

**GREENWOOD COMMON COUNCIL**

**ORDINANCE NO. 25-20**

**AN ORDINANCE FIXING SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF  
THE CITY OF GREENWOOD, INDIANA AND CITY UTILITIES FOR THE YEAR 2026**

WHEREAS, pursuant to Ind. Code § 36-4-7-3, the Mayor shall fix the compensation of each appointive officer, deputy, and other employee of the city in departments other than the police and fire department, subject to approval by the legislative body;

WHEREAS, pursuant to Ind. Code § 36-4-7-3(d), the Clerk may fix the salaries of the deputies and employees of her department, subject to approval by the legislative body;

WHEREAS, as head of the City's judicial branch, the City Court Judge may fix the salaries of the Court and the Probation Department, subject to approval by the legislative body;

WHEREAS, pursuant to Ind. Code § 36-4-7-4, the administrative agencies operating the City's utilities shall fix the amount of compensation for utility employees, subject to the approval of the Mayor and legislative body;

WHEREAS, pursuant to Ind. Code § 36-4-7-5, salaries of city officers and employees shall be scheduled as provided in the budget classification prescribed by the State Board of Accounts;

WHEREAS, pursuant to Ind. Code § 36-8-3-3(d), the annual compensation of all members of the police and fire departments and other appointees shall be fixed by ordinance of the legislative body;

WHEREAS, pursuant to Ind. Code § 36-10-3-10(b), the Park and Recreation Board shall fix the salaries of the employees of the Park and Recreation Department subject to the provisions of Ind. Code §§ 36-4-7-5 and 6;

WHEREAS, pursuant to Ind. Code § 8-22-2-5(b)(2), the Board of Aviation Commission shall fix the compensation of Airport employees subject to appropriations made by the fiscal body of the entity;

WHEREAS, the Mayor, the Clerk, the Judge, the Board of Public Works and Safety, the Park and Recreation Board, Board of Directors of the Department of Stormwater Management, and the Board of Aviation Commissioners have exercised their statutory duties and have fixed the below maximum salaries for each position outlined, including a one year premium pay; and

WHEREAS, the Common Council has reviewed the proposed fixed salaries and found them to be in the best interest of the City;

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF GREENWOOD, INDIANA, AS FOLLOWS:

Section 1. The City fund(s) from which compensation is to be paid is indicated following each salary or wage rate. The funds are abbreviated as follows: General Fund ("GF"), Sewage Works Operating ("SWO"), Storm Water Utility ("SW"), Motor Vehicle Highway ("MVH"), Waste Management ("WM"), Park ("P"), Fire ("F"), Adult Probation Services ("D"), Clerk's Records Perpetuation Fund ("CR"), Special Non-Reverting ("SNR"), and Aviation Operation ("A"). Bi-weekly salaries are listed for full time employees. Hourly wage rates are listed for part-time and seasonal employees.

Section 2. The following amounts representing a maximum salary to be paid as compensation for full time appointed officers and employees for the City of Greenwood, Indiana and its utilities are hereby established as set forth below. The actual pay for each position is to be determined by the administration in collaboration with human resources and each department head. Said salaries shall be paid on a bi-weekly basis. No increase in compensation shall be effective until the City budget, tax rate, and tax levy for the 2026 budget year has been fixed in compliance with Ind. Code § 6-1.1-17-5 and Ind. Code § 36-4-7-11. In accordance with the federal Fair Labor Standards Act ("FLSA"), each position is classified as exempt ("E") or non-exempt ("NE"). Non-exempt employees shall be entitled to receive overtime compensation in accordance with the FLSA and Greenwood Municipal Code § 2-78(b). Exempt employees shall be entitled to receive compensatory time in accordance with Greenwood Municipal Code § 2-78(a). All full time employees shall be entitled to receive City benefits in accordance with Chapter 2, Article 8 of the Greenwood Municipal Code.

