

## ORDINANCE 27-2025

### AN ORDINANCE ESTABLISHING 2026 SALARIES AND OTHER COMPENSATION FOR OFFICIALS, EMPLOYEES AND APPOINTEES OF THE TOWN OF DANVILLE

WHEREAS, Indiana law requires the legislative body of towns to annually fix the compensation of its own members, the Town Clerk-Treasurer by ordinance, and

WHEREAS, Indiana law also provides the legislative body of towns with the authority to establish the salaries and other compensation for town employees and appointed officials of the town, and

WHEREAS, the Town Council of Danville, acting as the legislative body of the Town of Danville, has determined the salaries and other compensation to be provided to the Town of Danville officials and employees for the year 2026.

NOW, THEREFORE BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF DANVILLE, INDIANA, THAT the salaries and other compensation to be provided to the Town of Danville officials and employees for the year 2026 shall be as set forth in this Ordinance.

#### Section 1: HEALTH INSURANCE

The Town will provide full-time employees with medical insurance coverage according to the following policies per pay period:

| HDHP/HSA (Plan 7)     |                 |             | HDHP/HSA (Plan 12)    |                 |             |
|-----------------------|-----------------|-------------|-----------------------|-----------------|-------------|
|                       | Employee Amount | Town Amount |                       | Employee Amount | Town Amount |
| Employee Only         | \$ 5.00         | \$376.55    | Employee Only         | \$ .33          | \$235.68    |
| Employee & Spouse     | \$125.00        | \$676.24    | Employee & Spouse     | \$40.00         | \$455.62    |
| Employee & Child(ren) | \$110.00        | \$576.78    | Employee & Child(ren) | \$35.00         | \$389.81    |
| Family                | \$175.00        | \$931.47    | Family                | \$75.00         | \$609.43    |

Members of the Town Council are authorized to participate in the Town's health plans at their own expense. The Town contributes nothing to these plans for Council members.

#### Heath Savings Account -

- Distributions will on January 2, 2026, single plans will receive \$2,500 and family plans will receive \$5,000 to all full-time employees that are enrolled in the Group Health Insurance with the Town.
- If an employee drops their Group Health Insurance coverage, prior to the annual renewal period and after receiving their distribution they may be required to pay taxes and/or penalty according to IRS guidelines and a pro-rated portion back to the Town.
- The Danville Town Council will annually review this policy at budget time and set the appropriate budget given the financial condition of the Town.
- Proration of distributions will be done for any new employee joining the Health Insurance.

#### Section2: TERM LIFE INSURANCE

The Town will provide full-time employees with a \$30,000 term life insurance policy on the employee only. (See your Certificate of Coverage booklet for details)

#### Section 3: SHORT-TERM DISABILITY

The Town will provide full-time employees with short-term disability insurance on the employee only. (See your Certificate of Coverage booklet for details)

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### Section 4: PUBLIC EMPLOYEE RETIREMENT FUND (PERF & PERF 77)

*Civilian PERF participants* - The Town of Danville will pay the required percentage of the Pension portion of the Civilian plan as determined annually by PERF. The Town of Danville will pay the employee's 3% mandatory "annuity" portion of their Civilian PERF on behalf of the employee.

*Police & Fire PERF 77 participants* – The Town of Danville will pay the required percentage of the Pension portion of the PERF 77 plan as determined annually by PERF. The Town of Danville will pay the employee's 6% mandatory "annuity" portion of the pension plan. The Town will not contribute to the participant's Social Security Insurance fund.

### Section 5: HOOSIER S.T.A.R.T. 401A

The Town will contribute on behalf of all full-time employees, hired prior to December 31, 2009, and who participate in the Civilian PERF retirement, an amount equal to 3% of their 2009 base salary (no overtime) bi-weekly on a pre-tax basis.

### Section 6: EMPLOYEE ASSISTANCE PROGRAM (EAP)

The Town will provide all (not including seasonal employees) employees with EAP services.

