

**PLAINFIELD TOWN COUNCIL
ORDINANCE NO. 20-2023**

AN ORDINANCE AMENDING AND REPLACING ORDINANCE NO. 09-2023, FIXING THE COMPENSATION OF ELECTED OFFICIALS, OFFICERS, BOARD AND COMMISSION MEMBERS, AND EMPLOYEES OF THE TOWN OF PLAINFIELD, INDIANA

Be it ordained by 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 July 1, 2023 through January 23, 2023 shall be as follows:

ADMINISTRATIVE

Clerk Treasurer's Office: 5 FTEs and 1 Elected Official

General Government: 20 FTEs

Development Services: 14 FTEs

	<u>Grade</u>	<u>Pay Schedule</u>	<u>Not to Exceed</u>
TOWN COUNCIL (4)	Elected	Annually	\$19,000.00
TOWN COUNCIL PRESIDENT (1)	Elected	Annually	\$21,000.00
Basic Group Life and AD&D not to exceed:	Elected	Annually	\$102.00
CLERK-TREASURER	Elected	Annually	\$70,000.00
Basic Group Life and AD&D, STD/LTD not to exceed:	Elected	Annually	\$405.00

<u>Job Title</u>	<u>Grade</u>	<u>Pay Schedule</u>	<u>Status</u>	<u>Minimum</u>	<u>Maximum</u>
Town Manager	K	Biweekly	Exempt	\$3,592.00	\$5,325.00
Executive Director of Development Services (P.E.)	K	Biweekly	Exempt	\$3,592.00	\$5,325.00
Director of Transportation, Engineer (P.E.)	K	Biweekly	Exempt	\$3,592.00	\$5,325.00
Director of Utility Engineering (P.E.)	K	Biweekly	Exempt	\$3,592.00	\$5,325.00
Director of Information Technology	K	Biweekly	Exempt	\$3,592.00	\$5,325.00
Assistant Town Manager	J	Biweekly	Exempt	\$3,224.00	\$4,805.00
Executive Director of Public Safety	J	Biweekly	Exempt	\$3,224.00	\$4,805.00
Director of Finance and Budget	J	Biweekly	Exempt	\$3,224.00	\$4,805.00
Director of Economic Development	J	Biweekly	Exempt	\$3,224.00	\$4,805.00
Director of Communications and Marketing	H	Biweekly	Exempt	\$3,013.00	\$4,287.00
Director of Planning and Zoning	H	Biweekly	Exempt	\$3,013.00	\$4,287.00
Information Technology Operations Manager	G	Biweekly	Exempt	\$2,843.00	\$4,069.00
Budget Analyst	F	Biweekly	Exempt	\$2,674.00	\$3,810.00
Building Commissioner	F	Biweekly	Exempt	\$2,674.00	\$3,810.00
Human Resource Manager	F	Biweekly	Exempt	\$2,674.00	\$3,810.00
Senior Accounting Specialist	F	Biweekly	Exempt	\$2,674.00	\$3,810.00
Community Engagement Manager	F	Biweekly	Exempt	\$2,674.00	\$3,810.00
Fleet and Facilities Manager	E	Biweekly	Exempt	\$2,462.00	\$3,506.00
Deputy Building Commissioner	E	Biweekly	Exempt	\$2,462.00	\$3,506.00
Information Technology Network Manager	E	Biweekly	Exempt	\$2,462.00	\$3,506.00
Wellbeing and Community Support Manager	D	Biweekly	Exempt	\$2,080.00	\$3,280.00
Senior Planner	D	Biweekly	Exempt	\$2,080.00	\$3,280.00
Human Resource Specialist	D	Biweekly	Exempt	\$2,080.00	\$3,280.00
Information Technology Specialist	D	Biweekly	Exempt	\$2,080.00	\$3,280.00
Executive Assistant to Town Manager	B	Biweekly	Exempt	\$1,571.00	\$2,720.00
Executive Assistant to Development Services	B	Biweekly	Exempt	\$1,571.00	\$2,720.00

