# ORDINANCE 08-04

## AN ORDINANCE TO SUPPLEMENT AND AMEND THE 2008 SALARY ORDINANCE

**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,

**WHEREAS,** it sometimes becomes necessary to amend and/or supplement the salary ordinance as new positions are created for the efficient running of the City government; and,

**WHEREAS,** the 2008 salary ordinance was duly adopted by Ordinance 07-24.

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

**Section 1.** That due to the creation of new positions within the City, Salary Ordinance 07-24 is hereby amended to include those positions and salaries as desribed by Exhibit "A", attached hereto and incorporated by reference herein.

**Section 2.** That the Chief Administrative Officer shall incorporate the changes into the City job descriptions and salaries maintained by the City.

**Section 3.** The Chief Administrative Officer is herby authorized to draft any policies and procedures necessary for the new positions and their Department heads for the proper performance of their duties.

**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 All ordinances or parts thereof that are in conflict herewith are hereby ordered repealed.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 _____2008.**

**WESTFIELD CITY COUNCIL**

| **Voting For** | **Voting Against** | **Abstain** |
|---|---|---|
| _____ | _____ | _____ |
| John Dippel | John Dippel | John Dippel |
| _____ | _____ | _____ |
| Bob Horkay | Bob Horkay | Bob Horkay |
| _____ | _____ | _____ |
| Ken Kingshill | Ken Kingshill | Ken Kingshill |
| _____ | _____ | _____ |
| Bob Smith | Bob Smith | Bob Smith |
| _____ | _____ | _____ |
| Thomas Smith | Thomas Smith | Thomas Smith |
| _____ | _____ | _____ |
| Rob Stokes | Rob Stokes | Rob Stokes |
| _____ | _____ | _____ |
| Melody Sweat | Melody Sweat | Melody Sweat |

ATTEST:

_____

Cindy Gossard, Clerk Treasurer

I hereby certify that ORDINANCE 08-04 was delivered to the Mayor of Westfield

on the _____ day of _____, 2008, at _____ ____ m.

_____
Cindy Gossard, Clerk-Treasurer

I hereby APPROVE ORDINANCE 08-04

this _____ day of _____, 2008.

_____
J. Andrew Cook, Mayor

I hereby VETO ORDINANCE 08-04

this _____ day of _____, 2008.

_____
J. Andrew Cook, Mayor

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

# 2008 Salary Ordinance
## Attachment A

| | Annual Base Amount For Salary Ordinance | Paid Annual Hours | Hourly Amount for Salary Ordinance |
|---|---|---|---|
| **Executive Administration** | | | |
| Mayor | $92,500 | 1950 | |
| Chief Administrative Officer/ Deputy Mayor | $90,000 - $110,000 | 2080 | |
| Clerk Treasurer | $55,000 | 1950 | |
| Director of Public Works | $75,000 - $90,000 | 2080 | |
| Police Chief | $60,000 - $73,500 | 2080 | |
| Fire Chief | $60,000 - $73,500 | 2080 | |
| Planning Director | $60,000 - $78,750 | 1950 | |
| IT Director | $60,000 - $73,500 | 1950 | |
| Parks Director | $45,000 - $49,350 | 1950 | |
| Economic Development Director | $60,000 - $75,000 | 1950 | |
| | | | |
| **General Administration** | | | |
| Admin General Clerical | | 1950 | $13.53 - $18.38 |
| Admin Technical | | 1950 | $16.45 - $22.05 |
| Deputy Clerk Treasurer | | 1950 | $13.43 - $16.45 |
| | | | |
| **Information Technology** | | | |
| I.T. Technical Support | | 2080 | $16.45 - $22.05 |
| Systems/ Network Administrators | $40,000 - $55,000 | 2080 | |
| | | | |
| **Community Services** | | | |
| Planners | $33,000 - $50,000 | 1950 | |
| Office Manager | | 1950 | $16.45 - $23.00 |
| Building Inspectors | | 1950 | $16.45 - $21.00 |
| Plan Reviewers | | 1950 | $16.45 - $21.00 |
| Building Commissioner | | 1950 | $22.40 - $29.72 |
| | | | |
| **Police Department** | | | |
| Patrol Officers/ Detectives | $40,000 - $65,000 | 2080 | |
| Administrative / Clerical | | 1950 | $13.53 - $16.45 |
| Administrative/Technical | | 1950 | $16.45 - $21.00 |
| Office Manager | | 1950 | $21.00 - $27.86 |
| | | | |
| **Fire Department** | | | |
| Fire Fighter/ EMT/ EMS | $35,000 - $65,000 | 2756/2080 | |
| Administrative Clerical | | 1950 | $13.53 - $16.45 |
| | | | |
| **Public Works** | | | |
| **See Attachment C** | | | |
| | | | |
| **OTHER** | | | |
| Attorney(Plan comm& BZA) | Up to $40,000 | | |
| Attorney (Town) | Up to $40,000 | | |
| Advisory Plan Commission Members | $300 per quarter | | |
| City Council Members | $2,084 bi-monthly | | |
| City Council President(additional) | $250 bi-monthly | | |
| City Council Vice President(additional) | $167 bi-monthly | | |
| City Board of Works and Safety | $250 per quarter | | |
| City Council Extra Meeting (Publicly Noticed c | $75 per meeting | | |
| Pre-Approved by the City Council) | | | |
| Fire, Police, and DPW Stipends | $750 - $5,000 Per | | |
| Clerk Treasurer Stipends | $3,000 | | |
| Police and Fire Longevity (Schedule 1 Attached) | | | |
| WPWD Longevity (Schedule 2 Attached) | | | |

