

GREENWOOD COMMON COUNCIL

ORDINANCE NO. 22-27

**AN ORDINANCE FIXING SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF
THE CITY OF GREENWOOD, INDIANA AND CITY UTILITIES FOR THE YEAR 2023**

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; 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 minimum and 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. 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	Bi-Weekly Salary	Fund A
Airport Manager	E	1	\$3,061.90 – \$3,410.77	100%
Assistant Airport Manager	NE	1	\$1,892.92 - \$2,158.06	100%
Aviation Technician I	NE	2	\$1,601.60 - \$1,927.13	100%

Board of Public Works & Safety

Position	Class	# of POSNs	Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM	Fund MVH
Deputy Mayor	E	1	\$3,556.88 - \$3,962.17	15%	25%	20%	15%	25%
Building Services Supervisor	E	1	\$2,344.45 - \$2,611.61	100%	0%	0%	0%	0%
Code Enforcement Officer	E	3	\$2,014.30 - \$2,243.82	100%	0%	0%	0%	0%
Building Services	NE	1	\$1,701.73 - \$1,895.63	100%	0%	0%	0%	0%
Receptionist – City Building	NE	1	\$1,565.50 - \$1,745.46	100%	0%	0%	0%	0%

City Court

Position	Class	# of POSNs	Bi-Weekly Salary	Fund GF	Fund D
Chief Financial Officer	E	1	\$2,830.35 - \$3,195.69	83%	17%
Assistant Director of Court Operations	E	1	\$2,222.10 - \$2,539.57	100%	
Misdemeanor Coordinator	NE	1	\$1,851.85 - \$2,169.94	100%	
Bailiff	NE	1	\$1,773.38 - \$1,975.46	100%	
Infraction / Ordinance Assistant	NE	1	\$1,538.46 - \$1,748.03	100%	
Security Director	NE	1	\$2,078.62 - \$2,315.46	80%	20%

Clerk’s Office

Position	Class	# of POSNs	Bi-Weekly Salary	Fund GF	Fund CR
Administrative Assistant	E	1	\$2,014.31 - \$2,243.82	88%	12%

Community Development Services

Position	Class	# of POSNs	Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM	Fund MVH	Fund Parks
Director	E	1	-						
City Engineer	E	1	\$3,461.54 - \$3,855.96	60%	20%	20%			
Office Manager	E	1	\$2,184.08 - \$2,622.05	100%					
Senior Technician	E	1	\$3,356.99 - \$3,739.52	60%	25%	15%			
Engineering Technician	E	1	\$2,307.69 - \$3,776.70	60%	25%	15%			
Project Manager	E	1	\$3,356.99 - \$3,739.52	75%	15%				10%
GIS Technician	E	2	\$2,716.15 - \$3,097.58	15%	40%	20%	10%	15%	
Cityworks/ Administrative Support	NE	1	\$1,931.92 - \$2,193.85	60%	15%	15%	10%		
Planning Director	E	1	\$3,395.18 - \$3,782.66	100%					

Community Development Services Cont'd.

Position	Class	# of POSNs	Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM	Fund MVH	Fund Parks
Senior Planner	E	1	\$2,893.14 - \$3,222.82	100%					
Planner	E	1	\$1,923.07 - \$2,345.58	100%					
Building Commissioner	E	1	\$2,530.14 - \$3,066.26	100%					
Field Inspector	NE	2	\$2,226.22 - \$3,088.24	65%		35%			
Building Inspector	NE	3	\$1,994.45 - \$2,602.43	65%		35%			
Administrative Assistant	NE	1	\$1,899.69 - \$2,116.16	75%		25%			

Finance

Position	C	# of POSNs	Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM	Fund MVH	Fund A	Fund F	Fund P
Controller	E	1	\$3,839.58 - \$4,277.08	60%	10%	10%	3%	7%		5%	5%
Deputy Controller	E	1	\$3,269.23 - \$3,641.74	60%	10%	10%	3%	7%		5%	5%
Office Manager & Payroll Administrator	E	1	\$2,014.31 - \$2,243.82	75%	5%	3%	2%	5%		5%	5%
Accounts Payable Coordinator	NE	4	\$1,907.08 - \$2,124.38	48%	10%	5%	5%	10%	2%	10%	10%
Utility Bookkeeper	NE	1	\$1,907.08 - \$2,124.38		40%	40%	15%	5%			
Utility Office Manager	E	1	\$2,283.23 - \$2,545.69		43%	42%	15%				
Billing Clerk	NE	3	\$1,835.77 - \$2,044.94		43%	42%	15%				
Billing Assistant	NE	1	\$1,552.00 - \$1,618.00		43%	42%	15%				

