

Amended
ORDINANCE NO. 28-2004

City of Valparaiso

2005 Salary Ordinance

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**AN ORDINANCE ESTABLISHING THE AMOUNT OF SALARIES AND
COMPENSATION TO BE PAID TO APPOINTED OFFICIALS AND ALL
EMPLOYEES AND OFFICERS OF THE CITY OF VALPARAISO WITHIN THE
CALENDAR YEAR OF 2005, AND REPEALING ANY ORDINANCE IN CONFLICT
THEREIN.**

WHEREAS, the Mayor and the Common Council of the City of Valparaiso, Indiana are required by various statues now in effect to establish salaries and compensations for various departments of the City; and,

WHEREAS, the Mayor and the Common Council have fulfilled their statutory obligation with regard to establishing such salaries and compensation for said appointed officials and employees;

NOW THEREFORE, BE IT ORDAINED, by the Common Council of the City of Valparaiso, Indiana:

SECTION 1: OFFICERS OF THE POLICE DEPARTMENT

From and after the first day of January, 2005, said Officers of the Police Department of the City of Valparaiso shall be paid according to the following schedule of salary ranges and position classification subject to the budgetary provisions and the Job Classification Ordinance of the City, as amended and supplemented:

(See **Exhibit "A"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

A. All Police Officers who are in Level 3 of their position classification on December 31, 2004 shall remain in the same level and in the same grade and shall be paid in the same level and in the same grade pursuant to the salary schedule.

Police Officers who are in either Level 1 or Level 2 of their position classification on December 31, 2004 shall move to the next level effective January 1, 2005 or effective on the anniversary date of their employment, whichever date is later.

B. Additional Compensation for Police Officers

(See **Exhibit "A"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

SECTION 2: FIREFIGHTERS OF THE FIRE DEPARTMENT

From and after the first day of January 2005, said Firefighters of the Fire Department of the City of Valparaiso shall be paid according to the following schedule subject to budgetary provisions and the Job Classification Ordinance of the City, as amended and supplemented:

(See **Exhibit "B"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

A. Additional compensation for Firefighters

(See **Exhibit "B"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

**SECTION 3: ALL REMAINING APPOINTED OFFICIALS AND
EMPLOYEES**

From and after the first day of January, 2005, all other appointed officials and employees of the City of Valparaiso (except those appointed to the various boards and commissions), not here in before mentioned shall be paid according to the following schedule of salary ranges and position

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classifications subject to budgetary provisions and the Compensation Management Ordinance of the City, as amended and supplemented:

(See **Exhibit "C"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

SECTION 4: SALARY FOR ELECTED OFFICIALS FROM THE GENERAL FUND

(See **Exhibit "D"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

Section 5: ADDITIONAL COMPENSATION FROM SEWAGE WORKS OPERATING FUND

(See **Exhibit "E"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

SECTION 6: EXCEPTION FOR THE CITY ADMINISTRATOR, DEPARTMENT HEAD POSITIONS

The Mayor shall have the right to set salaries for the City Administrator and Department Heads, positions for the City of Valparaiso for the calendar year of 2005. The Mayor shall inform the Clerk Treasurer in writing of the salaries for the calendar year of 2005, which shall be included in the annual budget of the city.

SECTION 7: COMPENSATION FOR MEMBERS OF BOARDS AND COMMISSIONS OF THE CITY OF VALPARAISO.

(See **Exhibit "F"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

SECTION 8: SERVICE PAY

The Mayor, Clerk-Treasurer, City Administrator and all employees and appointed officials of the City shall receive additional compensation as set out below for the length of continuous employment with the City of Valparaiso:

(See **Exhibit "G"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

SECTION 9: OTHER SALARY MATTERS

Employees who are in this category and performing a job, which is part of the Job Classification Ordinance of the City, shall be paid at the rate stated in the ordinance for such job.

- a. On Call Compensation: Employees shall be compensated for "on-call" time at a compensation rate to be established by the Mayor and approved by the Board of Public Works and Safety.
- b. The "on-call" policy developed on a citywide or departmental basis shall be made part of the Personnel Policy of the City.
- c. The Mayor shall have the express authority to make any decisions required with regard to the establishment of salaries or the setting of salary rates not provided for within this Ordinance. The Mayor shall finally determine all conflicts of interpretation within the Ordinance.

