

Ordinance No 14-2024

Presented by the Controller

AN ORDINANCE TO AMEND ORDINANCE 07-2024, TO FIX THE 2024 SALARY SCHEDULE FOR ELECTED OFFICIALS, APPOINTED OFFICERS, EMPLOYEES, MEMBERS OF THE POLICE DEPARTMENT, MEMBERS OF THE FIRE DEPARTMENT, WELLNESS CENTER, AND WASTEWATER TREATMENT UTILITY OF THE CITY OF WEST LAFAYETTE, INDIANA

WHEREAS, the Mayor of the City of West Lafayette, Indiana, hereby fixes the salary schedule for elected officials, appointed officers, employees, members of the Police Department, members of the Fire Department, Wellness Center, and Wastewater Treatment Utility of the City of West Lafayette, Indiana, for the year 2024, and requests that such salary ranges for each position be approved by the Common Council, as required by Indiana Code 36-4-7-3 and 36-8-3-3. All amounts shown are subject to the availability funds.

Be It Ordained by the Common Council of the City of West Lafayette, Indiana, that:

SECTION 1.

For the year 2024, the salary schedule for the elected officials, appointed officers, employees, members of the Police Department, members of the Fire Department, Wellness Center, and Wastewater Treatment Utility of the City of West Lafayette, Indiana, be fixed as follows:

| Department: Elected Officials | | | | |
|--------------------------------------|--------|----------------------------|--------------------|---------------------------|
| Position | FLSA | Biweekly (\$) General Fund | Biweekly (\$) WWTU | Monthly (\$) General Fund |
| Mayor | Exempt | 2,858.30 | 1,905.54 | |
| Clerk | Exempt | 1,624.16 | 1,082.77 | |
| City Judge | Exempt | 538.47 | | |
| Councilor | Exempt | | | 1,273.25 |
| Council President | | | | 40.00 |
| Council APC Representative | | | | 40.00 |

| Department: Building | | | | |
|------------------------------|-------------------|------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Building Commissioner | 40 | Exempt | 3,301.78 | 3,702.12 |
| Deputy Building Commissioner | 37.5 | Non-Exempt | 2,444.19 | 3,072.58 |
| Inspector | 37.5 | Non-Exempt | 2,030.19 | 2,595.52 |
| Administrative Assistant | 37.5 | Non-Exempt | 1,594.49 | 2,125.47 |
| Rental Housing Assistant | 37.5 | Non-Exempt | 1,319.38 | 1,746.98 |

| Department: Clerk | | | | |
|--------------------------|-------------------|------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| 1st Deputy Clerk | 37.5 | Non-Exempt | 2,047.10 | 2,251.68 |
| Deputy Clerk | 37.5 | Non-Exempt | 1,650.26 | 1,904.14 |

| Department: Development/EDIT | | | | |
|-------------------------------------|-------------------|------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Director of Development | 40 | Exempt | 3,301.78 | 3,702.12 |
| Development Project Manager | 37.5 | Non-Exempt | 2,115.40 | 2,500.03 |
| Community Development Manager | 37.5 | Non-Exempt | 2,073.93 | 2,426.95 |
| Facilities Manager | 37.5 | Non-Exempt | 2,424.54 | 2,852.72 |
| Custodian | 37.5 | Non-Exempt | 1,125.00 | 1,425.00 |

| Department: Engineering | | | | |
|--------------------------------|-------------------|------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| City Engineer | 37.5 | Exempt | 3,582.69 | 3,980.78 |
| Assistant City Engineer | 37.5 | Exempt | 2,985.58 | 3,622.50 |
| Construction Manager | 37.5 | Non-Exempt | 2,587.50 | 3,184.62 |
| Stormwater Specialist | 37.5 | Non-Exempt | 2,364.58 | 3,149.40 |
| Project Manager/GIS | 37.5 | Non-Exempt | 2,089.90 | 2,866.16 |
| Business Manager | 37.5 | Non-Exempt | 2,206.32 | 2,647.60 |

