Warrick County Council Ordinance Number 2008-____
WARRICK COUNTY, INDIANA
2009 SALARY ORDINANCE

WHEREAS, Indiana Code 36-2-3-7, Indiana Code 36-2-5-11, and Indiana Code 6-1.1-17-5 require that annually, on any date after August 15, but before September 20, the Warrick County Council, hereinafter also referred to as "the Council", adopt an ordinance fixing the compensation for all County officers, deputies, and other employees;

WHEREAS, pursuant to Indiana Code 36-2-5-3 the Council has the power to fix the number, job classifications, and compensation of officers, deputies, and employees;

NOW, THEREFORE BE IT ORDAINED that the Council hereby adopts the 2009 Salary Ordinance:

SECTION 1: FACTOR EVALUATION SYSTEM JOB DESCR!PTIONS

Sets of comprehensive job descriptions prepared in 1998 for full-time County positions are on file in the Auditor's office and are hereby adopted by reference.

SECTION 2. FACTOR EVALUATION SYSTEM JOB CATEGORIES

Each position is assigned to a job category according to established criteria. The job categories as established by the job classification system are as follows:

COMOT	Clerical, Office Machine Operators, Technician
LTC	Labor, Trades and Crafts
PAT	Professional, Administrative, Technological
POLE	Protective Occupations and Law Enforcement
SO	Special Occupations
SE	Special Excluded
SPEX	Special Exempt

All SO, SE, and SPEX positions are classified as exempt positions and are not allowed to be paid overtime.

SECTION 3: FACTOR EVALUATION SYSTEM JOB FACTORING

The Factor Evaluation System, hereinafter also referred to as "FES" only compares a position to jobs within the same job category. For example, COMOT jobs cannot be compared to PAT jobs.

SECTION 4: PERSONNEL COMMITTEE

The Warrick County Personnel Committee, hereinafter also referred to as "the Committee", is established to oversee job classification maintenance procedures, study the job classification system and job descriptions, review compensation policies and schedules, and make recommendations to the Council concerning such matters.

The Committee shall have three (3) voting members as follows:

Three (3) County Council members, to be appointed by the Council.

The County Auditor shall serve as an ex-officio, non-voting member of the Committee.

The appointed members shall serve on the Committee until December 31, 2009.

The Committee shall elect a Chairperson and a Vice Chairperson from its own membership. The Chairperson shall preside at the meetings of the Committee, and in the absence of the Chairperson, the Vice Chairperson shall preside. The Warrick County Auditor, or the Auditor's designee, hereinafter also referred to as "Auditor", shall serve as Secretary for the Committee and shall keep the minutes of the Committee meetings and shall prepare and post the agenda and give the notices as required by the Indiana Open Door Law.

The Council shall establish committee policies and procedures.

SECTION 5: FAIR LABOR STANDARDS ACT

The salary and hourly pay rates of all classified jobs are established on a forty (40) hour work week, pursuant to the provisions of the Federal Fair Labor Standards Act (FLSA). The County has established timekeeping and payroll policies and procedures to comply with applicable provisions of the FLSA. A listing of all classified positions and their status under the FLSA is on file in the Auditor's office and is incorporated as part of this ordinance.

SECTION 6: WARRICK COUNTY COMPENSATION SCHEDULES

1. Pay schedules for each job category are attached to this Salary Ordinance and are hereby adopted.

2. Employee longevity is defined as full-time continuous County employment. Pay steps are determined by employee longevity as of January 1, 2009. In the event that a position becomes vacant, a current County employee who is appointed to the position shall be compensated at the appropriate step for the new position according to his/her eligible County service. All employees hired after January 1, 2008 will be compensated at the initial rate for the position and will be placed on the new longevity schedule. Each eligible employee will receive longevity pay based upon the initial hire rate calculated on a three year interval at the pay rate of $250.00 per three year interval as follows:

YEARS	LONGEVITY PAY
5	$ 250.00
8	$ 500.00
11	$ 750.00
14	$ 1,000.00
17	$ 1,250.00
20	$ 1,500.00
23	$ 1,750.00
26	$ 2,000.00
29	$ 2,250.00

The longevity pay will be paid to the employee in the first pay of January of the following calendar year after the years of service have been completed.