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- d. In the event any employee moves from one job classification to another, said employee may be paid any salary, which fits within the range with the determination to be made by the Mayor.
- e. Safety Officers in specific departments shall receive the sum of \$500 per year.

SECTION 10: BENEFITS, BOARD OF WORKS & SAFETY AND PERSONNEL POLICY

Full-time employees of the City of Valparaiso, as part of their compensation receive certain benefits from the City.

- a. Paid Time Off – Employees (not police officers or firefighters) will receive Paid Time Off or PTO pursuant to the Personnel Policy Manual and adopted by the Board of Public Works and Safety.
- b. Firefighters and Police Officers receive such benefits as may be provided for within their individual department policy manuals and contract agreements.
- c. The Board of Public Works and Safety is specifically authorized to amend and change the Personnel Policy as deemed appropriate.
- d. The Board of Public Works and Safety is specifically authorized to approve and administer personnel policy issues after developed and authorized by the Mayor.
- e. The Board of Public Works and Safety is specifically authorized to enter into written employment contracts with any recognized bargaining agents provided that such contracts shall be limited to benefits, working conditions and related matters.
- f. The Board of Public Works and Safety is specifically authorized to develop and approve a performance evaluation system on a Citywide or department basis. Such a system or system(s) may be implemented during the calendar year of 2005 if the budget has sufficient funds to do so.
- g. The Board of Public Works and Safety is specifically authorized to modify job descriptions for the Compensation Management System. Changes shall be made as provided for within the Compensation Management System procedures.
- h. Pursuant to the Compensation Administration Ordinance, individual positions and employees may receive compensation over and above the 3% per person salary increase contained within this Ordinance.

SECTION 11: MILEAGE ALLOWANCE

Any elected or appointed official or employee of the City of Valparaiso shall be reimbursed for mileage allowance for official and authorized travel.

The Federal Department of Internal Revenue Service shall establish the rate for reimbursement.

Such compensation shall only be paid when the official or employee is using a personal vehicle and not a City-owned vehicle.

SECTION 12: PERF PAYMENTS AND OR RETIREMENT PAYMENTS

From and after January 1, 2005, the City of Valparaiso shall pay the entire employee obligation for PERF retirement for all City employees with the exception of Police Officers and Firefighters.

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The City of Valparaiso shall pay one-half (1/2) share of the employee obligation for retirement benefits for Police Officers.

The City of Valparaiso is not obligated to pay any shares of employee obligation for retirement benefits for Firefighters other than those required by State of Indiana statute.

Payment of employee retirement benefit obligation shall continue until rescinded or amended by the Common Council.

SECTION 13: GENERAL PROVISIONS

The Mayor, the Common Council and the Board of Public Works and Safety of the City of Valparaiso, Indiana shall retain all rights, duties and privileges authorized by the State of Indiana statutes for the administration of wages and compensation received by employees.

The Mayor and the Board of Public Works and Safety of the City of Valparaiso shall resolve all disputes arising from the interpretation or enforcement of the Ordinance.

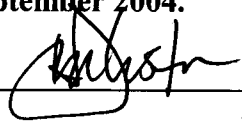
This Ordinance shall be in full force and effect from and after its passage in the manner provided by law and shall be implemented on the first (1st) day of January, 2005.

The Mayor and the Common Council of the City of Valparaiso shall also retain the rights, duties, and privileges provided by the Compensation Management System of the City of Valparaiso.

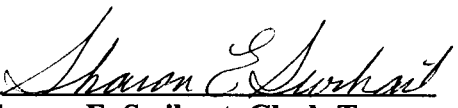
All previous ordinances pertaining to salaries, compensation and benefits for the employees of the City of Valparaiso, Indiana are hereby expressly repealed effective the first (1st) day of January 2005.

This Ordinance consists of five (5) pages and Exhibits "A" through "G" in its entirety was presented to the Mayor and Common Council of the City of Valparaiso.

PASSED by the Common Council of the City of Valparaiso, Indiana, by a 7-0 vote of all members present and voting, this 13th day of September 2004.



Jon Costas, Mayor

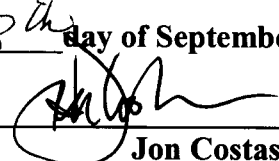
ATTEST: 
Sharon E. Swihart, Clerk-Treasurer

Presented by me to the Mayor of the City of Valparaiso, Indiana, this 13th of September 2004 at the hour of 7:30 o'clock P.M.



