

Ordinance D-2455-19

AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF CARMEL, INDIANA, AMENDING ORDINANCE D-2436-18

Synopsis: Amends the 2019 salary ordinance to make it consistent with the terms of the 2019-20 FOP and IAFF contracts.

WHEREAS, the Carmel Common Council passed Ordinance D-2436-18 on October 15, 2018, setting 2019 salaries for City employees, including Firefighters and Police Officers; and

WHEREAS, the International Association of Firefighters Local 4444 and the Fraternal Order of Police Lodge #185 have each agreed to a two-year contract with the City that changes, among other things, certain compensation to be paid in 2019; and

WHEREAS, it is necessary for the salary ordinance and these contracts to be consistent in their terms.

NOW, THEREFORE, BE IT ORDAINED by the Common Council of the City of Carmel, Indiana, as follows:

Section 1. The foregoing Recitals are incorporated herein by this reference.

Section 2. Ordinance D-2436-18, Section 1(b) is amended to read as follows:

1. POLICE

b. Accident Investigators and Certified Instructors and DARE Officers shall, at the request of the Chief of Police, be entitled to receive up to three dollars (\$3.00) per hour for performing the duties associated with these functions, in addition to all other forms of compensation.

Section 3. Ordinance D-2436-18, Section 1(d) is amended to read as follows:

d. Police Department employees who meet criteria specified by the Carmel Police Department Rules and Regulations may qualify for the specialty pay specified below, in addition to all other forms of compensation:

INVESTIGATOR*	UP TO \$2500.00 PER YEAR
SCHOOL RESOURCE OFFICER*	UP TO \$2500.00 PER YEAR
PERSONNEL SPECIALIST/FTO COORDINATOR*	UP TO \$2500.00 PER YEAR
FIREARMS RANGE/TRAINING COORDINATOR*	UP TO \$2500.00 PER YEAR
K-9 HANDLER*	UP TO \$2000.00 PER YEAR
FIELD EVIDENCE TECHNICIAN*	UP TO \$1000.00 PER YEAR
FIELD EVIDENCE TECHNICIAN*	UP TO \$2000.00 PER YEAR
SPECIAL WEAPONS AND TACTICS (SWAT)	UP TO \$1500.00 PER YEAR
EMERGENCY RESPONSE GROUP (ERG)	UP TO \$1500.00 PER YEAR
ADVANCED ACCIDENT INVESTIGATOR**	UP TO \$1500.00 PER YEAR

49	MOTORCYCLE/TRAFFIC OFFICER*	UP TO \$1500.00 PER YEAR
50	DRUG RECOGNITION OFFICER*	UP TO \$1000.00 PER YEAR
51	IDACS COORDINATOR*	UP TO \$1000.00 PER YEAR
52	CHILD SAFETY SEAT TECHNICIAN*	UP TO \$1000.00 PER YEAR

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54 *Non-supervisory personnel only

55 **Officers receiving Accident Investigator hourly pay are not eligible for this specialty

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57 Each Police Department employee shall be entitled to receive only one (1) type of specialty pay at
58 any given time. The employee shall receive the highest specialty pay for which he or she is eligible. All
59 specialty pay shall cease when an employee no longer performs the duties associated with the pay or no
60 longer meets the qualifications for such pay, whether the change results from the decision/action of the
61 City or of the employee.

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63 Section 4. Ordinance D-2436-18, Section 2, is amended to read as follows:

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65 **2. FIRE**

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67 CLASSIFICATION MAXIMUM BI-WEEKLY BASE SALARY

68

69 CHIEF 5954.08

70 DEPUTY CHIEF 4391.08

71 BATTALION CHIEF 4023.32

72 EMS CHIEF 4023.32

73 FIRE MARSHAL 4023.32

74 SAFETY CHIEF 4023.32

75 TRAINING CHIEF 4023.32

76 COMMUNICATIONS CHIEF 4023.32

77 APPARATUS AND MAINTENANCE CHIEF 4023.32

78 PUBLIC EDUCATION OFFICER 3655.46

79 DEPUTY FIRE MARSHAL 3471.54

80 CAPTAIN 3471.54

81 LIEUTENANT ~~3103.73~~ 3287.65

82 ENGINEER 2919.85

83 FIRST CLASS/MASTER FIREFIGHTER 2836.85

84 FIREFIGHTER 2735.96

85 EXECUTIVE DIVISION MANAGER 3287.65

86 ACCREDITATION/BUDGET ADMINISTRATOR 3287.65

87 QUARTERMASTER 2552.04

88 MECHANIC I 2552.04

89 COMMUNITY LIAISON OFFICER 2184.23

90 AMBULANCE BILLING SPECIALIST 2184.23

91 ADMINISTRATIVE ASSISTANT I 2000.31

92 ADMINISTRATIVE ASSISTANT II 1816.38

93 PART-TIME/TEMPORARY UP TO \$23.00 PER HOUR

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95 Section 5. Ordinance D-2436-18, Section 2(e), is amended to read as follows:

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97 e. Fire Department employees who meet criteria specified by the Carmel Fire Department Rules and
98 Regulations may qualify for the specialty pay specified below, in addition to all other forms of
99 compensation:

100	PARAMEDIC	10% OF FIRST CLASS FIREFIGHTER SALARY
101	PUBLIC INFORMATION OFFICER (PIO)	UP TO \$3500.00 PER YEAR
102	MASTER ENGINEER	UP TO \$2500.00 PER YEAR
103	SHIFT INVESTIGATOR	UP TO \$2000.00 PER YEAR
104	MECHANIC	UP TO \$2000.00 PER YEAR
105	HAZARDOUS MATERIALS	UP TO \$2000.00 PER YEAR
106	SPECIAL DUTY PAY	UP TO \$2000.00 PER YEAR
107	CERTIFIED AMBULANCE CODER	UP TO \$2000.00 PER YEAR
108	STATION CAPTAIN	UP TO \$1500.00 PER YEAR
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110 Each Fire Department employee shall be entitled to receive only one (1) type of specialty pay at any
111 given time. (Those receiving Public Information Officer, Special Duty, Station Captain or Master
112 Engineer specialty pay are also eligible for ride-out pay.) The employee shall receive the highest
113 specialty pay for which he or she is eligible. All specialty pay shall cease when an employee no longer
114 performs the duties associated with the pay or no longer meets the qualifications for such pay, whether the
115 change results from the decision/action of the City or of the employee.

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117 Section 6. Ordinance D-2436-18, Section 15(d) is amended to read as follows:
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119 **15. GENERAL PROVISIONS**

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121 d. Each full-time, part-time, seasonal or temporary employee who is required to report to work on a
122 declared holiday, whether on a scheduled or an unscheduled basis, shall receive ~~thirteen dollars (\$13.00)~~
123 **fifteen dollars (\$15.00)** per hour premium pay for each hour actually worked on the holiday. Such
124 premium pay shall be calculated to the nearest quarter hour.
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126 Section 7. The remaining provisions of Ordinance D-2436-18, as amended, shall
127 remain in full force and effect and are not affected by this Ordinance.
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129 Section 8. All prior City ordinances or parts thereof that are inconsistent with any
130 provision of this Ordinance are hereby repealed as of the effective date of this Ordinance.
131

132 Section 9. If any portion of this Ordinance is for any reason declared unconstitutional,
133 invalid or unenforceable by a court of competent jurisdiction, such decision shall not affect the
134 validity of the remaining portions of this Ordinance.
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136 Section 10. This Ordinance shall be in full force and effect from and after January 1,
137 2019.
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142 [remainder of page left intentionally blank]
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147 **PASSED** by the Common Council of the City of Carmel, Indiana this ____ day of
148 _____ 2019, by a vote of _____ ayes and _____ nays.

150
151 **COMMON COUNCIL FOR THE CITY OF CARMEL**

152
153
154 _____
155 Jeff Worrell, President

_____ Anthony Green

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158 _____
159 Laura D. Campbell, Vice-President

_____ H. Bruce Kimball

160
161
162 _____
163 Ronald E. Carter

_____ Kevin D. Rider

164
165
166 _____
167 Sue Finkam

168
169 ATTEST:

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171 _____
172 Christine S. Pauley, Clerk-Treasurer

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174 Presented by me to the Mayor of the City of Carmel, Indiana this ____ day of
175 _____ 2019, at _____ .M.

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177 _____
178 Christine S. Pauley, Clerk-Treasurer

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180 Approved by me, Mayor of the City of Carmel, Indiana, this ____ day of
181 _____ 2019, at _____ .M.

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183 _____
184 James Brainard, Mayor

185 ATTEST:

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187 _____
188 Christine S. Pauley, Clerk-Treasurer

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192 Prepared by Barbara Lamb, Director of Human Resources