Fire

Position	Class	#of POSNs	Bi-Weekly Salary	Fund F
Fire Chief	E	1	\$3,399.38 - \$3,858.85	100%
Assistant Chief	E	1	\$3,286.88 - \$3,731.15	100%
Division Chief	E	2	\$3,109.08 - \$3,529.31	100%
Battalion Chief	NE	3	\$3,015.87 - \$3,423.52	100%
Captain	NE	4	\$2,949.35 - \$3,347.98	100%
Fire Marshal	NE	1	\$2,887.64 - \$3,066.26	100%
Deputy Fire Marshal	NE	1	\$2,218.14 - \$2,602.43	100%
Lieutenant	NE	11	\$2,780.60 - \$3,156.46	100%
Staff Lieutenant of Support Services	NE	1	\$2,780.60 - \$3,156.46	100%
Engineer	NE	18	\$2,611.88 - \$2,964.92	100%
First Class Firefighter/EMT	NE	21	\$2,714.18	100%
Probationary Firefighter/EMT	NE	6	\$2,165.63	100%
Administrative Assistant	NE	2	\$1,835.76 - \$2,105.86	100%
Communications Coordinator	NE	1	\$2,090.84 - \$2,329.09	100%

Fleet Maintenance

Position	Class	# of POSNs	Bi-Weekly Salary	Fund G	Fund SWO	Fund SW	Fund WM	Fund MVH	Fund P
Superintendent	E	1	\$3,061.88 - \$3,410.77	50%	15%	5%	8%	17%	5%
First Technician	NE	1	\$2,339.96 - \$2,606.59	50%	15%	5%	8%	17%	5%
Technician	NE	3	\$2,217.60 - \$2,470.94	50%	15%	5%	8%	17%	5%

Human Resources

Position	Class	# of POSNs	Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund MVH	Fund F	Fund P
Director of Human Resources	E	1	\$2,692.31 - \$3,410.76	65%	10%	10%	5%	5%	5%
Human Resources Assistant	NE	1	\$1,730.77 - \$2,079.81	65%	10%	10%	5%	5%	5%

Information Technology

Position	Class	# of POSNs	Bi-Weekly Salary	Fund % GF
Director of Information Technology	E	1	\$3,061.88 - \$3,410.77	100%
Network Administrator	NE	1	\$2,665.26 - \$2,968.96	100%
Technician	NE	3	\$2,268.69 - \$2,527.20	100%

Legal

Positon	Class	# of POSNs	Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM
Corporation Counsel	E	1	\$3,839.57 - \$4,277.08	40%	40%	10%	10%
City Attorney	E	1	\$3,839.57 - \$4,277.08	30%	50%	15%	5%
Asst. City Attorney	E	2	\$3,269.23 - \$3,641.74	50%	20%	20%	10%
Paralegal	E	1	\$2,275.20 - \$2,534.45	20%	15%	15%	50%
Office Manager / Recording Clerk	E	1	\$2,353.84 - \$2,622.05	65%	25%	5%	5%

Mayor’s Office

Position	Class	# of POSNs	Bi-Weekly Salary	Fund GF	Fund SWO	Fund SW	Fund WM
Executive Administrative Assistant	E	1	\$2,274.36 - \$2,641.35	100%			
Community Relations and Marketing Strategist	E	1	\$2,341.52 - \$2,608.34	100%			
Capital Projects Manager	E	1	\$2,471.54 - \$3,149.37	50%	22%	22%	6%
Economic Development Director	E	1	\$3,624.92 - \$4,037.96	100%			

Parks and Recreation Department

Position	Class	#of POSNs	Bi-Weekly Salary	Fund P
Director of Parks and Recreation	E	1	\$3,371.34 - \$3,755.49	100%
Assistant Director of Parks & Recreation	E	1	\$2,692.30 - \$3,248.47	100%
Parks Maintenance Manager	E	1	\$2,527.54 - \$2,815.54	100%
Athletic Field Supervisor	E	1	-	100%
Community Center Manager	E	1	\$2,160.58 - \$2,406.76	100%

Parks and Recreation Department Cont'd.

