

**PLAINFIELD TOWN COUNCIL
ORDINANCE 50-2018**

**AN ORDINANCE 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 10, 2018 through December 10, 2019 shall be as follows:

ADMINISTRATIVE

TOWN COUNCIL (5) \$15,000.00 Annually

CLERK-TREASURER \$70,000.00 Annually

	<u>Grade</u>	<u>Biweekly Salary</u>	
Town Manager	G	\$2,695.00	to \$4,312.00
Assistant Town Manager	G	\$2,695.00	to \$4,312.00
Executive Director, Development Services	G	\$2,695.00	to \$4,312.00
Director of Transportation, Engineer	G	\$2,695.00	to \$4,312.00
Director of Utilities, Engineer	G	\$2,695.00	to \$4,312.00
Director of Development	F	\$2,401.00	to \$3,841.00
Director of Information Technology	F	\$2,401.00	to \$3,841.00
Director of Communications and Marketing	F	\$2,401.00	to \$3,841.00
Building Commissioner	D	\$1,953.00	to \$2,930.00
Senior Planner	D	\$1,953.00	to \$2,930.00
Human Resource Manager	D	\$1,953.00	to \$2,930.00
Fleet and Facilities Manager	D	\$1,953.00	to \$2,930.00
Budget Analyst	D	\$1,953.00	to \$2,930.00
Information Technology Specialist	D	\$1,953.00	to \$2,930.00
Business Office Manager	D	\$1,953.00	to \$2,930.00
Staff Accountant	C	\$21.24	to \$31.85 per hour
Planner	C	\$21.24	to \$31.85 per hour
GIS/Data Base Coordinator	B	\$18.72	to \$27.14 per hour
Executive Assistant to Town Manager	B	\$18.72	to \$27.14 per hour
Executive Assistant to Development Services ED	B	\$18.72	to \$27.14 per hour
Building Inspector	B	\$18.72	to \$27.14 per hour
Accounts Payable Clerk	B	\$18.72	to \$27.14 per hour
Accounts Receivable Clerk	B	\$18.72	to \$27.14 per hour
Code Enforcement Inspector	A	\$15.25	to \$21.37 per hour
Ambulance Billing Clerk	A	\$15.25	to \$21.37 per hour
<u>Administrative Assistant</u>	<u>A</u>	<u>\$15.25</u>	<u>to \$21.37 per hour</u>
Interns		\$8.00	to \$12.00 per hour
Administrative/Clerical/Support (PT)		\$8.00	to \$18.00 per hour
Clothing Allowance/PPE stipend for qualifying Full-time Employees		\$300.00	
Approved Special Assignment/Certification/Licensure		\$.25-\$1.00 per hour	

BOARDS AND COMMISSIONS

BZA Members (5)	\$100.00 per meeting
Plan Commission (7)	\$100.00 per meeting
Secretary BZA	\$100.00 per meeting
Secretary Plan Commission	\$100.00 per meeting
Design Review Committee (5)	\$100.00 per meeting
Exempt Police Security (At meetings)	\$100.00 per meeting
Police Commissioners (3)	\$2,000.00 Annually

PLAINFIELD POLICE DEPARTMENT SALARIES AND OTHER BENEFITS

	Grade	Biweekly Salary	
Police Chief	F	\$2,401.00	to \$3,841.00
Deputy Chief	E	\$2,226.00	to \$3,337.00
Captains	*E	Incumbent Salary plus \$250 bi-weekly	
Lieutenants-Promotion from Sergeant	*D	Incumbent Salary plus \$100 bi-weekly	
Sergeants -Promotion from Corporal	*D	Incumbent Salary plus \$100 bi-weekly	
Corporals -Promotion from First Class	*C	Incumbent Salary plus \$100 bi-weekly	
Accreditation Manager	C	\$21.24	to \$31.85 per hour
First Class Patrol Officers	*C	\$22.25	to \$31.85 per hour
Probationary Patrol Officers	*B		\$22.25 per hour
Crime Scene Investigator	B	\$18.72	to \$27.14 per hour
Executive Assistant	B	\$18.72	to \$27.14 per hour
Administrative Assistant	A	\$15.25	to \$21.37 per hour
Records Clerk	A	\$15.25	to \$21.37 per hour
<u>Secretary</u>	<u>A</u>	<u>\$15.25</u>	<u>to \$21.37 per hour</u>
CSO (Community Support Officers) (PT)		\$8.00	to \$18.00 per hour
Chaplain (1)			\$3,000.00 Annually
Clothing Allowance/PPE stipend for Officers/CSI			\$1,200.00 Annually
Clothing Allowance/PPE for Reserves			\$400.00 Annually
Clothing Allowance/Stipend/PPE for Approved Special Assignment			\$300.00 Annually
Shift Differential (After completion of FTO training)			\$1.00 per hour
Approved Advanced Certification/FTO/Instructor			\$1.00 per hour

All Non-Exempt/Non-Administrative/Shift Assigned Sworn Police Officers will receive 88 hours of holiday incentive per year.