Any deviation from the salaries specified herein shall be made only after a request to the Council for approval.

Job classifications and salary classes are based on the evaluation of the job description for each position. Each job description will be kept on file, open for inspection, in the Auditor's office.

Maintenance Program

The 1998 Warrick County Salary Ordinance adopted by county Council provided for the adoption of project job descriptions, the FES job classification system, designation of positions as 'exempt' or 'non-exempt' under the Fair Labor Standards Act, and a process for maintaining the job classification and pay system through time. Maintenance of the system will involve the establishment of a three (3) member personnel committee of Council members, and Auditor as an ex-officio member. This committee will oversee job classification maintenance procedures, study and review job classifications and pay schedules; and make recommendations to the Council concerning such matters. It is recommended that annual pay surveys be conducted for the purpose of ensuing competitive pay schedules and keeping the job classification up to date.

WARRICK COUNTY COUNCIL

Gary Meyer, President

Ray McIntyre, Vice President

David Hachmeister

Greg Richmond

Gerald Bass

Robert Addington

Tim Mosbey

ATTEST:

Lawrence C. Lacer, Auditor

WARRICK COUNTY INDIANA 2009 SALARY ORDINANCE

2009 Proposed COMOT Annual Pay Schedule

2009	Classification			STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7	
	Pay Grade	INITIATION Hire Date	Hourly Rate	AFTER 1 YEAR	Hourly Rate	AFTER 3 YEARS	Hourly Rate	AFTER 5 YEARS	Hourly Rate	AFTER 10 YEARS	Hourly Rate	AFTER 15 YEARS	Hourly Rate	AFTER 20 YEARS	Hourly Rate	AFTER 25 YEARS	Hourly Rate
1,000	I	29,151	14.01	30,242	14.54	31,388	15.09	32,591	15.67	33,601	16.15	34,652	16.66	35,152	16.90	35,652	17.14
1,000	II	26,983	12.97	27,974	13.45	29,014	13.95	30,106	14.47	31,024	14.92	31,978	15.37	32,478	15.61	32,978	15.85
1,000	III	24,954	12.00	25,851	12.43	26,793	12.88	27,773	13.35	28,613	13.76	29,477	14.17	29,977	14.41	30,477	14.65

1,000	IV	23,380	11,24	24,204	11.64	25,070	12.05	25,979	12.49	26,742	12.86	27,536	13.24	28,036	13.48	28,536	13.72
1,000	V	21,480	10.33	22,217	10.68	22,990	11.05	23,802	11.44	24,484	11.77	25,193	12.11	25,693	12.35	26,193	12.59

2009 Proposed LTC Annual Pay Schedule

2009	Classification Pay Grade	INITIATION Hire Date	Hourly Rate	AFTER 1 YEAR	Hourly Rate	AFTER 3 YEARS	Hourly Rate	AFTER 5 YEARS	Hourly Rate	AFTER 10 YEARS	Hourly Rate	AFTER 15 YEARS	Hourly Rate	AFTER 20 YEARS	Hourly Rate	AFTER 25 YEARS	Hourly Rate
1,000	I	31,151	14.98	32,313	15.54	33,554	16.13	34,857	16.76	35,952	17.28	36,806	17.70	37,306	17.94	37,806	18.18
1,000	II	30,739	14.78	31,903	15.34	33,126	15.93	34,153	16.42	35,221	16.93	36,054	17.33	36,554	17.57	37,054	17.81
1,000	III	29,929	14.39	30,605	14.71	31,766	15.27	32,985	15.86	34,009	16.35	34,808	16.73	35,308	16.98	35,808	17.22
1,000	IV	27,689	13.31	28,303	13.61	29,357	14.11	30,629	14.73	31,394	15.09	32,119	15.44	32,619	15.68	33,119	15.92
1,000	V	26,104	12.55	26,674	12.82	27,653	13.29	28,681	13.79	29,544	14.20	30,217	14.53	30,717	14.77	31,217	15.01
1,000	VI	24,233	11.65	24,751	11.90	25,641	12.33	26,575	12.78	27,360	13.15	27,972	13.45	28,472	13.69	28,972	13.93
1,000	VII	20,658	9.93	21,356	10.27	22,091	10.62	22,861	10.99	23,670	11.38	24,519	11.79	25,019	12.03	25,519	12.27