Sharon E. Swihart, Clerk-Treasurer

This Ordinance approved and signed by me this 13th day of September 2004 at the hour of 7:30 o'clock P. M.



Jon Costas, Mayor

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EXHIBIT A: Police Officer Wages for 2005

Position	Grade	Level 1	Level 2	Level 3
Probationary Officer	6	\$32,033.00		
Patrolman	8	\$34,971.00	\$ 35,793.00	\$ 37,432.00
Corporal	10			\$ 37,723.00
Sergeants	12			\$ 39,634.00
Lieutenant	14			\$ 41,664.00
Captain	15			\$ 44,116.00
Assistant Chief	16			\$ 46,901.00
Chief	17			\$ 56,135.00

This schedule does not include service pay or other compensation.

Breakdown of by rank of sworn officers and proposed base salaries:

Chief	\$ 56,135.00
Assistant Chief	\$ 46,901.00
Captains	\$ 88,232.00
Lieutenants	\$ 249,984.00
Sergeants	\$ 317,072.00
Corporals	\$ 226,338.00
1st Class Patrol Officers	\$ 673,776.00
3rd Class Patrol Officers	\$ 104,913.00
Probationary Patrol Officers	\$ 32,033.00
	<hr/>
	\$ 1,795,384.00

Additional Pay

Longevity	\$ 36,600.00
Schooling	\$ 89,750.00
Call-Out / Field Training Officer	\$ 10,400.00
Specialty	\$ 1,440.00
	<hr/>
	\$ 138,190.00
Overtime Pay	\$ 48,500.00
Buy-Back / Holiday Pay	\$ 37,000.00
Sub-Total Additional Pay:	\$ 223,690.00
GRAND TOTAL - OFFICERS WAGES & BENEFITS:	\$ 2,019,074.00

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Breakdown of base salaries for civilians of the police department:

9 Telecommunications	\$	30,363.00	\$	273,267.00
2 Records Personnel	\$	30,363.00	\$	60,726.00
1 Detective Bureau Secretary	\$	31,163.00	\$	31,163.00
1 Administrative Assistant	\$	33,399.00	\$	33,399.00
4 Part-Time Telecommunications			\$	30,000.00
1 Part-Time Code Enforcement			\$	17,000.00
			\$	445,555.00

Additional Pay:

Longevity	\$	14,000.00
Call-Out	\$	2,400.00

Sub-Total Additional Pay:

\$ 16,400.00

GRAND TOTAL - CIVILIANS WAGES & BENEFITS:

\$ 461,955.00

VALPARAISO POLICE DEPARTMENT CROSSING GUARDS

5 Crossing Guards	\$10.30/hour	\$42,800
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Additional Compensation for Police Officers for 2005

Any and all member(s) of the City of Valparaiso Police Department who meet the following minimum standards shall receive additional compensation per annum in the amount as follows:

1. Three (3) years of continuous service and successful attendance at three (3) approved schools the sum of \$750.00.
2. Five (5) years of continuous service and successful attendance of three (3) approved schools the sum of \$1,500.00.
3. Nine (9) years of continuous service and successful attendance of three (3) approved schools the sum of \$2,500.00.
4. Twelve (12) years of continuous service and successful attendance of three (3) approved schools the sum \$3,000.00.
5. Field Training Officer the sum of \$800.00.
6. Call-out pay the sum of \$800.00.
7. Specialty the sum of \$120.00.

Any Police Officer(s) who become qualified during the year for any of the aforementioned categories will be eligible for pro-rated compensation for the remaining year.

The Chief of Police has the sole authority to appoint the Field Training Officers and may rescind said appointment at his sole discretion.