Aviation

Position	Class.	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund A
Airport Manager	E	1	\$3,586.61	100%
Assistant Airport Manager	E	1	\$2,269.32	100%
Aviation Technician I	NE	2	\$2,025.83	100%

Board of Public Works & Safety

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM	Fund MVH
Deputy Mayor	E	1	\$4,166.44	15%	25%	20%	15%	25%
Building Services Supervisor	E	1	\$2,746.24	100%	0%	0%	0%	0%
Code Enforcement Supervisor	E	1	\$2,526.12	100%	0%	0%	0%	0%
Code Enforcement Officer	E	2	\$2,359.50	100%	0%	0%	0%	0%
Building Services	NE	1	\$2,114.75	100%	0%	0%	0%	0%
Receptionist – City Building/Code	NE	1	\$1,947.27	100%	0%	0%	0%	0%

City Court

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund GF	Fund D
Chief Financial Officer	E	1	\$3,360.46	83%	17%
Assistant Director of Court Operations	E	1	\$2,749.66	100%	
Misdemeanor Coordinator	NE	1	\$2,281.82	100%	
Bailiff	NE	1	\$2,016.81	100%	
Infraction / Ordinance Assistant	NE	1	\$1,802.12	100%	
Security Director	NE	1	\$2,434.86	80%	20%

Clerk’s Office

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund GF	Fund CR
Deputy Clerk	E	1	\$2,592.41	88%	12%

Community Development Services

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM	Fund MVH
City Engineer	E	1	\$4,133.49	60%	20%	20%		
Senior Technician	E	1	\$4,050.30	60%	25%	15%		
Engineering Technician	E	1	\$3,971.41	60%	25%	15%		
Project Manager	E	1	\$3,932.33	85%	15%			
Cityworks Administrator	E	1	\$3,257.28	15%	20%	40%	10%	15%
GIS Technician	E	1	\$3,181.64	15%	40%	20%	10%	15%
Field Inspector	NE	2	\$3,247.47	65%		35%		
Planning Director	E	1	\$3,977.05	100%				
Senior Planner	E	1	\$3,313.45	100%				

Community Development Services (cont’d)

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM	Fund MVH
Building Commissioner	E	1	\$3,224.34	100%				
Building Inspector	NE	3	\$2,757.42	65%		35%		
Planner	E	1	\$2,447.29	100%				
Administrative Assistant	NE	2	\$2,225.26	75%		25%		
Office Manager	E	1	\$2,757.24	100%				

Finance

Position	C	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM	Fund MVH	Fund A	Fund F	Fund P
Controller	E	1	\$4,632.52	60%	10%	10%	3%	7%		5%	5%
Deputy Controller	E	1	\$3,829.49	60%	10%	10%	3%	7%		5%	5%
Office Manager & Payroll Administrator	E	1	\$2,459.79	75%	5%	3%	2%	5%		5%	5%
Accounts Payable Coordinator	NE	4	\$2,233.89	35%	15%	15%	3%	10%	2%	10%	10%
Utility Bookkeeper	NE	1	\$2,233.89		40%	40%	15%	5%			
Finance Office Manager	E	1	\$2,757.24		43%	42%	15%				
Billing Assistant	NE	1	\$1,680.97		43%	42%	15%				
Billing Clerk	NE	3	\$2,157.95		43%	42%	15%				

Fire

Position	Class	#of POSNs	MAXIMUM Bi-Weekly Salary	Fund F
Fire Chief	E	1	\$4,057.80	100%
Assistant Chief	E	1	\$3,962.78	100%
Division Chief	E	2	\$3,748.39	100%
Battalion Chief	NE	3	\$3,636.03	100%
Captain	NE	5	\$3,555.82	100%
Fire Marshal*	NE	1	\$3,224.35	100%
Deputy Fire Marshal	NE	1	\$2,736.62	100%
Staff Lieutenant of Support Services	NE	1	\$3,352.37	100%
Lieutenant	NE	11	\$3,352.37	100%
Engineer	NE	20	\$3,149.00	100%
First Class Firefighter/EMT	NE	36	\$2,882.65	100%
Second Class Firefighter/EMT	NE	0	\$2,518.52	
Firefighter/EMT Probationary**	NE	6	\$2,222.22	100%
Administrative Assistant	NE	2	\$2,214.43	100%
Communications Coordinator	NE	1	\$2,449.18	100%

\*The number of Fire Marshal and Deputy Fire Marshal positions may be changed from 1 Fire Marshal and 1 Deputy Fire Marshal to 0 Fire Marshal and 2 Deputy Fire Marshal as determined by the Fire Chief to meet the needs of the Fire Department.