Accounting Specialist	C	Hourly	Non-Exempt	\$24.93	\$38.00
Building Inspector	C	Hourly	Non-Exempt	\$24.93	\$38.00
Planner	C	Hourly	Non-Exempt	\$24.93	\$38.00
Communications Specialist	C	Hourly	Non-Exempt	\$24.93	\$38.00
Facility Maintenance Supervisor	B	Hourly	Non-Exempt	\$19.64	\$34.00
Accounts Payable Clerk	B	Hourly	Non-Exempt	\$19.64	\$34.00
Accounts Receivable Clerk	B	Hourly	Non-Exempt	\$19.64	\$34.00
Administrative Assistant	A	Hourly	Non-Exempt	\$17.32	\$30.00
Interns (hourly)	PT	Hourly	Non-Exempt	\$12.50	\$25.00
Part-Time Administrative/Clerical/Support (hourly)	PT	Hourly	Non-Exempt	\$12.50	\$25.00
Part-Time Accounts Receivable Clerk (hourly)	PT	Hourly	Non-Exempt	\$12.50	\$25.00
Clothing Allowance/PPE stipend for qualifying FT Employees		Annually	N/A	\$300.00	
Approved Special Assignment/Certification/Licensure (hourly)		Hourly	N/A	\$0.25	\$3.00

BOARDS AND COMMISSIONS

	<u>Pay Schedule</u>	<u>Not to Exceed</u>
BZA Members (5)	Per Meeting	\$200.00
Plan Commission (7)	Per Meeting	\$200.00
Secretary BZA (1)	Per Meeting	\$200.00
Secretary Plan Commission (1)	Per Meeting	\$200.00
Design Review Committee (5)	Per Meeting	\$200.00
Exempt Police Security (At meetings)	Per Meeting	\$200.00
Police Commissioners (3)	Annually	\$2,500.00

POLICE DEPARTMENTAdministration: 9 FTEsSworn Officers: 65 FTEs

<u>Job Title</u>	<u>Grade</u>	<u>Pay Schedule</u>	<u>Status</u>	<u>Minimum</u>	<u>Maximum</u>
Police Chief	I	Biweekly	Exempt	\$3,122.00	\$4,546.00
Deputy Police Chief	H	Biweekly	Exempt	\$3,013.00	\$4,287.00
Accreditation Coordinator	B	Biweekly	Exempt	\$1,571.00	\$2,720.00
Executive Assistant to Police Chief	B	Biweekly	Exempt	\$1,571.00	\$2,720.00
Police Captains (Incumbent Salary+)	G	Hourly	Non-Exempt	\$1.75	
Police Lieutenants – Promotion from Sergeant (Incumbent Salary+)	G	Hourly	Non-Exempt	\$1.75	
Police Sergeant – Promotion from Corporal (Incumbent Salary+)	F*	Hourly	Non-Exempt	\$1.75	
Police Corporal – Promotion from First Class (Incumbent Salary+)	E*	Hourly	Non-Exempt	\$1.75	
First Class Police Officer	E*	Hourly	Non-Exempt	\$31.25	\$43.83
Probationary Police Officer	D*	Hourly	Non-Exempt	\$28.85	
Crime Scene Investigator	C	Hourly	Non-Exempt	\$24.93	\$38.00
Administrative Assistant	A	Hourly	Non-Exempt	\$17.32	\$30.00
Records Clerk	A	Hourly	Non-Exempt	\$17.32	\$30.00
Part-Time Admin/Analyst/Community Support (CSO)/Crime Scene Investigator (CSI)	PT	Hourly	Non-Exempt	\$15.00	\$25.00
Part-Time Chaplain	PT	Hourly	Non-Exempt	\$12.50	\$25.00
Clothing Allowance/PPE Stipend for Officers/CSI		Annually	N/A	\$1,200.00	
Clothing Allowance/PPE Stipend for Reserves		Annually	N/A	\$400.00	
Clothing Allowance/PPE Stipend for Special Assignment		Annually	N/A	\$300.00	
Shift Differential (Nights After Completion of FTO beyond 6pm)		Hourly	N/A	\$1.75	
Shift Differential (Weekends After Completion of FTO) (Fri. 6p-Sun 6p)		Hourly	N/A	\$1.00	
Approved Advanced Certifications/FTO/Instructor		Hourly	N/A	\$1.00	\$3.00
K-9 Handler Homecare/Maintenance Special Compensation		Daily	N/A	\$27.45	

