

**PLAINFIELD TOWN COUNCIL  
ORDINANCE NUMBER 04 - 2018**

**AN ORDINANCE AMENDING AND REPLACING ORDINANCE 38-2017 FIXING THE  
COMPENSATION OF ELECTED OFFICIALS, OFFICERS, BOARD AND  
COMMISSION MEMBERS AND EMPLOYEES OF THE TOWN OF PLAINFIELD,  
INDIANA**

Be it ordained the Town Council of the Town of Plainfield, Hendricks County, Indiana, that the compensation for its elected officials, officers, board and commission members and employees for December 21, 2017 through December 10, 2018 shall be as follows:

ADMINISTRATIVE

TOWN COUNCIL (5) \$12,000.00 Annually

CLERK-TREASURER \$70,000.00 Annually

	<u>Grade</u>	<u>Biweekly Salary</u>		
Town Manager	G	\$2,642.00	to	\$4,227.00
Assistant/Deputy Town Manager	G	\$2,642.00	to	\$4,227.00
Executive Director, Development Services	G	\$2,642.00	to	\$4,227.00
Director of Transportation, Engineer	G	\$2,642.00	to	\$4,227.00
Director of Utilities, Engineer	G	\$2,642.00	to	\$4,227.00
Director of Planning and Zoning	F	\$2,354.00	to	\$3,766.00
Director of Redevelopment	F	\$2,354.00	to	\$3,766.00
Director of Information Technology	F	\$2,354.00	to	\$3,766.00
Director of Communications and Marketing	F	\$2,354.00	to	\$3,766.00
Building Commissioner	D	\$1,915.00	to	\$2,873.00
Human Resource Manager	D	\$1,915.00	to	\$2,873.00
Fleet and Facilities Manager	D	\$1,915.00	to	\$2,873.00
Budget Analyst	D	\$1,915.00	to	\$2,873.00
Information Technology Specialist	D	\$1,915.00	to	\$2,873.00
Business Office Supervisor/Staff Accountant	D	\$1,915.00	to	\$2,873.00
Staff Accountant	C	\$20.82	to	\$31.23 per hour
Planner	C	\$20.82	to	\$31.23 per hour
GIS/Data Base Coordinator	B	\$18.35	to	\$26.61 per hour
Executive Assistant to Town Manager	B	\$18.35	to	\$26.61 per hour
Building Inspector	B	\$18.35	to	\$26.61 per hour

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Accounts Payable Clerk	B	\$18.35	to	\$26.61 per hour
Accounts Receivable Clerk	B	\$18.35	to	\$26.61 per hour
Code Enforcement Inspector	A	\$14.96	to	\$20.95 per hour
Ambulance Billing Clerk	A	\$14.96	to	\$20.95 per hour
<u>Administrative Assistant</u>	<u>A</u>	<u>\$14.96</u>	<u>to</u>	<u>\$20.95 per hour</u>
Interns		\$8.00	to	\$12.00 per hour
Engineering/Administration/Human Resource Clerical (PT)		\$8.00	to	\$18.00 per hour
Clothing Allowance/PPE stipend for qualifying Full-time Employees				\$300.00 Annually
Approved Special Assignment/Certification/Licensure				\$.50-\$1.00 per hour

All Full-Time Employees will receive 88 hours of Holiday leave per year.

**BOARDS AND COMMISSIONS**

BZA Members	\$100.00 per meeting
Plan Commission	\$100.00 per meeting
Secretary BZA	\$100.00 per meeting
Secretary Plan Commission	\$100.00 per meeting
Design Review Committee	\$100.00 per meeting
Exempt Police Security (At meetings)	\$100.00 per meeting
Police Commissioners	\$2,000.00 Annually

