



# City of Noblesville

## 2021 Salary Ordinance

### #26-09-20

A SALARY ORDINANCE #26-09-20, SALARIES FOR APPOINTED OFFICIALS AND EMPLOYEES OF THE CITY OF NOBLESVILLE, INDIANA, FIXING COMPENSATION FOR THE YEAR 2021.

NOW, THEREFORE, BE IT ORDAINED by the Common Council for the City of Noblesville, Indiana:

**SECTION 1.** That from the First pay of January 2021, the salary and pay schedule for appointed employees of the City of Noblesville, Indiana shall be paid up to the maximum of:

POSITIONS	MAXIMUM BI-WEEKLY BASE SALARY	HOURS PER YEAR	FLSA STATUS
<b>Appointed</b>			
Chief - Fire	\$4,257.66	N/A	EX
Chief - Police	\$4,257.66	N/A	EX
Chief Financial Officer and Controller	\$4,426.28	N/A	EX
City Attorney	\$4,426.29	N/A	EX
City Engineer	\$4,257.68	N/A	EX
Communications Director	\$3,384.62	N/A	EX
Community & Economic Development Director	\$4,426.29	N/A	EX
Court Administrator	\$2,508.00	2080	NE
Deputy Clerk	\$1,919.20	2080	NE
Deputy Mayor	\$4,426.29	N/A	EX
Economic Development Director	\$3,760.96	N/A	EX
Human Resources Director	\$3,760.96	N/A	EX
Executive Operations Manager	\$2,699.42	N/A	EX
Parks & Recreation Director	\$3,760.96	N/A	EX
Planning & Development Director	\$3,822.44	N/A	EX
Public Safety Director	\$4,426.29	N/A	EX
Street Commissioner	\$3,760.96	N/A	EX
Wastewater Utility Director	\$3,822.44	N/A	EX
Board of Public Works Member (new in 2020)	\$300 Per Meeting	N/A	N/A
Board of Public Works Member (Re-appointed on 01/01/2020)	\$150 Per Meeting	N/A	N/A

X

#### Full-time Civilian

Accounting Assistant	\$1,875.20	2080	NE
Accounting Clerk	\$1,875.20	2080	NE
Accounting Specialist	\$1,890.40	2080	NE
Administrative Assistant	\$1,731.20	2080	NE

X

Administrative Court Clerk	\$1,731.20	2080	NE
Administrative Manager	\$2,048.00	2080	NE
Arborist Technician	\$1,950.40	2080	NE
Assistant Building Commissioner	\$2,300.00	2080	NE
Assistant City Engineer	\$3,567.77	N/A	EX
Assistant Director	\$3,384.62	N/A	EX
Assistant Facilities Manager	\$2,204.80	2080	NE
Assistant Golf Course Superintendent	\$2,108.80	2080	NE
Assistant Parks Maintenance Superintendent	\$2,235.20	2080	NE
Assistant Street Commissioner	\$3,167.80	N/A	EX
Associate Planner	\$2,150.40	2080	NE
Billing Administrator	\$2,479.20	2080	NE
Budget/Financial Analyst	\$3,167.80	N/A	EX
Building Commissioner	\$2,880.35	N/A	EX
Building Inspector	\$2,150.40	2080	NE
Certified Operator Class I	\$1,996.80	2080	NE
Certified Operator Class II	\$2,048.00	2080	NE
Certified Operator Class III	\$2,141.60	2080	NE
Certified Operator Class IV	\$2,356.80	2080	NE
Chief Accountant	\$2,744.84	N/A	EX
Chief Operator	\$2,690.40	2080	NE
Chief Operator/Collection System	\$2,729.60	2080	NE
Chief Operator/Treatment Plant	\$2,729.60	2080	NE
Code Compliance Manager	\$1,944.00	2080	NE
Communications Manager	\$2,500.00	2080	NE
Community Development Manager	\$1,946.40	2080	NE
Community Engagement Manager	\$3,000.00	N/A	EX
Community Service Officer	\$1,884.80	2080	NE
Construction Manager	\$2,705.60	2080	NE
Crew Leader	\$1,789.60	2080	NE
Crime Analyst	\$1,764.00	2080	NE
Custodian/Maintenance Technician	\$1,560.80	2080	NE
Deputy Fire Marshal	\$2,268.80	2080	NE
Development Services Manager	\$3,000.00	N/A	EX
Economic Development Assistant	\$1,875.20	2080	NE
Economic Development Specialist	\$2,536.80	2080	NE
EMS Billing Clerk	\$1,731.20	2080	NE
Encroachment Permit Inspector	\$2,150.40	2080	NE
Facilities Manager	\$3,074.33	N/A	EX
Facilities Technician	\$1,789.60	2080	NE
Field Operations Manager	\$2,442.40	2080	NE
Fleet Manager	\$2,174.40	2080	NE
GIS Analyst	\$2,355.20	2080	NE
GIS Coordinator	\$2,705.60	2080	NE
GIS Technician	\$1,671.20	2080	NE