All Non-Exempt/Shift Assigned Sworn Officers will receive 104 hours of holiday compensation per year

*All Sworn Officers follow the Section 7(K) Overtime Exemption of the FLSA/84 HR Period (14-day tour of duty)

Certified Pension Base is First Class Patrol Officer Salary + 20 Year Longevity Pay

\$73,170.77 + \$3,000.00 = \$76,170.77

FIRE TERRITORYAdministration: 9 FTEsFirst Responders: 78 FTEs

<u>Job Title</u>	<u>Grade</u>	<u>Pay Schedule</u>	<u>Status</u>	<u>Minimum</u>	<u>Maximum</u>
Fire Chief	I	Biweekly	Exempt	\$3,122.00	\$4,546.00
Deputy Fire Chief	H	Biweekly	Exempt	\$3,013.00	\$4,287.00
Division Chief	G*	Biweekly	Exempt	\$2,843.00	\$4,069.00
Executive Assistant to Fire Chief	B	Biweekly	Exempt	\$1,571.00	\$2,720.00
Fire Battalion Chief – Promotion from Captain) Incumbent Salary+)	G*	Hourly	Non-Exempt	\$1.75	
Fire Captain – Promotion from Lieutenant (Incumbent Salary+)	F*	Hourly	Non-Exempt	\$1.75	
Fire Lieutenant – Promotion from First Class (Incumbent Salary+)	F*	Hourly	Non-Exempt	\$1.75	
Fire Prevention Officer (Civ)	D	Hourly	Non-Exempt	\$26.00	\$41.00
First Class Firefighter/Paramedic	E*	Hourly	Non-Exempt	\$22.67	\$43.83
Civilian Paramedic	D**	Hourly	Non-Exempt	\$20.00	\$41.00
First Class Firefighter/EMT	D**	Hourly	Non-Exempt	\$20.65	\$41.00
Probationary Firefighter/Paramedic	C*	Hourly	Non-Exempt	\$19.50	
Probationary Firefighter/EMT	C*	Hourly	Non-Exempt	\$18.25	
Administrative Assistant/Ambulance Billing	A	Hourly	Non-Exempt	\$17.32	\$30.00
Part-Time Chaplain	PT	Hourly	Non-Exempt	\$12.50	\$25.00
Part-Time Civilian Paramedics	PT	Hourly	Non-Exempt	\$25.00	\$30.00
Clothing Allowance/PPE Stipend for Firefighters		Annually	N/A	\$1,000.00	
Approved Advanced Certifications/Special Assignment/Instructor		Hourly	N/A	\$0.25	\$3.00

All Non-Exempt/Shift Assigned Sworn Firefighters will receive 104 hours of holiday compensation per year

*All Sworn Firefighters follow the Section 7(K) Overtime Exemption of the FLSA (14-day tour of duty)

**All Civilian Paramedics are scheduled for 824 hours of Overtime for 1.5 times base rate

Certified Pension Base is First Class Firefighter Salary + 20 Year Longevity Pay

\$73,941.88 + \$3,000.00 = \$76,941.88

TOWN COURT3 FTEs and 1 Elected Official

<u>Job Title</u>	<u>Grade</u>	<u>Pay Schedule</u>	<u>Not To Exceed</u>	<u>Minimum</u>	<u>Maximum</u>
Judge	Elected	Annually	\$45,437.00		
Basic Group Life and AD&D, STD, LTD	Elected	Annually	\$405.00		
Dental and Vision Insurance	Elected	Annually	\$1,057.80		
Court Administrator	B	Biweekly	Exempt	\$1,571.00	\$2,720.00
Court Clerk	A	Hourly	Non-Exempt	\$17.32	\$30.00
Part-Time Court Clerk / Bailiff	PT	Hourly	Non-Exempt	\$12.50	\$25.00