**Attachment B**

# Benefit Summaries
# 2008

## Civilian Personnel

**(General Administration, Police Admin Clerical, Fire Admin. Clerical, Community Development, Building Department, Westfield Public Works Department, and EMS personnel)**

### INSURANCE

**HEALTH, LIFE, DENTAL, EYE, WORKERS COMPENSATION** – As provided for all employees

**SOCIAL SECURITY / MEDICARE CONTRIBUTIONS** –As provided for all employees

**EMPLOYEE ASSISTANCE PROGRAM -** As provide for all employees

### RETIREMENT

**Civilian PERF** – 9.25% (2008) 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 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. 6.25% 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 three supplemental 457 retirement plan options to all employees. Employees may contribute (pre tax) a maximum amount authorized by law into one of these accounts (Valic, National Retirement Solutions, or The Hartford).

**City Matching Contribution**

To encourage employee participation in the 457 plans, the City makes a matching contribution of $.50 for each $1.00 contributed up to 6% of base pay for all civilian employees. This matching contribution is made in June and December of each year.

**Attachment B**

## 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, EYE, WORKERS COMPENSATION**– As provided for all employees

**SOCIAL SECURITY / MEDICARE CONTRIBUTIONS –** As provided for all employees

**EMPLOYEE ASSITANCE PROGRAM –** As provided for all employees

## RETIREMENT

**Supplemental Retirement Plan**

To supplement retirement (because police officers are not part of the POLICE AND FIRE PERF program), the city contributes 13% of the officer's base pay into the 457 plan of their choice. This is done in June and December of each year. This plan, begun in 2000 is for all current and future police officers, and represents a continuing supplemental retirement program for police officers.

**457 Supplemental Retirement Plan**

Professional police 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 police personnel.

## HOLIDAY PAY SCHEDULE -

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

**Attachment B**

# Professional Fire Personnel

## INSURANCE

**HEALTH, LIFE, DENTAL, EYE, WORKERS COMPENSATION** – As provided for all employees

**SOCIAL SECURITY / MEDICARE CONTRIBUTIONS** – As provided for all employees

**EMPLOYEE ASSISTANCE PROGRAM** – As provided for all employees

## RETIREMENT

**Civilian PERF –** One remaining fire personnel, Bob Smith is part of the Civilian PERF retirement program.

**Civilian PERF** – 9.25% (2008) 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 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. 6.25% is contributed for the employee (city's contribution) and is intended to fund the retirement program for all state employees through the PERF program

**Police and Fire PERF**

Professional Fire and 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 will begin January 1, 2008 for Professional Police Officers.

**Attachment B**

1. 21% of the "Senior Fire Fighter" and "Patrolman 1st Class" base salary plus longevity is contributed by the city to the POLICE AND FIRE PERF program

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

**Buy Back Plan**

Because of significant previous years of service to the City of Westfield before the new "POLICE AND FIRE PERF Program" was put into place, the City is required to make additional payments into the state POLICE AND FIRE PERF program for a period of 10 years ending in December 2011 to make up for past years of "non contributions". This "Buy Back" is for selected fire personnel that have been with the Fire department for an extended period of time. These additional contributions over a 10 year period are placed into the general retirement fund at the state level for fire pensions.

**457 Supplemental Retirement Plan**

Professional Fire personnel can contribute additional funds into their 457 plan of choice (Valic, National Retirement Solutions, or The Hartford) to further supplement their retirement.

