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11/20/2015 09:54:11A 7 PGS
Jennifer Hayden
HAMILTON County Recorder IN
Recorded as Presented

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,

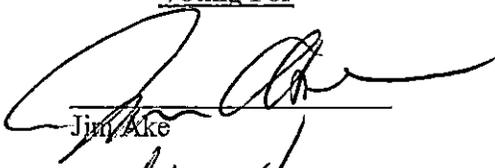
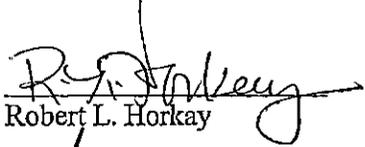
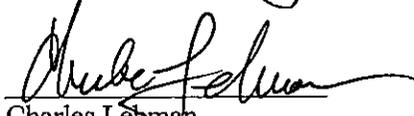
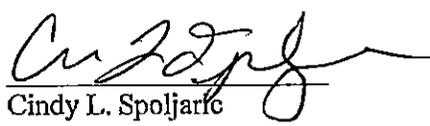
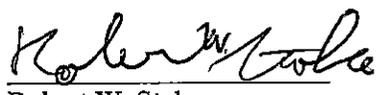
WHEREAS, it is the duty and the responsibility of the Council to create and administer the budget for the City as well as prepare and adopt the salary ordinance outlining the positions within the City and the salaries associated with those positions; and,

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

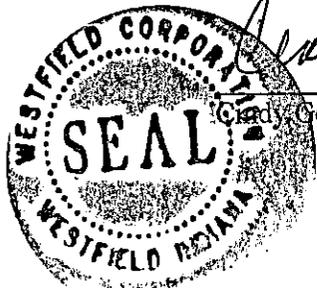
- Section 1.** That the Council after due consideration hereby adopts those positions and salaries as described by Exhibit "A", attached hereto and incorporated by reference herein.
- Section 2.** That it is the intention of this Council that the salary ranges included on Exhibit "A" shall be administered 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 9 DAY OF Nov 2015.

WESTFIELD CITY COUNCIL

| <u>Voting For</u> | <u>Voting Against</u> | <u>Abstain</u> |
|---|-----------------------------|-----------------------------|
|  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:




Cady Gossard, Clerk Treasurer

I hereby certify that ORDINANCE 15-38 was delivered to the Mayor of Westfield

on the 10 day of Nov, 2015, at 10:30 Am.

Cindy Gossard
Cindy Gossard, Clerk-Treasurer

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

this 11 day of November,
2015.

J. Andrew Cook
J. Andrew Cook, Mayor

this _____ day of _____,
2015.

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"

C. Gossard

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

Attachment A

| <u>Title</u> | <u>Annual Base Amount - Exempt Employees</u> | <u>Paid Annual Hours</u> | <u>Hourly Base Amount - Non-Exempt Employees</u> |
|--|--|------------------------------|--|
| 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 | |

Attachment A

| 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 | | |
| Discretionary Stipends | employee | | |