### Section 7: HOLIDAYS

The Town will provide paid time off to full-time employees for the observation of Town Holidays according to the established Holiday Schedule.

### Section 8: LEAVE BENEFITS (PTO, Sick, Bereavement, FMLA & Military leave)

The Town will provide leave benefits as adopted in the Employee Policy Handbook.

### Section 9: FULL-TIME POLICE OFFICERS UNIFORM ALLOWANCE

The Town will provide each full-time police officer who has completed their one year of probation an annual \$1,500.00 clothing allowance.

### Section 10: FULL-TIME FIRE DEPARTMENT UNIFORM ALLOWANCE

The Town will provide each full-time fire department employee an annual \$500.00 clothing allowance.

### Section 11: FULL-TIME POLICE OFFICER FIELD TRAINING

The Town will provide each Field Training Officer a \$3.00 per hour stipend when training.

### Section 12: PUBLIC INFORMATION OFFICER STIPEND

The Town will provide a public information officer (PIO) with 4 hours of compensatory time monthly.

### Section 13: NIGHT SHIFT DIFFERENTIAL STIPEND

The Town will provide each qualifying officer a \$58.00 per pay stipend.

### Section 14: ACCIDENT RECON, LICENSE DRONE PILOT & INSTRUCTOR STIPEND

The Town will provide each qualifying officer a \$500.00 annual stipend.

### Section 15: LONGEVITY PAY

The Town will provide each full-time sworn police officer and full-time firefighter/paramedic/emt longevity pay. Longevity pay starts at year 6 to year 20 and is \$200.00 per year up to \$3,000.00 max. The Town will provide each full-time non public safety employee with longevity pay. Longevity pay starts at year 6 to year 20 and is \$100.00 per year up to \$2,000.00 max.

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### Section 17: OFFICER RIDE OUT PAY STIPEND

The Town will provide each full-time firefighter/paramedic/EMT with a \$2.00 per hour stipend when completing Ride Out duties.

### Section 18: CELL PHONE STIPEND

The Town will provide each full-time employee except for the Police Department with a cell phone stipend of \$20.00 per pay. The Fire Department will provide each full-time administrative employee with a cell phone stipend of \$38.47 per pay.

### Section 19: CERTIFICATION PAY

The Town will provide each qualified employee in the Stormwater, Wastewater, & Water department with certification pay per the list below. This will be paid each pay period.

|                                 | <b>Annual Amount</b> |
|---------------------------------|----------------------|
| Grade #1 Operator Certification | \$1,000.00           |
| Grade #2 Operator Certification | \$1,500.00           |
| Grade #3 Operator Certification | \$2,000.00           |
| Grade #4 Operator Certification | \$2,500.00           |
| CMS4S Management Certification  | \$3,000.00           |
| CISEC Management Certification  | \$2,000.00           |
| CESSWI Management Certification | \$2,000.00           |
| CDL License Class A             | \$ 750.00            |
| CDL License Class B             | \$ 500.00            |

This Ordinance shall be effective January 1 – December 31, 2026, upon adoption by the Town.

## ORDINANCE 27-2025

Adopted by the Town Council on the 3rd day of December, 2025.

TOWN OF DANVILLE

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Chris Gearld

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Michael Chatham

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Greg Irby

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Bret Doub

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David Potter

Constituting the Majority of the Members of the Danville Town Council.

ATTEST:

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Carrie E. Lofton  
Clerk-Treasurer

