

ORDINANCE NO. 2015-05 -CL

AMENDED ORDINANCE
FIXING THE COMPENSATION OF ALL COUNTY OFFICERS,
DEPUTIES AND OTHER EMPLOYEES, AND FIXING THE NUMBER
OF DEPUTIES AND OTHER EMPLOYEES FOR EACH COUNTY OFFICE,
DEPARTMENT, COMMISSION, OR AGENCY

WHEREAS, the County Council of Tippecanoe County adopted Ordinance No. 2014-18-CL on October 14, 2014, fixing the compensation of all county officers, deputies, and other employees, and to fix the number of deputies and other employees for each county office, department, commission, or agency for the calendar year 2015, all in accordance with Indiana Code 36-2-5-11; and

WHEREAS, the County Council of Tippecanoe County adopted Ordinance No. 2014-20-CL on November 12, 2014, amending 2014-18-CL to reflect that salaries for the year 2015 would be paid in twenty-seven (27) bi-weekly pay installments;

WHEREAS, the County Council of Tippecanoe County adopted Ordinance No. 2014-25-CL on December 9, 2014, to establish and fix salaries for the year 2015 for the Sheriff's Department Chief Deputy and Captain Positions; and

WHEREAS, the Auditor of Tippecanoe County has advised the Council that the salaries for the year 2015 should be paid in twenty-six (26) bi-weekly pay installments;

NOW, THEREFORE, BE IT ORDAINED by the County Council of Tippecanoe County, Indiana, that Ordinance 2014-18-CL, Ordinance 2014-20-CL, and Ordinance 2014-25-CL be, and are hereby amended as required to establish the compensation of all county officers, deputies and other employees for the year 2015 shall be fixed in the amounts set forth for each classification and grade of employment on the Tippecanoe County Salary Schedules attached hereto and made a part hereof as Exhibits A and B.

BE IT FURTHER ORDAINED that in all other respects Ordinance 2014-18-CL, 2014-20-CL, and 2014-25-CL are ratified and confirmed.

This Ordinance shall be effective upon passage.

Presented to the County Council of Tippecanoe County, Indiana, and read in full for the first time, and approved this 10th day of February, 2015, by the following vote:

David R. Williams

VOTE

4

TIPPECANOE COUNTY COUNCIL

David R. Williams
David R. Williams

John R. Basham, II

y

John R. Basham, II
John R. Basham, II

Bryan E. Metzger

y

Bryan E. Metzger
Bryan E. Metzger

Sally J. Siegrist

y

Sally J. Siegrist
Sally J. Siegrist

Kevin L. Underwood

y

Kevin L. Underwood
Kevin L. Underwood

Kathy Vernon

y

Kathy Vernon
Kathy Vernon

Roland K. Winger

y

Roland K. Winger
Roland K. Winger

ATTEST:

Robert Plantenga
Robert Plantenga, Tippecanoe County Auditor

Presented to the County Council of Tippecanoe County, Indiana, and read in full for the second time, and approved this 10th day of February, 2015, by the following vote:

VOTE

TIPPECANOE COUNTY COUNCIL

David R. Williams

y

David R. Williams
David R. Williams

John R. Basham, II

y

John R. Basham, II
John R. Basham, II

Bryan E. Metzger

y

Bryan E. Metzger
Bryan E. Metzger

Sally J. Siegrist

y

Sally J. Siegrist
Sally J. Siegrist

Kevin L. Underwood

y

Kevin L. Underwood
Kevin L. Underwood

Kathy Vernon

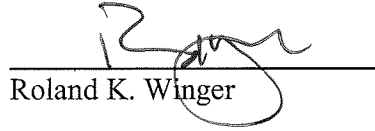


Kevin L. Underwood



Kathy Vernon

Roland K. Winger



Roland K. Winger

ATTEST:


Robert Plantenga, Tippecanoe County Auditor

Exhibit A

Pay Charts provide for Annual salary amounts

2015 Bi-weekly Payroll = 26

Employees salaries correspond to Classification (Grade) and Eligible Hire Date

COMOT (Clerical, Office Machine Operation, Technician)