\*\*The number of First Class Firefighter/EMT positions may be split between First Class Firefighter/EMT, Second Class Firefighter/EMT and Probationary Firefighter/EMT positions as determined by the Fire Chief to meet the staffing needs of the Fire Department

Fleet Maintenance

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund G	Fund SWO	Fund SW	Fund WM	Fund MVH	Fund P
Superintendent	E	1	\$3,626.29	50%	15%	5%	8%	17%	5%
First Technician	NE	1	\$2,780.35	50%	15%	5%	8%	17%	5%
Technician	NE	3	\$2,637.39	50%	15%	5%	8%	17%	5%

Human Resources

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund MVH	Fund F	Fund P
Director of Human Resources	E	1	\$3,694.22	65%	10%	5%	5%	5%	10%
Human Resources Assistant	NE	1	\$2,187.03	65%	10%	10%	5%	5%	5%

Information Technology

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund GF
Director of Information Technology	E	1		100%
Network Administrator	NE	1		100%
Technician	NE	3		100%

Legal

Positon	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM
Corporation Counsel	E	1	\$4,632.51	40%	40%	10%	10%
City Attorney	E	1	\$4,632.51	30%	50%	15%	5%
Asst. City Attorney	E	2	\$3,944.36	50%	20%	20%	10%
Paralegal	E	1	\$2,745.28	20%	15%	15%	50%
Office Manager / Recording Clerk	E	1	\$2,798.89	65%	25%	5%	5%

Mayor’s Office

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM
Executive Administrative Assistant	E	1	\$2,860.86	100%			
Community Relations and Marketing Strategist	E	1	\$2,742.82	100%			
Capital Projects Manager	E	1	\$3,311.68	50%	22%	22%	6%
Economic Development Director	E	1	\$4,043.94	100%			

Parks and Recreation Department

Position	Class	#of POSNs	MAXIMUM Bi-Weekly Salary	Fund P
Director of Parks and Recreation	E	1	\$4,067.58	100%
Assistant Director of Parks & Recreation	E	1	\$3,571.14	100%
Parks Maintenance Manager	E	1	\$2,960.69	100%
Recreation Assistant	NE	1	\$1,892.22	100%

Parks and Recreation Department (cont’d)

Position	Class	#of POSNs	MAXIMUM Bi-Weekly Salary	Fund P
Community Center Manager	E	1	\$2,530.84	100%
Fieldhouse Manager	E	1	\$2,530.84	100%
Fieldhouse Assistant	NE	1	\$2,104.18	100%
Marketing Communications Coordinator	NE	1	\$2,428.89	100%
Recreation Activities Coordinator	E	1	\$2,428.89	100%
Youth Programming and Activities Coordinator	E	1	\$2,428.89	100%
Tournament/Events Coordinator	E	1	\$2,428.89	100%
Food/Beverage Coordinator	E	1	\$2,428.89	100%
Aquatics Manager	E	1	\$2,559.51	100%
Administrative Assistant	NE	1	\$2,288.89	100%
Community Center Assistant	NE	1	\$2,104.18	100%
Grounds Supervisor	NE	1	\$2,499.48	100%
Maintenance Supervisor	NE	1	\$2,499.48	100%
Maintenance Crew	NE	1	\$2,248.87	100%
Aquatics Coordinator	E	1	\$2,237.61	100%
Grounds Maintenance Worker	NE	7	\$2,248.87	100%
Recreation Manager	E	1	\$2,960.70	100%