## Employee Compensation Schedule

| Fund                                                                         | Appropriation Line                                                                                                        | Hours Worked Per Pay    | Employment Status                  | Position                                | Approximate Minimum Pay | Approximate Maximum Pay |
|------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|-------------------------|------------------------------------|-----------------------------------------|-------------------------|-------------------------|
| <b>Administration</b>                                                        |                                                                                                                           |                         |                                    |                                         |                         |                         |
| General 1101<br>MVH 2201<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501 | 1101.41100.00000.0585<br>2201.41100.00000.0585<br>6101.41100.00000.0585<br>6201.41100.00000.0585<br>6501.41100.00000.0585 | 70 Appointed/Exempt     | Town Manager                       | Annual<br>31%<br>4%<br>30%<br>30%<br>5% |                         | \$ 121,844.00           |
| General 1101<br>MVH 2201<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501 | 1101.41100.00000.0542<br>2201.41100.00000.0542<br>6101.41100.00000.0542<br>6201.41100.00000.0542<br>6501.41100.00000.0542 | 70 Full-Time/Exempt     | Assistant Town Manager             | Annual<br>32%<br>3%<br>30%<br>30%<br>5% |                         | \$ 24,393.00            |
| MVH 2201<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501                 | 2201.41100.00000.0670<br>6101.41100.00000.0670<br>6201.41100.00000.0670<br>6501.41100.00000.0670                          | 70 Full-Time/Exempt     | Utilities Director                 | Annual<br>28%<br>15%<br>15%<br>42%      |                         | \$ 18,211.00            |
| General 1101<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501             | 1101.41100.00000.0585<br>6101.41100.00000.0585<br>6201.41100.00000.0585<br>6501.41100.00000.0585                          | 70 Full-Time/Non-Exempt | Human Resources Coordinator        | Annual<br>25%<br>30%<br>30%<br>15%      |                         | \$ 67,973.00            |
| General 1101<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501             | 1101.41100.00000.0585<br>6101.41100.00000.0585<br>6201.41100.00000.0585<br>6501.41100.00000.0585                          | 70 Full-Time/Non-Exempt | Code Enforcement Coordinator       | Hourly Rate<br>25%<br>30%<br>30%<br>15% | \$ 25.90                | \$ 34.67                |
| General 1101<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501             | 1101.41100.00000.0585<br>6101.41100.00000.0585<br>6201.41100.00000.0585<br>6501.41100.00000.0585                          | 70 Full-Time/Non-Exempt | Administrative Assistant           | Hourly Rate<br>55%<br>10%<br>10%<br>25% | \$ 26.09                | \$ 29.67                |
| <b>Boards</b>                                                                |                                                                                                                           |                         |                                    |                                         |                         |                         |
| General 1101                                                                 | 1101.41100.00000.0584                                                                                                     | Appointed               | Board of Zonings Appeals (BZA) (5) | Per Meeting<br>100%                     |                         | \$ 75.00                |
| General 1101                                                                 | 1101.41100.00000.0584                                                                                                     | Appointed               | Design Review Committee (7)        | Per Meeting<br>100%                     |                         | \$ 75.00                |
| Host Fund 2500                                                               | 2500.41100.00000.0584                                                                                                     | Appointed               | Host Future Fund Committee (4)     | Per Meeting<br>100%                     |                         | \$ 75.00                |
| General 1101                                                                 | 1101.41100.00000.0584                                                                                                     | Appointed               | Park Board (5)                     | Per Meeting<br>100%                     |                         | \$ 75.00                |
| General 1101                                                                 | 1101.41100.00000.0584                                                                                                     | Appointed               | Plan Commission (7)                | Per Meeting<br>100%                     |                         | \$ 80.00                |
| General 1101                                                                 | 1101.41100.00000.0584                                                                                                     | Appointed               | Police Merit Board (5)             | Per Meeting<br>100%                     |                         | \$ 75.00                |
| <b>Building</b>                                                              |                                                                                                                           |                         |                                    |                                         |                         |                         |
| General 1101<br>Stormwater 6501                                              | 1101.41100.00000.0587<br>6501.41100.00000.0587                                                                            | 70 Full-Time/Non-Exempt | Senior Building Inspector          | Hourly Rate<br>50%<br>50%               |                         | \$ 37.66                |
| General 1101                                                                 | 1101.41100.00000.0587                                                                                                     | 70 Full-Time/Non-Exempt | Administrative Assistant           | Hourly Rate<br>100%                     | \$ 26.09                | \$ 29.67                |

