

Ordinance # 25, 2024

City of Valparaiso

2025 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 2025, AND REPEALING ANY
ANY ORDINANCE IN CONFLICT THEREIN.**

WHEREAS, the Mayor and Common Council of the City of Valparaiso, Indiana, are required by various statutes 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 2025, said Officers of the Police Department of the City of Valparaiso shall be compensated according to the following schedule of salary ranges and position classifications 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)

SECTION 2: FIREFIGHTERS OF THE FIRE PROTECTION TERRITORY

From and after the first day of January 2025, said Firefighters of the Fire Protection Territory shall be compensated according to the following schedule of salary ranges and position classifications subject to the 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)

SECTION 3: ALL REMAINING APPOINTED OFFICIALS & EMPLOYEES

From and after the first day of January 2025, all other appointed officials and employees of the City of Valparaiso (except those appointed to the various boards and commissions), not herein before mentioned shall be paid according to the following schedule of salary ranges and position classifications subject to the budgetary provisions and the Job Classification 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

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

SECTION 5: EXCEPTIONS FOR THE CITY ADMINISTRATOR & DEPARTMENT HEADS

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 2025. The Mayor shall inform the Clerk-Treasurer in writing of the salaries for the calendar year of 2025, which shall be included in the annual budget of the City.

**SECTION 6: COMPENSATION FOR MEMBERS OF BOARDS & COMMISSIONS OF THE
CITY OF VALPARAISO**

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

SECTION 7: SERVICE PAY

The Mayor, Clerk-Treasurer, City Administrator, and all employees and appointed officials of the City shall receive compensation as set out below for the length of continuous employment with 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 FOR SWORN POLICE OFFICERS

All sworn police officers of the City shall receive 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: SERVICE PAY FOR SWORN FIREFIGHTERS

All sworn firefighters of the City shall receive compensation as set out below for the length of continuous employment with the City of Valparaiso.

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

SECTION 10: HEALTH SAVINGS ACCOUNT CONTRIBUTIONS

The Mayor, Clerk-Treasurer, City Administrator, and all full-time employees and appointed officials of the City, who choose to enroll in the health savings account health insurance tiers shall receive an annual contribution into their health savings account.

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

SECTION 11: 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 & Safety.
- b. The "on-call" policy developed on a citywide or departmental basis shall be made part of the Personnel Policy Manual 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.
- d. Safety Officers in specific departments shall receive the sum of \$500 per year.
- e. Every employee is classified as either Exempt (E) or Non-Exempt (NE) based on Federal Law and has the classification listed as part of the Salary Ordinance.
- f. The hourly rate in this ordinance does NOT include service pay, cell phone allowance, or Vehicle Stipend, if applicable to the position.
- g. At such time as the City finances allow, the Mayor and Clerk-Treasurer may allow Performance Awards or additional compensation to be given to employees.

SECTION 12: 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 (PTO) - Employees (excluding police officers, firefighters, or civilian employees of the police department) will receive Paid Time Off (PTO) pursuant to the Personnel Policy Manual and adopted by the Board of Public Works & Safety.
- b. Firefighters, Police Officers, and civilian employees of the police department, receive such benefits as may be provided for within their individual department policy manuals and contract agreements.
- c. The Board of Public Works & Safety is specifically authorized to amend and change the Personnel Policy as deemed appropriate.
- d. The Board of Public Works & Safety is specifically authorized to approve and administer personnel policy issues after developed and authorized by the Mayor.
- e. The Board of Public Works & 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 & Safety is specifically authorized to develop and approve a performance evaluation system on a citywide or departmental basis. Such a system or systems may be implemented during the calendar year of 2024 if the budget has sufficient funds to do so.
- g. The Board of Public Works & Safety is specifically authorized to modify job descriptions.

SECTION 13: ALLOWANCES

Mileage - Any elected or appointed official or employee of the City of Valparaiso shall be reimbursed for mileage allowance for official and authorized travel. Such compensation shall only be paid when the official or employee is using a personal vehicle and not a city-owned vehicle.

