Reviewer		2080	$18.15 - $25.06
Intern		Max 1000	$10.00 - $14.00
Grand Park			
Project Foreman		2080	$18.15 - $25.06
Grand Park Operations Assistant		2080	$14.93 - $19.63

Other

Interns	Up to $14,000 annually
Attorney (Plan Comm & BZA)	Up to $40,000
City Attorney	Up to $40,000
Advisory Plan Commisssion	$400 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
Discretionary Stipends	Up to $3,500 for directors and up to $2,000 per year per employee

Attachment A

Advisory Plan Commisssion	$400 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
Discretionary Stipends	Up to $3,500 for directors and up to $2,000 per year per employee

ATTACHMENT B

Benefit Summaries
2016

Civilian 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 – 14.2% (2016) of the employee's gross salary is contributed by the City for the PERF program (Public Employees Retirement Fund).

1. 3% of the employee's gross 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. 11.2% of the employee's gross 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 into a 401A account the requires vesting.

HOLIDAY PAY SCHEDULE

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

Certain 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

Certain Professional Police personnel are covered by a state sponsored retirement plan that is referred to as the "1977 Police and Fire PERF program" (1977 PERF plan). This program 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 for those in the 1977 PERF plan.

2. 6% based on 1. above is deducted from each 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 (equal in number of hours) approved by the council is the same number of holiday hours offered to police officers.

Certain 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 – 14.2% (2016) of the employee's gross salary is contributed by the City for the PERF program (Public Employees Retirement Fund).

1. 3% of the employee's gross 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. 11.2% of the employee's gross 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.

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.

1. 19.7% of the "Senior Fire Fighter" base salary plus 20 years longevity pay is contributed by the City to the 1977 POLICE AND FIRE PERF program.

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

Supplemental Retirement Plan
To supplement retirement (because certain fire personnel and paramedics 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

Professional fire personnel can contribute additional (pre tax) funds into their 457 plan 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) 24 hour days.