| Clerk-Treasurer                                                  |                                                                                                  |                         |                         |                                        |                   |
|------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|-------------------------|-------------------------|----------------------------------------|-------------------|
| General 1101<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501 | 1101.41100.00000.0584<br>6101.41100.00000.0584<br>6201.41100.00000.0584<br>6501.41100.00000.0584 | Elected                 | Clerk-Treasurer         | Annual<br>25%<br>30%<br>35%<br>10%     | \$ 93,669.00      |
| General 1101<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501 | 1101.41100.00000.0584<br>6101.41100.00000.0584<br>6201.41100.00000.0584<br>6501.41100.00000.0584 | 70 Appointed/Non-Exempt | Chief Deputy            | Annual<br>20%<br>35%<br>40%<br>5%      | \$ 78,460.00      |
| General 1101<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501 | 1101.41100.00000.0584<br>6101.41100.00000.0584<br>6201.41100.00000.0584<br>6501.41100.00000.0584 | 70 Full-Time/Non-Exempt | Accounts Payable Deputy | Hourly Rate<br>35%<br>30%<br>30%<br>5% | \$ 26.95 \$ 30.97 |
| Water 6101<br>Wastewater 6201<br>Stormwater 6501                 | 6101.41100.00000.0584<br>6201.41100.00000.0584<br>6501.41100.00000.0584                          | 70 Full-Time/Non-Exempt | Utility Deputy (2)      | Hourly Rate<br>40%<br>45%<br>15%       | \$ 18.63 \$ 25.07 |
| Water 6101<br>Wastewater 6201<br>Stormwater 6501                 | 6101.41114.00000.0584<br>6201.41114.00000.0584<br>6501.41114.00000.0584                          | 58 Part-Time            | Utility Deputy          | Hourly Rate<br>40%<br>45%<br>15%       | \$ 18.63 \$ 25.07 |
| Council                                                          |                                                                                                  |                         |                         |                                        |                   |
| General 1101<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501 | 1101.41100.00000.0583<br>6101.41100.00000.0583<br>6201.41100.00000.0583<br>6501.41100.00000.0583 | Elected                 | President               | Annual<br>35%<br>30%<br>30%<br>5%      | \$ 9,000.00       |
| General 1101<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501 | 1101.41100.00000.0583<br>6101.41100.00000.0583<br>6201.41100.00000.0583<br>6501.41100.00000.0583 | Elected                 | Members (4)             | Annual<br>35%<br>30%<br>30%<br>5%      | \$ 8,000.00       |