**City Matching Contribution (fire civilian PERF personnel only)**

To encourage employee participation in the 457 plans, the city makes a matching contribution of $.50 for each $1.00 contributed up to 6% of base pay for all civilian PERF professional fire personnel (Identified in retirement section above). This matching contribution is made in June and December of each year.

## HOLIDAY PAY SCHEDULE

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

ATTACHMENT C

**Policy: AD-06-12**
**Policy Title: Position Classification Plan Policy**
**Policy Purpose: Identifies objectives, positions, duties, titles, qualifications, responsibilities, and provisions for reclassification.**
**Implementation Date: 01/01/2008**
**Revision Date: 2/4/2008**

# TOWN OF WESTFIELD
# PUBLIC WORKS DEPARTMENT

# POSITION CLASSIFICATION PLAN POLICY

| Division | Code * | Position Title | Grade ** | Stipend *** | FTE |
|---|---|---|---|---|---|
| **Administration = A** | A | Director | F1-F5 | N/A | 1 |
| | A | Assistant Director | F1-F5 | 1, 2, or 3 | 1 |
| | A | Division Manager | E1-E5 | 1, 2, or 3 | 0 |
| | A | Technical Services Manager | F1-F5 | 1, 2, or 3 | 1 |
| | A | Utilities Superintendent | E1-E5 | 1, 2, or 3 | 1 |
| | R | Office Manager | D1-D5 | 1, 2, or 3 | 1 |
| | D | Director of First Impressions | B1-B5 | 1, 2, or 3 | 1 |
| | P | Accounting Specialist | C1-C5 | 1, 2, or 3 | 2 |
| | R | Information Specialist | C1-C5 | 1, 2, or 3 | 1 |
| | P | Safety and Loss Control Coordinator | D1-D5 | 1, 2, or 3 | 1 |
| | R | Public Relations | D1-D5 | 1, 2, or 3 | 1 |
| **Instrumentation and Control = I** | A | Supervisor | E1-E5 | 1, 2, or 3 | 1 |
| | T | I & C Technician | C1-C5 | 1,2, or 3 | 1 |
| **Water = W** | A | Supervisor | D1-D5 | 1, 2, or 3 | 1 |
| | S | Field Service Representative | B1-B5 | 1, 2, or 3 | 2 |
| | S | Operator | C1-C5 | 1, 2, or 3 | 1 |
| | S | Relief Operator | C1-C5 | 1, 2, or 3 | 1 |
| | S | Meter Reader | B1-B5 | 1, 2, or 3 | 1 |
| | M | Laborer | A1-A5 | 1, 2, or 3 | 2 |
| **Wastewater = WW** | A | Plant Supervisor | D1-D5 | 1, 2, or 3 | 1 |
| | S | Collection Foreman | C1-C5 | 1, 2, or 3 | 1 |
| | S | Plant Operator | C1-C5 | 1, 2, or 3 | 1 |
| | S | Lift Operator | B1-B5 | 1, 2, or 3 | 2 |
| | M | Laborer | A1-A5 | 1, 2, or 3 | 3 |