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EXHIBIT B: Firefighters Wages for 2005

Position	Salary
Administrative Assistant	\$ 30,364.00
Probationary Firefighter	\$ 32,188.00
Firefighters	\$ 36,537.00
Firefighters / Engineer	\$ 37,279.00
Lieutenants	\$ 38,021.00
Captain	\$ 39,508.00
Training Coordinator	\$ 40,898.00
Battalion Chief(s)	\$ 43,953.00
Deputy Chief	\$ 46,657.00
Chief	\$ 55,624.00

Breakdown of Fire Department members and proposed base salaries:

# of Employees	Position	Pay Amount	Total
1	Fire Chief	\$ 55,624.00	\$ 55,624.00
1	Deputy Chief	\$ 46,657.00	\$ 46,657.00
3	Battalion Chiefs	\$ 43,953.00	\$ 131,859.00
1	Training Coordinator	\$ 40,898.00	\$ 40,898.00
12	Captains	\$ 39,508.00	\$ 474,096.00
3	Lieutenants	\$ 38,021.00	\$ 114,063.00
6	Firefighter/Engineer	\$ 37,279.00	\$ 223,674.00
24	Firefighters	\$ 36,537.00	\$ 876,888.00
0	Probationary Firefighter	\$ 32,188.00	\$ -
1	Administrative Assistant	\$ 30,364.00	\$ 30,364.00
Total Base Pay:			\$ 1,994,123.00

Additional Pay:

Longevity	\$ 49,800.00
Overtime	\$ 119,470.00
Total Additional Pay:	\$ 169,270.00

Additional Compensation:

Members of the Valparaiso Fire Department who are certified in the following categories shall receive additional compensation per yer in the amounts following:

5	CPR Instructors	\$ 500.00	\$ 2,500.00
3	Inspectors	\$ 1,000.00	\$ 3,000.00
4	Investigators	\$ 1,000.00	\$ 4,000.00
1	Safety Officer	\$ 1,500.00	\$ 1,500.00
1	HazMat Officer	\$ 1,500.00	\$ 1,500.00
1	Map Facilitator	\$ 500.00	\$ 500.00
1	School Educator	\$ 4,000.00	\$ 4,000.00
16	Educator / Trainer	\$ 500.00	\$ 8,000.00
2	Air Pack Maintenance	\$ 1,000.00	\$ 2,000.00
39	EMT	\$ 1,000.00	\$ 39,000.00
41	Master Firefighter	\$ 895.00	\$ 36,695.00
1	Chief Mechanic	\$ 2,000.00	\$ 2,000.00
1	Assistant Mechanic	\$ 1,650.00	\$ 1,650.00
50	First Responder-HazMat	\$ 500.00	\$ 25,000.00
1	Maintenance Facilitator	\$ 2,000.00	\$ 2,000.00
1	Chief Fire Investigator	\$ 2,000.00	\$ 2,000.00
1	ISO Coordinator	\$ 1,000.00	\$ 1,000.00
Total Additional Compensation:			\$ 136,345.00

GRAND TOTAL - FIREFIGHTERS WAGES & COMPENSATION: \$ 2,299,738.00

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Additional Compensation for Firefighters Wages for 2005

Additional Compensation:

Members of the Valparaiso Fire Department who are certified in the following categories shall receive additional compensation per year in the amounts following:

5 CPR Instructors	\$	500.00	\$	2,500.00
3 Inspectors	\$	1,000.00	\$	3,000.00
4 Investigators	\$	1,000.00	\$	4,000.00
1 Safety Officer	\$	1,500.00	\$	1,500.00
1 HazMat Officer	\$	1,500.00	\$	1,500.00
1 Map Facilitator	\$	500.00	\$	500.00
1 School Educator	\$	4,000.00	\$	4,000.00
16 Educator / Trainer	\$	500.00	\$	8,000.00
2 Air Pack Maintenance	\$	1,000.00	\$	2,000.00
39 EMT	\$	1,000.00	\$	39,000.00
41 Master Firefighter	\$	895.00	\$	36,695.00
1 Chief Mechanic	\$	2,000.00	\$	2,000.00
1 Assistant Mechanic	\$	1,650.00	\$	1,650.00
50 First Responder-HazMat	\$	500.00	\$	25,000.00
1 Maintenance Facilitator	\$	2,000.00	\$	2,000.00
1 Chief Fire Investigator	\$	2,000.00	\$	2,000.00
1 ISO Coordinator	\$	1,000.00	\$	1,000.00
Total Additional Compensation:			\$	136,345.00

Any Firefighter who becomes qualified during the year for any of the aforementioned categories will be eligible for pro-rated compensation for the remaining year.

A member of the Valparaiso Fire Department may qualify as either as an EMT or a First Responder, but not both positions.