Year 2015

Pct 3.00%

	94% of Market	97% of Market	Recommended Market - 2009 +3%	3% above Market	Recommended Market - 2009
V	\$1,504.04 \$39,105.00	\$1,552.04 \$40,353.00	\$1,600.04 \$41,601.00	\$1,648.04 \$42,849.00	\$40,389.00
IV	\$1,395.77 \$36,290.00	\$1,440.31 \$37,448.00	\$1,484.85 \$38,606.00	\$1,529.38 \$39,764.00	\$37,481.00
III	\$1,306.27 \$33,963.00	\$1,347.96 \$35,047.00	\$1,389.65 \$36,131.00	\$1,431.35 \$37,215.00	\$35,078.00
II	\$1,208.50 \$31,421.00	\$1,247.08 \$32,424.00	\$1,285.65 \$33,427.00	\$1,324.23 \$34,430.00	\$32,453.00
I	\$1,110.85 \$28,882.00	\$1,146.31 \$29,804.00	\$1,181.77 \$30,726.00	\$1,217.23 \$31,648.00	\$29,831.00
	Initial 1	1 Year 2	5 Years 3	Over 7 years 4	

PAT (Professional, Administrative, Technological)

Year 2015

Pct 3.00%

	94% of Market	97% of Market	Recommended Market - 2009 +3%	3% above Market	Recommended Market - 2009
V	\$1,994.38 \$51,854.00	\$2,058.04 \$53,509.00	\$2,121.69 \$55,164.00	\$2,185.35 \$56,819.00	\$53,557.00
IV	\$1,774.46 \$46,136.00	\$1,831.12 \$47,609.00	\$1,887.73 \$49,081.00	\$1,944.35 \$50,553.00	\$47,651.00
III	\$1,591.19 \$41,371.00	\$1,642.00 \$42,692.00	\$1,692.77 \$44,012.00	\$1,743.54 \$45,332.00	\$42,730.00
II	\$1,298.00 \$33,748.00	\$1,339.42 \$34,825.00	\$1,380.85 \$35,902.00	\$1,422.27 \$36,979.00	\$34,856.00
I	\$1,171.92 \$30,470.00	\$1,209.35 \$31,443.00	\$1,246.73 \$32,415.00	\$1,284.12 \$33,387.00	\$31,470.00
	Initial 1	1 Year 2	5 Years 3	Over 7 years 4	

LTC (Labor, Trades and Crafts)

Year 2015
Pct 3.00%

	94% of Market	97% of Market	Recommended Market - 2009 +3%	3% above Market	Recommended Market - 2009
V	\$1,630.85 \$42,402.00	\$1,682.88 \$43,755.00	\$1,734.92 \$45,108.00	\$1,786.96 \$46,461.00	\$43,794.00
IV	\$1,433.58 \$37,273.00	\$1,479.31 \$38,462.00	\$1,525.08 \$39,652.00	\$1,570.85 \$40,842.00	\$38,497.00
III	\$1,290.23 \$33,546.00	\$1,331.38 \$34,616.00	\$1,372.58 \$35,687.00	\$1,413.77 \$36,758.00	\$34,647.00
II	\$1,174.35 \$30,533.00	\$1,211.85 \$31,508.00	\$1,249.31 \$32,482.00	\$1,286.77 \$33,456.00	\$31,535.00
I	\$1,001.46 \$26,038.00	\$1,033.42 \$26,869.00	\$1,065.38 \$27,700.00	\$1,097.35 \$28,531.00	\$26,893.00
	Initial 1	1 Year 2	5 Years 3	Over 7 years 4	

POLE N/M (Police Officer, Law Enforcement Non-Merit)

Year 2015

Pct 3.00%

	94% of Market	97% of Market	Recommended Market - 2009 +3%	3% above Market	Recommended Market - 2009
V	\$1,828.50 \$47,541.00	\$1,886.88 \$49,059.00	\$1,945.23 \$50,576.00	\$2,003.58 \$52,093.00	\$49,102.00
IV	\$1,722.42 \$44,783.00	\$1,777.38 \$46,212.00	\$1,832.35 \$47,641.00	\$1,887.31 \$49,070.00	\$46,253.00
III	\$1,463.00 \$38,038.00	\$1,509.69 \$39,252.00	\$1,556.38 \$40,466.00	\$1,603.08 \$41,680.00	\$39,287.00
II	\$1,379.46 \$35,866.00	\$1,423.46 \$37,010.00	\$1,467.50 \$38,155.00	\$1,511.54 \$39,300.00	\$37,043.00
I	\$1,082.58 \$28,147.00	\$1,117.15 \$29,046.00	\$1,151.69 \$29,944.00	\$1,186.23 \$30,842.00	\$29,071.00
	Initial 1	1 Year 2	5 Years 3	Over 7 years 4	