Police

Position	Class	#of POSNs	MAXIMUM Bi-Weekly Salary	Fund GF
Chief of Police	E	1	\$4,184.89	100%
Assistant Chief of Police	E	1	\$4,046.42	100%
Deputy Chief of Police	E	2	\$3,849.81	100%
Lieutenant	NE	5	\$3,481.15	100%
Sergeant	NE	5	\$3,244.41	100%
First Class Patrolman	NE	68	\$2,920.06	100%
Probationary Patrolman *	NE	0	\$2,920.06	100%
Criminal Analyst	NE	1	\$2,495.92	100%
Property Room Manager	NE	1	\$2,381.90	100%
Crime Scene Specialist	NE	1	\$2,582.80	100%
Chiefs Assistant/Spillman Administrator	NE	1	\$2,617.87	100%
Records Supervisor	NE	1	\$2,250.77	100%
Public Relations Officer/Grant Writer	NE	1	\$2,381.90	100%
Watch Commander	NE	1	\$2,249.52	100%
Records Clerk	NE	3	\$1,989.43	100%

\*The number of First Class Patrolman positions may be split between First Class Patrolman and Probationary Patrolman positions as determined by the Police Chief to meet the staffing needs of the Police Department

Post-Conviction Service (Probation & Drug Court)

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund D
Chief Probation Officer	E	1	\$3,164.86	100%
Assistant Chief Probation Officer	E	1		
Probation Officer 1	NE	1	\$2,273.96	100%
Probation Officer 2	NE	1		
Veterans Court Case Manager	E	1		
Felony Case Manager	E	1		
Office Manager	NE	1	\$1,838.16	100%

Street (MVH)

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund MVH	Fund GF	Fund SWO
Superintendent	E	1	\$3,762.11	75%	25%	
Assistant Superintendent	E	1	\$3,130.50	75%	25%	
Supervisor	NE	2	\$2,927.76	100%		
Crew Leader	NE	5	\$2,636.36	100%		
Technician/Laborer	NE	1	\$2,636.36	100%		
Truck Driver / Laborer	NE	20	\$2,433.62	100%		
Truck Driver / Laborer Non-DOT	NE	2	\$2,433.62	100%		
Administrative Assistant	NE	2	\$2,150.37	42%	8%	50%

Utility – Sanitary Sewer

Position	Class	# of POSNs	MAXIMUM Bi-Weekly Salary	Fund SWO
Superintendent	E	1	\$3,652.52	100%
Supervisor	NE	1	\$3,015.59	100%
Asst. Supervisor	NE	1	\$2,744.08	100%
Technician/Inspector	NE	1	\$2,927.76	100%
Inspector	NE	2	\$2,532.42	100%
Maintenance Laborer	NE	12	\$2,539.53	100%
Maintenance/Laborer Non-DOT	NE	2	\$2,539.53	100%

Utility – Stormwater

Position	Class	# of Positions	MAXIMUM Bi-Weekly Salary	Fund SW	Fund SWO	Fund MVH	Fund G
Superintendent	E	1	\$3,652.53	100%			
Supervisor	E	1	\$2,994.08	100%			
Maintenance Laborer	NE	2	\$2,433.63	100%			
Maintenance Laborer/Non-DOT	NE	1	\$2,433.63	100%			
Inspector	NE	2	\$2,791.34	100%			
Administrative Assistant	NE	1	\$2,150.37	100%			
Right of Way Inspector/Utilities Locator	NE	3	\$2,062.41	25%	25%	25%	25%

Waste Management

Position	Class	# of Positions	MAXIMUM Bi-Weekly Salary	Fund WM	Fund MVH
Crew Leader	NE	2	\$2,636.36	75%	25%
Truck Driver / Laborer	NE	9	\$2,433.62	75%	25%

Section 3. Full-Time Employee Premium Pay. Each active full-time employee who has completed the employment probationary period by December 31, 2025 is eligible to receive a one-year premium payment of One Thousand Dollars (\$1,000.00), paid quarterly beginning with the first pay date in January. To maintain eligibility for the premium payment the employee must be active on payroll at the time of payment; there will be no pro-rata payouts if the employee leaves employment between the premium payments.