PUBLIC WORKSAdministration: 13.7 FTEStreet Division: 15 FTEWater Division: 10 FTEWastewater Division: 11 FTEStorm Water Division: 7 FTELand Management Division: 1 FTE

<u>Job Title</u>	<u>Grade</u>	<u>Pay Schedule</u>	<u>Status</u>	<u>Minimum</u>	<u>Maximum</u>
Executive Director of DPW	J	Biweekly	Exempt	\$3,224.00	\$4,805.00
Deputy Director of Utilities	H	Biweekly	Exempt	\$3,013.00	\$4,287.00
Deputy Director of DPW	H	Biweekly	Exempt	\$3,013.00	\$4,287.00
Utility / DPW Division Manager	E	Biweekly	Exempt	\$2,462.00	\$3,506.00
Manager of Customer Service and Billing	E	Biweekly	Exempt	\$2,462.00	\$3,506.00
Executive Assistant to Executive Director of DPW	B	Biweekly	Exempt	\$1,571.00	\$2,720.00
Utility Crew Leader	C	Hourly	Non-Exempt	\$26.50	\$38.00
Fleet Crew Leader	C	Hourly	Non-Exempt	\$26.50	\$38.00
DPW Crew Leader	C	Hourly	Non-Exempt	\$26.50	\$38.00
Stormwater Compliance Inspector	C	Hourly	Non-Exempt	\$26.50	\$38.00
Utility Operator	B	Hourly	Non-Exempt	\$21.89	\$34.00
Storm Water / DPW Operator	B	Hourly	Non-Exempt	\$21.50	\$34.00
Customer Service and Billing Senior Specialist	B	Hourly	Non-Exempt	\$19.64	\$34.00
Customer Service and Billing Specialists	B	Hourly	Non-Exempt	\$19.64	\$34.00
Probationary Utilities Operator w/o CDL (A)	A	Hourly	Non-Exempt	\$20.39	\$30.00
Probationary Storm/DPW Operator w/o CDL (A)	A	Hourly	Non-Exempt	\$20.00	\$30.00
Fleet Operator	A	Hourly	Non-Exempt	\$20.00	\$30.00
Administrative Assistant	A	Hourly	Non-Exempt	\$17.32	\$30.00
Part-Time DPW Operator	PT	Hourly	Non-Exempt	\$16.00	\$25.00
Middle Shift Differnetial (1pm-10pm)	FT	Hourly	N/A	\$1.75	
Shift Differential (Nights Beyond 6pm)	FT/PT	Hourly	N/A	\$1.75	
Shift Differential (Weekends-Saturday and Sunday)		Hourly	N/A	\$1.00	
Approved Special Assignment/Certification/Trainer/CDL		Hourly	N/A	\$0.25	\$3.00
Clothing Allowance/PPE Stipend for FT employees		Annually	N/A	\$300.00	

PARKS AND RECREATION DEPARTMENTParks Division: 4.33 FTEsRecreation Division: 18.01 FTEs