The Fire Department Chief has the sole authority to appoint the Inspector / Inspection, Fire Investigator, Safety Officer, and HazMat Officer and also may rescind said appointment at his sole discretion.

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EXHIBIT C: All remaining Appointed Officials and Employees

SAM CATEGORY

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
40-49 Points			
Sewer Collections Manager (Sewer)	\$37,435	\$46,944	\$56,153
Assistant Director (Park)			
Supervisor (Police)			
Operations / Maintenance Manager (Wastewater)			
Water Quality Manager (Wastewater)			
30-39 Points	\$33,725	\$42,157	\$50,588
Golf Course Superintendent (Park)			
Recreation Superintendent (Park)			
Maintenance / Construction Superintendent (Park)			
20-29 Points	\$30,383	\$37,979	\$45,575
Adult Recreation Director (Park)			
Youth Recreation Director (Park)			
Head Golf Professional (Park)			
Senior Recreation Director (Park)			

PAT CATEGORY

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
600-695 Points			
Drainage Engineering Assistant (Engineering)	\$35,742	\$44,678	\$53,613
500-595 Points			
Horticulture Superintendent (Park)	\$32,200	\$40,250	\$48,300
Economic Development Planner (Planning)			
400-495 Points			
Landscape Specialist (Park)	\$29,009	\$36,262	\$43,514
300-395 Points	\$24,162	\$31,185	\$38,207
No Positions			

LTC CATEGORY

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
600-695 Points			
Assistant Superintendent of Maintenance (Park)	\$15.63/hr	\$19.54/hr	\$23.44/hr
Sewer Collections Supervisor (Sewer)			
Assistant Superintendent (Solid Waste)			
Road Supervisor (Street)			
Maintenance / Electrical Technician - WL (Wastewater)			
Maintenance / Electrical Technician - (Wastewater)			
500-595 Points	\$14.08/hr	\$17.60/hr	\$21.12/hr
Assistant Golf Course Superintendent (Park)			
Maintenance Property Supervisor (Park)			
Mechanic (Sewer)			
Mechanic - WL (Solid Waste)			
Mechanic (Solid Waste)			
Materials Recovery Facility - Machine Operator			
Heavy Equipment Operator (Solid Waste)			
400-495 Points	\$12.69/hr	\$15.86/hr	\$19.03/hr
Mechanic (Park)			
Heavy Equipment Operator (Sewer)			
Materials Recovery Facility-Machine Operator (Solid Waste)			
Truck Driver / Light Equipment Operator - WL (Solid Waste)			
Truck Driver / Light Equipment Operator - (Solid Waste)			
Heavy Equipment Operator (Street)			
Plant Operator - WL (Wastewater)			

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Plant Operator - (Wastewater)
 Maintenance Technician (Wastewater)
 Maintenance Technician / Instrument Technician Helper (Wastewater)

300-395 Points \$11.43/hr \$14.29/hr \$17.14/hr

Landscape - WL (Park)
 Groundskeeper - WL (Park)
 Truck Driver / Light Equipment Operator (Sewer)
 Skilled Laborer (Solid Waste)
 Mechanic Helper (Solid Waste)
 Truck Driver / Light Equipment Operator - WL (Street)
 Truck Driver / Light Equipment Operator - (Street)
 Maintenance Skilled Laborer (Wastewater)

200-295 Points \$10.30/hr \$12.87/hr \$15.44/hr

Building Coordinator (Park)
 Golf Maintenance Greenskeeper (Park)
 Custodian (Mayor)
 Skilled Laborer (Sewer)
 Laborer (Solid Waste)
 Skilled Laborer (Street)

100-195 Points \$9.28/hr \$11.59/hr \$13.91/hr

Laborer (Sewer)
 Unskilled Laborer (Solid Waste)

OSS CATEGORY

600-695 Points	<u>Min</u>	<u>Mid</u>	<u>Max</u>
Engineer CAD-GIS (Engineering)	\$13.38/hr	\$16.72/hr	\$20.07/hr
Engineering Assistant (Engineering)			
Engineering Project Manager (Engineering)			
Instrument Technician (Wastewater)			