Section 4. The following maximum amounts to be paid as compensation for **part time/seasonal/stand by** employees for the City of Greenwood, Indiana and its utilities are hereby established as set forth below. Said compensation shall be paid on a bi-weekly basis at an hourly rate. All part-time/seasonal/stand by positions shall be non-exempt (“NE”) and shall be entitled to receive overtime compensation in accordance with the FLSA and Greenwood Municipal Code § 2-78(b). Part-time/seasonal/stand by employees shall be entitled to receive only those benefits specifically provided to part-time employees in Chapter 2, Article 8 of the Greenwood Municipal Code and those required by state and/or federal law.

**PART-TIME/SEASONAL/STAND BY POSITIONS**

Aviation

Position	Class	Fund			Maximum Hourly Rate
Line Technician/General Laborer	NE	A			\$20.00
Part-time Intern/Clerical	NE	A			\$18.00

Board of Public Works & Safety

Position	Class	Fund			Maximum Hourly Rate
Code Enforcement Officer	NE	GF			\$24.00
Receptionist	NE	GF			\$22.00
Building Maintenance	NE	GF			\$22.00
Part-time Intern	NE	GF			\$18.00

City Court

Position	Class	Fund			Maximum Hourly Rate
Deputy Security Director	NE	GF			\$26.00
Intern	NE	GF			\$17.00
Court Assistant	NE	GF			\$17.00

Clerk’s Office

Position	Class	Fund			Maximum Hourly Rate
Document Clerk	NE	CR			\$15.50

Community Development Services

Position	Class	Fund			Maximum Hourly Rate
Part-time Intern/Clerical	NE	G			\$20.00
Part-time Planner	NE	G			\$31.00*

\*Maximum average of 25 hours a week

Finance

Position	Class	Fund	Fund	Fund	Maximum Hourly Rate
Billing Assistant/Receptionist	NE	SWO	SW	WM	\$20.00
Part-time Intern	NE	SWO	SW	WM	\$20.00

Fire

Position	Class	Fund			Maximum Hourly Rate
Part-time Firefighter/EMT	NE	F			\$25.00
Part-time Firefighter/Paramedic	NE	F			\$28.00
Part-time Staff Lieutenant	NE	F			\$27.00
Chaplain	NE	F			\$24.00
Code Enforcement Inspector	NE	F			\$22.00
Mobile Integrated Health Coordinator	NE	F			\$35.00
Maintenance Staff	NE	F			\$24.00
Custodian	NE	F			\$21.00
Part-time Intern/Clerical	NE	F			\$20.00

Fleet

Position	Class	Fund	Fund	Fund	Fund	Fund	Maximum Hourly Rate
Part-time Technician	NE	GF	MVH	SWO	SW	WM	\$28.00
Part-time Intern/Clerical	NE	GF	MVH	SWO	SW	WM	\$18.00

Human Resources

Position	Class	Fund			Maximum Hourly Rate
Part-time Administrative Assistant	NE	GF			\$22.00
Part-time Intern/Clerical	NE	GF			\$22.00

Legal

Position	Class	Fund	Fund	Fund	Fund	Maximum Hourly Rate
Part-time Intern/Clerical	NE	GF	SWO	SW	WM	\$25.00