Ordinance No 14-2024, 2024 Salary Ordinance (continued)

| Department: Finance | | | | |
|--------------------------------|----------------------|------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Controller | 40 | Exempt | 3,683.82 | 4,078.99 |
| Deputy Controller | 37.5 | Exempt | 2,800.48 | 3,218.46 |
| Treasury Specialist | 37.5 | Non-Exempt | 1,985.92 | 2,779.68 |
| Payroll Specialist | 37.5 | Non-Exempt | 1,588.74 | 2,360.25 |
| Accounts Payable Specialist | 37.5 | Non-Exempt | 1,588.74 | 2,360.25 |
| Accounts Receivable Specialist | 37.5 | Non-Exempt | 1,588.74 | 2,360.25 |

| Department: Fire - Civilians | | | | | |
|------------------------------|----------------------|------------|--------------------------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Annual (\$) Clothing Allowance | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Lead Inspector/Investigator | 40 | Non-Exempt | 700.00 | 2,408.23 | 2,918.45 |
| Administrative Assistant | 37.5 | Non-Exempt | 0.00 | 1,594.49 | 2,125.47 |

| Department: Fire - Sworn Firefighters | | | | | |
|---------------------------------------|----------------------|------------|--------------------------------|-----------------------|------------------------------|
| Rank | # Hours/ Workweek | FLSA | Annual (\$) Clothing Allowance | Biweekly (\$) Maximum | Position |
| Chief | 40 | Exempt | 1,500.00 | 3,940.97 | Chief |
| Deputy Chief | 40 | Exempt | 1,500.00 | 3,589.28 | Deputy Chief |
| Battalion Chief | b | Non-Exempt | 1,500.00 | 3,313.13 | Battalion Chief |
| Captain | b | Non-Exempt | 1,500.00 | 3,187.71 | Captain |
| | 40 | Non-Exempt | 1,500.00 | 3,187.71 | Fire Inspections, Captain of |
| Lieutenant | b | Non-Exempt | 1,500.00 | 3,054.72 | Lieutenant |
| Firefighter | b | Non-Exempt | 1,500.00 | 2,769.10 | Firefighter, First Class |
| | | | 0.00 | 2,624.46 | Firefighter, Entry Level |
| | | | | 150.00 | Technology Support |
| | | | | 150.00 | Training Coordinator |
| | | | | 100.00 | Health & Safety Officer |
| <i>Additional Duties</i> | b | Non-Exempt | 0.00 | 100.00 | EMS Coordinator |

b – Based upon a 27-day tour of duty.
SEE ADDITIONAL STATEMENTS

| Department: Human Resources | | | | |
|-----------------------------|----------------------|------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Human Resources Director | 40 | Exempt | 3,301.78 | 3,702.12 |
| Human Resources Manager | 37.5 | Non-Exempt | 2,370.15 | 2,938.95 |
| Human Resources Coordinator | 37.5 | Non-Exempt | 1,730.46 | 2,292.85 |

| Department: Information Technology | | | | |
|------------------------------------|----------------------|------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Director of Technology | 40 | Exempt | 3,301.78 | 3,702.12 |
| IT Project Manager | 37.5 | Non-Exempt | 1,923.08 | 2,485.00 |
| Systems Administrator | 37.5 | Non-Exempt | 2,249.57 | 2,811.97 |
| IT Specialist | 37.5 | Non-Exempt | 1,600.00 | 2,100.00 |
| IT Support Technician | 37.5 | Non-Exempt | 1,350.00 | 1,600.00 |

| Department: Mayor | | | | |
|----------------------------|----------------------|--------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Executive Assistant | 37.5 | Exempt | 2,047.10 | 2,483.90 |
| Director of Communications | 40 | Exempt | 3,301.78 | 3,702.12 |