Special Occupations

Year 2015

Pct 3.00%

	Initiation	After 1 year	
Chief Public Defender*	\$134,112 \$5,158.15	\$134,112 \$5,158.15	new info from state pd comm?
Chief Deputy Public Defender*	\$100,584 \$3,868.62	\$100,584 \$3,868.62	new info from state pd comm?
Executive Director-Highway	\$83,321 \$3,204.65	\$87,487 \$3,364.88	
Executive Director-APC	\$76,593 \$2,945.88	\$80,423 \$3,093.19	
Maintenance Director	\$60,074 \$2,310.54	\$63,078 \$2,426.08	reclassified from PAT V 8/2014
Executive Director-MITS	\$69,607 \$2,677.19	\$73,087 \$2,811.04	
GIS Administrator	\$65,442 \$2,517.00	\$68,714 \$2,642.85	
Database Administrator	\$59,101 \$2,273.12	\$62,056 \$2,386.77	
Assistant Director-APC	\$62,889 \$2,418.81	\$66,033 \$2,539.73	
Project Manager-Section Corner	\$60,050 \$2,309.62	\$63,053 \$2,425.12	
Network Administrator II	\$58,929 \$2,266.50	\$61,875 \$2,379.81	reclassified 8/2014
Network Administrator I	\$56,370 \$2,168.08	\$59,188 \$2,276.46	level created 8/2014
Public Defender (FT)	\$54,754 \$2,105.92	\$57,492 \$2,211.23	
Immigration Resource Coordinator/Deputy PD**	\$43,804 \$1,684.77	\$45,994 \$1,769.00	unfilled, unfunded
Public Defenders (RPT)	\$40,829 \$1,570.35	\$40,829 \$1,570.35	
Executive Director-Court Services	\$50,393 \$1,938.19	\$52,913 \$2,035.12	
System Administrator II	\$58,929 \$2,266.50	\$61,875 \$2,379.81	level created 8/2014
System Administrator I (was Sr Progr/Analyst)	\$56,370 \$2,168.08	\$59,188 \$2,276.46	reclassified 8/2014
Health Officer	\$50,160 \$1,929.23	\$50,160 \$1,929.23	
Probate Commissioner	\$47,408 \$1,823.38	\$49,778 \$1,914.54	
HelpDesk Manager	\$46,028 \$1,770.31	\$48,329 \$1,858.81	
Juvenile Magistrate	\$41,393 \$1,592.04	\$41,393 \$1,592.04	
Election Co-Directors	\$38,335 \$1,474.42	\$38,335 \$1,474.42	

*To be compliant with the Public Defender Commission requirements

Public Defender must be paid at 100% of Prosecutor's base salary

Chief Deputy PD is paid 75% of PD salary.

**Immigration Resource Coordinator 80% of FT.PD

EXEC
Year **2015**
Pct **3.00%**

Exec II	\$59,926 \$2,304.85	\$63,078 \$2,426.08
Exec I	\$76,435 \$2,939.81	\$80,455 \$3,094.42
	Initiation 0-6 Months	Midpoint Over 6 Months

DEPUTY SHERIFF

Year 2015

Pct 3.00%

POSITION	TIME IN SERVICE	ANNUAL SALARY	BI-WEEKLY
Mjr		\$68,133	\$2,620.50
Cptn		\$63,353	\$2,436.65
Lt		\$60,817	\$2,339.12
Sgt		\$58,254	\$2,240.54
Deputy	Over 48 Months	\$52,971	\$2,037.35
	25-48 Months	\$52,421	\$2,016.19
	13-24 Months	\$48,945	\$1,882.50
	0-12 Months	\$45,706	\$1,757.92

ELECTED

Year 2015
Pct 3.00%

	ANNUAL	BI-WEEKLY NOTES	
Assessor	\$64,432	\$2,478.15	
Auditor	\$64,432	\$2,478.15	
Clerk	\$64,432	\$2,478.15	
Recorder	\$64,432	\$2,478.15	
Treasurer	\$64,432	\$2,478.15	
Chief Deputies	\$48,816	\$1,877.54	
Commissioners*	\$57,453	\$2,209.73	no incr 2013
Council	\$12,922	\$497.00	no incr 2012, 2013
Coroner - physician	\$42,372	N/A	N/A
Coroner - non-physician	\$28,248	\$1,086.46	
Surveyor - registered	\$89,102	\$3,427.00	
Surveyor - non-registered	\$59,401	N/A	N/A
Sheriff**	\$112,075	\$4,310.58	no incr 2012, 2013