**PLAINFIELD POLICE DEPARTMENT SALARIES AND OTHER BENEFITS**

	<u>Grade</u>	<u>Biweekly Salary</u>	
Police Chief	F	\$2,354.00	to \$3,766.00
Major	E	\$2,182.00	to \$3,272.00
Captains	E	Incumbent salary plus \$250 biweekly	
Lieutenants Promotion from Sergeant	D	Incumbent salary plus \$100 biweekly	
Sergeants Promotion from Corporal	D	Incumbent salary plus \$100 biweekly	
Corporals Promotion from First Class	C	Incumbent salary plus \$100 biweekly	
First Class Patrol Officers	C	\$2,088.00	to \$2,498.00
Probationary Patrol Officers	B		\$21.81 per hour
Evidence Technician	B	\$18.35	to \$26.61 per hour
Administrative Assistant	A	\$14.96	to \$20.95 per hour

Records Clerk	A	\$14.96	to	\$20.95 per hour
<u>Secretary</u>	<u>A</u>	<u>\$14.96</u>	<u>to</u>	<u>\$20.95 per hour</u>
CSO (Community Support Officers)		\$8.00	to	\$18.00 per hour
Chaplain				\$3,000.00 Annually
Clothing Allowance/PPE stipend for Officer				\$1,200.00 Annually
Clothing Allowance for Reserves				\$400.00 Annually
Shift Differential (After completion of FTO training)				\$1.00 per hour
Approved Special Assignment/Certification/FTO				\$.50-\$1.00 per hour

All Sworn Police Officers will receive 88 hours of Holiday leave per year.

Certified Pension Base is First Class Patrol Officer's Annual Salary + 20 years longevity pay  
 $\$58,015.95 + \$3,000.00 = \$61,015.95$

**PLAINFIELD FIRE DEPARTMENT SALARIES AND OTHER BENEFITS**

	<u>Grade</u>	<u>Biweekly Salary</u>		
Fire Chief	F	\$2,354.00	to	\$3,766.00
Assistant Fire Chief	E	\$2,182.00	to	\$3,272.00
Division Chief	E	\$2,182.00	to	\$3,272.00
Fire Prevention Officer	C	\$20.82	to	\$31.23 per hour
*Promotion to Battalion Chief (Level 3)	D	Incumbent hourly rate plus \$1.00 per hour		
*Promotion to Captain (Level 2)	D	Incumbent hourly rate plus \$1.00 per hour		
*Promotion to Lieutenant (Level 1)	C	Incumbent hourly rate plus \$1.00 per hour		
First-Class Firefighter/Paramedic	C	\$18.91	to	\$21.43 per hour
Firefighter/Advanced EMT	C	\$17.70	to	\$21.43 per hour
First-Class Firefighter/EMT	C	\$17.70	to	\$21.43 per hour
Firefighter/Paramedic Probationary	B			\$16.52 per hour
Firefighter/EMT Probationary	B			\$15.49 per hour
<u>Executive Assistant</u>	<u>B</u>	<u>\$18.35</u>	<u>to</u>	<u>\$26.61 per hour</u>

All Firefighters follow the Section 7(k) overtime exemption of the FLSA (14 day tour of duty)

Clothing Allowance/PPE stipend for Firefighters \$1,000.00 Annually

Approved Special Assignment/Certification/Trainer \$.50-\$1.25 per hour

All Sworn Firefighters will receive 88 hours of Holiday leave per year.

Certified Pension Base = First Class Firefighter salary with 20 Years Longevity

$$\$56,172.58 + \$3,000.00 = \$59,172.58$$

**TOWN COURT**

	<u>Grade</u>	<u>Biweekly Salary</u>		
Judge	Elected			\$39,800.00 Annually
Court Administrator	B	\$18.35	to	\$26.61 per hour
Assistant Court Administrator	A	\$14.96	to	\$20.95 per hour
<u>Court Clerk I and II</u>	<u>A</u>	<u>\$14.96</u>	<u>to</u>	<u>\$20.95 per hour</u>
Part-time Court Clerk		\$8.00	to	\$18.00 per hour
Bailiff				\$10.00 per hour

All Full-Time Court Employees will receive 88 hours of Holiday leave per year.

