

ORDINANCE NO. 2021-09
OF THE TOWN OF ZIONSVILLE, INDIANA

AN ORDINANCE OF THE TOWN OF ZIONSVILLE, INDIANA AMENDING SALARIES, WAGES,
STIPENDS AND OTHER COMPENSATION FOR THE 2021 CALENDAR YEAR.
INDIANA CODE § 36-5-3-2(b)

WHEREAS, Ind. Code § 36-5-3-2(b) confers upon the Zionsville Town Council ("Town Council"), the power to provide reasonable compensation for Town of Zionsville ("Town") employees and elected officers; and

WHEREAS, The Town of Zionsville is committed to providing a competitive compensation program based on the experience, education, competencies, and contributions of each employee and has created salary ranges based on an established, market-based benchmarking process. Positions were benchmarked to other similar positions within the public and private sectors which reflect the market in which the Town is competing for talent. Replacing a fixed rate for each position with a salary range provides consistency and flexibility and supports the Town of Zionsville's efforts to attract and retain the talent it needs to be successful.

NOW, THEREFORE, BE IT ORDAINED AND ENACTED by the Town Council of the Town of Zionsville, Indiana that the following is established to amend the 2021 Salary Ordinance No. 2020-19 as compensation to be paid to the respective officers and employees of the Town.

Section 1. Compensation. The salary grades and ranges, hourly wages, stipends, and other compensation set forth the various positions within each Department for work performed in the calendar year 2021. Full time employees who work only part of 2021 shall be paid a prorated portion of the annual wage based upon work performed. The Town of Zionsville 2021 schedule of salaries, wages, stipends and other compensation, as amended, attached hereto as Exhibit A and incorporated herein, is hereby approved and adopted in its entirety.

Section 2. Part-Time Employees. The hourly wage rate for all part time employees of the Town shall be set by the Department Head and Human Resources up to the maximum hourly rate for such employees set forth in the 2021 Wage Schedule.

Section 3. Work Hours and Attendance. For full-time employees, General Hours, Overtime, Compensatory Time Off and Work Hours for Police and Fire shall be outlined in the Zionsville Employee Handbook, as amended.

Section 4. Holidays. The schedule of holidays and dates celebrated by time off work for pay in 2021 is attached hereto as Exhibit B and incorporated herein.

Section 5. Insurance Benefit. All full-time employees shall be eligible to receive group health, dental and vision insurance, with the Town to pay a portion based upon the insurance option chosen by the employee.

Section 6. Construction of Clause Headings. The clause headings appearing herein have been provided for convenience and reference and do not purport and shall not be deemed to define, limit, or extend the scope or intent of the clause to which they appertain.

Section 7. Repeal of Conflicting Ordinances. The provisions of all other Town ordinances in conflict with the provisions hereof, if any, are of no further force or effect and are hereby repealed.

Section 8. Severability. If any part of this Ordinance shall be held invalid, such part shall be deemed severable and the invalidity thereof shall not affect the remainder of the Ordinance.

Section 9. Duration and Effective Date The provisions of this Ordinance shall become and remain in full force and effect on following the date of its passage and adoption upon its signature by the Town's executive in the manner prescribed by Ind. Code. § 36-5-2-10(a) and until its repeal by ordinance. The modifications to the salaries and wages made pursuant to this Ordinance will be reflected in the first pay period following the date of approval.

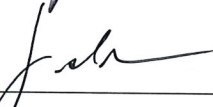
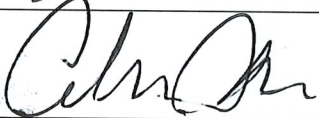
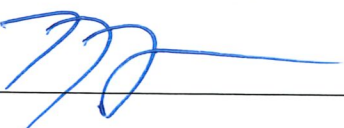
Introduced and filed on the 16th day of August, 2021. A motion to consider on First Reading was sustained by a vote of 7 in favor and 0 opposed, pursuant to Indiana Code § 36-5-2-9.8.

DULY PASSED AND ADOPTED this 16th day of August, 2021, by the Town Council of the Town of Zionsville, Boone County, Indiana, having been passed by a vote of 7 in favor and 0 opposed.

**TOWN COUNCIL OF THE TOWN OF ZIONSVILLE,
BOONE COUNTY, INDIANA**

**YEA
Signature**

**NAY
Signature**

Josh Garrett, President		
Jason Plunkett, Vice-President		
Brad Burk, Member		
Alex Choi, Member		
Joe Culp, Member		
Craig Melton, Member		
Bryan Traylor, Member		

I hereby certify that the foregoing Ordinance was delivered to Town of Zionsville Mayor Emily Styron on the 16th day of August 2021, at 11:00 A m.