<u>Job Title</u>	<u>Grade</u>	<u>Pay Schedule</u>	<u>Status</u>	<u>Minimum</u>	<u>Maximum</u>
Director of Parks and Recreation	H	Biweekly	Exempt	\$3,013.00	\$4,287.00
General Manager of RAC	F	Biweekly	Exempt	\$2,674.00	\$3,810.00
Facilities Operations Managers	D	Biweekly	Exempt	\$2,080.00	\$3,280.00
Leisure Services Manager	D	Biweekly	Exempt	\$2,080.00	\$3,280.00
Executive Assistant to Director of Parks and Recreation	B	Biweekly	Exempt	\$1,571.00	\$2,720.00
Parks Maintenance Manager	C	Hourly	Non-Exempt	\$24.93	\$38.00
Facility Maintenance Supervisor	B	Hourly	Non-Exempt	\$19.64	\$34.00
Parks Maintenance Supervisor	B	Hourly	Non-Exempt	\$19.64	\$34.00
Assistant Facilities Operations Managers	B	Hourly	Non-Exempt	\$19.64	\$34.00
Splash Island Aquatic Supervisor	B	Hourly	Non-Exempt	\$19.64	\$34.00
Parks Maintenance Operator	A	Hourly	Non-Exempt	\$17.32	\$30.00
Facility Maintenance Operator	A	Hourly	Non-Exempt	\$17.32	\$30.00
Building Supervisor of RAC	A	Hourly	Non-Exempt	\$17.32	\$30.00
Recreation Program Coordinator	A	Hourly	Non-Exempt	\$17.32	\$30.00
Special Events Coordinator	A	Hourly	Non-Exempt	\$17.32	\$30.00
Part-Time (Guest Services, Camp Counselors, Recreation Services Admin, Crew Leaders etc.)	PT	Hourly	Non-Exempt	\$12.50	\$25.00
Part-Time Lifeguard and Lifeguard Crew Leaders)	PT	Hourly	Non-Exempt	\$13.50	\$25.00
Part-Time Parks Maintenance	PT	Hourly	Non-Exempt	\$16.00	\$25.00
Part-Time (Programmers/Instructors)	PT	Per Class	Non-Exempt	\$12.50	\$35.00
Part-Time Seasonal Premium pay for Lifeguards (Memorial day to Labor Day)	PT	Hourly	Non-Exempt	\$1.00	
Part-Time Shift Differential (Nights Beyond 10pm)	PT	Hourly	N/A	\$1.75	
Middle Shift Differnetial (Full-Tme 1pm-10pm)	FT	Hourly	N/A	\$1.75	
Shift Differential For regularly scheudled day shfit employees (Nights Beyond 6pm)	FT	Hourly	N/A	\$1.75	
Shift Differential (Weekends-Saturday and Sunday)		Hourly	N/A	\$1.00	
Approved Special Assignment/Certification/Trainer		Hourly	N/A	\$0.25	\$3.00
Clothing Allowance/PPE stipend for FT employees		Annually	N/A	\$300.00	

HENDRICKS COUNTY COMMUNICATION CENTER (911)Administration: 4 FTEsCommunication Officers and Supervisors: 40 FTEs

<u>Job Title</u>	<u>Grade</u>	<u>Pay Schedule</u>	<u>Status</u>	<u>Minimum</u>	<u>Maximum</u>
Director of HCCC (911)	H	Biweekly	Exempt	\$3,013.00	\$4,287.00
Deputy Director of HCCC (911)	G	Biweekly	Exempt	\$2,843.00	\$4,069.00
Quality Assurance Coordinator	D	Biweekly	Exempt	\$2,080.00	\$3,280.00
Accreditation/E.A. and Public Outreach Coordinator	C	Biweekly	Exempt	\$1,995.00	\$3,040.00
HCCC Operations Manager	F	Hourly	Non-Exempt	\$33.42	\$47.63
HCCC Operations Manager - Field Services	F	Hourly	Non-Exempt	\$33.42	\$47.63
HCCC Supervisor	E	Hourly	Non-Exempt	\$30.77	\$43.83
HCCC Communications Officer	D	Hourly	Non-Exempt	\$26.50	\$41.00
Probationary HCCC Officer	C	Hourly	Non-Exempt	\$24.00	
Part-Time HCCC Officer /5 Skill sets	PT	Hourly	N/A	\$26.50	\$29.00
Part-Time HCCC Officer / Technical Assistant	PT	Hourly	Non-Exempt	\$18.00	\$26.00
Part-Time (Intern)	PT	Hourly	Non-Exempt	\$12.50	\$25.00
Part-Time Chaplain	PT	Hourly	Non-Exempt	\$12.50	\$25.00
Shift Differential (Nights After Completion of 3 skill sets beyond 6pm)		Hourly	N/A	\$1.75	
Shift Differential (Weekends After Completion of 3 skill sets) (Fri. 6p-Sun 6p)		Hourly	N/A	\$1.00	
Assistant Supervisor Shift Differential		Hourly	N/A	\$3.00	
Approved Special Assignment /Certified Training Officer		Hourly	N/A	\$1.00	\$3.00

All Non-Exempt/ Non-Administrative /Shift Assigned Communication Officers receive 104 hours of Holiday Incentive Compensation per year.