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

Vehicle Stipend - Previously, certain employees of the City were offered Take-Home Vehicles as an additional benefit of employment. The City has reevaluated this policy and significantly limited the number of employees eligible for take-home vehicles. Employees that had take-home vehicle privileges were given the option to retain those privileges or receive a stipend, as outlined in the City's Vehicle Stipend Policy. Depending on certain factors (including access to City vehicles during business hours), the amount of the monthly stipend is either \$500 or \$150. Assuming the employee did not retain his/her take-home vehicle privileges, the following positions are eligible to receive a stipend, not to exceed the following amounts:

	Position Title	Monthly Stipend
*	City Administrator	\$500.00
*	Community Engagement Director	\$500.00
*	Development Director	\$500.00
*	Engineering Director	\$500.00
*	Building & Code Enforcement Director	\$500.00
*	IT Director	\$500.00
*	Planning/Transit Director	\$500.00
*	Planning - Transit Manager	\$500.00
*	Park Director	\$500.00
*	Park Assistant Director	\$150.00
*	Park Recreation Superintendent	\$150.00
*	Park Recreation Program Director	\$150.00

Upon notice to the Clerk-Treasurer, the Mayor is authorized to add additional positions eligible for a vehicle stipend, as long as the amount of the vehicle stipend does not exceed \$500 per month. In the succeeding Salary Ordinance, the position will be added to the above list.

Vehicle Maintenance Tool Stipend - Valparaiso City Services (VCS) is responsible for providing specialty mechanic tools and scanners necessary to perform repair and/or preventative maintenance on certain City fleet. Any VCS owned common tools that are currently supplied, will continue to be made available, but will no longer be replaced or warrantied when damaged or lost other than specialty tools and scanners. Due to this update, VCS will provide a 1-time stipend to certain current Vehicle Maintenance staff of \$750 to assist in the purchase of required toolbox and common tools of the trade. VCS will also provide an annual stipend of \$150 to assist in maintaining tools. The following staff are eligible for these stipends:

Position Title
* Mechanic
* Mechanic Assistant

Cell Phones - Cell phones are required for some positions. The purpose of carrying such a device is to provide 24-hour access to better serve citizens and increase productivity. Those positions are designated by each department head as well as the level of access required to be maintained by the employee on behalf of the City of Valparaiso. The determination of the wireless carrier will be up to the employee.

Each employee required to carry a cell phone will receive monthly compensation dispersed proportionately in each pay. The employee is required to pay his or her own bill and to supply the phone as prescribed by their department head.

CELL PHONE ALLOWANCES:

Low Business Use	\$17.50 per pay
Medium Business Use	\$21.25 per pay
Medium-High Business Use	\$30.00 per pay
High Business Use	\$50.00 per pay

Employees failing to have the assigned amount of accessibility will be subject to a verbal warning for the first offense; a written notice for the second offense, which will be added to the employees personnel file; and at the department head's discretion, may be subject to a personal improvement plan or termination for the third offense.

SECTION 14: PERF PAYMENTS AND/OR RETIREMENT PAYMENTS

From and after January 1, 2025, 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.

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

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

SECTION 15: PUBLIC WORKS BUYBACK PROGRAM

Certain employees of the Public Works Department (Solid Waste, Vehicle Maintenance, Cemetery, and MVH/MVH Restricted) may sell back to the city up to 40 hours of Paid Time Off annually. Buyback will be calculated at the employee's current rate of pay. Buyback will be paid out during the month of December and cannot be combined with the maximum amount of PTO the city will buy back as part of employment resignation/termination. The following positions are eligible to participate in the Public Works Buyback Program:

- * Operations Supervisor
- * Maintenance Supervisor
- * Assistant Operations Supervisor
- * Working Leader
- * Arborist
- * Heavy Equipment Operator
- * Mechanic
- * Truck Driver/Light Equipment Operator
- * Truck Driver/Light Equipment Operator/Safety
- * Automated Truck Driver
- * Skilled Laborer
- * Senior Mechanic
- * Mechanic Assistant

This section does not apply to any Supplemental Paid Time Off (SPTO) bank.

SECTION 16: GENERAL PROVISIONS

The Mayor, the Common Council, and the Board of Public Works & 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 & 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 2025.

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 2025.

SECTION 17: ACCEPTANCE BY CITY COUNCIL & SIGNATURE PAGE

This Ordinance, consisting of six (6) pages and Exhibits A through H in its entirety, has been 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 14th day of October, 2024.