ATTEST: _____

Amelia Anne Lacy,
Municipal Relations Coordinator

MAYOR'S APPROVAL



Emily Styron, Mayor

DATE

8/24/2021

MAYOR'S VETO

Emily Styron, Mayor

DATE

Attachment A
2021 Salary Ordinance
Town of Zionsville Pay Grade
and Salary Administration Guidelines

Department	Title	Stipend	Pay Grade	Annual Base Salary Minimum	Annual Base Salary Midpoint	Annual Base Salary Maximum
Administration	Mayor		38	\$104,950	\$124,750	\$144,500
	Deputy Mayor		38	\$104,950	\$124,750	\$144,500
	Executive Administrative Assistant		26	\$57,000	\$65,600	\$74,100
Finance and Records	Chief Financial Officer		36	\$97,600	\$114,700	\$131,800
	Deputy Chief Financial Officer		26	\$57,000	\$65,600	\$74,100
	Court and Social Services Administrator		22	\$43,100	\$49,600	\$56,000
	Accounting Specialist		22	\$43,100	\$49,600	\$56,000
	Municipal Relations Coordinator		26	\$57,000	\$65,600	\$74,100
IT	IT Manager		32	\$84,900	\$99,700	\$114,600
	IT Support Manager		26	\$57,000	\$65,600	\$74,100
Human Resources	Director of Human Resources		36	\$97,600	\$114,700	\$131,800
	Benefits and Payroll Administrator		26	\$57,000	\$65,600	\$74,100
	Human Resource Coordinator - Part-time		20	\$37,500	\$43,100	\$48,800
Communications	Public Information Officer		26	\$57,000	\$65,600	\$74,100
Community and Economic Development	Director of Community and Economic Development		36	\$97,600	\$114,700	\$131,800
	Manager - Permitting and Inspections		28	\$65,600	\$75,400	\$85,300
	Manager - Planning		28	\$65,600	\$75,400	\$85,300
	Manager - Economic Development		28	\$65,600	\$75,400	\$85,300
	Planner I - Petitions (BZA)		26	\$57,000	\$65,600	\$74,100
	Planner I - Zoning		26	\$57,000	\$65,600	\$74,100
	Planner I - Economic Development		26	\$57,000	\$65,600	\$74,100
	Planner I - Plan Commission		26	\$57,000	\$65,600	\$74,100

Permit Technician	24	\$49,600	\$57,000	\$64,500
Building Inspector	28	\$65,600	\$75,400	\$85,300
Building Inspector - Building and Fog	28	\$65,600	\$75,400	\$85,300
Senior Inspector	28	\$65,600	\$75,400	\$85,300

Police

Chief of Police	36	\$97,600	\$114,700	\$131,800
Captain	34	\$91,250	\$107,200	\$123,200
Lieutenant	30	\$73,800	\$86,700	\$99,600
Sergeant	28	\$65,600	\$75,400	\$85,300
Corporal/Detective	28	\$65,600	\$75,400	\$85,300
Patrolman	26	\$57,000	\$65,600	\$74,100
Exec. Admin. Asst.	24	\$49,600	\$57,000	\$64,500
Admin. Asst./MAC Professional	22	\$43,100	\$49,600	\$56,000

Canine Officer Stipend \$3,600.00

Physical Fitness Stipend \$360.00

Special Response Team \$1,000.00

Crisis Negotiations
Team \$1,000.00

Crime Scene
Investigator \$1,000.00

Psychomotor Skills
Instructor \$750.00

School Resources
Officer \$750.00

Fatal Accident
Reconstruction Team \$750.00

Field Training Officer \$750.00

Honor Guard \$500.00

Non-psychomotor Skills
Instructor \$500.00

Car Seat Technician \$500.00

Bike Patrol \$500.00

LETB Generalist Instructor \$500.00

Mobile Field Force \$500.00

Maximum \$2,500, excluding canine and physical fitness

Fire

Chief of Fire	36	\$97,600	\$114,700	\$131,800
Deputy Chief	34	\$91,250	\$107,200	\$123,200
Battalion Chief	30	\$73,800	\$86,700	\$99,600
Division Chief	30	\$73,800	\$86,700	\$99,600
Captain	28	\$65,600	\$75,400	\$85,300
Lieutenant	28	\$65,600	\$75,400	\$85,300
Engineer	28	\$65,600	\$75,400	\$85,300
Firefighter III	26	\$57,000	\$65,600	\$74,100
Firefighter I and II	24	\$49,600	\$57,000	\$64,500
Probationary FF	22	\$43,100	\$49,600	\$56,000
EMS Manager	30	\$73,800	\$86,700	\$99,600

Fleet Manager	28	\$65,600	\$75,400	\$85,300
Fire Inspector	26	\$57,000	\$65,600	\$74,100
Public Educator	24	\$49,600	\$57,000	\$64,500
Exec. Admin. Asst.	24	\$49,600	\$57,000	\$64,500
Professional	22	\$43,100	\$49,600	\$56,000