CERTIFICATION ADDENDUM

Certification Name/Description	Department or Division	Pay Schedule	Compensation	Amount
CDL Class A	All DPW Divisions & Parks	Hourly	License	\$1.00
CDL Class B	All DPW Divisions & Parks	Hourly	License	\$0.50
Forklift Certification	All DPW Divisions	Hourly	Certification	\$0.25
Skidsteer Certification	All DPW Divisions	Hourly	Certification	\$0.25
Front Loader Certification	All DPW Divisions	Hourly	Certification	\$0.25
Backhoe Certification	All DPW Divisions	Hourly	Certification	\$0.25
Welder Certification	All DPW Divisions	Hourly	Certification	\$0.50
Heavy Equipment Operator	Street Division	Hourly	Certification	\$1.00
Mechanic Training	Street Division	Hourly	Certification	\$1.00
Equipment Mechanic/ engine or tool/Building inspector	Street Division	Hourly	Certification	\$0.50
Work Zone Training	Street Division	Hourly	Certification	\$0.25
Chemical-Treatment Certification	Water Division	Hourly	Certification	\$0.50
Distribution System Large Certification	Water Division	Hourly	License	\$0.25
Water Treatment Certification (1-4)	Water Division	Hourly	License	\$0.25
Backflow Prevention Certification	Water & Wastewater Divisions	Hourly	Certification	\$0.50
Wastewater Collection System Certification	Wastewater Division	Hourly	License	\$0.50
Wastewater Class (1-4)	Wastewater Division	Hourly	License	\$0.25
Vac Truck Certification	Wastewater Division	Hourly	Certification	\$0.25
Advanced Vac Truck Operator Certification	Water & Storm Water Division	Hourly	Certification	\$1.00
NPDES Storm Water Certification	Storm Water Division	Hourly	Certification	\$0.50
CISEC Level 1 & 2 Certification	Storm Water Division	Hourly	Certification	\$0.25
CISEC Level 3 Certification	Storm Water Division	Hourly	Certification	\$1.00
FTO/Instructor*	Police Department	Hourly	Certification	\$3.00
Advanced Training (ERT, Hostage Negotiations)*	Police Department	Hourly	Certification	\$1.00
Special Assignment (ERT, Motorcycle, Bike Patrol etc.)	Police Department	Hourly	Stipend	varies
Other per policy	Police Department	Hourly	Other	\$.50-\$1.00
Paramedic (Ride-out)*	Plainfield Fire Territory	Hourly	Other	\$2.00
Engineer Chauffer / (CDL equivalent)*	Plainfield Fire Territory	Hourly	Other	\$1.00
Special Assignment (Ride-out Officer)*	Plainfield Fire Territory	Hourly	Other	\$1.50
Small equipment certificate	Parks and Recreation	Hourly	Certification	\$1.50
Tool mechanic certificate	Parks and Recreation	Hourly	Certification	\$2.50
CPSI (Certified Playground Safety Inspector)/CPRP	Parks and Recreation	Hourly	Certification	\$0.25
CFA (certified fertilizer applicator)	Parks and Recreation	Hourly	Certification	\$0.25
CPO (Certified Pool Operator)/SERVSAFE	Parks and Recreation	Hourly	Certification	\$0.50
CPO/AFO/LGI/SLC**	Parks Part-Time	Hourly	Certification	\$0.50
Program/Swim Lesson Instructor Certification*	Parks Part-Time	Hourly	Certification	\$0.25
Camp Certification/Teaching License/CPRP	Parks Part-Time	Hourly	Certification	\$0.25
CTO/Instructor*	HCCC (911)	Hourly	Certification	\$3.00
Equipment Mechanic/ engine or tool/Building inspector	Development Services	Hourly	Certification	\$0.50
Night Shift***	All Departments & Divisions	Hourly	Certification	\$1.75
Other equivalent Certs/Licenses Special Assignments	With Town Manager Approval	Hourly	Certification	\$.25-\$3.00