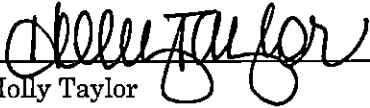
Jon Costas
Mayor

ATTEST:



Holly Taylor
Clerk-Treasurer

Presented by me to the Mayor of the City of Valparaiso, Indiana, the 14th day of October, 2024 at the hour of 7:58 o'clock P.M.



Holly Taylor
Clerk-Treasurer

This Ordinance approved and signed by me the 14th day of October, 2024 at the hour of 7:58 o'clock P.M.



Jon Costas
Mayor

EXHIBIT A: POLICE DEPARTMENT WAGES FOR 2025**POLE (Protective Occupations Law Enforcement) Category**

	<u>Market</u>	<u>Mid</u>	<u>Max</u>
POLE A Position			
Captain (E)	\$67,010.00	\$78,835.00	\$96,967.00
POLE B Position			
Lieutenant (NE)	\$63,581.00	\$74,801.00	\$92,005.00
POLE C Position			
Sergeant (NE)	\$59,632.00	\$70,155.00	\$86,291.00
POLE D Positions			
Master/1st Class Patrolman (NE)	\$56,844.00	\$66,875.00	\$82,256.00
Master/1st Class Patrolman (Pension Base)		\$71,213.00	
Patrol Officer 2nd Class (NE)	\$51,445.00	\$60,524.00	\$74,445.00
Probationary Officer (NE)	\$47,310.00	\$55,659.00	\$68,461.00
POLE Part-time			
Crossing Guards (NE)	\$11,200.00 per annum (not to exceed)		

This schedule does not include service pay or other compensation.

Additional Pay/Compensation for Police Department (not-to-exceed):

Detective Specialty Pay - Sergeant	\$4,739.00
Detective Specialty Pay - Master Patrolman	\$8,084.00
IT Specialty Pay - Master Patrolman	\$8,084.00
Uniform Allowance	\$1,600.00
Breathalyzer Operator	\$120.00
Call Out/CALEA	\$1,200.00
Evidence Team Member	\$800.00
Drone Team Member	\$800.00
Emergency Response Team Member	\$800.00
Traffic Crash Reconstruction Team Member	\$800.00
Emergency Medical Responder (EMR)	\$800.00
FTO (Field Training Officer)	\$1,000.00
K9	\$15,000.00
Veterans Pay or Active Military	\$1,000.00
PhD Degree	\$2,000.00
Masters Degree	\$1,500.00
Bachelors Degree	\$1,000.00
Associates Degree	\$500.00
Physical Fitness Incentive	\$400.00
Civilian Buyback	\$1,500.00
Civilian Trainer	\$1,000.00
Civilian Uniform Allowance	\$300.00

Any officer who has more than one college degree will only be compensated for one degree. This compensation will be for the highest degree earned.

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

EXHIBIT B: FIRE PROTECTION TERRITORY WAGES FOR 2025**POLE (Protective Occupations Law Enforcement) Category**

Based on 2,912 hours

	<u>Market</u>	<u>Mid</u>	<u>Max</u>
POLE A Positions			
Division Chief of Training/Fire Marshal	\$66,745.00	\$78,524.00	\$96,585.00
POLE B Positions			
Battalion Chief (E)	\$65,378.00	\$76,915.00	\$94,605.00
POLE C Positions			
Captain (NE)	\$62,592.00	\$73,638.00	\$90,575.00
POLE D Position			
Lieutenants (NE)	\$59,707.00	\$70,244.00	\$86,400.00
POLE E Position			
Firefighter/Engineer (NE)	\$56,873.00	\$66,909.00	\$82,298.00
Firefighter/Engineer (Pension Base)		\$72,060.00	
POLE F Positions			
Master Firefighter (Paramedic 6 Year) (NE)	\$55,915.00	\$65,606.00	\$80,465.00
Master Firefighter (Paramedic) (NE)	\$54,915.00	\$64,606.00	\$79,465.00
Master Firefighter (EMT) (NE)	\$50,915.00	\$60,606.00	\$75,465.00
Probationary Firefighter (NE)	\$46,920.00	\$55,200.00	\$67,896.00
POLE Part-time			
PT Administrative Assistant	\$20.93 per hour (not to exceed)		

Additional Pay/Compensation for the Fire Territory (not-to-exceed):