Paramedic Annual Stipend	\$4,000.00
Engineer/Lieutenant Rideout Pay (per 12 hour shift)	\$15.00
FF/Lieutenant Rideout Pay (per 12 hour shift)	\$22.00
FF/Engineer Rideout Pay (per 12 hour shift)	\$6.00
Ambulance Rideout Pay (per 12 hour shift)	\$10.00
B/C Rideout Pay (per 12 hour shift)	\$20.00
CPR Instructor Pay (Per 1 hour)	\$43.00
Special Position Maximum Annual Stipend	\$1,200.00

Department of Public Works	Director of Department of Public Works	36	\$97,600	\$114,700	\$131,800
	Right-of-Way Manager	24	\$49,600	\$57,000	\$64,500
	Exec. Admin. Asst.	24	\$49,600	\$57,000	\$64,500
Engineering	Engineering Supervisor	30	\$73,800	\$86,700	\$99,600
	Engineer	28	\$65,600	\$75,400	\$85,300
Wastewater	Supervisor of Wastewater	28	\$65,600	\$75,400	\$85,300
	Chief Operator	26	\$57,000	\$65,600	\$74,100
	Plant and Lift Station Manager	24	\$49,600	\$57,000	\$64,500
	Asst. Maint and Lead Operator	24	\$49,600	\$57,000	\$64,500
	Lab Manager	24	\$49,600	\$57,000	\$64,500
	Collection Operator	22	\$43,100	\$49,600	\$56,000
	Lab Technician	22	\$43,100	\$49,600	\$56,000
	Plant Operator	22	\$43,100	\$49,600	\$56,000
	Wastewater Administrative Mgr. Billing	26	\$57,000	\$65,600	\$74,100
	Administrator/MAC Professional	22	\$43,100	\$49,600	\$56,000
Streets	Supervisor of Streets	28	\$65,600	\$75,400	\$85,300
	Team Lead	24	\$49,600	\$57,000	\$64,500
	Technician	22	\$43,100	\$49,600	\$56,000

Stormwater	Supervisor of Stormwater	28	\$65,600	\$75,400	\$85,300
	Sr Stormwater Tech	24	\$49,600	\$57,000	\$64,500
	Stormwater Tech	22	\$43,100	\$49,600	\$56,000
Facilities	Facilities Manager	28	\$65,600	\$75,400	\$85,300
Parks and Recreation	Superintendent	36	\$97,600	\$114,700	\$131,800
	Director of Maintenance Services	28	\$65,600	\$75,400	\$85,300
	Director of Recreational Services	28	\$65,600	\$75,400	\$85,300
	Park Technician	22	\$43,100	\$49,600	\$56,000
	Park Naturalist	22	\$43,100	\$49,600	\$56,000
	Golf Course Manager	22	\$43,100	\$49,600	\$56,000
	Admin. Asst./MAC Professional	22	\$43,100	\$49,600	\$56,000
	Golf Course Maintenance	18	\$33,300	\$38,300	\$43,300
	Seasonal Parks Maintenance	18	\$33,300	\$38,300	\$43,300
	Golf Pro Shop Staff	16	\$30,200	\$34,000	\$37,800
Part-time Rate	All Departments (maximum rate) <i>project-based, permanent and intermittent</i>		\$50.00		
Bonus	All Departments				
	<i>Project bonus for exemplary leadership of project or spot bonus for a specific behavior, action, or result.</i>	Up to 5% of salary, Maximum \$2,000			
Court	Judge	\$6,000.00			
	Prosecutor	\$220 per session			
Council/Boards	Town Council President	\$10,000.00			
	Town Council Member	\$5,000.00			
	Planning Committee Member	\$480.00			
	BZA Member	\$480.00			
	Parks Board	\$480.00			

Police Commissioner	\$25 per meeting
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Attachment B
2021 Salary Ordinance
Town of Zionsville
Schedule of Holidays 2021

New Year's Day	Friday, January 1, 2021
Martin Luther King Jr. Day	Monday, January 18, 2021
Presidents' Day	Monday, February 15, 2021
Memorial Day	Monday, May 31, 2021
Juneteenth Independence Day	Floating Holiday
Independence Day	Monday, July 5, 2021
Labor Day	Monday, September 6, 2021
Veteran's Day	Thursday, November 11, 2021
Thanksgiving Day	Thursday, November 25, 2021
Day after Thanksgiving Day	Friday, November 26, 2021
Christmas Eve	Observed Thursday, December 23, 2021
Christmas Day	Observed Friday December 24, 2021

In addition to the schedule above, employees shall receive two additional "floating holidays" which may be taken by the employee at any time during the calendar year subject to prior approval by their Department head.