Parks and Recreation Department

Position	Class	Fund	Fund	Maximum Hourly Rate
Part-time Maintenance	NE	P		\$25.00
Summer Camp Coordinator	NE	P	SNR	\$25.00
Summer Camp Associate	NE	P	SNR	\$17.00
Part-time Marketing Communications Associate	NE	P	SNR	\$25.00
Part-time Recreation Associate	NE	P	SNR	\$35.00
Part-time Community Center/Fieldhouse Associate	NE	P		\$25.00
Part-time Food and Beverage Assistant	NE	P		\$20.00
Admissions Coordinator	NE	P		\$20.00
Admissions Associate	NE	P		\$18.00
Concessions Associate	NE	P	SNR	\$18.00
Aquatics Maintenance Supervisor	NE	P		\$20.40
Aquatics Coordinator	NE	P		\$22.00
Head Life Guard	NE	P		\$18.00
Lifeguard	NE	P		\$17.00
Part-time Intern/Clerical	NE	P	SNR	\$20.00
Program Instructor	NE	P	SNR	\$80.00
Recreation Program Driver	NE	P	SNR	\$25.00



Police

Position	Class	Fund			Maximum Hourly Rate
Substitute Assistance/Part-time Building Security Officer	NE	GF			\$26.00
Records Clerk	NE	GF			\$22.00
Part-time Intern	NE	GF			\$17.00

Probation

Position	Class	Fund	Fund	Fund	Maximum Hourly Rate
Part-time Probation Officer	NE	D			\$26.00

Street (MVH)

Position	Class	Fund			Maximum Hourly Rate
Part-time Laborer	NE	MVH			\$27.00
Part-time Intern/Clerical	NE	MVH			\$22.00

Utility – Sanitation

Position	Class	Fund			Maximum Hourly Rate
Part-time Intern/Clerical	NE	SWO			\$20.00

Utility - Stormwater

Position	Class	Fund			Maximum Hourly Rate
Part-time Receptionist	NE	SW			\$20.00
Part-time Intern	NE	SW			\$20.00
Part-time Right-of-Way Locator	NE	SW			\$20.00

Waste Management

Position	Class	Fund			Maximum Hourly Rate
Seasonal Leaf Laborer	NE	WM			\$27.00
Seasonal Limb Laborer	NE	WM			\$27.00
Part-time Laborer	NE	WM			\$27.00
Part-time Intern/Clerical	NE	WM			\$22.00

Section 5. Part-Time Employee Premium Pay. Each active permanent part-time employee who worked at least 500 hours during the 2025 calendar year is eligible to receive a one-year premium payment of Five Hundred Dollars (\$500.00), to be paid quarterly beginning with the first pay date in January. To maintain eligibility for the premium payment the employee must be active on payroll at the time of payment; there will be no pro-rata payouts if the employee leaves employment between the premium payments.

Section 6. The following maximum amounts to be paid as compensation for appointed board and commission members for the City of Greenwood, Indiana and its utilities are hereby established as set forth below.

VARIOUS BOARDS AND COMMISSIONS

Board/Commission	# of Members	Fund	Fund	Compensation per meeting ATTENDED
Board of Aviation Commissioners	4	A		\$35.00
Board of Public Works & Safety (50/50)	3	GF	SS	\$501.56 bi-weekly
Planning Commission	8	GF		\$125.00
Board of Zoning Appeals	4	GF		\$125.00
Economic Development Commission	5	GF		\$75.00
Board of Parks and Recreation	4	P		\$125.00

**VARIOUS BOARDS AND COMMISSIONS (cont'd)**

Board/Commission	# of Members	Fund	Fund	Compensation per meeting ATTENDED
Police Merit Commission	5	GF		\$75.00
Redevelopment Commission+	5	GF		\$150.00
Board of Directors of Department of Storm Water Management	3	SW		\$150.00
Fire Department Merit Commissioners	5	F		\$75.00

+ A Redevelopment Commission Member who holds a lucrative office for the purpose of Article 2, Section 9 of the Indiana Constitution is not entitled to, and shall not receive, compensation or per diem for serving on the Redevelopment Commission

Section 7. Prior to February 15, 2026, employees hired on or before December 31, 2013, shall be paid longevity pay of \$75.00 per year of service in accordance with Greenwood Municipal Code § 2-67.