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

Air Pack Maintenance	\$1,000.00
Assistant Mechanic	\$2,650.00
Chief Fire Investigator	\$2,000.00
Mechanic	\$1,000.00
CPR Instructor	\$500.00
Educator/Trainer	\$500.00
Educator/Trainer/Drill Master/Water Rescue/RTF	\$1,000.00
EMT with Grade	\$1,000.00
Inspector	\$2,000.00
Investigator	\$1,000.00
ISO Coordinator (Maintenance)	\$1,000.00
Paramedic Certification with Grade	\$5,000.00
Paramedic Certification (Probationary FF)	\$4,000.00
Safety Officer	\$1,500.00
Child Safety Seat Technician	\$500.00
Radio Technician (Maintenance)	\$1,000.00
Supplies Coordinator (Maintenance)	\$500.00
Map Coordinator (Maintenance)	\$1,000.00
Veterans Pay or Active Military	\$1,000.00
PhD Degree	\$2,000.00
Masters Degree	\$1,500.00
Bachelors Degree	\$1,000.00
Associates Degree	\$500.00

Any firefighter who has more than one college degree will only be compensated for one degree. This compensation will be for the highest degree earned.

Any firefighter who becomes qualified during the year for any of the aforementioned categories will be eligible for pro-rated compensation for the remainder of the current calendar year. Non-FLSA exempt combat firefighters performing the duty of inspections and/or preplanning while off regular scheduled duty will be paid at the hourly rate of one and one half (1-1/2) times their regular rate of pay. FLSA exempt combat firefighters (Battalion Chiefs) performing the duty of inspection and/or preplanning while off regular scheduled duty will be paid at an hourly rate not to exceed forty dollars (\$40.00) per hour.

EXHIBIT C: ALL REMAINING APPOINTED OFFICIALS & EMPLOYEES**SO (Special Occupation)****All positions are exempt under the Fair Labor Standards Act (FLSA)**

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
City Administrator (E)	\$100,691.00	\$118,460.00	\$145,706.00
Executive Assistant (E)	\$54,974.00	\$64,675.00	\$79,550.00

EXE (Executives)**All positions are exempt under the Fair Labor Standards Act (FLSA) unless otherwise indicated****All EXE positions are based on 2,080 hours unless otherwise indicated**

EXE A	<u>Min</u>	<u>Mid</u>	<u>Max</u>
City Services Director (E)	\$154,534.00	\$181,805.00	\$223,620.00
Engineering Director (E)	\$107,630.00	\$126,624.00	\$155,748.00
City Attorney (E)	\$107,630.00	\$126,624.00	\$155,748.00

EXE B

Project & Facility Management Director (E)	\$79,764.00	\$93,840.00	\$115,423.00
Public Works Director (E)			
Parks Director (E)			
Development Director (E)			
Police Chief (E)			
Fire Chief (E)			
Planning/Transit Director (E)			
Chief Deputy Engineer (E)			
IT Director (E)			
Building & Code Enforcement Director (E)			
Chief Human Resource Officer (E)			
Community Engagement Director (E)			

EXE C

Public Works Manager (E)	\$70,467.00	\$82,902.00	\$101,969.00
Assistant Fire Chief (Operations) (E)			
Assistant Fire Chief (EMS) (E)			
Assistant Police Chief (E)			
Assistant Project & Facility Management Director (NE)			
Assistant Park Director (E)			
Deputy Engineer (E)			
Deputy Chief Human Resources Officer (E)			

PAT (Professional, Administrative, Tech)

PAT A - Based on 2,080 hours	\$62,644.00	\$73,699.00	\$90,650.00
Parks - Event & Venue Director (E)			
Parks - Facilities & Maintenance Director (E)			
Parks - Operations Director (E)			
Planning - Senior Planner (E)			

PAT B - Based on 2,080 hours	\$59,661.00	\$70,190.00	\$86,333.00
Parks - Golf Maintenance Superintendent (E)			
Parks - Horticulture Superintendent (E)			
Parks - Recreation Superintendent (E)			
Parks - Maintenance/Construction Superintendent (E)			
Planning - Transit Manager (E)			
Planning - Associate Planner (E)			
City Services - Business Operations Manager (E)			

PAT C - Based on 2,080 hours	\$55,566.00	\$65,372.00	\$80,407.00
Planning - Assistant Planner (E)			
Police - Social Worker (E)			
Park - Business Operation Manager (E)			
Park - Recreation Program Director (E)			
Park - Venue Director (E)			
Park - Special Event Director (E)			
Park - Marketing Director (E)			