| Parks & Recreation                                                                                        |                                                                                                                           |                                |                                  |                                                         |                                  |
|-----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|--------------------------------|----------------------------------|---------------------------------------------------------|----------------------------------|
| Parks & Rec Fund 2204                                                                                     | 2204.41100.00000.0542                                                                                                     | 70 Full-Time/Exempt            | Parks Director                   | Annual<br>100%                                          | \$ 93,669.00                     |
| Parks & Rec Fund 2204                                                                                     | 2204.41100.00000.0542                                                                                                     | 70 Full-Time/Non-Exempt        | Assistant Parks Director         | Annual<br>100%                                          | \$ 78,460.00                     |
| Parks & Rec Fund 2204                                                                                     | 2204.41100.00000.0542                                                                                                     | 80 Full-Time/Non-Exempt        | Aquatics & Facilities Manager    | Hourly Rate<br>100%                                     | \$ 22.67 \$ 30.34                |
| Parks & Rec Fund 2204                                                                                     | 2204.41100.00000.0542                                                                                                     | 80 Full-Time/Non-Exempt        | Maintenance                      | Hourly Rate<br>100%                                     | \$ 22.67 \$ 30.34                |
| Park Non-Reverting Fund 4403                                                                              | 4403.41100.00000.0542                                                                                                     | 80 Full-Time/Non-Exempt        | Recreation & Fitness Manager     | Hourly Rate<br>100%                                     | \$ 22.67 \$ 30.34                |
| Parks & Rec Fund 2204<br>Park Non-Reverting Fund 4403<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501 | 2204.41100.00000.0542<br>4403.41100.00000.0542<br>6101.41100.00000.0542<br>6201.41100.00000.0542<br>6501.41100.00000.0542 | 70 Full-Time/Non-Exempt        | Community Engagement Coordinator | Hourly Rate<br>25%<br>20%<br>25%<br>25%<br>5%           | \$ 43.04                         |
| Parks & Rec Fund 2204                                                                                     | 2204.41114.00000.0542                                                                                                     | 58 Part-Time                   | Provider                         | Hourly Rate<br>100%                                     | \$ 16.32 \$ 21.76                |
| General 1101<br>Parks & Rec Fund 2204<br>Water 6101<br>Wastewater 6201                                    | 1101.41100.00000.0542<br>2204.41100.00000.0542<br>6101.41100.00000.0542<br>6201.41100.00000.0542                          | 80 Full-Time/Non-Exempt        | Department Facility Aide         | Hourly Rate<br>30%<br>10%<br>30%<br>30%                 | \$ 17.14 \$ 21.76                |
| Parks & Rec Fund 2204                                                                                     | 2204.41114.00000.0542                                                                                                     | 697 per year Part-Time         | Three Season Maintenance (4)     | Hourly Rate<br>100%                                     | \$ 13.06                         |
| Parks & Rec Fund 2204                                                                                     | 2204.41114.00000.0542                                                                                                     | 697 per year Part-Time         | Year Round Maintenance           | Hourly Rate<br>100%                                     | \$ 13.06                         |
| Park Non-Reverting Fund 4403                                                                              | 4403.41114.00000.0542                                                                                                     | 58 Part-Time                   | Recreation Coordinator (3)       | Hourly Rate<br>100%                                     | \$ 11.43 \$ 17.14                |
| Park Non-Reverting Fund 4403                                                                              | 4403.41114.00000.0542                                                                                                     | 58 Part-Time                   | Blanton House Coordinator        | Hourly Rate<br>100%                                     | \$ 13.61 \$ 19.04                |
| Parks & Rec Fund 2204                                                                                     | 2204.41114.00000.0544                                                                                                     | May 1st -<br>Aug 31st Seasonal | Camp Director                    | Hourly Rate<br>100%                                     | \$ 15.23                         |
| Parks & Rec Fund 2204                                                                                     | 2204.41114.00000.0544                                                                                                     | May 1st -<br>Aug 31st Seasonal | Camp Counselor (8)               | Hourly Rate<br>100%                                     | \$ 11.97                         |
| Parks & Rec Fund 2204                                                                                     | 2204.41114.00000.0544                                                                                                     | May 1st -<br>Aug 31st Seasonal | Pool Manager                     | Hourly Rate<br>100%                                     | \$ 17.41                         |
| Parks & Rec Fund 2204                                                                                     | 2204.41114.00000.0544                                                                                                     | May 1st -<br>Aug 31st Seasonal | Assistant Pool Manager (2)       | Hourly Rate<br>100%                                     | \$ 16.32                         |
| Parks & Rec Fund 2204                                                                                     | 2204.41114.00000.0544                                                                                                     | May 1st -<br>Aug 31st Seasonal | Concession Staff (4)             | Hourly Rate<br>1st Year<br>2nd Year<br>3rd Year<br>100% | \$ 10.88<br>\$ 11.97<br>\$ 13.06 |
| Parks & Rec Fund 2204                                                                                     | 2204.41114.00000.0544                                                                                                     | May 1st -<br>Aug 31st Seasonal | Life Guards (25)                 | Hourly Rate<br>1st Year<br>2nd Year<br>3rd Year<br>100% | \$ 11.97<br>\$ 13.06<br>\$ 14.14 |

