

ORDINANCE 15-38

AN ORDINANCE AMENDING CITY SALARIES FOR 2015

WHEREAS, The City of Westfield, ("City") is a duly formed municipal corporation within the State of Indiana, governed by its duly elected Mayor and Common Council ("Council"); and,

WHEREAS, it is the duty and the responsibility of the Council to create and administer the budget for the City as well as prepare and adopt the salary ordinance outlining the positions within the City and the salaries associated with those positions; and,

NOW, THEREFORE, BE IT ORDAINED by the Westfield City Council meeting in session as follows:

- Section 1.** That the Council after due consideration hereby adopts those positions and salaries as described by Exhibit "A", attached hereto and incorporated by reference herein.
- Section 2.** That it is the intention of this Council that the salary ranges included on Exhibit "A" shall be administered with the discretion of each Department Head but shall not operate to increase any amounts otherwise budgeted to each department.
- Section 3.** Each Department Head is hereby authorized to draft any policy and procedure necessary for the positions under their control and allocate salaries within the ranges outlined as best serves the City of Westfield.
- Section 4.** This Ordinance shall be in full force and effect in accordance with Indiana law, upon the passage of any applicable waiting periods, all as provided by the laws of the State of Indiana. All ordinances or parts thereof that are in conflict herewith are hereby ordered repealed.

ALL OF WHICH IS ORDAINED THIS ____ DAY OF _____ 2015.

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 15-38 was delivered to the Mayor of Westfield
on the _____ day of _____, 2015, at _____ m.

Cindy Gossard, Clerk-Treasurer

I hereby APPROVE ORDINANCE 15-38 I hereby VETO ORDINANCE 15-38

this _____ day of _____,
2015.

this _____ day of _____,
2015.

J. Andrew Cook, Mayor

J. Andrew Cook, Mayor

This document prepared by
Brian J. Zaiger, Esq.
KRIEG DEVAULT, LLP
(317) 238-6266

Attachment A

Title	Annual Base Amount - Exempt Employees	Paid Annual Hours	Hourly Base 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)	\$46,000 - \$120,000	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
Executive Assistant		1950	\$22.06 - \$26.82
Facility Coordinator		1164	\$14.49 - \$32.00
YAP Caseworker		2080	\$13.53 - \$19.63
Communications			
Director of Communications	\$50,600 - \$61,000	2080	
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 - \$67,500	2080	
HR Assistant		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
Part-Time Customer Service Representative or Inquiries Clerk			\$11.69 - \$16.15
Customer Service Representative 2		2080	\$16.83 - \$21.63
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 - \$79,997	2080	
Senior Planner	\$45,000 - \$79,900	2080	
Associate Planner		2080	\$18.27 - \$24.04
Building Commissioner	\$40,000 - \$70,000	2080	

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Title	Annual Base Amount - Exempt Employees	Paid Annual Hours	Hourly Base Amount - Non-Exempt Employees
Building Inspector		2080	\$13.22 - \$24.04
Administrative Assistant		2080	\$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
Aid 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	
Operations Coordinator		2080	\$14.49 - \$32.28
Sr. Systems Analyst		2080	\$29.85 - \$41.21
Systems Analyst		2080	\$14.49 - \$32.28
Creative Services Specialist		2080	\$25.55 - \$33.65
Parks			
Administration		2080	\$14.93 - \$19.63
Program Coordinator		2080	\$18.15 - \$25.07
Special Event Coordinator		2080	\$18.15 - \$25.07
Out Reach Manager		2080	\$23.17 - \$33.25
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
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 - \$22.67
Project Coordinator		1950	\$15.00 - \$25.33

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Title	Annual Base Amount - Exempt Employees	Paid Annual Hours	Hourly Base Amount - Non-Exempt Employees
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			
PW Administration			
Assistant Director	\$65,000 - \$85,000	2080	
Project Manager I		2080	\$16.83 - \$21.63
Project Manager II		2080	\$21.63 - \$26.44
Sr. Project Manager	\$55,000 - \$75,000	2080	
Project Manager Supervisor	\$79,248 - \$95,000	2080	
Safety and Fleet Manager		2080	\$21.63 - \$26.44
Office Manager		2080	\$23.17 - \$33.25
PW Administrator		2080	\$14.93 - \$19.63
Parks			
Maintenance Supervisor		2080	\$23.17 - \$33.25
Trails Foreman		2080	\$18.15 - \$25.07
Grounds & Facility Foreman		2080	\$18.15 - \$25.07
Maintenance Crew Leader		2080	\$18.15 - \$26.06
Laborers		2080	\$10.50 - \$24.23
Seasonal Laborers		320	\$10.00
Seasonal Laborers		1180	\$10.00
Inspection 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
Street Division			
Superintendent	\$48,194 - \$69,160	2080	
Street Supervisor	\$48,194 - \$69,160	2080	
Street Foreman		2080	\$18.15 - \$25.06
Facility Handyman		2080	\$18.15 - \$25.06
Street Crew		2080	\$18.15 - \$25.07
Equipment Operator/Mechanic		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
Stormwater Division			
Stormwater Coordinator		2080	\$18.15 - \$25.06
Erosion/Encroachment Inspector		2080	\$18.15 - \$25.07
Project Management			

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Title	Annual Base Amount - Exempt Employees	Paid Annual Hours	Hourly Base Amount - Non-Exempt Employees
Project Manager Supervisor	\$79,248 - \$95,000	2080	
Sr. Project Manager	\$55,000 - \$85,000	2080	
Project Engineer		2080	\$23.17 - \$33.25
Project Foreman		2080	\$18.15 - \$25.06
Project Manager I		2080	\$16.83 - \$21.63
Project Manager II		2080	\$21.63 - \$26.44
GIS Coordinator	\$62,088 - \$85,717	2080	\$30.74 - \$42.45
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 Commission	\$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		
	Up to \$3,500 for directors and up to \$2,000 per year per employee		
Discretionary Stipends			