Ordinance No 14-2024, 2024 Salary Ordinance (continued)

| Department: Parks and Recreation | | | | | |
|-------------------------------------|----------------------|------------|--------------------------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Annual (\$) Clothing Allowance | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Superintendent | 40 | Exempt | 0.00 | 3,301.78 | 3,702.12 |
| Assistant Superintendent | 37.5 | Exempt | 0.00 | 2,835.55 | 3,094.02 |
| Parks Director | 40 | Exempt | 700.00 | 2,086.10 | 2,571.02 |
| Parks Naturalist | 40 | Non-Exempt | 700.00 | 1,799.81 | 2,073.93 |
| Recreation Coordinator | 40 | Exempt | 0.00 | 1,799.81 | 2,073.93 |
| Marketing & Communication Manager | 40 | Exempt | 0.00 | 2,086.10 | 2,571.02 |
| Grant Administrator | 37.5 | Non-Exempt | 0.00 | 2,070.00 | 2,587.50 |
| Administrative Assistant | 37.5 | Non-Exempt | 0.00 | 1,594.49 | 2,125.47 |
| Receptionist/Building Administrator | 37.5 | Non-Exempt | 0.00 | 1,279.67 | 1,544.43 |
| Greenspace Administrator | 40 | Non-Exempt | 700.00 | 2,060.00 | 2,307.69 |
| Horticulture Technician | 40 | Non-Exempt | 700.00 | 1,671.93 | 1,962.46 |
| Forestry Technician | 40 | Non-Exempt | 700.00 | 1,671.93 | 2,000.00 |
| Maintenance Foreman | 40 | Non-Exempt | 700.00 | 1,912.79 | 2,212.00 |
| Maintenance Technician I | 40 | Non-Exempt | 700.00 | 1,875.79 | 2,177.37 |
| Maintenance Technician II | 40 | Non-Exempt | 700.00 | 1,750.27 | 1,838.28 |

| Department: Police - Civilians | | | | | |
|---|-----------------------------|------------|--------------------------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Annual (\$) Clothing Allowance | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Social Service & Crisis Response Specialist | 37.5 | Non-Exempt | 0.00 | 2,206.31 | 3,000.59 |
| Administrative Assistant | 35 | Non-Exempt | 0.00 | 1,594.49 | 2,125.47 |
| Administrative Assistant | 37.5 | Non-Exempt | 0.00 | 1,594.49 | 2,125.47 |
| Systems Manager | 37.5 | Non-Exempt | 0.00 | 1,815.45 | 2,125.47 |
| Data Processor | 37.5 | Non-Exempt | 0.00 | 1,614.97 | 1,792.08 |
| Communications Center Supervisor | 40 | Non-Exempt | 0.00 | 2,384.31 | 2,581.15 |
| Assistant Communications Center Supervisor | 40 | Non-Exempt | 0.00 | 1,972.35 | 2,147.88 |
| Patrol Dispatcher | 40 | Non-Exempt | 0.00 | 1,919.48 | 2,095.02 |
| Probationary Patrol Dispatcher | 40 | Non-Exempt | 0.00 | 1,759.48 | 0.00 |
| Neighborhood Resource Supervisor | 37.5 | Exempt | 700.00 | 2,384.31 | 2,581.15 |
| Neighborhood Resource Officer | 37.5 | Non-Exempt | 700.00 | 1,886.42 | 2,366.56 |
| Property & Evidence Manager/Programs Director | 37.5 | Non-Exempt | 0.00 | 1,886.42 | 2,366.56 |
| Fleet/Maintenance Technician | 37.5 | Non-Exempt | 700.00 | 1,886.42 | 2,366.56 |
| School Crossing Guard | Paid \$38.00 Per Assignment | | | | |

SEE ADDITIONAL STATEMENTS

| Department: Police - Sworn Officers | | | | | |
|-------------------------------------|----------------------|------------|--------------------------------|-----------------------|-----------------------------------|
| Rank | # Hours/ Workweek | FLSA | Annual (\$) Clothing Allowance | Biweekly (\$) Maximum | Position |
| Chief | 40 | Exempt | 1,500.00 | 3,940.97 | Chief |
| Deputy Chief | 40 | Exempt | 1,500.00 | 3,589.28 | Commander of Traffic & Operations |
| Captain | 40 | Non-Exempt | 1,500.00 | 3,313.13 | Patrol, Captain of |
| | | | | | Investigations, Captain of |
| | | | | | Special Services, Captain of |
| Lieutenant | a | Non-Exempt | 1,500.00 | 3,187.71 | Patrol, Lieutenant of |
| | | | | | Investigations, Lieutenant of |
| | | | | | Special Services, Lieutenant of |
| Sergeant | a | Non-Exempt | 1,500.00 | 3,054.72 | Patrol, Sergeant of |
| | | | | | Investigations, Sergeant of |
| | | | | | Special Services, Sergeant of |
| Detective | a | Non-Exempt | 1,500.00 | 2,899.45 | Detective |
| Officer | a | Non-Exempt | 1,500.00 | 2,769.10 | Police Officer, First Class |
| | | | 0.00 | 2,624.46 | Police Officer, Probationary |