| Planning        |                       |                         |                              |             |                   |
|-----------------|-----------------------|-------------------------|------------------------------|-------------|-------------------|
| General 1101    | 1101.41100.00000.0586 | 70 Full-Time/Exempt     | Planner                      | Annual      | \$ 93,669.00      |
| Water 6101      | 6101.41100.00000.0586 |                         |                              | 35%         |                   |
| Wastewater 6201 | 6201.41100.00000.0586 |                         |                              | 30%         |                   |
| Stormwater 6501 | 6501.41100.00000.0586 |                         |                              | 30%         |                   |
|                 |                       |                         |                              | 5%          |                   |
| General 1101    | 1101.41114.00000.0586 | 58 Part-Time            | Planning Technician          | Hourly Rate | \$ 16.32 \$ 21.76 |
|                 |                       |                         |                              | 100%        |                   |
| Police          |                       |                         |                              |             |                   |
| General 1101    | 1101.41100.00000.0511 | 80 Full-Time/Exempt     | Chief of Police              | Annual      | \$ 98,822.00      |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41100.00000.0511 | 80 Full-Time/Non-Exempt | Assistant Chief              | Annual      | \$ 88,104.00      |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41100.00000.0511 | 80 Full-Time/Non-Exempt | Lieutenant                   | Annual      | \$ 84,840.00      |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41100.00000.0511 | 80 Full-Time/Non-Exempt | Sergeant (4)                 | Annual      | \$ 81,578.00      |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41100.00000.0511 | 80 Full-Time/Non-Exempt | Sergeant/Detective           | Annual      | \$ 81,578.00      |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41100.00000.0511 | 80 Full-Time/Non-Exempt | Officer/Detective (2)        | Annual      | \$ 79,946.00      |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41100.00000.0511 | 80 Full-Time/Non-Exempt | Patrol Investigator (2)      | Annual      | \$ 78,000.00      |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41100.00000.0511 | 80 Full-Time/Non-Exempt | Officer Year 3 (8)           | Annual      | \$ 76,139.00      |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41100.00000.0511 | 80 Full-Time/Non-Exempt | Officer Year 2 (2)           | Annual      | \$ 73,964.00      |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41100.00000.0511 | 80 Full-Time/Non-Exempt | Probationary Officer (0)     | Annual      | \$ 69,613.00      |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41114.00000.0511 | 58 Part-Time            | Officer                      | Hourly Rate | \$ 26.40          |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41100.00000.0511 | 70 Full-Time/Non-Exempt | Administrative Assistant     | Hourly Rate | \$ 26.09 \$ 29.67 |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41114.00000.0511 | 58 Part-Time            | Administrative Assistant (2) | Hourly Rate | \$ 16.32 \$ 21.76 |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41100.00000.0511 | 70 Full-Time/Non-Exempt | CSI Agent                    | Hourly Rate | \$ 26.71 \$ 30.22 |
|                 |                       |                         |                              | 100%        |                   |
| General 1101    | 1101.41114.00000.0511 | 58 Part-Time            | CSI Agent                    | Hourly Rate | \$ 27.20          |
|                 |                       |                         |                              | 100%        |                   |
| Stormwater      |                       |                         |                              |             |                   |
| General 1101    | 1101.41100.00000.0670 | 70 Full-Time/Exempt     | Stormwater Administrator     | Annual      | \$ 93,669.00      |
| Stormwater 6501 | 6501.41100.00000.0670 |                         |                              | 90%         |                   |
|                 |                       |                         |                              | 10%         |                   |
| General 1101    | 1101.41100.00000.0670 | 70 Full-Time/Non-Exempt | Line Locator                 | Hourly Rate | \$ 25.90 \$ 34.67 |
| Water 6101      | 6101.41100.00000.0670 |                         |                              | 10%         |                   |
| Wastewater 6201 | 6201.41100.00000.0670 |                         |                              | 30%         |                   |
| Stormwater 6501 | 6501.41100.00000.0670 |                         |                              | 30%         |                   |
|                 |                       |                         |                              | 30%         |                   |
| General 1101    | 1101.41100.00000.0670 | 70 Full-Time/Non-Exempt | Inspector                    | Hourly Rate | \$ 25.90 \$ 34.67 |
| Water 6101      | 6101.41100.00000.0670 |                         |                              | 25%         |                   |
| Wastewater 6201 | 6201.41100.00000.0670 |                         |                              | 25%         |                   |
| Stormwater 6501 | 6501.41100.00000.0670 |                         |                              | 25%         |                   |
|                 |                       |                         |                              | 25%         |                   |
| Stormwater 6501 | 6501.41100.00000.0670 | 70 Full-Time/Non-Exempt | Laborer                      | Hourly Rate | \$ 25.90 \$ 34.67 |
|                 |                       |                         |                              | 100%        |                   |

