

**ORDINANCE NO. 2023-14
OF THE TOWN OF ZIONSVILLE, INDIANA**

**AN ORDINANCE ESTABLISHING THE COMPENSATION TO BE PAID TO OFFICIALS AND
EMPLOYEES OF THE TOWN OF ZIONSVILLE, INDIANA FOR CALENDAR YEAR 2023
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 officials; 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

WHEREAS, the Human Resources Department intends to modify the position of HR Coordinator from a part-time position to full-time position in order to provide additional support to the department and staff; and

NOW, THEREFORE, BE IT ORDAINED AND ENACTED by the Town Council of the Town of Zionsville, Indiana as follows:

Section 1. Wages. Attached hereto as Exhibit A and incorporated herein is the Town of Zionsville Salary Administration Guidelines – 2023 setting forth the various positions within each Department and the annual wages for work performed in the calendar year 2023. Full-time employees who work only part of 2023 shall be paid a prorated portion of the annual wage based upon work performed. The attached and incorporated 2023 Town of Zionsville Salary Administration Guidelines are hereby approved and adopted in its entirety.

Section 2. New Employees. All new full-time employees starting employment with the Town in 2023 shall be paid compensation according to this Ordinance and the attached 2023 Town of Zionsville Salary Administration Guidelines. Unless otherwise mandated by statute, all employment with the Town is “at will”.

Section 3. 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 2023 Wage Schedule.

Section 4. 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, incorporated herein by reference.

Section 5. Holidays. The schedule of holidays and dates celebrated by time off work for pay in 2023 is attached hereto as Exhibit B and incorporated herein.

Section 6. Longevity Pay. The Town of Zionsville Longevity Pay Guidelines – 2023 setting forth a benefit rewarding full-time employees based on years of service is attached hereto as Exhibit C and incorporated herein.

Section 7. 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 8. Secretary Appointments. The Clerk of the Town Court, Secretary of the Plan Commission and Secretary of the BZA are to be appointed by the body authorized by statute to make such appointments.

Section 9. 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 10. 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 11. 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 12. Duration and Effective Date The provisions of this Ordinance shall take effect September 1, 2023, following the date of its passage and signature by the Town's executive in the manner prescribed by Ind. Code. § 36-5-2-10(a) and shall remain in full force and effect until December 31, 2023, unless amended by ordinance.

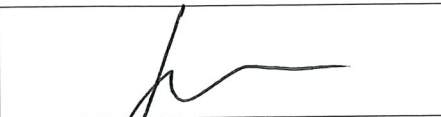
Introduced and filed on the 21st day of August, 2023. A motion to consider on First Reading was sustained by a vote of 7 in favor and 0 opposed, pursuant to Indiana Code § 36-5-2-9.8.

DULY PASSED AND ADOPTED this 21st day of August, 2023, 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

Jason Plunkett President		
Brad Burk, Vice-President		
Alex Choi, Member		
Joe Culp, Member		
Josh Garrett, 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 21st day of August 2023, at 1000 A.m.

ATTEST: _____

Amelia Anne Lacy,
Municipal Relations Coordinator

MAYOR'S APPROVAL

Emily Styron, Mayor



DATE

8/21/2023

MAYOR'S VETO

Emily Styron, Mayor

DATE

Attachment A
2023 Salary Ordinance
Town of Zionsville
Salary Administration Guidelines

Department	Title	Stipend	2023 Maximum Base Salary for Position
Mayor	Mayor		\$130,460
Administration	Deputy Mayor		\$137,305
	Executive Administrative Assistant to Mayor		\$72,203
Finance and Records	Director of Finance and Records		\$126,244
	Deputy Director of Finance and Records		\$78,479
	Municipal Relations Coordinator		\$73,050
	Account Specialist		\$61,446
	Court Administrator		\$47,438
IT	IT Manager		\$109,734
	IT Support Manager		\$73,602
Human Resources	Director of Human Resources		\$126,244
	Benefits and Payroll Administrator		\$72,203
	Human Resource Coordinator		\$62,000
Communications	Public Information Officer		\$72,227
Community and Economic Development	Director of Community and Economic Development		\$126,244
	Senior Inspector		\$82,988
	Manager - Permitting and Inspections		\$82,988
	Manager - Planning		\$82,988
	Manager - Economic Development		\$82,988
	Building Inspector		\$82,988
	Building Inspector - Building and Fog		\$82,988
	Senior Planner		\$72,926
	Associate Planner		\$72,203
	Assistant Planner		\$62,940
	Permit Technician		\$66,146
	Zoning Technician		\$63,063
Police	Chief of Police		\$126,244
	Captain		\$117,989
	Lieutenant		\$95,426
	Sergeant		\$88,436
	Corporal/Detective		\$80,789
	Patrol Officer 1		\$76,880
	Patrol Officer 2		\$70,440
	Exec. Admin. Asst.		\$62,737
	Admin. Asst./MAC Professional		\$56,750
	Master Designation	\$6,500.00	
	Canine Officer Stipend	\$3,650.00	
	Special Response Team	\$1,000.00	
	Crisis Negotiations Team	\$1,000.00	
	Investigator	\$2,500.00	
	Crime Scene Investigator	\$1,000.00	
	Task Force	\$1,000.00	
	Property Room	\$1,000.00	
	Psychomotor Skills Instructor	\$750.00	
	School Resources Officer Position (SRO)	\$750.00	
	Reconstructionist	\$750.00	
	Field Training Officer	\$750.00	