**PUBLIC WORKS**

	<u>Grade</u>	<u>Biweekly Salary</u>		
Director of Public Works	F	\$2,354.00	to	\$3,766.00
Utility Manager	D	\$1,915.00	to	\$2,873.00
Water/Wastewater Plant Crew Leader	C	\$20.82	to	\$31.23 per hour
Stormwater Crew Leader	C	\$20.82	to	\$31.23 per hour
Construction Crew Leader	C	\$20.82	to	\$31.23 per hour
Streets Crew Leader	B	\$18.35	to	\$26.61 per hour
Fleet Mechanic Crew Leader	B	\$18.35	to	\$26.61 per hour
Stormwater Compliance Inspector	B	\$18.35	to	\$26.61 per hour
Operator Wastewater/Water	B	\$18.35	to	\$26.61 per hour
Fleet Mechanic	A	\$14.96	to	\$20.96 per hour
Operator Street Department	A	\$14.96	to	\$20.96 per hour
Operator Stormwater Department	A	\$14.96	to	\$20.96 per hour
<u>Administrative Assistant</u>	<u>A</u>	<u>\$14.96</u>	<u>to</u>	<u>\$20.96 per hour</u>
Part-Time Street Operator		\$8.00	to	\$18.00 per hour
Approved Special Assignment/Certification/Trainer/CDL				\$.50-\$1.25 per hour
Clothing Allowance/PPE stipend for full-time employees				\$300.00 Annually
Shift Differential (After 10pm)				\$1.00 per hour

All Full-Time DPW Employees will receive 88 hours of Holiday leave per year.

**PARKS AND RECREATION**

	<u>Grade</u>	<u>Biweekly Salary</u>	
Director of Parks and Recreation	F	\$2,354.00	to \$3,766.00
General Manager RAC	D	\$1,915.00	to \$2,873.00
Recreation Facilities Operations Manager	B	\$1,468.00	to \$2,129.00
Aquatics Facilities Operations Manager	B	\$1,468.00	to \$2,129.00
Guest Services Manager	B	\$1,468.00	to \$2,129.00
Facility Maintenance Supervisor	B	\$18.35	to \$26.61 per hour
Executive Assistant	B	\$18.35	to \$26.61 per hour
Assistant Aquatic Manager	A	\$14.96	to \$20.96 per hour
Building Supervisors	A	\$14.96	to \$20.96 per hour
Recreation Program Supervisor	A	\$14.96	to \$20.96 per hour
Park Maintenance Crew Leader	A	\$14.96	to \$20.96 per hour
Park Maintenance Operator	A	\$14.96	to \$20.96 per hour
Special Events Coordinator	A	\$14.96	to \$20.96 per hour
<u>Splash Island Aquatic Supervisor</u>	<u>A</u>	<u>\$14.96</u>	<u>to \$20.96 per hour</u>
Crew Leaders (\$1.00 per hour increase over group supervised)		\$9.00	to \$18.00 per hour
Park Maintenance (Part-time)		\$8.00	to \$18.00 per hour
Lifeguards		\$8.75	to \$12.25 per hour
Recreation Guest Services		\$8.00	to \$12.00 per hour
Guest Services Indoor and Splash Island		\$8.00	to \$12.00 per hour
Intern		\$8.00	to \$12.00 per hour
Programmers, Instructors and Events Workers		\$8.00	to \$32.00 per hour/class
Approved Special Assignment/Certification/Trainer/CDL			\$1.25-\$1.25 per hour
Clothing Allowance/PPE stipend for full-time employees			\$300.00 Annually
Shift Differential (After 10pm)			\$1.00 per hour

All Full-Time Employees will receive 88 hours of Holiday leave per year.

**HENDRICKS COUNTY COMMUNICATION CENTER**

	<u>Grade</u>	<u>Biweekly Salary</u>	
Director of HCCC	F	\$2,354.00	to \$3,766.00
Deputy Director	E	\$2,182.00	to \$3,272.00
Supervisor	C	\$20.82	to \$31.23 per hour