| Streets                                                                      |                                                                                                                           |                         |                                                              |          |              |
|------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|-------------------------|--------------------------------------------------------------|----------|--------------|
| General 1101<br>MVH 2201<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501 | 1101.41100.00000.0571<br>2201.41100.00000.0571<br>6101.41100.00000.0571<br>6201.41100.00000.0571<br>6501.41100.00000.0571 | 70 Full-Time/Exempt     | Superintendent<br>Annual<br>20%<br>25%<br>10%<br>35%<br>10%  |          | \$ 93,669.00 |
| General 1101<br>MVH 2201                                                     | 1101.41100.00000.0571<br>2201.41100.00000.0571                                                                            | 70 Full-Time/Non-Exempt | Assistant Superintendent<br>Annual<br>75%<br>25%             |          | \$ 78,460.00 |
| General 1101<br>Water 6101<br>Wastewater 6201<br>Stormwater 6501             | 1101.41100.00000.0571<br>6101.41100.00000.0571<br>6201.41100.00000.0571<br>6501.41100.00000.0571                          | 70 Full-Time/Non-Exempt | Mechanic<br>Annual<br>20%<br>10%<br>35%<br>10%               |          | \$ 68,534.00 |
| General 1101                                                                 | 1101.41100.00000.0571                                                                                                     | 80 Full-Time/Non-Exempt | Laborer (7)<br>Hourly Rate<br>100%                           | \$ 22.67 | \$ 30.34     |
| General 1101                                                                 | 1101.41100.00000.0571                                                                                                     | 80 Full-Time/Non-Exempt | Maintenance Technician<br>Hourly Rate<br>100%                | \$ 22.67 | \$ 30.34     |
| MVH 2201                                                                     | 2201.41100.00000.0571                                                                                                     | 80 Full-Time/Non-Exempt | Laborer<br>Hourly Rate<br>100%                               | \$ 22.67 | \$ 30.34     |
| Wastewater                                                                   |                                                                                                                           |                         |                                                              |          |              |
| Wastewater 6201                                                              | 6201.41100.00000.0620                                                                                                     | 70 Full-Time/Exempt     | Superintendent<br>Annual<br>100%                             |          | \$ 93,669.00 |
| Wastewater 6201                                                              | 6201.41100.00000.0620                                                                                                     | 70 Full-Time/Non-Exempt | Assistant Superintendent<br>Annual<br>100%                   |          | \$ 78,460.00 |
| Wastewater 6201                                                              | 6201.41100.00000.0620                                                                                                     | 80 Full-Time/Non-Exempt | Laborer (3)<br>Hourly Rate<br>100%                           | \$ 22.67 | \$ 30.34     |
| Water 6101<br>Wastewater 6201<br>Stormwater 6501                             | 6101.41100.00000.0620<br>6201.41100.00000.0620<br>6501.41100.00000.0620                                                   | 70 Full-Time/Non-Exempt | Administrative Assistant<br>Hourly Rate<br>40%<br>40%<br>20% | \$ 24.70 | \$ 28.09     |
| Water                                                                        |                                                                                                                           |                         |                                                              |          |              |
| Water 6101                                                                   | 6101.41100.00000.0650                                                                                                     | 70 Full-Time/Exempt     | Superintendent<br>Annual<br>100%                             |          | \$ 93,669.00 |
| Water 6101                                                                   | 6101.41100.00000.0650                                                                                                     | 70 Full-Time/Non-Exempt | Assistant Superintendent<br>Annual<br>100%                   |          | \$ 78,460.00 |
| Water 6101                                                                   | 6101.41100.00000.0650                                                                                                     | 80 Full-Time/Non-Exempt | Laborer (5)<br>Annual<br>100%                                | \$ 22.67 | \$ 30.34     |

