

ORDINANCE NO. 28-16

AN ORDINANCE TO FIX THE SALARIES OF APPOINTED OFFICERS, EMPLOYEES, AND MEMBERS OF THE POLICE AND FIRE DEPARTMENTS OF THE CITY OF WEST LAFAYETTE, INDIANA, FOR THE YEAR 2017.

WHEREAS, the Mayor of the City of West Lafayette, Indiana, as required by Indiana Code 36-4-7-3 and 36-8-3-3 hereby fixes the salaries and pay schedule for appointed officers, employees, and members of the Police and Fire Departments of the City of West Lafayette, Indiana, for the year 2017, and requests that such salary rates be approved by the Common Council. This salary and pay schedule indicates the salary ranges for each position. All amounts shown are subject to the availability of Community Development Funds and other income to the City of West Lafayette,

NOW, THEREFORE, BE IT ORDAINED by the Common Council of the City of West Lafayette, Indiana, that:

SECTION 1.

That for the year 2017, the salaries and pay for the appointed officers, employees, and members of the Police and Fire Departments of the City of West Lafayette, Indiana, be fixed as follows:

Department: MAYOR				
Position	# Hours/ Workweek	FLSA	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Mayor's Administrative Assistant	37.5	Exempt	1,411.84	1,713.10

Department: CLERK				
Position	# Hours/ Workweek	FLSA	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Deputy Clerk	37.5	Non-Exempt	1,660.99	1,826.99
Administrative Assistant	37.5	Non-Exempt	1,339.00	1,545.00

Department: HUMAN RESOURCES				
Position	# Hours/ Workweek	FLSA	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Human Resources Director	40	Exempt	1,607.42	1,799.80
Human Resources Manager	37.5	Non-Exempt	1,923.08	2,384.62

Ordinance No. 28-16, 2017 City Salary Ordinance (continued)

Department: FINANCE				
Position	# Hours/ Workweek	FLSA	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Controller	40	Exempt	1,663.85	1,854.00
Accounting I	37.5	Non-Exempt	91.08	1,570.91
Accounting II	37.5	Non-Exempt	123.24	1,910.41
Accounting III	37.5	Non-Exempt	154.31	2,249.90

Department: ENGINEERING				
Position	# Hours/ Workweek	FLSA	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Public Works Director	40	Exempt	1,442.56	1,607.89
City Engineer	40	Exempt	1,391.38	1,545.61
Project Engineer	37.5	Exempt	1,553.12	2,044.31
Deputy Building Commissioner	37.5	Non-Exempt	1,872.13	2,329.37
Inspector I	37.5	Non-Exempt	1,772.91	2,205.43
Business Manager/Permits Coordinator	37.5	Non-Exempt	890.95	1,050.60
Administrative Assistant	37.5	Non-Exempt	694.16	862.29

Department: INFORMATION TECHNOLOGY				
Position	# Hours/ Workweek	FLSA	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Information Technology Director	40	Exempt	1,575.90	1,751.78
IT Systems Administrator	37.5	Non-Exempt	1,160.29	1,377.25
Network Administrator	37.5	Non-Exempt	1,160.29	1,424.83

Department: FACILITIES				
Position	# Hours/ Workweek	FLSA	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Facilities Director	40	Exempt	2,679.03	2,949.78

Ordinance No. 28-16, 2017 City Salary Ordinance (continued)

Department: DEVELOPMENT/EDIT				
Position	# Hours/ Workweek	FLSA	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Director of Development	40	Exempt	1,339.52	1,474.89
Marketing and Grants Administrator	37.5	Exempt	1,590.55	1,923.53
Administrative Assistant	37.5	Non-Exempt	1,101.56	1,193.73

Department: POLICE (Sworn Officers)				
Position	# Hours/ Workweek	FLSA	Annually (\$) Clothing Allowance	Biweekly (\$) Maximum
Chief	40	Exempt	1,500.00	2,984.40
Deputy Chief/Commander of Traffic and Operations	40	Exempt	1,500.00	2,824.11
Captain of Patrol	40	Exempt	1,500.00	2,688.24
Captain of Special Services	40	Exempt	1,500.00	2,688.24
Captain of Investigations	40	Exempt	1,500.00	2,688.24
Lieutenant of Patrol	40	Exempt	1,500.00	2,586.48
Lieutenant of Investigations	40	Exempt	1,500.00	2,586.48
Lieutenant of Special Services	40	Exempt	1,500.00	2,586.48
Sergeant of Patrol	a	Non-Exempt	1,500.00	2,478.57
Sergeant of Investigations	a	Non-Exempt	1,500.00	2,478.57
Sergeant of Traffic	a	Non-Exempt	1,500.00	2,478.57
Detective	a	Non-Exempt	1,500.00	2,352.59
Police Officer, First Class	a	Non-Exempt	1,500.00	2,246.82
Police Officer, Second Class	a	Non-Exempt	1,500.00	2,129.46
Probationary Officer, First Year	a	Non-Exempt	0.00	1,954.01

a – Based on a 28-day tour of duty, 168 hours total before time and a half overtime compensation for the Patrol Division, Shift Sergeants, and the Detective Divisions. Subject to an agreement dated April 15, 1986.