2009 Proposed PAT Annual Pay Schedule

2009	Classification Pay Grade	INITIATION Hire Date	Hourly Rate	AFTER 1 YEAR	Hourly Rate	AFTER 3 YEARS	Hourly Rate	AFTER 5 YEARS	Hourly Rate	AFTER 10 YEARS	Hourly Rate	AFTER 15 YEARS	Hourly Rate	AFTER 20 YEARS	Hourly Rate	AFTER 25 YEARS	Hourly Rate
1,000	I	48,123	23.14	49,936	24.01	52,061	25.03	54,292	26.10	56,635	27.23	58,095	27.93	59,595	28.65	60,095	28.89
1,000	II	41,117	19.77	42,761	20.56	44,487	21.39	46,299	22.26	48,202	23.17	49,290	23.70	50,700	24.38	51,200	24.62
1,000	III	32,644	15.69	33,896	16.30	35,211	16.93	36,592	17.59	38,477	18.50	40,639	19.54	41,139	19.78	41,639	20.02
1,000	IV	30,218	14.53	31,358	15.08	32,555	15.65	33,812	16.26	35,132	16.98	36,518	17.56	37,018	17.80	37,518	18.04
1,000	V	27,575	13.26	28,593	13.75	29,662	14.26	30,784	14.80	31,963	15.37	33,201	15.96	33,701	16.20	34,201	16.44
1,000	VI	22,921	11.02	23,724	11.41	24,567	11.81	25,452	12.24	26,382	12.68	27,358	13.15	27,858	13.39	28,358	13.63

2009 Proposed SPECIAL EXEMPT Annual Pay Schedule

2009	Classification Pay Grade	INITIATION Hire Date	Hourly Rate	AFTER 1 YEAR	Hourly Rate	AFTER 3 YEARS	Hourly Rate	AFTER 5 YEARS	Hourly Rate	AFTER 10 YEARS	Hourly Rate	AFTER 15 YEARS	Hourly Rate	AFTER 20 YEARS	Hourly Rate	AFTER 25 YEARS	Hourly Rate
1,000	I	45,751	22.00	46,051	22.14	46,351	22.28	46,651	22.43	46,951	22.57	47,251	22.72	47,751	22.96	48,251	23.20
1,000	II	41,358	19.88	41,658	20.03	41,958	20.17	42,258	20.32	42,558	20.46	42,858	20.60	43,358	20.85	43,858	21.09
1,000	III	41,034	19.73	41,334	19.87	41,634	20.02	41,934	20.16	42,234	20.30	42,534	20.45	43,034	20.69	43,534	20.93
1,000	IV	38,066	18.30	38,366	18.45	38,666	18.59	38,966	18.73	39,266	18.88	39,566	19.02	40,066	19.26	40,566	19.50
1,000	V	37,745	18.15	38,045	18.29	38,345	18.44	38,645	18.58	38,945	18.72	39,254	18.87	39,745	19.11	40,245	19.35
1,000	VI	35,090	16.87	35,390	17.01	34,690	16.68	35,990	17.30	36,290	17.45	36,590	17.59	37,090	17.83	37,590	18.07
1,000	VII	34,333	16.51	34,633	16.65	34,933	16.79	35,233	16.94	35,533	17.08	35,833	17.23	36,333	17.47	36,833	17.71

WARRICK COUNTY INDIANA 2009 SALARY ORDINANCE

2009 Proposed COMOT Annual Pay Schedule

2008	Classification Pay Grade	INITIATION Hire Date	Hourly Rate	5 years	8 years	11 years	14 years	17 years	20 years	23 years	26 years	29 years	32 years	35 years	38 years
1,000	I	$29,151	14.01	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	II	$26,983	12.97	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	III	$24,954	12.00	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	IV	$23,380	11.24	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	V	$21,480	10.33	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000