*When assigned or conducting duties

**Supervisor level only

***Night Shift time assignments differ by department and division

****Note: All certifications are for hourly positions and must remain current and are audited annually. In addition, incentive pay is limited to department need and available approved positions. Achieving any certification does not guarantee incentive increase if certification is not applicable to role or if performance is in question. Department Head and Human Resources must approve all incentives at their discretion. The maximum certificate pay is \$3.00 + CDL certification for a total of \$4.50 per hour when applicable based on position title and while conducting duties.

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 is not at the maximum of the grade and if they meet one of the following qualifications:

Part-Time 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 25 hours per week for 10 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 Parks and Recreation and DPW employees must be active Memorial Day through Labor Day and meet minimum end of season hours per week of 16 hours per week the last four weeks of the season to qualify for \$250.00 lump sum retention payment.

Part-time employees not specifically provided for herein shall be paid at an hourly rate ranging from \$9.25 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 or special compensation lump sum payments 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 and eligible elected officials.
- e. The Town of Plainfield shares in the medical and other health insurance costs with employees and eligible elected officials. (Contribution amounts are determined annually).
- f. Elected officials receive personal computer data card benefit of \$51.00 monthly and an issued cell phone.
- g. Public Safety and other Essential personnel may be granted Hazard Duty Compensation, beyond base pay as illustrated in the salary grades, when authorized by the Town Council, in accordance with a declared Local Emergency, or as approved when other hazard conditions exist.
- h. Employees receive Paid Time Off, On-Call pay, Comp Time, shift differential, Holiday time, Special Assignment/Certification pay, overtime, PTO Cash-out and other compensation and benefits as provided for in the Employee Handbook beyond base pay.
- i. Employees will not receive any benefit award if not currently active or on approved leave at time of distribution.

All full-time Town of Plainfield employees (excluding elected officials) will be paid longevity/retention pay based on the following schedule: for continuous employment (without a break in service of 1 year or more). Employees hired between 2019 and September 30, 2022 will have their longevity/retention pay in January 2023. Employees hired prior to 2019 will have 50% of their longevity/retention pay in January 2023 and the remaining 50% paid in July 2023. Employees hired between October 1, 2022 and December 31, 2022 will not receive longevity/retention pay.

LONGEVITY/RETENTION SCHEDULE

<u>Hired in</u>	<u>Paid in 2023</u>
Pre-2003	\$3,000
2003	\$3,000
2004	\$2,500
2005	\$2,500
2006	\$2,500
2007	\$2,500
2008	\$2,500
2009	\$2,000
2010	\$2,000
2011	\$2,000
2012	\$2,000
2013	\$2,000
2014	\$1,800
2015	\$1,600
2016	\$1,400
2017	\$1,200
2018	\$1,000
2019	\$600
2020	\$450
2021	\$300
2022	\$150

The Salary Ordinance 20-2023 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 26th day of June, 2023.

DocuSigned by:
Robin G. Brandgard
0995BF6F9B57437...
Town Council President
Robin G. Brandgard

Town Council Vice President
Bill Kirchoff

DocuSigned by:
Kent McPhail
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Kent McPhail

DocuSigned by:
Dan Bridget
D9736EE181004F8...
Daniel Bridget

DocuSigned by:
Lance Angle
32E36D005E374BD...
Lance K. Angle

ATTESTED BY:

DocuSigned by:
Mark Todisco
5C89C0DDFB63426...
Mark Todisco, Clerk-Treasurer
of the Town of Plainfield, Indiana