Position	Class	#of POSNs	Bi-Weekly Salary	Fund P
Fieldhouse Manager	E	1	\$2,118.88 - \$2,360.32	100%
Fieldhouse Assistant	NE	1	\$1,730.76 - \$2,189.04	100%
Marketing Communications Coordinator	NE	1	\$1,748.03 - \$1,947.22	100%
Recreation Activities Coordinator	E	1	\$2,073.54 - \$2,309.81	100%
Youth Programming and Activities Coordinator	E	1	\$1,993.60 - \$2,309.81	100%
Tournament/Events Coordinator	E	1	\$1,993.60 - \$2,309.81	100%
Aquatics Manager	E	1	\$2,185.04 - \$2,434.01	100%
Administrative Assistant	NE	1	\$1,538.46 - \$1,799.45	100%
Community Center Assistant	NE	1	\$1,796.30 - \$2,189.03	100%
Grounds Supervisor	NE	1	\$1,938.69 - \$2,376.12	100%
Grounds Maintenance Worker	NE	6	\$1,765.27 - \$2,076.32	100%
Recreation Manager	E	1	\$2,527.54 - \$2,815.54	100%
Maintenance Supervisor	NE	1	\$2,238.46 - \$2,376.92	100%
Maintenance Crew	NE	1	\$1,765.27 - \$2,076.32	100%
Aquatics Coordinator	E	1	\$1,862.25 - \$1,977.45	100%

Police

Position	Class	#of POSNs	Bi-Weekly Salary	Fund GF
Chief of Police	E	1	\$3,399.38 - \$3,858.85	100%
Assistant Chief of Police	E	1	\$3,286.88 - \$3,731.15	100%
Deputy Chief of Police	E	2	\$3,127.19 - \$3,549.87	100%
Lieutenant	NE	4	\$2,827.73 - \$3,209.93	100%
Sergeant	NE	6	\$2,635.42 - \$2,991.64	100%
First Class Patrolman	NE	60	\$2,692.56	100%
Probationary Patrolman (Lateral Transfer)	NE	3	\$2,692.56	100%
Criminal Analyst	NE	1	\$1,867.10 - \$2,218.28	100%
Property Room Manager	NE	1	\$1,936.95 - \$2,157.66	100%
Crime Scene Specialist	NE	1	\$2,019.22 - \$2,249.31	100%
Chiefs Assistant	NE	1	\$1,871.42 - \$2,140.41	100%
Records Supervisor / Spillman Administrator	NE	1	\$2,192.18 - \$2,489.23	100%
Records Clerk	NE	3	\$1,655.69 - \$1,891.89	100%
Watch Commander	NE	1	\$2,139.23	

Post-Conviction Service (Probation & Drug Court)

Position	Class	# of POSNs	Bi-Weekly Salary	Fund D
Chief Probation Officer	E	1	\$2,744.42 - \$3,099.98	100%
Assistant Chief Probation Officer	E	1	\$2,181.00 - \$2,429.51	100%
Probation Officer 1	NE	1	\$1,773.37 - \$2,366.45	100%
Probation Officer 2	NE	1	\$1,697.12 - \$1,890.47	100%
Veterans Court Case Manager	E	1	\$1,765.38 - \$2,349.36	100%
Felony Case Manager	E	1	\$2,502.85 - \$2,863.40	100%
Office Manager	NE	1	\$1,969.46 - \$2,193.87	100%

Street

Position	Class	# of POSNs	Bi-Weekly Salary	Fund MVH	Fund GF	Fund SWO
Superintendent	E	1	\$3,118.15 - \$3,473.45	100%		
Assistant Superintendent	E	1	\$2,672.50 - \$2,97.02	100%		
Supervisor	NE	2	\$2,499.20 - \$2,784.22	100%		
Crew Leader	NE	5	\$2,250.40 - \$2,507.10	100%		
Technician/Laborer	NE	1	\$2,250.40 - \$2,507.10	100%		
Truck Driver / Laborer	NE	22	\$2,000.00 - \$2,314.31	100%		
Administrative Assistant I	NE	2	\$1,835.76 - \$2,044.94	42%	8%	50%