SEE ADDITIONAL STATEMENTS ON PAGE 7.

Ordinance No. 28-16, 2017 City Salary Ordinance (continued)

Department: POLICE (Civilians)					
Position	# Hours/ Workweek	FLSA	Annually (\$) Clothing Allowance	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Clerical II, Office Manager	35	Non-Exempt	0.00	1,473.03	1,591.65
Data Processor/Computer System Manager	37.5	Non-Exempt	0.00	1,473.03	1,591.65
Communications Center Supervisor	40	Non-Exempt	0.00	1,934.61	2,094.30
Assistant Communications Center Supervisor	40	Non-Exempt	0.00	N/A	1,600.34
Patrol Dispatcher	40	Non-Exempt	0.00	N/A	1,557.45
Probationary Patrol Dispatcher	40	Non-Exempt	0.00	1,427.62	N/A
Neighborhood Resource Officer	37.5	Non-Exempt	700.00	1,530.62	1,920.19
Animal Control Officer	37.5	Non-Exempt	700.00	1,530.62	1,920.19
Property & Evidence Manager/Programs Director	37.5	Non-Exempt	0.00	1,530.62	1,920.19
Maintenance Technician	37.5	Non-Exempt	700.00	1,311.61	1,730.76
Records Division Clerk	37.5	Non-Exempt	0.00	1,310.38	1,411.72
Over-Occupancy/Nuisance Enforcement Officer	37.5	Non-Exempt	700.00	1,530.62	1,920.19
Code Enforcement Supervisor	37.5	Non-Exempt	700.00	1,934.61	2,094.30
School Crossing Guard	Paid \$31.45 Per Day				

SEE ADDITIONAL STATEMENTS ON PAGE 7.

Department: FIRE (Biweekly Salaries)				
Position	# Hours/ Workweek	FLSA	Annually (\$) Clothing Allowance	Biweekly (\$) Maximum
Chief	40	Exempt	1,500.00	2,984.40
Deputy Chief/Inspector and Investigator	40	Exempt	1,500.00	2,815.60
Assistant Chief – Shift Commander	b	Non-Exempt	1,500.00	2,642.78
Captain	b	Non-Exempt	1,500.00	2,497.49
Lieutenant	b	Non-Exempt	1,500.00	2,399.34
Firefighter, First Class	b	Non-Exempt	1,500.00	2,246.82
Firefighter, Second Class	b	Non-Exempt	1,500.00	2,129.46
Entry Level Firefighter, First Year	b	Non-Exempt	0.00	1,954.01
Mechanic	b	Non-Exempt	0.00	175.06

b – Based upon a 27-day tour of duty, 216 hours for all employees of the Fire Department, except the Chief and Assistant Chief/Fire Inspector of the Department. Subject to an agreement dated April 15, 1986.

SEE ADDITIONAL STATEMENTS ON PAGE 7.

Ordinance No. 28-16, 2017 City Salary Ordinance (continued)

Department: FIRE (Annual Salaries)	
Position	Annual Pay (\$)
Shift Training Instructor	611.79
Department Training Instructor	2,010.46
Sergeant	466.23
Compliance Master	466.23

SEE ADDITIONAL STATEMENTS ON PAGE 7.

Department: FIRE (Civilians)				
Position	# Hours/ Workweek	FLSA	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Inspector/Occupational Safety and Health Coordinator	40	Non-Exempt	\$2,131.20	2,368.00
Receptionist/Office Manager	37.5	Non-Exempt	1,070.31	1,460.35
Assistant Director of Rental Housing Inspections	37.5	Exempt	1,083.58	1,384.87
Housing Inspector	37.5	Non-Exempt	1,651.25	1,934.59
Financial and Code Assistant	37.5	Non-Exempt	1,274.15	1,457.70

PENSION FUNDS

The Police Pension Secretary and the Fire Pension Secretary are each paid \$262.57 monthly.