## Employee Compensation Schedule

| Fund                  | Appropriation Line    | Employment Status    | Position                   | Approximate Minimum Pay | Approximate Maximum Pay |
|-----------------------|-----------------------|----------------------|----------------------------|-------------------------|-------------------------|
| <b>Fire Territory</b> |                       |                      |                            |                         |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Exempt     | Chief                      | Annual                  | \$ 75,705.00            |
|                       |                       |                      |                            | Stack Pay               | \$ 27,000.00            |
|                       |                       |                      |                            | 100%                    |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | Deputy Chief Operations    | Annual                  | \$ 75,705.00            |
|                       |                       |                      |                            | Stack Pay               | \$ 21,000.00            |
|                       |                       |                      |                            | 100%                    |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | Deputy Chief Aministration | Annual                  | \$ 75,705.00            |
|                       |                       |                      |                            | Stack Pay               | \$ 21,000.00            |
|                       |                       |                      |                            | 100%                    |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | Fire Marshall              | Annual                  | \$ 75,705.00            |
|                       |                       |                      |                            | Stack Pay               | \$ 16,000.00            |
|                       |                       |                      |                            | 100%                    |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | Division Chief Training    | Annual                  | \$ 75,705.00            |
|                       |                       |                      |                            | Stack Pay               | \$ 16,000.00            |
|                       |                       |                      |                            | 100%                    |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | EMS Division Chief         | Annual                  | \$ 75,705.00            |
|                       |                       |                      |                            | Stack Pay               | \$ 16,000.00            |
|                       |                       |                      |                            | 100%                    |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | Batallion Chief (3)        | Annual                  | \$ 75,705.00            |
|                       |                       |                      |                            | Stack Pay               | \$ 12,000.00            |
|                       |                       |                      |                            | 100%                    |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | Captain (2)                | Annual                  | \$ 75,705.00            |
|                       |                       |                      |                            | Stack Pay               | \$ 8,000.00             |
|                       |                       |                      |                            | 100%                    |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | Lieutenant (4)             | Annual                  | \$ 75,705.00            |
|                       |                       |                      |                            | Stack Pay               | \$ 4,000.00             |
|                       |                       |                      |                            | 100%                    |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | FF/EMT Year 3 (8)          | Annual                  | \$ 75,705.00            |
|                       |                       |                      |                            | Medic Pay               | \$ 2,000.00             |
|                       |                       |                      |                            | 100%                    |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | FF/EMT Year 2 (3)          | Annual                  | \$ 74,160.00            |
|                       |                       |                      |                            | Medic Pay               | \$ 2,000.00             |
|                       |                       |                      |                            | 100%                    |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | FF/EMT Probationary (6)    | Annual                  | \$ 69,216.00            |
|                       |                       |                      |                            | 100%                    |                         |
|                       |                       |                      |                            |                         |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | Civilian Medic (6)         | Annual                  | \$ 74,970.00            |
|                       |                       |                      |                            | 100%                    |                         |
|                       |                       |                      |                            |                         |                         |
| Fire Operating 2243   | 2243.41100.00000.0514 | Full-Time/Non-Exempt | Aministrative Assistant    | Hourly Rate             | \$ 26.09                |
|                       |                       |                      |                            | 100%                    | \$ 31.57                |
|                       |                       |                      |                            |                         |                         |
| Fire Operating 2243   | 2243.41114.00000.0514 | Part-Time            | FF/EMT or FF/Medic         | Hourly Rate             | \$ 25.00                |
|                       |                       |                      |                            | 100%                    | \$ 29.00                |
|                       |                       |                      |                            |                         |                         |