Utility – Sanitary Sewer

Position	Class	# of POSNs	Bi-Weekly Salary	Fund SWO
Superintendent	E	1	\$3,118.15 - \$3,473.45	100%
Supervisor	NE	1	\$2,499.20 - \$2,784.22	100%
Asst. Supervisor	NE	1	\$2,274.36 - \$2,533.54	100%
Technician/Inspector	NE	1	\$2,499.42 - \$2,784.22	100%
Inspector	NE	2	\$2,161.60 - \$2,408.26	100%
Maintenance Laborer	NE	12	\$1,480.00 - \$2,314.31	100%
Maintenance/Laborer Non-DOT	NE	2	\$1,480.00 - \$2,314.31	100%

Utility – Stormwater

Position	Class	# of Positions	Bi-Weekly Salary	Fund SW	Fund SWO	Fund MVH	Fund G
Superintendent	E	1	\$3,118.15 - \$3,473.45	100%			
Supervisor	E	1	\$2,556.04 - \$2,847.29	100%			
Maintenance Laborer	NE	3	\$2,077.58 - \$2,314.31	100%			
Inspector	NE	1	\$2,382.96 - \$2,654.45	100%			
Administrative Assistant	NE	1	\$1,768.00 - \$2,044.84	100%			
Right of Way Inspector/Utilities Locator	NE	3	\$1,692.80 - \$1,904.17	25%	25%	25%	25%

Waste Management

Position	Class	# of Positions	Bi-Weekly Salary	Fund WM	Fund MVH
Crew Leader	NE	2	\$2,250.40 - \$2,507.10	75%	25%
Truck Driver / Laborer	NE	9	\$2,077.58 - \$2,314.51	75%	25%

Section 3. 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			\$18.00
Part-time Intern/Clerical	NE	A			\$17.00

Board of Public Works & Safety

Position	Class	Fund			Maximum Hourly Rate
Code Enforcement Officer	NE	GF			\$20.00
Receptionist	NE	GF			\$18.00
Custodian	NE	GF			\$20.00
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			\$15.50
Court Assistant	NE	GF			\$15.50

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			\$18.00
Part-time Planner	NE	G			\$30.00

Finance

Position	Class	Fund	Fund	Fund	Maximum Hourly Rate
Billing Assistant/Receptionist	NE	SWO	SW	WM	\$16.00
Part-time Intern	NE	SWO	SW	WM	\$15.00

Fire

Position	Class	Fund			Maximum Hourly Rate
Part-time Firefighter	NE	F			\$22.00
Part-time Staff Lieutenant	NE	F			\$20.00
Chaplain	NE	F			\$20.00
Code Enforcement Inspector	NE	F			\$20.00
Maintenance Staff	NE	F			\$20.00
Custodian	NE	F			\$20.00
Part-time Intern/Clerical	NE	F			\$18.00

Fleet

Position	Class	Fund	Fund	Fund	Fund	Fund	Maximum Hourly Rate
Part-time Technician	NE	GF	MVH	SWO	SW	WM	\$24.00
Part-time Intern/Clerical	NE	GF	MVH	SWO	SW	WM	\$17.00

Human Resources

Position	Class	Fund			Maximum Hourly Rate
Part-time Administrative Assistant	NE	GF			\$20.00
Part-time Intern/Clerical	NE	GF			\$18.00

Information Technology

Position	Class	Fund			Maximum Hourly Rate
Part-time Intern	NE	GF			\$15.00

Legal

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

Parks

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	\$20.00
Part-time Recreation Associate	NE	P	SNR	\$35.00
Part-time Community Center/Fieldhouse Associate	NE	P		\$25.00
Concessions/Admissions Coordinator	NE	P	SNR	\$20.00
Concessions and Admissions Associate	NE	P	SNR	\$15.00
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	\$50.00
Recreation Program Driver	NE	P		\$25.00