X

X

Golf Course Superintendent	\$3,047.75	N/A	EX	
Human Resources Assistant	\$1,875.20	2080	NE	
IT Administrator	\$3,760.96	N/A	EX	
Inspector	\$2,250.40	2080	NE	X
Lab Technician	\$2,164.00	2080	NE	
Landscape Technician	\$1,950.40	2080	NE	
Lead Custodian	\$1,650.40	2080	NE	
Lead Laboratory Technician	\$2,356.80	2080	NE	
Maintenance Laborer - Park/Golf	\$1,560.80	2080	NE	
Maintenance Laborer - Trails	\$1,560.80	2080	NE	
MS4 Coordinator	\$2,705.60	2080	NE	
Office Manager	\$1,875.20	2080	NE	
Operations Coordinator	\$1,923.08	2080	NE	
Operations Manager	\$2,282.80	2080	NE	X
Operator - Central Business District	\$1,950.40	2080	NE	
Operator - Crew Leader - Central Business District	\$2,108.80	2080	NE	
Operator - Crew Leader	\$2,108.80	2080	NE	
Operator - Equipment Maintenance	\$2,108.80	2080	NE	
Operator - Street	\$1,950.40	2080	NE	
Operator - Wastewater	\$1,864.00	2080	NE	
Operator In Training - Wastewater	\$1,731.20	2080	NE	
Parking Enforcement Officer	\$1,884.80	2080	NE	
Parks Maintenance Superintendent	\$2,484.80	2080	NE	
Payroll Administrator	\$2,294.40	2080	NE	
Payroll Assistant	\$2,112.80	2080	NE	
Project Manager	\$3,165.20	N/A	EX	X
Property Room Manager	\$1,764.00	2080	NE	
Public Safety Tech	\$3,343.20	2080	NE	
Quarter Master	\$1,731.20	2080	NE	
Recreation Manager	\$2,294.51	N/A	EX	
Recreation Program and Events Coordinator	\$1,777.60	2080	NE	
Recreation Program and Facilities Coordinator	\$1,777.60	2080	NE	
Secretary	\$1,644.80	2080	NE	
Secretary/Permit Clerk	\$1,644.80	2080	NE	
Senior Court Clerk	\$1,886.40	2080	NE	
Senior Planner	\$2,635.20	2080	NE	
Sign/Signal Technician	\$2,174.40	2080	NE	
Urban Forester	\$2,356.80	2080	NE	
Workforce Development Manager	\$3,000.00	N/A	EX	

**Part-time / Seasonal**

Bailiff	\$20.43 Per Hour	N/A	NE
Court Clerk	\$16.09 Per Hour	N/A	NE
Facility Monitor	\$15.10 Per Hour	N/A	NE

Inspector - Fire	\$21.42 Per Hour	N/A	NE
Intern	\$15.10 Per Hour	N/A	NE
Naturalist	\$15.10 Per Hour	N/A	NE
Recreation Coordinator	\$15.10 Per Hour	N/A	NE
School Safety Guard	\$14.51 Per Hour	N/A	NE
Secretary	\$15.10 Per Hour	N/A	NE
Temporary	\$15.10 Per Hour	N/A	NE

**Public Safety – Sworn**

Assistant Chief - Fire	\$3,795.23	N/A	EX
Assistant Chief - Police	\$3,795.23	N/A	EX
Battalion Chief	\$3,226.72	2912	NE
Captain - Fire	\$2,975.84	2912	NE
Captain / EMS	\$2,847.20	2080	NE
Captain / Training - Safety - Fire	\$2,847.20	2080	NE
Community Resource Paramedic	\$2,813.44	2912	NE
Deputy Chief - Fire	\$3,483.76	N/A	EX
Deputy Chief - Police	\$3,483.76	N/A	EX
Division Chief / EMS	\$3,245.60	2080	NE
Division Chief / Fire Marshal	\$3,245.60	2080	NE
Division Chief / Logistics - Public Relations	\$3,245.60	2080	NE
Division Chief / Planning-Investigations	\$3,245.60	2080	NE
Division Chief / Training-Safety	\$3,245.60	2080	NE
Engineer	\$2,608.48	2912	NE
Firefighter First Class	\$2,489.76	2912	NE
Lieutenant - Police	\$3,174.40	2080	NE
Lieutenant - Fire	\$2,813.44	2912	NE
Master Patrol Officer	\$2,566.40	2080	NE
Patrol Officer 2nd Class	\$2,332.80	2080	NE
Patrol Officer First Class	\$2,557.60	2080	NE
Patrol Officer Third Class	\$2,176.00	2080	NE
Pipeman	\$2,113.44	2912	NE
Probationary Firefighter	\$1,878.24	2912	NE
Probationary Patrol Officer	\$2,036.80	2080	NE
Recruit - Fire	\$1,878.40	2080	NE
Recruit - Police	\$1,803.20	2080	NE
Sergeant - Police	\$2,872.00	2080	NE

X

**SECTION 2.** All enrolled City of Noblesville employees shall pay 20% of the total cost for medical, prescription, dental, and vision insurance with the City paying 80%. The City shall pay 100% of the total cost for life and accidental death insurance of all enrolled City of Noblesville employees.