a – Based on a 28-day tour of duty.

SEE ADDITIONAL STATEMENTS

Ordinance No 14-2024, 2024 Salary Ordinance (continued)

| Department: Street, Sanitation and Recycling | | | | | |
|--|----------------------|---------------|--------------------------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Annual (\$) Clothing Allowance | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Public Works Director | 40 | Exempt | 0.00 | 3,986.62 | 4,386.34 |
| Street Commissioner | 40 | Exempt | 0.00 | 3,301.78 | 3,702.12 |
| Collection System Foreman | 40 | Non-Exempt | 700.00 | 1,848.72 | 2,794.50 |
| Equipment Operator Foreman | 40 | Non-Exempt | 700.00 | 1,848.72 | 2,794.50 |
| Sanitation Foreman | 40 | Non-Exempt | 700.00 | 1,848.72 | 2,794.50 |
| Stormwater Foreman | 40 | Non-Exempt | 700.00 | 1,848.72 | 2,794.50 |
| Traffic Technician Foreman | 40 | Non-Exempt | 700.00 | 1,848.72 | 2,794.50 |
| Fleet Manager | 40 | Non-Exempt | 0.00 | 1,848.72 | 2,820.38 |
| Assistant Foreman | 40 | Non-Exempt | 700.00 | 1,848.72 | 2,646.41 |
| Mechanic/Equipment Operator | 40 | Non-Exempt | 0.00 | 1,848.72 | 2,404.26 |
| Traffic Maintenance/Equipment Operator | 40 | Non-Exempt | 700.00 | 1,848.72 | 2,404.24 |
| Equipment Operator/Laborer | 40 | Non-Exempt | 700.00 | 1,848.72 | 2,404.24 |
| Driver/Collector | 40 | Non-Exempt | 700.00 | 1,848.72 | 2,404.24 |
| Administrative Assistant | 40 | Non-Exempt | 0.00 | 1,594.49 | 2,125.47 |

SEE ADDITIONAL STATEMENTS

| Department: Wastewater Treatment Utility | | | | |
|---|----------------------|------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Utility Director | 40 | Exempt | 3,301.78 | 3,702.12 |
| Maintenance Supervisor | 40 | Exempt | 2,418.37 | 3,169.20 |
| Operations Supervisor | 40 | Exempt | 2,418.37 | 3,169.20 |
| Laboratory Manager | 40 | Exempt | 2,331.78 | 2,913.74 |
| Collections Systems/GIS Supervisor | 40 | Exempt | 2,418.37 | 3,119.94 |
| Information Services/Instrumentation Technician | 40 | Non-Exempt | 2,051.86 | 2,664.84 |
| Climate Resiliency & Sustainability Officer | 40 | Non-Exempt | 1,751.54 | 2,189.43 |
| Operator | 40 | Non-Exempt | 1,695.08 | 2,332.39 |
| Maintenance/Operator | 40 | Non-Exempt | 1,695.08 | 2,332.39 |
| Laboratory Technician | 40 | Non-Exempt | 1,695.08 | 2,264.83 |
| Administrative Assistant | 40 | Non-Exempt | 1,594.49 | 2,125.47 |