Police

Position	Class	Fund			Maximum Hourly Rate
Substitute Assistance/Part-time Building Security Officer	NE	GF			\$23.00
Records Clerk	NE	GF			\$18.00
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

Position	Class	Fund			Maximum Hourly Rate
Part-time Laborer	NE	MVH			\$22.00
Part-time Intern/Clerical	NE	MVH			\$20.00

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			\$22.00
Seasonal Limb Laborer	NE	WM			\$22.00
Part-time Laborer	NE	WM			\$22.00
Part-time Intern/Clerical	NE	WM			\$22.00

Section 4. 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	\$479.73 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		\$450.00 quarterly
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 5. Prior to February 15, 2022, 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 6. 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 0.4% of First Class Firefighter pay - \$282 in 2023 - 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 0.8% of First Class Firefighter pay - \$564 in 2023 - 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 1.2% of First Class Firefighter pay - \$847 in 2023 - 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 per board, as determined by the Fire Chief.

Section 7. Annual and bi-weekly salaries for Fire Marshal, Deputy Fire Marshal, Staff Lieutenant of Support Services, Administrative Assistant I, 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 8. 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 9. Each member of the Fire Department shall receive an annual uniform, clothing and equipment allowance of \$350 as determined by the Fire Chief. In place of the aforementioned \$350 allowance, the Chief, Assistant Chief, Division Chiefs, full time and part time Staff Lieutenants, Administrative Assistant I, Fire Marshal, Deputy Fire Marshal, and Communications Coordinator shall receive an annual uniform, clothing, and equipment allowance of \$500 as determined by the Fire Chief. Newly hired sworn members will not be eligible to receive any uniform, clothing and equipment allowance until the quarter in which they reach the first year anniversary of their hiring date.

Section 10. 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 11. 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 12. 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 \$1200 per year as determined by the Police Chief.
- (c) Honor Guard members, K-9 Officers, Motorcycle Officers, SWAT members, and Hostage Negotiators may be eligible for additional compensation in the amount of \$750 per year as determined by the Police Chief.

Section 13. Civilian members of the Police Department shall receive an annual clothing allowance of \$600 as determined by the Police Chief. Sworn officers of the Police Department shall receive an annual clothing allowance of \$1,200 as determined by the Police Chief.

Section 14. 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 \$30 per day as determined by the Police Chief.

Section 15. The individual occupying the Code Enforcement Officer position shall receive an annual clothing allowance of \$300 as determined by the Deputy Mayor. The individuals occupying the Building Services Supervisor and Custodian positions shall receive an annual clothing allowance of \$300 as determined by the Deputy Mayor.

Section 16. The annual and bi-weekly salaries of employees in the Court/Probation/Clerk’s Office are for a 37.5 hours worked per week. For non-exempt employees in these departments, hours worked in excess of 37.5 hours up to 40 hours worked shall be compensated at the employee’s regular hourly rate as defined in the FLSA and 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. Exempt employees in these departments are entitled to earn compensatory time for hours worked in excess of 37.5 per week.

Section 17. 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 18. 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 19. 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 20. 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 21. This ordinance shall be in full force and effect after its passage, approval and publication according to law.

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Passed by the Common Council of the City of Greenwood, Indiana, this 17th day of October, 2022.

Michael Campbell
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 17th day of October, 2022, by the following vote:

AYE: NAY:

Ronald Bates	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Michael Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Andrew K. Foster	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Linda S. Gibson	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ezra J. Hill	<input checked="" type="checkbox"/>	<input type="checkbox"/>
J. David Hopper	<input checked="" type="checkbox"/>	<input type="checkbox"/>
David Lekse	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Bradley Pendleton	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Michael Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>

The foregoing within and attached ordinance passed by the Common Council of the City of Greenwood, Indiana, on the 17th day of October, 2022, is presented by me this 18th day of October, 2022, at 2:00 o'clock P.m., to the Mayor of the City of Greenwood, Indiana.

Jeannine Myers
Jeannine Myers, Clerk

The foregoing within and attached ordinance passed by the Common Council of the City of Greenwood, Indiana, on the 17th day of October, 2022, is approved by me this 18th day of October, 2022, at 1:30 o'clock P.m.

Mark W. Myers
MARK W. MYERS, Mayor of
the City of Greenwood, Indiana