PAT D - Based on 1,820 hours	\$40,461.00	\$47,602.00	\$58,550.00
Building - Building Inspector (NE)			
Building - Code Enforcement Inspector (NE)			
Engineering - GIS Specialist (NE)			

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
PAT D - Based on 2,080 hours	\$46,242.00	\$54,402.00	\$66,914.00
Park - Event & Venue Coordinator (NE)			
Park - Sports Coordinator (NE)			
Park - Digital Marketing Specialist (NE)			
LTC (Labor, Trade & Crafts)			
LTC A - Based on 2,080 hours	\$56,706.00	\$66,713.00	\$82,057.00
Public Works - Maintenance Supervisor (E)			
Public Works - Operations Supervisor (E)			
Project & Facility Mgmt - Maintenance Technician (NE)			
LTC B - Based on 2,080 hours	\$52,649.00	\$61,940.00	\$76,186.00
Park - Asst Horticulture Superintendent (E)			
Park - Asst Maintenance Superintendent (E)			
Park - Asst Golf Course Superintendent (E)			
Public Works - Assistant Operations Supervisor (NE)			
Public Works - Working Leader/Winter Response (NE)			
Public Works - Working Leader/Truck Driver/Arborist (NE)			
Public Works - Working Leader (NE)			
Public Works - Senior Mechanic (NE)			
Public Works - Heavy Equip Operator/WL/Trainer (NE)			
LTC C - Based on 2,080 hours	\$47,492.00	\$55,873.00	\$68,724.00
Public Works - Mechanic (NE)			
Park - Mechanic (NE)			
LTC D - Based on 2,080 hours	\$45,113.00	\$53,074.00	\$65,281.00
Public Works - Heavy Equipment Operator (NE)			
Public Works - Mechanic Assistant (NE)			
Park - Maintenance Property Supervisor (NE)			
LTC E - Based on 2,080 hours			
Public Works - Automated Truck Driver (NE)	\$43,186.00	\$50,807.00	\$62,493.00
Public Works - Truck Driver/Light Equip Operator (NE)	\$42,336.00	\$49,807.00	\$61,262.00
Public Works - Truck Driver/Light Equip Operator/Safety (NE)			
Park - Groundskeeper/Working Crew Leader (NE)			
LTC F - Based on 2,080 hours	\$39,560.00	\$46,541.00	\$57,245.00
Public Works - Skilled Laborer (NE)			
Public Works - Compost Site Attendant (NE)			
Park - Groundskeeper (NE)			

LTC F

Positions are compensated at hourly rates not to exceed the amount listed below:

Public Works Part-time \$23.82 per hour

OSS (Office Support Specialist)

All positions are non-exempt under the Fair Labor Standards Act (FLSA)

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
OSS A - Based on 1,820 hours			
Chief Deputy Clerk-Treasurer (E)	\$53,333.00	\$62,745.00	\$77,176.00
Clerk-Treasurer - Deputy Clerk Treasurer/ Grant Administrator (NE)	\$53,333.00	\$62,745.00	\$77,176.00
Clerk-Treasurer - Deputy Clerk Treasurer (NE)	\$46,059.00	\$54,187.00	\$66,651.00
OSS A - Based on 2,080 hours			
Park - Administrative Manager (NE)	\$52,639.00	\$61,928.00	\$76,172.00
OSS B - Based on 1,820 hours	\$40,439.00	\$47,575.00	\$58,517.00
Police - Administrative Assistant (NE)			
Police - Investigations Administrative Assistant (NE)			
Building - Administrative Assistant (NE)			
Planning - Administrative Assistant (NE)			
Project & Facility Mgmt - Administrative Assistant (NE)			
Engineering - Administrative Assistant (NE)			

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
OSS B - Based on 2,080 hours	\$46,216.00	\$54,371.00	\$66,877.00
RDC - Administrative Assistant (NE)			
Fire - Administrative Assistant (NE)			
City Attorney - Administrative Asst/Paralegal (NE)			
Park - Administrative Assistant (NE)			
Park - Bookkeeping/Payroll Clerk (NE)			
Public Works - GIS/WMS Coordinator (NE)			
Public Works - Administrative Assistant (NE)			