SEE ADDITIONAL STATEMENTS

| Department: Wellness Center | | | | | |
|---|----------------------|------------|--------------------------------|-----------------------|-----------------------|
| Position | # Hours/ Workweek | FLSA | Annual (\$) Clothing Allowance | Biweekly (\$) Minimum | Biweekly (\$) Maximum |
| Wellness Center Director | 40 | Exempt | 0.00 | 2,610.53 | 2,835.55 |
| Wellness Coordinator | 40 | Exempt | 0.00 | 1,799.81 | 2,073.93 |
| Aquatics Coordinator | 40 | Exempt | 0.00 | 1,799.81 | 2,073.93 |
| Assistant Aquatics Coordinator | 40 | Non-Exempt | 0.00 | 1,514.14 | 1,946.75 |
| Recreation Coordinator | 40 | Exempt | 0.00 | 1,799.81 | 2,073.93 |
| Youth Development Coordinator | 40 | Exempt | 0.00 | 1,799.81 | 2,073.93 |
| Assistant Youth Development Coordinator | 40 | Non-Exempt | 0.00 | 1,514.14 | 1,946.75 |
| Membership & Events Coordinator | 40 | Exempt | 0.00 | 1,799.81 | 2,073.93 |
| Hub Services Associate | 40 | Non-Exempt | 0.00 | 1,304.10 | 1,738.80 |
| Maintenance Technician I | 40 | Non-Exempt | 700.00 | 1,875.79 | 2,177.37 |
| Custodian | 40 | Non-Exempt | 0.00 | 1,200.00 | 1,520.00 |

PENSION FUNDS

The Police Pension Secretary and the Fire Pension Secretary are each paid \$300.00 monthly.

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 (tours) and by 204 (hours) per the Fair Labor Standards Act guidelines.
2. Firefighters who work on Thanksgiving Day and/or December 25th will be compensated at the rate of two and one half times for hours worked.
3. Non-exempt firefighters will be compensated, at their current overtime rate, for the following required hours; emergency call-backs, an emergency incident requiring him/her to remain past the regular duty schedule, staffing a station to meet the minimum prescribed manpower levels, training that qualifies for reimbursement and/or IN Department of Homeland Security District 4 deployments. Voluntary training is excluded.
4. The Firefighter Retirement Entitlements Policy outlines a retiring firefighters' final benefits. (WLF D Sec 2.20)

Fire Department (continued):

5. Pending degree verification, an annual college degree incentive will be paid once a year to qualified firefighters for a maximum of one degree earned by November 1 of each year. Payment will be determined by the City Controller in the amounts of \$500.00 for associate degree, \$1,000.00 for bachelor's degree, and \$1,500.00 for master's degree.

Police Department:

1. The hourly rate for all non-exempt police officers will be calculated by dividing the annual salary by 13 (tours) and by 160 (hours) per the Fair Labor Standards Act guidelines.
2. An officer or a patrol dispatcher assigned to a shift of 6:00 p.m. to 6:00 a.m. will receive an additional \$0.50 per hour in shift differential compensation. Probationary officers and patrol dispatchers are not eligible for shift differentials.
3. Police officers and patrol dispatchers who work on Thanksgiving Day and/or December 25th will be compensated at the rate of two and one half times for hours worked.
4. Officers assigned as Technicians will receive \$2,429.96 additional annual compensation.
5. The Specialty Field Compensation Policy outlines sworn personnel of the police department, will receive \$250.00 annual compensation per specialty field per officer. The sworn personnel must have been specialty field certified for the entire calendar year or the amount will be pro-rated for mid-year members. The amounts will be paid in December of each year. Sworn personnel are eligible if the specialty aligns with the officers' job duties and are eligible if 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, Polygraph Operator, Narcotics Unit Members, Field Training Coordinator, Less Lethal Instructor, ICAT/De-Escalation Instructor, Active Shooter Instructor, Drone Pilot, Mobile Field Force Instructor, Firearms Coordinator, Shift Level Technician, High Tech Crime Unit (HTCU), or is foreign language speaking. (WLPD Policy 1012)
6. The Specialty Field Compensation Policy outlines civilian personnel of the police department, will receive \$250.00 annual compensation per specialty field per employee. The civilian personnel must have been specialty field certified for the entire calendar year or the amount will be pro-rated for mid-year members. The amounts will be paid in December of each year. Civilian personnel are eligible if the specialty aligns with the employees' job duties and are a certified member of the following specialty fields, teams, or units: Emergency Medical Dispatch (EMD) Trainer, Dispatch Training Officer, Hostage Negotiation Team, or is foreign language speaking.
7. A certified Field Training Officer (FTO) who facilitates the field training of a new officer will receive \$250.00 for each completed four-week training session. (WLPD Policy 1012.1)
8. A certified Dispatch Training Officer (DTO) who facilitates the field training of a new dispatcher will receive \$250.00 for each completed training session.
9. The Police Officer Lateral Entry Program outlines the sign on bonus for lateral transfers. Qualified officers will be entitled to a \$5,000.00 sign on bonus; \$2,500.00 upon FTO completion and \$2,500.00 upon completion of their one-year anniversary. (WLPD Policy 1027.2)
10. The IDACS Coordinator Compensation Policy outlines the personnel assigned as IDACS Coordinator or IDACS Assistant Coordinator will receive a \$300.00 annual compensation. (WLPD Policy 1024.1)
11. The Police Officer Retirement Entitlements Policy outlines a retiring police officers' final benefits. (WLPD Policy 208)
12. Pending degree verification, an annual college degree incentive will be paid once a year to qualified police officers for a maximum of one degree earned by November 1 of each year. Payment will be determined by the City Controller in the amounts of \$500.00 for associate degree, \$1,000.00 for bachelor's degree, and \$1,500.00 for master's degree.