* included \$500/yr for mileage compensation

**subject to contract, currently \$108,810

corrected a multi-year data entry error on "elected pay chart" for Commissioners 6/26/2014
pay was correct, according to approved salary ordinance

**Prosecuting Attorney Salaries
Year**

2015

	2012 Base +3%		
	Minimum	Midpoint	Maximum
"D" Felonies & Misdemeanors	\$53,726 \$2,066.38	\$56,553 \$2,175.12	\$63,000 \$2,423.08
Felonies	\$57,773 \$2,222.04	\$60,811 \$2,338.88	\$67,744 \$2,605.54
Supervisors	\$61,816 \$2,377.54	\$65,066 \$2,502.54	\$72,485 \$2,787.88

* Various % increases based on performance & longevity, at discretion of Prosecutor

PROBATION OFFICER

Years 2015

Pct 2.00%

YEAR	ANNUAL SALARY	BI-WEEKLY
0	\$31,456	\$1,209.85
1	\$33,860	\$1,302.31
2	\$37,667	\$1,448.73
3	\$42,098	\$1,619.15
4-9	* \$43,470	\$1,671.92
10-14	* \$47,817	\$1,839.12
15-19	* \$52,599	\$2,023.04
20 +	* \$57,857	\$2,225.27

	Number of Probation Officers in Dept			
	1-3	4-8	9-15	16+
Chief*	\$5,000	\$7,500	\$10,000	\$15,000
Assistant Chief*			\$5,000	\$10,000
Supervisor*				\$5,000

NOTE: The amounts for supervisory roles are in addition to the minimum salary based on years of experience.

*Probation officers having a masters or doctorate degree from an accredited college or university in a relevant course of study as determined by the supervising judge and a minimum of 5 years as an Indiana probation officer shall receive an additional 5% of their base salary each year.

Probation schedule set by State.

Tippecanoe County Sheriff's Office
2014 Specialty Pay Matrix

Specialty Pay Category	TCSO	# Participants
Accident Reconstructionist/FACT	*	6
Armorer		
Bomb Squad	*	5
Civil Disturbance Unit		
Drug Recognition Expert		
Emergency Medical Technician		
Evidence Technician	*	3
Field Training Officer	*	17
Foreign Language		
Hostage Negotiations Team (HNT)	*	3
I.L.E.A. Instructor (Psychomotor, or Generalist)	*	10
Investigator	*	9
K-9	*	5
Polygraph Technician	*	1
Special Response Team (SRT)	*	8
Stops Instructor		
Water Rescue	*	8
Total Categories	11	75

*Specialty Pay will be capped at \$1,500.00

Number of participants subject to change

See Sheriff policy for qualifications, payment, and other details

Exhibit B

2008 PAT Chart

PAT (Professional, Administrative, Technological)

Year 2008

Pct

V	\$1,816.42 \$43,594.00	\$1,923.25 \$46,158.00	\$2,030.17 \$48,724.00	\$2,137.00 \$51,288.00	\$2,243.83 \$53,852.00	\$2,311.08 \$55,466.00	\$2,380.54 \$57,133.00
IV	\$1,636.50 \$39,276.00	\$1,732.67 \$41,584.00	\$1,829.04 \$43,897.00	\$1,925.33 \$46,208.00	\$2,021.46 \$48,515.00	\$2,082.13 \$49,971.00	\$2,144.63 \$51,471.00
III	\$1,461.21 \$35,069.00	\$1,547.08 \$37,130.00	\$1,633.17 \$39,196.00	\$1,719.00 \$41,256.00	\$1,805.00 \$43,320.00	\$1,859.04 \$44,617.00	\$1,914.88 \$45,957.00
II	\$1,207.54 \$28,981.00	\$1,278.63 \$30,687.00	\$1,349.67 \$32,392.00	\$1,420.71 \$34,097.00	\$1,491.71 \$35,801.00	\$1,536.33 \$36,872.00	\$1,582.50 \$37,980.00
I	\$1,107.92 \$26,590.00	\$1,173.04 \$28,153.00	\$1,238.33 \$29,720.00	\$1,303.42 \$31,282.00	\$1,368.50 \$32,844.00	\$1,409.54 \$33,829.00	\$1,452.00 \$34,848.00
	6 months 1	6 mos-3 yrs 2	3 yrs-7 yrs 3	7 yrs-11 yrs 4	11 yrs-15 yrs 5	15 yrs-20 yrs 6	over 20 yrs 7