Section 8. The following schedule of Technical Specialty Compensation shall be available to members of the Greenwood Fire Department as determined by the Fire Chief:

- (a) Any member of the Fire Department that meets the requirements of Fire/Arson Investigation team of the Greenwood Fire Department may be compensated up to \$200.00 in 2026 - as determined by the Fire Chief.
- (b) Any member of the Fire Department that meets the requirements of the Greenwood Fire Department Honor Guard may be compensated up to \$600.00 in 2026 - as determined by the Fire Chief.
- (c) Any member of the Fire Department that holds a State of Indiana Paramedic license may be compensated up to \$3,250 as determined by the Fire Chief.
- (d) Any member of the Fire Department that serves as PPE Gear Master may be compensated up to 925.00 in 2026 - as determined by the Fire Chief.
- (e) Any member of the Fire Department that meets the requirements of a merit firefighter and is assigned to the administration may be compensated up to 6% of his/her base pay as determined by the Fire Chief.
- (f) Any administrative assistant who serves as the recording secretary for the Merit Commission, Local Pension Board, or other assigned Boards may be compensated up to \$350.00 per board, as determined by the Fire Chief.
- (g) Any member of the Fire Department that meets the requirements of SWAT Team Medic may be compensated up to \$1,000.00 in 2026 – as determined by the Chief.

Section 9. Annual and bi-weekly salaries for Fire Marshal, Deputy Fire Marshal, Staff Lieutenant of Support Services, Administrative Assistant, and Communications Coordinator in the Fire Department are for 40 hours worked per week and shall be compensated at the employee's regular hourly rate as defined in the FLSA; hours worked in excess of 40 hours per week shall be compensated at 1.5 times the employee's regular hourly rate as defined in the FLSA.

Section 10. Annual and bi-weekly salaries for Probationary Firefighters/EMT, First Class Firefighters/EMT, Engineer, Shift Lieutenants, Captains, and Battalion Chiefs are for all hours up to 212 hours worked per 28 day work period. Hours worked in excess of 212 hours per 28 day work period shall be compensated at 1.5 times the employee’s regular hourly rate as defined in the FLSA.

Section 11. Certain firefighters may be entitled to ride-out pay. A firefighter who fills in as a Captain or Lieutenant in the operations division on an apparatus may be compensated up to \$1.50/hr. in additional compensation as determined by the Fire Chief. A Lieutenant or Captain who fills in as a Battalion Chief may be compensated up to \$2.00/hr. in additional compensation as determined by the Fire Chief.

Section 12. Firefighter/EMT Probationary firefighters will be eligible to receive a one-time payment of \$5,000.00 upon achieving certification and completing no less than 6 months of employment in the case of non-certified probationers, or upon completing no less than 6 months of employment for certified probationers, as approved by the Fire Chief. Additionally, there will be no salary increases permitted during the probationary period.

Section 13. Annual and bi-weekly salaries for law enforcement personnel in the Police Department are for up to 168 hours worked per 28 day work period. Hours worked in excess of 160 hours, up to 171 hours, per 28 day work period shall be compensated with one hour of other compensatory time (as defined by the FLSA) per hour worked or paid at the employee’s regular hourly rate as determined by the Police Chief and internal policies and procedures of the Police Department. Hours worked in excess of 171 hours per 28 day work period shall be compensated at 1.5 times the employee’s regular hourly rate as defined in the FLSA.

Section 14. The following schedule of Technical Specialty Compensation shall be available to members of the Greenwood Police Department as determined by the Police Chief:

- (a) Any member of the Police Department that meets the requirements of a merit police officer and is assigned to the administration may be compensated up to 6% of his/her base pay as determined by the Police Chief.
- (b) First class officers who serve as field training officers may be eligible for additional compensation in the amount of \$2,000.00 per year as determined by the Police Chief. The Field Training Coordinator may also be eligible for this compensation as determined by the Police Chief.
- (c) Honor Guard members, K-9 Officers, Motorcycle Officers, SWAT members, Drone pilots and Hostage Negotiators may be eligible for additional compensation in the amount of \$1,000.00 per year as determined by the Police Chief.