Street, Sanitation and Recycling Department:

1. Employee pay will be increased based on the below Step-Increase Program schedule. The Step-Increase Program is for qualified Driver/Collector and Equipment Operator/Laborer positions.

| Initiation | Step 1 1 Year | Step 2 3 Year | Step 3 5 Year | Maximum |
|------------|------------------|------------------|------------------|------------|
| New Hire | (5% Increase) | (6% Increase) | (6% Increase) | |
| \$1,848.72 | \$1,941.16 | \$2,057.63 | \$2,181.09 | \$2,404.24 |

Wastewater Treatment Utility Department:

1. Employees assigned to work any hours on the 2nd shift will receive an additional \$0.25 per hour compensation. Employees assigned to work any hours on the 3rd shift will receive an additional \$0.50 per hour compensation.
2. Employee pay will be increased for each Sacramento course passed and each level of IDEM Certification achieved according to the following schedules. The Board of Works will approve all pay increases upon presentation of Certification. For Sacramento courses, pay increases will be retroactive to the beginning of the nearest pay period of the month specified on the Certification of Completion for each Sacramento course. For IDEM Certifications, pay increases will be retroactive to the beginning of the nearest pay period to the date of the IDEM examination. An employee will be paid for the total of all courses and/or certification levels achieved. Any incentive pay, certification and/or home study courses may be are in addition to the salary and pay schedule listed above.

Schedule of Sacramento Course Pay

\$250.00 each course, up to four (4) courses

Schedule of IDEM Certification Pay

Class I, Class II, Class III, Class IV - \$1,000.00 per class passed

Class A, Class B, Class C, Class D - \$125.00 per class passed

3. Employees receive a 30-minute paid lunch period. This 30-minute paid lunch period will be considered hours worked the computation of overtime pay or earning compensatory time.

SECTION 2.

The hourly rate for all exempt and non-exempt full-time civilian employees will 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 will be a minimum of \$10.00/hour to a maximum of \$41.00/hour, subject to the approval of the Board of Public Works and Safety.

SECTION 4.

In addition to holiday pay, all employees working on Thanksgiving Day or December 25th will be compensated at the rate of two times for hours worked either by pay or compensatory time. In addition to holiday pay, employees working on all other designated City holidays will be compensated at the rate one and one-half times for hours worked either by pay or compensatory time. Departmental policy will specify whether non-exempt employees will receive pay or compensatory time for hours worked on a designated City holiday. Exempt employees will receive compensatory time only for hours worked on a designated City holiday. Employees will be compensated for the holiday based on when the employee's workday begins. For example: An employee working from 10 pm December 24th to 8 am December 25th would not receive holiday compensation for the December 25th Holiday; however, an employee working 10 pm December 25th to 8 am December 26th would-be compensated 10 hours for working the December 25th Holiday. This section does not apply to department heads, sworn police officers, police patrol dispatchers, sworn firefighters, wellness center, and wastewater maintenance staff.