Department: MOTOR VEHICLE HIGHWAY FUND					
Position	# Hours/ Workweek	FLSA	Annually (\$) Clothing Allowance	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Street Commissioner	40	Exempt	600.00	2,143.22	2,359.83
Assistant Street Commissioner	40	Exempt	600.00	2,488.84	2,611.11
Receptionist/Office Assistant	40	Non-Exempt	0.00	535.16	730.18
Fleet Manager/Operator	40	Non-Exempt	300.00	678.46	1,171.89
Foreman/Equipment Operator	40	Non-Exempt	600.00	1,356.93	2,343.78
Mechanic/Equipment Operator	40	Non-Exempt	600.00	1,356.91	2,180.66
Traffic Technician/Foreman	40	Non-Exempt	600.00	1,356.91	2,343.78
Traffic Maintenance/Equipment Operator	40	Non-Exempt	600.00	1,080.79	2,063.19
Equipment Operator/Laborer	40	Non-Exempt	600.00	1,357.05	1,950.77
Equipment Operator/Laborer (75%)	40	Non-Exempt	450.00	1,017.79	1,463.08

SEE ADDITIONAL STATEMENTS ON PAGE 8.

Ordinance No. 28-16, 2017 City Salary Ordinance (continued)

Department: PARKS AND RECREATION					
Position	# Hours/ Workweek	FLSA	Annually (\$) Clothing Allowance	Biweekly (\$) Minimum	Biweekly (\$) Maximum
Superintendent	40	Exempt	0.00	2,679.03	2,949.78
Assistant Superintendent	37.5	Exempt	0.00	2,392.96	2,510.45
Parks Director	40	Exempt	600.00	1,692.64	2,086.10
Recreation Director	37.5	Exempt	0.00	1,692.64	2,086.10
Morton Center Director	37.5	Exempt	0.00	1,692.64	2,086.10
Stewardship Director	40	Exempt	600.00	1,610.85	1,957.40
Lilly Nature Center Director	40	Exempt	600.00	1,692.64	2,086.10
Skating Center and Pool Manager	40	Non-Exempt	0.00	1,595.67	1,672.47
Administrative Assistant	37.5	Non-Exempt	0.00	1,460.35	1,623.63
Claims/Grants Administrator	37.5	Non-Exempt	0.00	1,311.72	1,460.34
Morton Administrative Assistant	37.5	Non-Exempt	0.00	1,460.35	1,595.67
Maintenance Technician I	40	Non-Exempt	600.00	1,522.00	1,766.70
Trails Manager	40	Non-Exempt	600.00	1,522.00	1,631.45
Maintenance Technician II	40	Non-Exempt	600.00	1,420.16	1,491.55

Additional Statements Related to the Police Department:

1. The hourly rate for all non-exempt police officers and those with designated special duties shall be calculated by dividing the annual salary by 13 and by 160 per the Fair Labor Standards Act.
2. When an award or grant is received for designated special duties beyond the normal scope of activities, additional pay may be given to the participating police officers who have worked overtime. The additional pay shall be from the award or grant and shall not replace or supplant other funding of law enforcement services.
3. Police officers and patrol dispatchers who are scheduled to work on Thanksgiving Day and/or Christmas Day will be compensated at the rate of two and one half times for hours worked.
4. Retiring police officers will receive benefits specified per the Police Officer Retirement Entitlement Policy approved by the Board of Public Works and Safety on February 4, 1997.
5. As specified in the Police Department Specialty Fields Compensation Policy, officers that are certified members of the following specialty fields, teams, or units: Special Response Team, Hostage Negotiation Team, Field Training Unit, Crash Reconstruction Unit, ILEA Generalist Instructor, ILEA Psycho-motor Skills Instructor, RAD Instructor, STOPS Instructor, Drug Recognition Expert, or is Foreign Language Speaking shall receive a minimum \$250 annual compensation per specialty field. A maximum of two (2) specialty fields per officer will be compensated annually for a maximum of \$500 annual compensation per officer.
6. As specified in the Police Department Policy and as approved by the Board of Public Works and Safety, the personnel assigned as IDACS Coordinator or IDACS Assistant Coordinator shall receive a \$300 additional annual compensation.
7. As specified in the Police Department Policy, a certified Field Training Officer (FTO) who participated in training at least one new police officer in a given year for at least four weeks shall receive a \$250 annual compensation. The FTO Coordinator shall receive a \$250 annual compensation.
8. As specified in the Police Department Policy, officers assigned as Technicians shall receive \$2,429.96 additional annual compensation.

Additional Statements Related to the Police Department (continued):

9. An officer or a patrol dispatcher assigned to a shift of 6:00 p.m. to 6:00 a.m. shall receive an additional \$0.50 per hour compensation. Probationary officers and patrol dispatchers are not eligible for this additional compensation.
10. A certified dispatcher who participated in training employees shall receive a \$250 annual compensation.