ATTACHMENT C

| | | | | | |
|---|---|---|---|---|---|
| **Street, Grounds, and Maintenance = S** | A | Superintendent | D1-D5 | 1, 2, or 3 | 1 |
| | A | Supervisor | D1-D5 | 1, 2, or 3 | 1 |
| | S | Street Crew Leader | C1-C5 | 1, 2, or 3 | 1 |
| | S | Master Repairman | C1-C5 | 1, 2, or 3 | 1 |
| | S | Senior Equipment Operator | C1-C5 | 1, 2, or 3 | 1 |
| | M | Sign Maintenance Technician | B1-B5 | 1, 2, or 3 | 1 |
| | M | Tool Crib Attendant | B1-B5 | 1, 2, or 3 | 1 |
| | M | Custodian | A1-A5 | 1, 2, or 3 | 1 |
| | M | Street Laborer II | B1-B5 | 1, 2, or 3 | 2 |
| | M | Street Laborer | A1-A5 | 1, 2, or 3 | 3 |
| | S | G&M Crew Leader | C1-C5 | 1,2, or 3 | 1 |
| | M | G&M Laborer II | A1-A5 | 1, 2, or 3 | 1 |
| | M | G&M Laborer | A1-A5 | 1, 2, or 3 | 3 |
| | M | Part-Time Laborer | A0 | 1, 2, or 3 | 5 |
| **Customer Service = C** | A | Supervisor | D1-D5 | 1, 2, or 3 | 1 |
| | D | Billing Clerk | C1-C5 | 1, 2, or 3 | 1 |
| | D | Customer Service Representative | B1-B5 | 1, 2, or 3 | 2 |
| | D | Inquiries Clerk | A1-A5 | 1, 2, or 3 | 1 |
| **Development Construction = D** | A | Supervisor | D1-D5 | 1, 2, or 3 | 1 |
| | T | Plan Reviewer | C1-C5 | 1, 2, or 3 | 2 |
| | T | Senior Inspector | D1-D5 | 1, 2, or 3 | 1 |
| | T | Inspector | C1-C5 | 1, 2, or 3 | 2 |
| | T | Encroachment/Erosion Control Inspector | C1-C5 | 1, 2, or 3 | 2 |
| | T | Stormwater Specialist | C1–C5 | 1, 2, or 3 | 1 |
| **Geographical Information System = G** | P | Coordinator | E1-E5 | 1, 2, or 3 | 1 |
| | T | Technician II | D1-D5 | 1, 2, or 3 | 2 |
| | T | Technician I | C1-C5 | 1, 2, or 3 | 1 |
| | T | Locator | C1-C5 | 1, 2, or 3 | 1 |
| **Engineering = E** | P | Engineer | E1-E5 | 1,2,3,4,or5 | 1 |
| | P | Engineer In Training | D1-D5 | 1,2,3,or 4 | 1 |
| | T | Engineer Technician | D1-D5 | 1, 2, or 3 | 2 |
| **Fiber = F** | P | Fiber Marketing Coordinator | E1-E5 | 1, 2, or 3 | 1 |

ATTACHMENT C

| | | |
|---|---|---|
| * | A= | Officials and Administrators |
| | P = | Professionals |
| | T = | Technicians |
| | R= | Para-Professionals |
| | D= | Administrative Support |
| | S = | Skilled Craft Workers |
| | M = | Service/Maintenance Workers |

ATTACHMENT C

**

| Grade | Compensation Band (per annum) |
|---|---|
| A0 | $10.50/hr |
| A1 | 10.60 – 11.13 |
| A2 | 11.13 – 11.69 |
| A3 | 11.69 – 12.27 |
| A4 | 12.27 – 12.89 |
| A5 | 12.89 – 14.21 |
| B1 | 13.53 – 14.21 |
| B2 | 14.21 – 14.92 |
| B3 | 14.92 – 14.92 |
| B4 | 14.92 – 15.67 |
| B5 | 15.67 – 17.27 |
| C1 | 16.45 – 17.28 |
| C2 | 17.28 – 18.14 |
| C3 | 18.14 – 19.05 |
| C4 | 19.05 – 20.00 |
| C5 | 20.00 – 22.05 |
| D1 | 21.00 – 22.05 |
| D2 | 22.05 – 23.16 |
| D3 | 23.16 – 24.31 |
| D4 | 24.31 – 26.54 |
| D5 | 26.54 – 29.26 |
| E1 | 27.87 – 29.26 |
| E2 | 29.26 – 30.72 |
| E3 | 30.72 – 32.26 |
| E4 | 32.26 – 33.87 |
| E5 | 33.87 – 37.35 |
| F1 | 35.57 – 37.30 |
| F2 | 37.30 – 39.17 |
| F3 | 39.17 – 41.13 |
| F4 | 41.13 – 43.18 |
| F5 | 43.18 – 47.61 |

ATTACHMENT C

***** this includes Operator In Training (OIT)**

| **Stipend** | **Operator Certifications** | **Compensation (hourly wage value)** |
|---|---|---|
| **1** | **One Certification** | **$0.36** |
| **2** | **Two Certifications** | **$0.72** |
| **3** | **Three Certifications** | **$1.08** |
| **4** | **E.I.T. Certification** | **$1.20** |
| **5** | **P.E. Certification** | **$2.40** |

ATTACHMENT C

# JOB CATEGORY DEFINITIONS

1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: Department Head, Director, Assistant Director, Operations Manager, Technical Service Manager, Superintendents, and Supervisors.

   Code = A

2. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Accounting Specialist, Engineer, GIS Coordinator, Safety and Loss Control Coordinator, Fiber Marketing Coordinator, and Supervisors.

   Code = P

3. Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: Engineering Technician, Plan Reviewer, GPS/GIS Technician, Senior Inspector, Inspector, Encroachment Inspector, I.T. Technician, Erosion Control Inspector, Stormwater Specialist, and Laboratory Analyst.