SECTION 5.

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

SECTION 6.

Sworn Police Officers and Sworn Firefighters will be compensated for longevity based on years of service as of June 30th. Longevity will be paid once a year (the date to be decided by the City Controller) per the schedule below.

| Years of Service | Annual (\$) Compensation |
|------------------|--------------------------|
| 1-4 | 0.00 |
| 5 | 250.00 |
| 6 | 500.00 |
| 7 | 750.00 |
| 8 | 1,000.00 |
| 9 | 1,250.00 |
| 10 | 1,500.00 |
| 11 | 1,750.00 |
| 12 | 2,000.00 |
| 13 | 2,250.00 |
| 14 | 2,500.00 |
| 15 | 2,750.00 |
| 16 | 3,000.00 |
| 17 | 3,250.00 |
| 18 | 3,500.00 |
| 19 | 3,750.00 |
| 20+ | 5,500.00 |

SECTION 7.

The West Lafayette Parks and Recreation Department and AmeriCorps have established an Agreement regarding the participation of members who will serve in the West Lafayette Parks and Recreation and AmeriCorps Program ("Program"). AmeriCorps is a federal agency who works with communities and supports a variety of partnerships and governmental collaborations to address local challenges through service. Program members will serve our community for a specified number of minimum hours and will receive a living allowance. The living allowance is paid by the City of West Lafayette and reimbursed by AmeriCorps. The employment status of AmeriCorps members may not be considered to be an employee of the Program in which the participant is enrolled.

SECTION 8.

Benefits will be paid as described in the Civilian Personnel Manual, WLPD Department Manual, and the WLPD Standard Operating Guidelines.

SECTION 9.

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

SECTION 10.

This ordinance will be effective for, and including, the payment date beginning ~~May 3, 2024~~ **May 31, 2024**, and will continue through the payment date ending December 31, 2024.

SECTION 11.

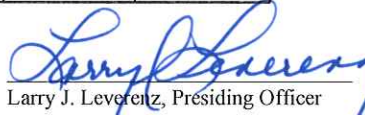
This ordinance will be in full force and effect from and after its passage and signing by the Mayor.

INTRODUCED ON FIRST READING ON THE 6 DAY OF May, 2024.


MOTION TO ADOPT MADE BY COUNCILOR Blanco, AND SECONDED BY COUNCILOR Bellisario.

DULY ORDAINED, PASSED, AND ADOPTED BY THE COMMON COUNCIL OF THE CITY OF WEST LAFAYETTE, INDIANA, ON THE 6 DAY OF May, 2024, HAVING BEEN PASSED BY A VOTE OF 9 IN FAVOR AND 0 OPPOSED, THE ROLL CALL VOTE BEING:

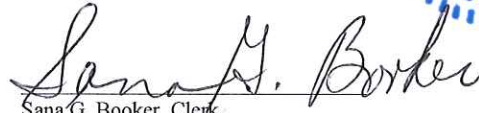
| | AYE | NAY | ABSENT | ABSTAIN |
|------------|-----|-----|--------|---------|
| Bellisario | ✓ | | | |
| Blanco | ✓ | | | |
| Burr | ✓ | | | |
| Dennis | ✓ | | | |
| Lee | ✓ | | | |
| Leverenz | ✓ | | | |
| Parker | ✓ | | | |
| Sanders | ✓ | | | |
| Veidemanis | ✓ | | | |


Larry J. Leverenz, Presiding Officer




Attest: 
Sana G. Booker, Clerk

PRESENTED BY ME TO THE MAYOR OF THE CITY OF WEST LAFAYETTE, INDIANA ON THE 7 DAY OF May, 2024.


Sana G. Booker, Clerk

THIS ORDINANCE APPROVED AND SIGNED BY ME ON THE 7 DAY OF May, 2024.


Erin R. Easter, Mayor

Attest: 
Sana G. Booker, Clerk