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

Certified Pension Base is First Class Patrol Officer's Annual Salary + 20 years longevity pay
 $\$59,176.27 + \$3,000.00 = \$62,176.27$

PLAINFIELD FIRE TERRITORY SALARIES AND OTHER BENEFITS

	Grade	<u>Biweekly Salary</u>		
Fire Chief	F	\$2,401.00	to	\$3,841.00
Assistant Fire Chief	E	\$2,226.00	to	\$3,337.00
Division Chief (4)	E	\$2,226.00	to	\$3,337.00
Fire Prevention Officer	C	\$21.24	to	\$31.85 per hour
*Promotion to Battalion Chief (Level 3) (3)	*D	Incumbent hourly rate plus \$1.00 per hour		
*Promotion to Captain (Level 2) (3)	*D	Incumbent hourly rate plus \$1.00 per hour		
*Promotion to Lieutenant (Level 1) (9)	*C	Incumbent hourly rate plus \$1.00 per hour		
First-Class Firefighter/Paramedic (21)	*C	\$19.05	to	\$21.86 per hour
Firefighter/Advanced EMT (2)	*C	\$18.05	to	\$21.86 per hour
First-Class Firefighter/EMT (37)	*C	\$18.05	to	\$21.86 per hour
Firefighter/Paramedic Probationary	*B			\$16.80 per hour
Firefighter/EMT Probationary	*B			\$15.80 per hour
<u>Executive Assistant</u>	<u>B</u>	<u>\$18.72</u>	<u>to</u>	<u>\$27.14 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 \$.50-1.00 per hour

All non-exempt/Non-Administrative/Shift Assigned Sworn Firefighters will receive 88 hours of holiday incentive per year.

Certified Pension Base = First Class Firefighter salary with 20 Years Longevity
 $\$57,296.03 + \$3,000.00 = \$60,296.03$

TOWN COURT

Judge	Grade	\$39,800.00 Annually		
Court Administrator	B	\$18.72	to	\$27.14 per hour
Assistant Court Administrator	A	\$15.25	to	\$21.37 per hour
<u>Court Clerk</u>	<u>A</u>	<u>\$15.25</u>	<u>to</u>	<u>\$21.37 per hour</u>
Part-time Court Clerk		\$8.00	to	\$18.00 per hour
Bailiff				\$10.00 per hour

PUBLIC WORKS

	Grade	<u>Biweekly Salary</u>		
Director	F	\$2,401.00	to	\$3,841.00
Utility Manager	D	\$1,953.00	to	\$2,930.00
Water/Wastewater Plant Crew Leader	C	\$21.24	to	\$31.85 per hour
Stormwater Crew Leader	C	\$21.24	to	\$31.85 per hour
Streets Crew Leader	B	\$18.72	to	\$27.14 per hour
Fleet Mechanic Crew Leader	B	\$18.72	to	\$27.14 per hour
Stormwater Compliance Inspector	B	\$18.72	to	\$27.14 per hour
Construction Crew Leader	B	\$18.72	to	\$27.14 per hour
Fleet Mechanic	A	\$15.25	to	\$21.37 per hour
Operator Wastewater/Water	A	\$15.25	to	\$21.37 per hour

Operator Street Department	A	\$15.25	to	\$21.37 per hour
Operator Stormwater Department	A	\$15.25	to	\$21.37 per hour
<u>Administrative Assistant</u>	<u>A</u>	<u>\$15.25</u>	<u>to</u>	<u>\$21.37 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		
Shift Differential		\$1.00 per hour		