   Code = T

4. Para-Professionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Includes: Public Education & Outreach Coordinator, Information Specialist, and Office Manager.

   Code = R

5. Administrative Support (Including Office and Clerical): Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: Billing Clerk, Director of First Impressions, Customer Service Representative, and Inquiries Clerk.

   Code = D

6. Skilled Craft Workers: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training programs. Includes: Wastewater Collection System Foreman, Crew Leader, Master Repairman, Senior Equipment Operator, Field Service Representative, Water Operator, Water Relief Operator, Wastewater Lift Operator, Wastewater Plant Operator, and Meter Reader.4

   Code = S

7. Service/Maintenance Workers: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Street Laborer, Sign Maintenance Technician, Grounds and Maintenance Laborer, Custodian/Toolcrib Attendant, and Laborer.

   Code = M

## JOB CLASSIFICATION NOMENCLATURE

Each position within the department will be classified via a nomenclature system that represents the following attributes: Division, Title, Grade, and Stipend.

Example: WAF42

Division: Water = W

Title: Supervisor = A

Grade: F4

Stipend: 2

Kurt J. Wanninger, Director
Westfield Public Works Department

# Longevity Pay 2008
## Schedule 1
## [For Professional Police and Fire Personnel]

| Hire Year | Longevity Pay Begins January of this Year | Years Longevity in 2008 | Longevity Pay in 2008 |
|---|---|---|---|
| 2007 | 2009 | 0 | $0.00 |
| 2006 | 2008 | 1 | $150.00 |
| 2005 | 2007 | 2 | $300.00 |
| 2004 | 2006 | 3 | $450.00 |
| 2003 | 2005 | 4 | $600.00 |
| 2002 | 2004 | 5 | $750.00 |
| 2001 | 2003 | 6 | $900.00 |
| 2000 | 2002 | 7 | $1,050.00 |
| 1999 | 2001 | 8 | $1,200.00 |
| 1998 | 2000 | 9 | $1,350.00 |
| 1997 | 1999 | 10 | $1,500.00 |
| 1996 | 1998 | 11 | $1,650.00 |
| 1995 | 1997 | 12 | $1,800.00 |
| 1994 | 1996 | 13 | $1,950.00 |
| 1993 | 1995 | 14 | $2,100.00 |
| 1992 | 1994 | 15 | $2,250.00 |
| 1991 | 1993 | 16 | $2,400.00 |
| 1990 | 1992 | 17 | $2,550.00 |
| 1989 | 1991 | 18 | $2,700.00 |
| 1988 | 1990 | 19 | $2,850.00 |
| 1987 | 1989 | 20 | $3,000.00 |
| 1986 and previous | 1988 | 20 | $3,000.00 |

**Westfield Public Works Department Longevity Pay Schedule 2**

| Hire Year | Longevity Pay Begins January of this Year | Years Longevity in 2008 | Longevity Pay in 2008 |
|---|---|---|---|
| 2007 | 2009 | 0 | $0.00 |
| 2006 | 2008 | 1 | $200.00 |
| 2005 | 2007 | 2 | $400.00 |
| 2004 | 2006 | 3 | $600.00 |
| 2003 | 2005 | 4 | $800.00 |
| 2002 | 2004 | 5 | $1,000.00 |
| 2001 | 2003 | 6 | $1,200.00 |
| 2000 | 2002 | 7 | $1,400.00 |
| 1999 | 2001 | 8 | $1,600.00 |
| 1998 | 2000 | 9 | $1,800.00 |
| 1997 | 1999 | 10 | $2,000.00 |
| 1996 | 1998 | 11 | $2,250.00 |
| 1995 | 1997 | 12 | $2,500.00 |
| 1994 | 1996 | 13 | $2,750.00 |
| 1993 | 1995 | 14 | $3,000.00 |
| 1992 | 1994 | 15 | $3,250.00 |
| 1991 | 1993 | 16 | $3,500.00 |
| 1990 | 1992 | 17 | $3,750.00 |
| 1989 | 1991 | 18 | $4,000.00 |
| 1988 | 1990 | 19 | $4,250.00 |
| 1987 | 1989 | 20 | $4,500.00 |
| 1986 | 1988 | 21 | $4,750.00 |
| 1985 | 1987 | 22 | $5,000.00 |
| 1984 | 1986 | 23 | $5,250.00 |
| 1983 | 1985 | 24 | $5,500.00 |
| 1982 | 1984 | 25 | $5,750.00 |
| 1982 and Previous | | 25 | $5,750.00 |

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