500-595 Points \$12.05/hr \$15.06/hr \$18.08/hr

Chief Inspector (Building Commissioner)
 Administrative Assistant - Mayor
 Chief Deputy Clerk - Treasurer (Clerk-Treasurer)
 Deputy Clerk Treasurer (Clerk Treasurer)
 Telecommunicator (Police)
 Trained TV Skilled Labor (Sewer)
 Pretreatment Coordinator (Wastewater)

400-495 Points \$10.86/hr \$13.57/hr \$16.29/hr

Engineering Administrator (Engineering)
 Human Resources Assistant (Human Resources)
 Bookkeeper - WL (Park)
 Administrative Assistant (Police)
 Records Clerk / Telecommunicator (Police)
 Account Clerk / Office Manager (Street & Solid Waste)
 Lab Technician (Wastewater)

300-395 Points \$9.78/hr \$12.23/hr \$14.67/hr

Administrative Assistant (Building)
 Administrative Assistant (Fire)
 Administrative Assistant (Park)
 Assistant Senior Recreation Director (Park)
 Customer Service Secretary - WL (Park)
 Customer Service Secretary - (Park)
 Payroll/Benefits Secretary (Park)
 Assistant Bookkeeper (Park)
 Parking Meter Operator (Police)
 Detective Bureau Secretary (Police)
 Administrative Assistant (Project Management)

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Secretary (Sewer)
 Administrative Assistant (Solid Waste)
 Office Assistant (Street)
 Administrative Assistant (Wastewater Treatment)

200-295 Points \$8.81/hr \$11.01/hr \$13.22/hr
 Receptionist (Mayor)
 Untrained TV Skilled Laborer

100-195 Points
 No positions

EXHIBIT D: Salary for Elected Officials – General Fund

Mayor	\$29,350
Clerk Treasurer	\$18,554
Members of the Common City Council	\$5,665

**EXHIBIT E: Additional Compensation from Sewage Works
 Operating Fund**

The following officials and employees of the City of Valparaiso shall receive for the calendar year of 2005 salaries and compensation in addition to the salary and compensation received from the General Fund, the following amounts from the Sewage Works Operating Fund:

	<u># of Employees</u>	<u>Amount</u>	<u>Total Amount</u>
Mayor	1	\$23,900	\$23,900
City Administrator	1	\$30,000	\$30,000
Clerk-Treasurer	1	\$24,500	\$24,500
Chief Deputy Clerk Treasurer	1	\$17,500	\$17,500
Deputy Clerk Treasurers	3	\$11,350	\$34,050
Administrative Assistant - Mayor	1	\$7,520	\$7,520
Engineering Director	1	\$32,000	\$32,000
Deputy Engineers	3	\$17,000	\$51,000
Administrative Assistant - Engineering	1	\$8,300	\$8,300
Human Resources Director	1	\$14,500	\$14,500
Administrative Assistant - Human Resources	1	\$12,400	\$12,400
MIS Director	1	\$21,630	\$21,630
Planning Director	1	\$6,200	\$6,200
Building Commissioner	1	\$19,600	\$19,600
Administrative Assistant - Planning & Building	1	\$10,400	\$10,400
Community Development Director	1	\$6,000	\$6,000
Economic Development Director	1	\$10,000	\$10,000
Total Additional Compensation from Sewage Works Operating Fund			\$329,500

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EXHIBIT F: Compensation for Members of Boards and Commissions

Plan Commission	\$600
Board of Zoning & Appeals	\$600
Park Board	\$600
Stormwater Board	\$600
Redevelopment Commission	\$600

EXHIBIT G: Service Pay

All eligible officials and employees of the City of Valparaiso who have served continuously for more than three (3) years as of January 1, 2005 shall receive additional compensation as follows:

At Least	Not More Than	Amount
3 years	6 years	\$200
6 years	9 years	\$500
9 years	12 years	\$800
12 years	15 years	\$1,100
15 years	18 years	\$1,400
18 years	20 years	\$1,700
More than 20 years		\$2,000

In the event that the anniversary date of employment for an employee or an appointed and or elected official covered by this section falls on a date other than January 1, 2005, and such date changes the category for service pay contained herein, such employee shall be paid at the higher rate for the remainder of the calendar year.

The schedule appearing above is not intended to be cumulative and each employee and/or appointed official and/or elected official of the City shall fall into only one (1) of the seven categories.

This schedule shall not apply to members of Boards and/or Commissions and/or Council Members as referred to in Section 7