2009 Proposed LTC Annual Pay Schedule

2009	Classification Pay Grade	INITIATION Hire Date	Hourly Rate	5 years	8 years	11 years	14 years	17 years	20 years	23 years	26 years	29 years	32 years	35 years	38 years
1,000	I	31,151	14.98	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	II	30,739	14.78	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	III	29,929	14.39	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	IV	27,689	13.31	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	V	26,104	12.55	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	VI	24,233	11.65	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	VII	20,658	9.93	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000

2009 Proposed PAT Annual Pay Schedule

2009	Classification Pay Grade	INITIATION Hire Date	Hourly Rate	5 years	8 years	11 years	14 years	17 years	20 years	23 years	26 years	29 years	32 years	35 years	38 years
1,000	I	48,123	23.14	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	II	41,117	19.77	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	III	32,644	15.69	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	IV	30,218	14.53	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000

1,000	V	27,575	13.26	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	VI	22,921	11.02	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000

2009 Proposed SPECIAL EXEMPT Annual Pay Schedule

2009	Classification Pay Grade	INITIATION Hire Date	Hourly Rate	5 years	8 years	11 years	14 years	17 years	20 years	23 years	26 years	29 years	32 years	35 years	38 years
1,000	I	45,751	22.00	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	II	41,358	19.88	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	III	41,034	19.73	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	IV	38,066	18.30	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	V	37,745	18.15	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	VI	35,600	17.12	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000
1,000	VII	34,333	16.51	250	500	750	1,000	1,250	1,500	1,750	2,000	2,250	2,500	2,750	3,000

Classification and Pay Grade		Position	Pay Range Schedule Low	High
	001 101	**CLERK**		41,005.00
SE		First Deputy		32,697.00
COMOT III		Deputies (7)	24,954.00	30,477.00
COMOT IV		Administrative Clerks (3)	23,380.00	28,536.00
		Part Time Clerical	9.00/hour	20,500.00
COMOT V		Clerical Assistant (2)	21,480.00	26,193.00
	001 102	**AUDITOR**		43,520.00
SE		First Deputy		34,712.00
COMOT II		Second Deputy	26,983.00	32,978.00
COMOT III		Deputies (5)	24,954.00	30,477.00
COMOT IV		Secretary	23,380.00	28,536.00
COMOT IV		Administrative Clerk	23,380.00	28,536.00
COMOT V		Clerical (4)	21,480.00	26,193.00
		Part Time Clerical	9.00/hour	5,450.00
	001 103	**TREASURER**		41,050.00
SP EX		First Deputy		32,697.00
COMOT III		Deputies (3)	24,954.00	30,477.00
		Part Time Clerical	9.00/hour	10,850.00
	001 104	**RECORDER**		41,005.00
SE		First Deputy		32,697.00
COMOT III		Deputies (2)	24,945.00	30,477.00
COMOT V		Clerical (2)	21,480.00	26,193.00
		Part Time Clerical	9.00/hour	10,000.00
	001 105	**ASSESSOR**		41,500.00
SE		First Deputy		32,697.00
COMOT III		Deputies (4)	24,954.00	30,477.00
		Part Time Clerical		0.00
		Level II Certification		3,500.00
	001 106	**SURVEYOR**		
SO		Chief Deputy		5,000.00
SE		Deputy		31,766.00
		Legal Allowance		1,089.00
		Section Corner Reference		3,872.00
	001 107	**CORONER**		27,000.00
		Deputy		17,040.00
		Deputy II		16,250.00
		Part Time Deputies	6.80/hour	19,000.00
		Autopsies		45,000.00
	001 108	**PROSECUTOR**		5,000.00
SO		Chief Deputy		5,000.00
SO		Trial Deputy		60,762.00
SO		Trial Deputy		61,122.00
COMOT III		Administrative Assistant	24,954.00	30,477.00
COMOT I		Paralegal (1)	29,151.00	35,652.00
		Witness Fees		250.00
	001 109	**CHILD SUPPORT**		
SO		Trial Deputy		61,122.00
COMOT I		Administrative Assistant	29,151.00	35,652.00
COMOT III		Administrative Clerk (4)	24,954.00	30,477.00