OSS C - Based on 1,820 hours	\$37,184.00	\$43,746.00	\$53,807.00
Police - Records Clerk (NE)			
Police - Parking Enforcement (NE)			
Board of Works - Receptionist (NE)			

OSS C - Based on 2,080 hours	\$42,496.00	\$49,995.00	\$61,494.00
Park - Customer Service Secretary (NE)			

OSS D			
Positions are compensated at hourly rates <u>not to exceed</u> the amounts listed below:			
Deputy Clerk-Treasurer Part-time	\$25.00 per hour		
Police Records Clerk Part-time	\$25.00 per hour		
Parks Part-time	\$25.00 per hour		
Public Works Part-time	\$25.00 per hour		
Building Part-time	\$25.00 per hour		
Engineering Part-time	\$25.00 per hour		
Planning Part-time	\$25.00 per hour		
Board of Works Part-time	\$25.00 per hour		
Information Technology (IT) Part-time	\$45.00 per hour		

EXHIBIT D: ELECTED OFFICIALS
EO (Elected Officials)
All positions are excluded from the Fair Labor Standards Act (FLSA)

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
Mayor	\$92,898.00	\$109,292.00	\$134,429.00
Clerk-Treasurer	\$68,163.00	\$80,192.00	\$98,636.00
City Council	\$11,467.00	\$13,491.00	\$16,594.00

EXHIBIT E: COMPENSATION FOR MEMBERS OF BOARDS & COMMISSIONS
Plan Commission

	\$1,440.00
Board of Zoning & Appeals	\$1,440.00
Park Board	\$1,440.00
Board of Public Works & Safety (Citizen Member)	\$3,480.00

EXHIBIT F: SERVICE PAY

<u>At Least</u>	<u>Not More Than</u>	<u>Amount</u>
3 years	6 years	\$200.00
6 years	9 years	\$500.00
9 years	12 years	\$800.00
12 years	15 years	\$1,100.00
15 years	18 years	\$1,400.00
18 years	20 years	\$1,700.00
More than 20 years		\$2,000.00

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, 2025, 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 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.

EXHIBIT G: SERVICE PAY FOR SWORN POLICE OFFICERS

<u>At Least</u>	<u>Not More Than</u>	<u>Amount</u>
3 years	6 years	\$200.00
6 years	9 years	\$3,500.00
9 years	12 years	\$3,800.00
12 years	15 years	\$4,100.00
15 years	18 years	\$4,400.00
18 years	20 years	\$4,700.00
20 years	25 years	\$5,000.00
More than 25 years		\$10,000.00

In the event that the anniversary date of employment for an employee or an appointed official covered by this section falls on a date other than January 1, 2025, 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 of the City shall fall into only one (1) of the eight categories. This schedule shall not apply to members of Boards and/or Commissions and/or Council Members as referred to in Section 8.

EXHIBIT H: SERVICE PAY FOR SWORN FIREFIGHTERS

<u>At Least</u>	<u>Not More Than</u>	<u>Amount</u>
3 years	5 years	\$500.00
5 years	10 years	\$2,000.00
10 years	15 years	\$3,000.00
15 years	20 years	\$4,000.00
20 years	25 years	\$5,000.00
More than 25 years		\$10,000.00

In the event that the anniversary date of employment for an employee or an appointed official covered by this section falls on a date other than January 1, 2025, 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 of the City shall fall into only one (1) of the eight categories. This schedule shall not apply to members of Boards and/or Commissions and/or Council Members as referred to in Section 9.

EXHIBIT I: HEALTH SAVINGS ACCOUNT CONTRIBUTIONS

City employees previously enrolled or enrolling in the following health savings account health insurance tiers will receive a contribution from the City to be paid into each such employee's account as follows:

<u>HSA Tiers</u>	<u>Total Contribution</u>
Employee Only	\$1,800.00
Employee Plus One	\$3,100.00
Family	\$4,100.00

The above referenced contribution will be paid by the City into each employee's account in January. New employees that begin working for the City in 2025, and subsequently enroll in the health savings account health insurance program, will receive a pro-rated contribution from the City to be paid into each employee's account. The pro-rated contribution shall be determined based upon the employee's first full month of employment with the City.

Employees who have spouses that also work for the City may only receive a maximum combined contribution of \$3,100.00 for an employee plus one, or a maxium combined contribution of \$4,100.00 for a family.

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