

ORDINANCE NO. 2024 - 05
OF THE TOWN COUNCIL OF THE TOWN OF ZIONSVILLE, INDIANA
AN ORDINANCE AMENDING ORDINANCE NO. 2023-28
ESTABLISHING THE COMPENSATION TO BE PAID TO OFFICIALS
AND EMPLOYEES OF THE TOWN OF ZIONSVILLE, INDIANA
FOR CALENDAR YEAR 2024
INDIANA CODE § 36-5-3-2 *et seq.*

WHEREAS, Ind. Code § 36-5-3-2(b) requires the Town Council of the Town of Zionsville, Indiana ("Town Council"), by Ordinance, to fix the compensation of its own members and provide reasonable compensation for other town officers and employees; and

WHEREAS, on November 20, 2023 the Town Council adopted Ordinance 2023-28 which established the compensation to be paid to officials and employees of the Town of Zionsville ("Town") for the calendar year 2024; and

WHEREAS, the Town has a need to add a new position titled Chief Legal Officer for the Town of Zionsville; and

WHEREAS, the Chief Legal Officer will serve as the in-house attorney for the Town of Zionsville to provide legal services to the Mayor, Deputy Mayor, Department Heads, and various Boards and Commissions of the Town at the direction of the Mayor.

WHEREAS, the Town has a need to add a new position titled Welcome Center Coordinator; and

WHEREAS, the Welcome Center Coordinator will greet and interact with visitors to the Town of Zionsville Town Hall addressing inquiries and providing an exceptionally high level of customer service.

WHEREAS, the Town has a need to add a new position titled Administrative Manager within the Zionsville Police Department; and

WHEREAS, the Zionsville Police Department will update the Executive Administrative Assistant position title to Administrative Manager to more accurately represent the level of work performed.

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

Section 1. Chief Legal Counsel: There is hereby added to the Town of Zionsville's Salary Ordinance Salary a new Chief Legal Counsel position that will directly report to the Mayor and Deputy Mayor with a maximum base annual salary of \$170,000.

Section 2. Welcome Center Coordinator: There is hereby added to the Town of Zionsville's Salary Ordinance Salary a new Welcome Center Coordinator position that will directly report to the Municipal Relations Coordinator with a maximum base annual salary of \$58,802.

Section 3. Administrative Manager: There is hereby added to the Town of Zionsville's Salary Ordinance Salary a new Zionsville Police Department Administrative Manager position that will directly report to the Chief of Police with a maximum base annual salary of \$75,091.

Section 4. Amended Attachment A: The Attachment A 2024 Salary Ordinance Salary Ordinance, attached hereto and incorporated herein, which reflects the new salary for Chief Legal Counsel position, is hereby adopted.

Section 5. Effect of Amendment: All other provisions of Ordinance 2023-28 not affected by this Ordinance remain in full force and effect.

Section 6. 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.

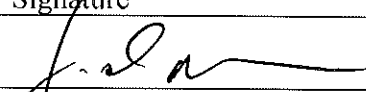
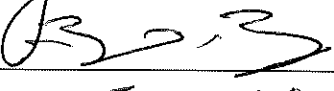
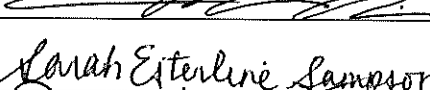
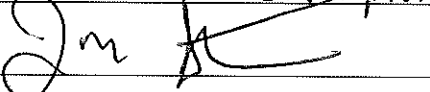
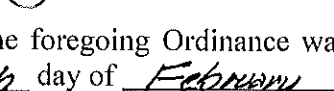
Section 7. Duration and Effective Date. The provisions of this Ordinance shall take effect immediately following the date of its passage and signature by the Town's Executive in the manner prescribed by Ind. Code. § 36-5-2-10(a) and shall remain in full force and effect until December 31, 2024, unless amended by subsequent ordinance.

Introduced and filed on the 5th day of February, 2024. 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.

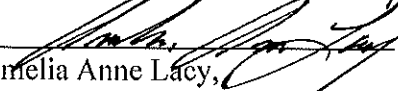
Ordinance 2024-05

DULY PASSED AND ADOPTED this 5th day of February, 2024, 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.