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Accreditation Communications Officer	C	\$20.82	to	\$31.23 per hour
Training & Quality Assurance Coordinator	C	\$20.82	to	\$31.23 per hour
Promotion to Assistant Supervisor	B	\$18.35	to	\$26.61 per hour
1st Class Communications Officer/5 skill sets	B	\$18.35	to	\$26.61 per hour
Probationary with 5 Skill Sets	A	Incumbent salary plus \$1.00 per hour		
Probationary with 4 Skill Sets	A	Incumbent salary plus \$1.00 per hour		
Probationary with 3 Skill Sets	A	Incumbent salary plus \$.50 per hour		
Probationary with 2 Skill Sets	A	Incumbent salary plus \$.50 per hour		
Probationary with 1 Skill Set	A	Incumbent salary plus \$.50 per hour		
<u>Probationary</u>	<u>A</u>	<u>\$16.09 per hour</u>		
Part-time Fire Dispatch Certification		Additional \$.50 per hour		
Part-time Police Dispatch Certification		Additional \$.50 per hour		
Part-time Headquarters Certification		Additional \$.25 per hour		
Part-time IDACS/Warrants Certification		Additional \$.25 per hour		
Part-time Communications Officer		\$14.00	to	\$18.00 per hour
Shift Differential (After being certified on three disciplines)		\$1.00 per hour		
CTO (Only when actively training)		Additional \$1.00 per hour		
All Full-Time HCCC Employees will earn 88 Holiday hours				

MISCELLANEOUS

A part-time employee may earn an additional \$.25 per hour beginning on the first day of the pay period the month following the employee's anniversary date if the employee meets one of the following qualifications:

Hendricks County Communication Center employees must average working one shift per week.

Parks and Recreation year-round employees must average working 12 hours per week.

Parks and Recreation seasonal employees must average working 30 hours per week for 12 weeks.

All other part-time employees must average working 12 hours per week.

These annual increases will top out at eight years of service.

Part-time employees not specifically provided for herein shall be paid at an hourly rate ranging from \$8.00 to \$32.00 and shall receive no other compensation or benefits.

Unless otherwise listed above:

- a. The Town Council may make changes to employee compensation at any time by amending the Salary Ordinance.
- b. Employees may receive performance bonuses as determined by the Town Council when awards are warranted.

- c. The Town of Plainfield assumes the 3% employee contribution to civilian PERF.
- d. The Town of Plainfield shares in the medical and other health insurance costs with employees. Contribution amounts are determined annually.
- e. Employees receive Paid Time Off, On-Call pay, shift differential and other benefits as provided for in the Employee Handbook.

All full-time Town of Plainfield employees (excluding elected officials) will be paid longevity based on the following schedule. Employees hired between 2014 and November 30, 2017 will have their longevity paid in January 2018. Employees hired prior to 2014 will have 50% of their longevity paid in January and the remaining 50% paid in July 2018.

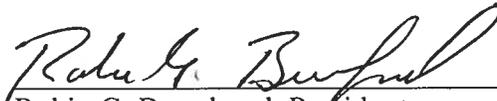
**LONGEVITY SCHEDULE**

Hired in	Paid in 2017
Pre-1998	\$3,000
1998	\$3,000
1999	\$2,500
2000	\$2,500
2001	\$2,500
2002	\$2,500
2003	\$2,500
2004	\$2,000
2005	\$2,000
2006	\$2,000
2007	\$2,000
2008	\$2,000
2009	\$1,800
2010	\$1,600
2011	\$1,400
2012	\$1,200
2013	\$1,000
2014	\$ 600
2015	\$ 450
2016	\$ 300
2017	\$ 150

This ordinance shall be in force and effect from and after its adoption by the Town Council and any publication required by law.

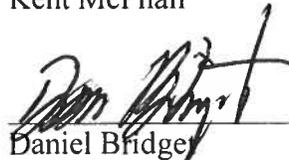
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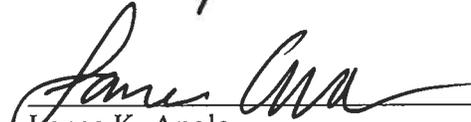
Passed and adopted by the Town Council of the Town of Plainfield, Indiana, on the 8th day of January, 2018.

  
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Robin G. Brandgard, President

  
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Bill Kirchoff, Vice President

  
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Kent McPhail

  
\_\_\_\_\_  
Daniel Bridger

  
\_\_\_\_\_  
Lance K. Angle

ATTESTED BY:

  
\_\_\_\_\_  
Mark J. Todisco, Clerk-Treasurer  
Town of Plainfield, Indiana