Additional Statements Related to the Fire Department:

1. The hourly rate for all non-exempt firefighters shall be calculated by dividing the annual salary by 13.5 and by 204 per the Fair Labor Standards Act.
2. Non-exempt firefighters shall be compensated at their current overtime rate for necessary hours worked that exceed those of their regular duty schedule. Necessary hours include, working an emergency call-back; working an emergency incident that requires him/her to remain past the regular duty schedule; staffing a station to meet the minimum prescribed manpower levels; or for IN Department of Homeland Security District 4 deployments and training that qualify for reimbursement. Excluded is voluntary training.
3. Employees who are scheduled to work on Thanksgiving Day and/or Christmas Day will be compensated at the rate of two and one half times for hours worked.
4. Retiring firefighters will receive benefits specified per the Firefighter Retirement Entitlement Policy approved by the Board of Public Works and Safety on February 11, 1997, and as amended by BW-2002-3 (Amended) adopted on May 28, 2002.
5. The Mechanic position may be filled by one or prorated among more than one firefighter, dependent on the needs of the position.

Additional Statements Related to the Street and Sanitation Department:

1. Employee pay will be increased based on the below Step-Increase Program schedule. The Step-Increase Program is for qualified Driver/Collector/Processor and Equipment Operator/Laborer positions in Sanitation, WWTU Collections and the Pollution Prevention areas of the Street and Sanitation Department.

Initiation (New Hire)	Step 1 1 Year (4% Increase)	Step 2 3 Year (6% Increase)	Step 3 5 Year (6% Increase)	Maximum
\$1,357.05	\$1,411.33	\$1,496.00	\$1,585.78	\$1,946.80

SECTION 2.

The hourly rate for all non-exempt full-time civilian employees shall be calculated by dividing the biweekly salary by the number of hours of two regularly scheduled workweeks for such employee.

SECTION 3.

The part-time personnel salary range shall be a minimum of \$7.25/hour to \$24.00/hour, subject to the approval of the Board of Public Works and Safety.

SECTION 4.

All employees will be paid holiday pay for working on a City holiday at their regular rate of pay. In addition to holiday pay, all employees will receive either pay at two times the regular rate of pay or compensatory time at two times for each hour worked on Thanksgiving Day and Christmas Day. On all other City holidays, employees will receive in addition to holiday pay, either pay at one and one-half times the regular rate of pay or one and one-half times compensatory time for hours worked. Departmental policy shall specify whether non-exempt employees shall receive pay or compensatory time for hours worked on a City holiday. Exempt employees shall receive compensatory time only for hours worked on a City holiday. This section does not apply to department heads, sworn police officers, police patrol dispatchers, and sworn firefighters.

SECTION 5.

Clothing allowances will be paid two times a year (the date to be decided by the Controller) to designated employees.

SECTION 6.

The payroll week shall be the calendar week beginning Saturday and ending Friday. The payroll period shall consist of two (2) consecutive weeks. The pay date shall be the Friday after the end of the payroll period.

SECTION 7.

This ordinance will be effective for, and including, the pay period ending December 30, 2016, and will continue through the pay period ending December 15, 2017.

SECTION 8.

That this ordinance shall be in full force and effect from and after its passage and signing by the Mayor.

INTRODUCED ON FIRST READING ON THE 6 DAY OF September, 2016.

MOTION TO ADOPT MADE BY COUNCILOR Keen, AND SECONDED BY COUNCILOR DeBoer.

DULY ORDAINED, PASSED, AND ADOPTED BY THE COMMON COUNCIL OF THE CITY OF WEST LAFAYETTE, INDIANA, ON THE 3 DAY OF October, 2016, HAVING BEEN PASSED BY A VOTE OF 8 IN FAVOR AND 0 OPPOSED, THE ROLL CALL VOTE BEING:

Ordinance No. 28-16, 2017 City Salary Ordinance (continued)

	AYE	NAY	ABSENT	ABSTAIN
Bunder	✓			
DeBoer	✓			
Dietrich	✓			
Jha	✓			
Keen	✓			
Leverenz	✓			
Sanders			✓	
Thomas	✓			
Wang	✓			


Peter Bunder, Presiding Officer


Attest:


Sana G. Booker, Clerk

PRESENTED BY ME TO THE MAYOR OF THE CITY OF WEST LAFAYETTE, INDIANA ON THE 5 DAY OF October, 2016.


Sana G. Booker, Clerk

THIS ORDINANCE APPROVED AND SIGNED BY ME ON THE 6 DAY OF October, 2016.



John R. Dennis, Mayor

Attest:



Sana G. Booker, Clerk