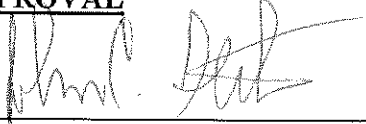
**TOWN COUNCIL OF THE TOWN OF ZIONSVILLE,
BOONE COUNTY, INDIANA**

	YEA Signature	NAY Signature
Jason Plunkett, President		
Brad Burk, Vice-President		
Tim McElderry, Member		
Craig Melton, Member		
Evan Norris, Member		
Sarah Esterline Sampson, Member		
Joseph Stein, Member		

I hereby certify that the foregoing Ordinance was delivered to the Town of Zionsville Mayor John Stehr on the 6th day of February, 2024, at 11:30 A.m.

ATTEST: 
Amelia Anne Lacy,
Municipal Relations Coordinator

MAYOR'S APPROVAL



John Stehr, Mayor

2-6-24

Date

This Ordinance was prepared by Heather D. Harris, Partner, Barnes & Thornburg LLP serving as Legal Counsel the Town Council, Town of Zionsville, Boone County, Indiana on January 18, 2024. No subsequent revision to this Ordinance has been reviewed by Ms. Harris for legal sufficiency or otherwise.

Exhibit A
2024 Salary Ordinance
Town of Zionsville
Salary Administration Guidelines

Department	Title	Stipend	2024 Maximum Base Salary for Position
Mayor	Mayor		\$146,262
Administration	Chief Legal Counsel		\$170,000
	Deputy Mayor		\$142,798
	Executive Administrative Assistant to Mayor		\$75,091
	Municipal Relations Coordinator		\$83,200
	Welcome Center Coordinator		\$58,801
Finance and Records	Director of Finance and Records		\$131,294
	Deputy Director of Finance and Records		\$74,881
	Account and Asset Control Specialist		\$69,680
	Account Specialist		\$63,904
	Court and Social Services Administrator		\$55,120
IT	IT Manager		\$114,124
	IT Support Manager		\$76,546
	Audio Visual Support Tech		\$58,298
Human Resources	Director of Human Resources		\$131,294
	Benefits and Payroll Administrator		\$75,091
	Human Resource Coordinator		\$62,733
Communications	Public Information Officer		\$75,116
Community and Economic Development	Director of Community and Economic Development		\$131,294
	Senior Inspector		\$86,308
	Manager - Permitting and Inspections		\$86,308
	Manager - Planning		\$86,308
	Manager - Economic Development		\$86,308
	Building Inspector		\$86,308
	Building Inspector - Building and Fog		\$86,308
	Senior Planner		\$75,843
	Associate Planner		\$75,091
	Assistant Planner		\$65,458
	Permit Technician		\$68,792
	Zoning Technician		\$65,586
Police	Chief of Police		\$131,294
	Captain		\$122,709
	Lieutenant		\$99,243
	Sergeant		\$91,974

Corporal	\$84,021
Patrol Officer 1	\$79,955
Patrol Officer 2	\$73,258
Exec. Admin. Asst.	\$65,246
Administrative Manager	\$75,091
Admin. Asst.	\$55,162

Master Designation	\$6,500.00
Canine Officer Stipend	\$3,650.00
Investigator	\$2,500.00
Tier 1 - Highly Specialized Teams	
Special Response Team, Crisis	
Negotiations, Crime Scene, Task Force	\$1,000.00
Tier 2 - Specialized Skills	\$750.00
Psychomotor Skills Instructor, School	
Resource Officer, Field Training Officer	
Tier 3 - General	\$500.00
Physical Fitness, Honor Guard, Non-	
psychomotor Skills Instructor, Car Seat	
Technician, Bike Patrol, LETB Generalist	
Instructor, Mobile Field Force, Bilingual	\$500.00
Special Event Pay (Per 1 hour)	\$50.00
Per Hour Shift Differential - weekend, evening	\$1.00
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>Professional Education Maximum - Only</i>	
<i>one Professional Education Stipend may be</i>	
<i>awarded per employee</i>	
<i>Maximum \$2,500 per employee, excluding</i>	
<i>Master Designation, Canine, Physical Fitness,</i>	
<i>SRO, Investigation, Prof Educ.</i>	

