



Ordinance _____

Amending Ordinance 040919 - SALARIES AND WAGES FOR FISCAL YEAR 2019

WHEREAS, The Town Council of the Town of McCordsville, Indiana, is required by law to annually set forth in an ordinance the salaries and wages for appointed and elected officers, employees, and those rendering services to the Town of McCordsville, Indiana: and

WHEREAS, the Town Council of the Town of McCordsville, Indiana, has appropriated certain funds to be placed on account for the payment of salaries and wages in the 2019 budget,

BE IT ORDAINED by the Town Council of the Town of McCordsville, Indiana as follows:

Section I - POLICE PERSONNEL

Appointed and elected officers and employees of said Town shall receive and shall be paid salaries and wages in accordance with **Exhibit A – Matrix** attached hereto and incorporated herein.

Definitions

1. Minimum: This is the lowest amount the position will pay for the pay period.
2. Maximum: This is the highest amount the position will pay for the pay period.
3. Officer: A full-time sworn law enforcement officer (General Order 1.100).
4. Civilian Assistant: Police employee with limited or no law enforcement authority (General Order 4.190).

Pay Progression: An employee's pay may progress in the following ways:

1. Growth Quotient: Each position may be increased by the Council based on State, County and Town data.
2. Promotion: An employee may be promoted to a higher rank, class or grade.
3. Wage Ranges:
 - a. Probation: Start date to end of probation
 - i. \$43,000 to \$43,015
 - b. 2nd Class Officer: End of probation to 3.0 years
 - i. \$45,000 to \$45,012
 - c. 1st Class Officer: 3.01 years +
 - i. \$49,000 to \$49,005
4. Police-Special Services: I.L.E.A. Instructor Certification, Detective, Evidence Technician, Spanish Speaking, 4-year College Degree, Emergency Medical Technician (E.M.T.), Firearms Instructor, Defensive Tactics Instructor, Emergency Vehicle Operators Course Instructor (E.V.O.C.), Field Training Officer (F.T.O.), **K-9 Officer**
5. Council: At the direction of the Town Council

Police Rank and Special Services: Supervisory (Non-Exempt) Rank Pay is paid to the officer assigned the position. Rank pay is in addition to the officer's base rate of pay. Special Services pay is in addition to the officer's base rate of pay. Salary Exempt Officers are not eligible for Special Services Pay.

The Chief of police or his/her designee will supply to the Clerk Treasurer by July 30th of the year pre-ceding the next budget cycle a list of expected officer salaries. This will coincide with the normal budget cycle.

All salaries and wages are payable on a bi-weekly schedule beginning in January 2019.



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Longevity (effective June 1, 2019): Longevity shall be paid at the rate of \$200/year of service after the completion of five (5) years of service. Longevity shall be calculated in full as of the employee's anniversary date but shall be paid out as an hourly addition to the employee's bi-weekly paycheck. Total maximum pay for an employee may be exceeded for the year by any longevity amount received.

Civilian PERF: Full time Police personnel in covered positions (except for those Police personnel eligible for the Police 1977 Fund) shall participate in the Indiana Employees' Public Retirement Fund with the Town paying the 3% mandatory employee contribution.

Police 1977 Fund: Eligible full time Police personnel in covered positions shall participate in the Police 1977 Fund with the employee paying the 6% mandatory employee contribution which is based on the Certified First-Class Patrolman wage of \$49,000.

Pay for Performance (PFP): PFP may be paid to those eligible as determined by the department head and/or Town Council. Total maximum pay for an employee may be exceeded for the year by any PFP amount received.

Employee Health Insurance: Insurance is provided by the Town of McCordsville for all full-time employees. For those full-time employees waiving the health insurance benefit, the Town offers disability/accident protection insurance as an alternative. For those employees participating in the health insurance benefit, the Town pays for the employee coverage and 50% of any dependent coverage.

Other Types of Paid Time Off (Police Department Employees): See General Order Number listed below -

1. Vacation General Order 1.100 (Glossary) and General Order 10.230 (Paid Absences).
2. Military Leave General Order 10.210 (Military Leave).
3. Sick Leave General Order 1.100 (Glossary), 10.230 (Paid Absences) and General Order 5.20 (Sick Leave Bank).
4. Funeral/Bereavement Leave General Order 1.100 (Glossary) and General Order 10.230 (Paid Absences)
5. Personal Leave General Order 1.100 (Glossary) and General Order 10.230 (Paid Absences).



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Section II - NON-POLICE PERSONNEL

Appointed and elected officers and employees of said Town shall receive and shall be paid salaries and wages in accordance with **Exhibit A – Matrix** attached hereto and incorporated herein.

Definitions

1. Minimum: This is the lowest amount the position will pay for the pay period.
2. Maximum: This is the highest amount the position will pay for the pay period.

Pay Progression: An employee's pay may progress in the following ways:

1. Growth Quotient: Each position may be increased by the Council based on State, County and Town data.
2. Promotion: An employee may be promoted to a higher rank, class or grade.
3. Council: At the direction of the Town Council

Non-police department employees will be paid, relative to their position, anywhere between the "minimum" and "maximum" depending on their qualifications as determined by the Town Manager or Clerk-Treasurer in consultation with the department head or the Clerk-Treasurer's Office.

All salaries and wages are payable on a bi-weekly schedule beginning in January 2019.

Civilian PERF: Full time employees in covered positions and the Clerk-Treasurer shall participate in the Indiana Employees' Public Retirement Fund with the Town paying the 3% mandatory employee contribution.

Pay for Performance (PFP): PFP may be paid to those eligible as determined by the department head and/or Town Council. Total maximum pay for an employee may be exceeded for the year by any PFP amount received.

Employee Health Insurance: Insurance is provided by the Town of McCordsville for all full-time employees. For those full-time employees waiving the health insurance benefit, the Town offers disability/accident protection insurance as an alternative. For those employees participating in the health insurance benefit, the Town pays for the employee coverage and 50% of any dependent coverage.

Other Types of Paid Time Off: Vacation, sick, personal, holiday, overtime, compensatory, bereavement, and military paid time is documented in the *McCordsville Employee Handbook* via Resolution 021417.

SECTION III

This Ordinance shall be in full force and effect from and after its passage as of October 15, 2019.



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SECTION IV

Introduced and filed on the 9th day of April 2019. A motion to consider on first reading on the day of introduction was offered and sustained by a vote of _____ in favor and _____ opposed pursuant to I.C. 36-5-2-9.8.

Approved on passage the _____ day of _____, 20____ by a vote of _____ in favor and _____ opposed.

TOWN COUNCIL OF THE TOWN OF McCORDSVILLE, INDIANA

Voting Affirmative:

Larry J. Longman

Bryan T. Burney

Thomas R. Strayer

Branden D. Williams

Barry A. Wood

Voting Opposed:

Larry J. Longman

Bryan T. Burney

Thomas R. Strayer

Branden D. Williams

Barry A. Wood

ATTEST: _____
Catherine C. Gardner, Clerk-Treasurer