Section 15. Members of the Greenwood Police Department that are required to be “on call” during their regularly scheduled time off, may be eligible for compensation of \$35 per day as determined by the Police Chief.

Section 16. The annual and bi-weekly salaries for all other non-exempt positions listed herein are for up to a 40 hour work week. Hours worked in excess of 40 hours worked per week shall be compensated at 1.5 times the employee’s regular hourly rate as defined in the FLSA.

Section 17. The Aquatics Manager position may be eligible for a pay out of compensatory time earned rather than utilizing it as paid time off in the discretion of the Director of Parks and Recreation and Deputy Mayor depending upon budget and scheduling needs. No other position in the City shall be so eligible

Section 18. Any full-time grounds maintenance supervisor/worker who holds a valid Certified Playground Safety Inspector (CPSI) certificate on January 1 of the current fiscal year shall be paid a once per year bonus payment of \$500.00. Timing of payment shall be in accordance with timing of city longevity bonuses, and employee will only be eligible if still employed by the Parks Department on the prescribed payment date.

Section 19. Any full-time Building Commissioner, Field Inspector, and Building Inspector in the Department of Community Development Services is eligible to receive \$500.00 in certification pay for additional certifications earned during the year, up to a maximum of two certifications per year. This payment will be made upon submission of certification by the department head to the Finance Department Office Manager and Payroll Administrator.

Section 20. All requests to increase pay above the budgeted amount for a position will require review and approval by the City Controller and the Mayor’s Office. Failure to have both of these approvals will result in denial of the increase request.

Section 21. The sections, paragraphs, sentences, clauses, phrases and words of this Ordinance are separable, and if any word, phrase, clause, sentence, paragraph or section of this Ordinance shall be declared unconstitutional, invalid or unenforceable by the valid judgment or decree of a Court of competent jurisdiction, such unconstitutionality, invalidity or unenforceability shall not affect any of the remaining words, phrases, clauses, sentences, paragraphs and sections of this Ordinance.

Section 22. This ordinance shall be in full force and effect after its passage, approval and publication according to law.

**Remainder of this Page Intentionally Left Blank**

Passed by the Common Council of the City of Greenwood, Indiana, this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
Michael Campbell, President  
Greenwood Common Council

ATTEST:

I hereby certify that the foregoing within and attached ordinance was duly passed by the Common Council of the City of Greenwood, Indiana, at a meeting thereof held on the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, by the following vote:

	AYE:	NAY:
Michael Campbell	<input type="checkbox"/>	<input type="checkbox"/>
Linda S. Gibson	<input type="checkbox"/>	<input type="checkbox"/>
Ezra J. Hill	<input type="checkbox"/>	<input type="checkbox"/>
J. David Hopper	<input type="checkbox"/>	<input type="checkbox"/>
Erin Kasch	<input type="checkbox"/>	<input type="checkbox"/>
David Lekse	<input type="checkbox"/>	<input type="checkbox"/>
Teri Manship	<input type="checkbox"/>	<input type="checkbox"/>
Steve Moan	<input type="checkbox"/>	<input type="checkbox"/>
Michael Williams	<input type="checkbox"/>	<input type="checkbox"/>

The foregoing within and attached ordinance passed by the Common Council of the City of Greenwood, Indiana, on the \_\_\_\_\_ day of \_\_\_\_\_, 2025, is presented by me this \_\_\_\_\_ day of \_\_\_\_\_, 2025, at \_\_\_\_\_ o'clock \_\_\_\_\_.m., to the Mayor of the City of Greenwood, Indiana.

\_\_\_\_\_  
Jeannine Myers, Clerk

The foregoing within and attached ordinance passed by the Common Council of the City of Greenwood, Indiana, on the \_\_\_\_\_ day of \_\_\_\_\_, 2025, is approved by me this \_\_\_\_\_ day of \_\_\_\_\_, 2025, at \_\_\_\_\_ o'clock \_\_\_\_\_.m.

\_\_\_\_\_  
MARK W. MYERS, Mayor of  
the City of Greenwood, Indiana