- a) Full-time employees.
- b) Elected Officials.

- c) Duly appointed members of the Noblesville Board of Public Works and Safety re-appointed on 01/01/2020. New members appointed in 2020 and forward are not eligible.
- d) Eligible dependents of the above.

An employee is eligible to enroll in accordance with the qualifications contained in the City's health insurance plan document. Former employees and elected officials are eligible pursuant to Article 4.16 of the City Personnel Policy.

**SECTION 3.** This Salary Ordinance establishes only the maximum rate of pay for the classifications presented. Employment of personnel in the classifications indicated is governed by the approval of the Common Council in annual budgets and staffing levels established incidental thereto.

**SECTION 4.** The City shall make a matching contribution of up to a \$2,000 per full-time employee who participates in and makes payroll deduction contributions toward the City of Noblesville Deferred Compensation Plan. The matching contribution rate shall be set by the City annually.

**SECTION 5.** In accordance to Civilian Personnel Policy Section 3.2.4 the Common Council has set the rate of \$2.50 per hour for STANDBY/ON CALL.

**SECTION 6.** Employees serving on the Plan Commission or Board of Zoning Appeals will be paid \$100.00 per meeting attended.

**SECTION 7.** Fire Department personnel will receive annual compensation for the following, above their regular compensation: Paramedic \$5,500; Fitness Coordinator \$1,000; SCBA Tech \$1,500; Dive Team Coordinator \$1,500; Hazmat Team Coordinator \$1,500; Tactical Rescue Team Coordinator \$1,500. X

**SECTION 8.** Fire Department personnel will receive additional compensation per hour when serving in a higher ranking position provided they possess the required certifications for that higher ranking position. Firefighters will receive \$1.00 more per hour when assigned to an ambulance or serving as an Engineer, Community Resource Paramedic, Lieutenant, Captain or Battalion Chief. X

**SECTION 9.** Engineering non-exempt employees who earn their Professional Engineer Certification will receive \$1.00 per hour wage increase.










**SECTION 10.** Police Department employees who are active Field Training Officers (FTO) will receive annual compensation, above their regular compensation, of \$250.00 and will receive \$2.50 more per hour when a trainee is assigned. Police Department employees with the status of detective will receive annual compensation, above their regular compensation, of \$2,000. Police Department employees who are assigned as full-time K-9 handlers will receive annual compensation, above their regular compensation, of \$10,500. X

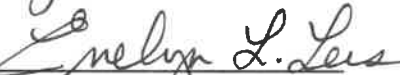
**SECTION 11.** Police Department exempt Administrative Police Officers will receive a flat \$45.00 per hour above their regular bi-weekly compensation for hours worked on boat and/or bike patrol. X

**SECTION 12.** The Wastewater Utility shall reimburse the Civil City an amount up to 50% of total compensation (i.e. wages, taxes, pension, and benefits) for the following positions: Planning and Development: GIS Coordinator, GIS Analyst, and GIS Technician; Office of Finance and Accounting: Chief Financial Officer and Controller, Chief Accountant, and Budget/Financial Analyst; Engineering: City Engineer and Assistant City Engineer. The Wastewater Utility shall reimburse the Civil City an amount up to 100% of total compensation (i.e. wages, taxes, pension, and benefits) for the following Engineering Department positions: MS4 Coordinator, one Construction Manager, and one Inspector.

**SECTION 13.** This Ordinance shall be in full force and effective from and after its passage and approval.

Approved on this 29<sup>th</sup> day of September, 2020 by the Common Council of the City of Noblesville, Indiana:

AYE		NAY	ABSTAIN
	Brian Ayer		
	Mark Boice		
	Michael J. Davis		
	Wil Hampton		
	Gregory P. O'Connor		
	Darren Peterson		
	Pete Schwartz		
	Aaron Smith		
	Megan G. Wiles		

ATTEST:   
Evelyn L. Lees, City Clerk

Presented by me to the Mayor of the City of Noblesville, Indiana, this 29<sup>th</sup> day of September, 2020 at 7:51 P.M.

  
Evelyn L. Lees, City Clerk

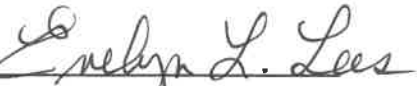
  
Chris Jensen, Mayor

MAYOR'S APPROVAL

9-29-20  
Date

Chris Jensen, Mayor

MAYOR'S VETO

ATTEST:   
Evelyn L. Lees, City Clerk