Fire

Chief of Fire	\$131,294
Deputy Chief	\$117,989
Fire Marshal	\$109,210
Division Chief	\$107,181
EMS Manager	\$107,181
Fleet Manager	\$107,181
Battalion Chief	\$99,243
Captain	\$94,807
Lieutenant	\$86,308
Engineer	\$80,700
Firefighter III	\$77,071
Fire Inspector	\$78,479
Administrative Manager	\$75,091
Firefighter II	\$72,871
Public Educator	\$66,202
Firefighter I	\$65,246
Probationary FF	\$61,048
Admin. Asst.	\$59,020
Fleet Mechanic	\$61,247

Paramedic Annual Stipend	\$5,200.00
Engineer/Lieutenant Rideout Pay (per 12 hour shift)	\$21.00
FF/Lieutenant Rideout Pay (per 12 hour shift)	\$26.00
FF/Engineer Rideout Pay (per 12 hour shift)	\$13.00
Ambulance Rideout Pay (per 12 hour shift)	\$15.50
B/C Rideout Pay (per 12 hour shift)	\$26.00
CPR Instructor Pay (Per 1 hour)	\$50.00
Special Event Pay (Per 1 hour)	\$50.00
Holiday Pay (per 24 hour shift)	\$210.00
CDL Stipends (Fleet Services Only)	\$1,750.00
Tier 1 - Specialty Position Leadership Status	\$1,500.00
Honor Guard, Shift Training, Recruitment, Peer Support, Technology Support	
Tier 2 - Special Position Member	\$500.00
Honor Guard, Peer Fitness, Peer Support, Recruitment, Committees (Awards, Safety, EMS, SOG, Apparatus), Mentor, Bilingual	
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>Professional Education Maximum - Only one Professional Education Stipend may be awarded per employee</i>	
<i>Maximum \$2,500 per employee, excluding Paramedic and Prof Educ.</i>	

Department of Public Works

Director of Department of Public Works	\$131,294
Right-of-Way Manager	\$69,177
Exec. Admin. Asst.	\$65,303
Safety Committee Stipend	\$1,500
CDL Stipend	\$1,750

Engineering

Engineering Supervisor	\$114,333
Engineer	\$90,481
Construction Inspector	\$86,308

Wastewater

Supervisor of Wastewater	\$91,933
Chief Operator	\$78,682
Wastewater Administrative Mgr.	\$75,091
Lab Manager	\$69,959
Plant and Lift Station Manager	\$65,246
Asst. Maint and Lead Operator	\$68,489
Collection Operator	\$56,777
Plant Operator	\$60,631
Lab Technician	\$58,298
Billing Administrator	\$56,777
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	\$88,049
	Senior Team Lead	\$78,000
	Team Lead	\$73,302
	Technician	\$61,998
Stormwater	Supervisor of Stormwater	\$91,620
	Sr Stormwater Tech	\$72,260
	Stormwater Tech	\$64,106
Facilities	Facilities Manager	\$89,246
	Facilities Tech	\$57,200
Parks and Recreation	Superintendent	\$131,294
	Director of Maintenance Services	\$86,308
	Director of Recreational Services	\$86,308
	Park Maintenance Tech Team Lead	\$67,060
	Golf Course Manager	\$56,777
	Naturalist	\$58,206
	Park Maintenance Tech	\$56,777
	Natural Resource Tech	\$56,777
	Recreational Coordinator	\$56,777
	Admin. Asst./MAC Professional	\$56,777
	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	
	<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 \$3,000
Court	Judge	\$6,000
	Prosecutor	\$220 per session
Council/Boards	Town Council President	\$15,000
	Town Council Vice-President	\$13,500
	Town Council Member	\$12,000
	Plan Committee Member	\$480
	BZA Member	\$480
	Parks Board	\$480
	Police Commissioner	\$25 per meeting