ORDINANCE NUMBER 09-22

2010 Elected Officials Salary Ordinance

AN ORDINANCE OF THE CITY OF WESTFIELD CONCERNING SALARIES, WAGES, BENEFITS, STIPENDS AND OTHER COMPENSATION FOR THE 2010 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 elected officials of the City of Westfield are described in this ordinance.

Section 2.

The salaries of the elected officials of the City of Westfield, Indiana for the year 2010 shall be as follows:

Mayor	$98,200
Clerk Treasurer	$62,000
City Council	$13,004 each

Section 3.

Additional compensation for the year 2010 shall be as follows:

Clerk Treasurer Stipend	$3,000
Council President	$1,500
Council Vice-President	$1,000
Councilors	$75 per Councilor per City Council Extra Meeting (Publicly Noticed or Pre-Approved by the City Council)

Section 4.

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

Section 5.

The retirement contributions and other benefit programs offered by the City of Westfield on behalf of the Mayor and Clerk Treasurer are described on **Attachment A**.

ADOPTED AND PASSED THIS 14 DAY OF Dec, 2009, BY THE WESTFIELD CITY COUNCIL, HAMILTON COUNTY, INDIANA.

WESTFIELD CITY COUNCIL

Voting For	**Voting Against**	**Abstain**
John Dippel	John Dippel	John Dippel
Steve Hoover	Steve Hoover	Steve Hoover
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

ATTEST:

Cindy Gossard

Cindy Gossard, Clerk Treasurer

I hereby certify that ORDINANCE 09-22 was delivered to the Mayor of Westfield on the 15 day of Dec, 2009, at 2:00p m.

Cindy Gossard

Cindy Gossard, Clerk-Treasurer

I hereby APPROVE ORDINANCE 09-22

this 15 day of Dec., 2009.

J. Andrew Cook, Mayor

I hereby VETO ORDINANCE 09-22

this _____ day of _____, 2009.

J. Andrew Cook, Mayor

"I affirm, under the penalties of perjury, that I have taken reasonable care to redact each Social Security Number in this document, unless required by law"

Cindy Gossard

Signed

ATTACHMENT A

Benefit Summaries
2010

Civilian Personnel

(General Administration, Police Admin, Clerical, Fire Admin, Clerical, Community Development, Building Department, Informatics and Westfield Public Works)

INSURANCE

HEALTH, LIFE, DENTAL, EYE, 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 – 9.75% (2010) 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. 6.75% 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 OneAmerica.

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.

ATTACHMENT A

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 available 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 certain police officers (those not in the Police and Fire Perf Plan) are not part of the POLICE AND FIRE PERF program), 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 (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 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.

ATTACHMENT A

Professional Fire Personnel

INSURANCE

HEALTH, LIFE, DENTAL, EYE, 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 – 9.75% (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 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. 6.75% 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 began January 1, 2008 for Professional Police Officers.

1. 19.5% 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% based on 1. above 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.

Supplemental Retirement Plan
To supplement retirement (because certain fire 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. This is done in July and January of each year. This plan will begin on January 1, 2009, and represents a continuing supplemental retirement program for certain fire officers.

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

457 Supplemental Retirement Plan
Professional Fire personnel can contribute additional funds into their 457 plan, OneAmerica, to further supplement their retirement.

City Matching Contribution (fire civilian PERF personnel only)
To encourage employee participation in the 457 plan, the City makes a matching contribution of $.667 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 July and January of each year.

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).