PARKS AND RECREATION

	Grade	Biweekly Salary		
Director of Parks and Recreation	F	\$2,401.00	to	\$3,841.00
General Manager RAC	D	\$1,953.00	to	\$2,930.00
Recreation Facilities Operations Manager	B	\$1,497.00	to	\$2,172.00
Aquatics Facilities Operations Manager	B	\$1,497.00	to	\$2,172.00
Leisure Services Manager	B	\$1,497.00	to	\$2,172.00
Facility Maintenance Supervisor	B	\$18.72	to	\$27.14 per hour
Parks Maintenance Supervisor	B	\$18.72	to	\$27.14 per hour
Executive Assistant	B	\$18.72	to	\$27.14 per hour
Assistant Aquatic Manager	A	\$15.25	to	\$21.37 per hour
Building Supervisors	A	\$15.25	to	\$21.37 per hour
Recreation Program Supervisor	A	\$15.25	to	\$21.37 per hour
Park Maintenance Operator	A	\$15.25	to	\$21.37 per hour
Special Events Coordinator	A	\$15.25	to	\$21.37 per hour
<u>Splash Island Aquatic Supervisor</u>	<u>A</u>	<u>\$15.25</u>	<u>to</u>	<u>\$21.37 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		\$.25-\$1.25 per hour		
Clothing Allowance/PPE stipend for full-time employees		\$300.00		
Shift Differential (Beyond Scheduled Shift 10pm /or after 6pm)		\$1.00 per hour		

HENDRICKS COUNTY COMMUNICATION CENTER

	Grade	Biweekly Salary		
Director	F	\$2,401.00	to	\$3,841.00
Deputy Director	E	\$2,226.00	to	\$3,337.00
Supervisor	C	\$21.24	to	\$31.85 per hour

Accreditation Manager	C	\$21.24	to	\$31.85 per hour
Training Coordinator	C	\$21.24	to	\$31.85 per hour
Quality Assurance Coordinator	C	\$21.24	to	\$31.85 per hour
Assistant Supervisor	B	\$18.72	to	\$27.14 per hour
Communications Officer	B	\$18.72	to	\$27.14 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 Communications Officer</u>	<u>A</u>	<u>\$16.41 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 Communication Officer		\$18.00	to	\$26.00 per hour
Part-time Technical Assistant		\$18.00	to	\$26.00 per hour
Shift Differential (After being certified on three disciplines)		\$1.00 per hour		
Approved Special Assignment/Certification/Trainer		\$1.00 per hour		

All non-exempt/Non-Administrative/Shift Assigned Communication Officers will receive 88 hours of holiday incentive per year.

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 10 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 3% of the employee contribution to civilian PERF and Police and Fire 1977 Funds.
- d. The Town of Plainfield assumes the premium for life insurance, short-term disability insurance and long-term disability insurance on behalf of employees.
- e. The Town of Plainfield shares in the medical and other health insurance costs with employees. Contribution amounts are determined annually.
- f. Employees receive Paid Time Off, On-Call pay, Comp Time, shift differential, Holiday time 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; for continuous employment (without a break in service). Employees hired between 2015 and 2018 will have their longevity paid in January 2019. Employees hired prior to 2015 will have 50% of their longevity paid in January and the remaining 50% paid in July 2019.

LONGEVITY SCHEDULE

Hired in	Paid in 2019
Pre-1999	\$3,000
1999	\$3,000
2000	\$2,500
2001	\$2,500
2002	\$2,500
2003	\$2,500
2004	\$2,500
2005	\$2,000
2006	\$2,000
2007	\$2,000
2008	\$2,000
2009	\$2,000
2010	\$1,800
2011	\$1,600
2012	\$1,400
2013	\$1,200
2014	\$1,000
2015	\$ 600
2016	\$ 450
2017	\$ 300
2018	\$ 150

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

Passed and adopted by the Town Council of the Town of Plainfield, Indiana, on the 10th day of December, 2018.



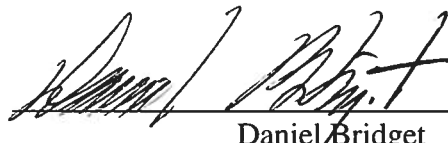
Robin G. Brandgard



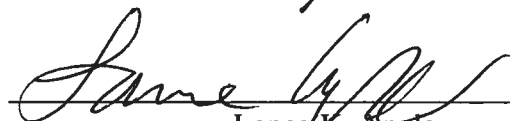
Bill Kirchoff



Kent McPhail



Daniel Bridget



Lance K. Angle

ATTESTED BY: 

Mark Todisco, Clerk-Treasurer
of the Town of Plainfield, Indiana