	Physical Fitness Stipend	\$500.00
	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
	Special Event Pay (Per 1 hour)	\$50.00
	Professional Education	
	30 credit hours	\$500.00
	Associates Degree	\$1,000.00
	Bachelor's Degree	\$2,000.00
	Master's Degree	\$2,500.00
	Doctorate	\$3,000.00
	<i>Maximum \$2,500, excluding Master Designation, Canine, Physical Fitness, SRO, Investigation, Prof Educ.</i>	
Fire	Chief of Fire	\$126,244
	Asst. Chief of Fire	\$117,989
	Deputy Chief	\$109,211
	Fire Marshal	\$109,211
	Division Chief	\$103,058
	EMS Manager	\$103,058
	Fleet Manager	\$103,058
	Battalion Chief	\$95,426
	Captain	\$91,160
	Lieutenant	\$82,988
	Engineer	\$77,596
	Firefighter III	\$74,107
	Fire Inspector	\$75,461
	Administrative Manager	\$72,203
	Firefighter II	\$70,068
	Public Educator	\$63,656
	Firefighter I	\$62,737
	Probationary FF	\$58,700
	Admin. Asst./MAC Professional	\$56,750
	Fleet Mechanic	\$55,000
	Paramedic Annual Stipend	\$5,000.00
	Engineer/Lieutenant Rideout Pay (per 12 hour shift)	\$20.00
	FF/Lieutenant Rideout Pay (per 12 hour shift)	\$25.00
	FF/Engineer Rideout Pay (per 12 hour shift)	\$12.50
	Ambulance Rideout Pay (per 12 hour shift)	\$15.00
	B/C Rideout Pay (per 12 hour shift)	\$25.00
	CPR Instructor Pay (Per 1 hour)	\$50.00
	Special Event Pay (Per 1 hour)	\$50.00
	Holiday Pay (per 24 hour shift)	\$200.00
	Honor Guard Member	\$500.00
	New Recruit Training Assistant (per week)	\$500.00
	Special Position Stipend	
	Honor Guard Commander	\$1,500.00
	Peer Fitness Trainer	\$1,500.00
	Shift Training Coordinator	\$1,500.00
	Technology Support	\$1,500.00
Department of Public Works	Director of Department of Public Works	\$126,244
	Right-of-Way Manager	\$66,516
	Exec. Admin. Asst.	\$62,791
	Safety Committee Stipend	\$1,500
	CDL Stipend	\$1,750
Engineering	Engineering Supervisor	\$109,936
	Engineer	\$87,948
Wastewater	Supervisor of Wastewater	\$88,397
	Chief Operator	\$75,656
	Wastewater Administrative Mgr.	\$72,203
	Lab Manager	\$67,268

	Plant and Lift Station Manager	\$62,737
	Asst. Maint and Lead Operator	\$65,855
	Collection Operator	\$54,593
	Plant Operator	\$58,299
	Lab Technician	\$56,056
	Billing Administrator/MAC Professional	\$54,593
	IDEM Wastewater License Class I	\$1,000
	IDEM Wastewater License Class II	\$1,000
	IDEM Wastewater License Class III	\$1,500
	IDEM Wastewater License Class IV	\$2,500
	IWEA Collection System Operator Class I	\$750
	IWEA Collection System Operator Class II	\$750
	IWEA Collection System Operator Class III	\$750
	IWEA Collection System Operator Class IV	\$750
Streets	Supervisor of Streets	\$84,662
	Team Lead	\$70,483
	Technician	\$59,613
Stormwater	Supervisor of Stormwater	\$88,096
	Sr Stormwater Tech	\$69,480
	Stormwater Tech	\$61,640
Facilities	Facilities Manager	\$85,814
	Facilities Tech	\$55,000
Parks and Recreation	Superintendent	\$126,244
	Director of Maintenance Services	\$82,988
	Director of Recreational Services	\$82,988
	Park Maintenance Tech Team Lead	\$58,197
	Naturalist	\$55,967
	Golf Course Manager	\$54,593
	Park Maintenance Tech	\$54,593
	Natural Resource Tech	\$54,593
	Recreational Coordinator	\$54,593
	Admin. Asst./MAC Professional	\$54,593
	Golf Course Team Lead	\$44,209
	Golf Course Maintenance	\$39,104
	Seasonal Parks Maintenance Tech	\$39,104
	Seasonal Recreational Services Asst.	\$34,714
	Golf Pro Shop Staff	\$34,714
Part-time Rate	All Departments (maximum rate)	\$50
	<i>Includes professional, project-based, internships, permanent and intermittent</i>	
Bonus	All Departments	Up to 5% of salary, Maximum \$3,000
	<i>Project bonus for exemplary leadership of project or spot bonus for a specific behavior, action, or result.</i>	
Court	Judge	\$6,000
	Prosecutor	\$220 per session
Council/Boards	Town Council President	\$10,000
	Town Council Member	\$5,000
	Plan Committee Member	\$480
	BZA Member	\$480
	Parks Board	\$480
	Police Commissioner	\$25 per meeting