Warrick County Council Ordinance Number 2014- 03
WARRICK COUNTY, INDIANA
2015 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 November 1st, 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 2015 Salary Ordinance:

SECTION 1. 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 compensated monetarily for overtime.

SECTION 2: 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 3: 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, 2015.
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 Council shall establish committee policies and procedures.

The Council or the Council's designee shall serve as Secretary for the Committee and shall prepare and post the agenda and give notices as required by the Indiana Open Door Law.

GR approve 6-0
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SECTION 4: 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 5: WARRICK COUNTY COMPENSATION SCHEDULES

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

2. Pay steps are determined by employee longevity as of January 1. 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.

3. All employees hired after January 1, 2004 will be compensated at the initial rate for the position and 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

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.

WARRICK COUNTY COUNCIL

Gary Meyer, President

Greg Richmond, Vice President

David Hachmeister

Allan Holweger

Paul Rudolph

Brad Overton

Charles Christmas

ATTEST:

L.B. Dixie Dugan, First Deputy Auditor

WARRICK COUNTY INDIANA 2015 Employee Salary Schedule

2015 Proposed COMOT Annual Pay Schedule

Classification Pay Grade	INITIATION Hire Date	STEP 1 AFTER 1 YEAR	STEP 2 AFTER 3 YEARS	STEP 3 AFTER 5 YEARS	STEP 4 AFTER 10 YEARS	STEP 5 AFTER 15 YEARS	STEP 6 AFTER 20 YEARS	STEP 7 AFTER 25 YEARS
I	31,980	33,071	34,217	35,420	36,430	37,481	37,981	38,481
II	29,758	30,749	31,789	32,881	33,799	34,753	35,253	35,753
III	27,678	28,575	29,517	30,497	31,337	32,201	32,701	33,201
IV	26,065	26,889	27,755	28,664	29,427	30,221	30,721	31,221
V	24,117	24,854	25,627	26,439	27,121	27,830	28,330	28,830

2015 Proposed LTC Annual Pay Schedule

Classification Pay Grade	INITIATION Hire Date	STEP 1 AFTER 1 YEAR	STEP 2 AFTER 3 YEARS	STEP 3 AFTER 5 YEARS	STEP 4 AFTER 10 YEARS	STEP 5 AFTER 15 YEARS	STEP 6 AFTER 20 YEARS	STEP 7 AFTER 25 YEARS
I	34,030	35,192	36,433	37,736	38,831	39,685	40,185	40,685
II	33,607	34,771	35,994	37,021	38,089	38,922	39,422	39,922
III	32,777	33,453	34,614	35,833	36,857	37,656	38,156	38,656
IV	30,481	31,095	32,149	33,421	34,186	34,911	35,411	35,911
V	28,857	29,427	30,406	31,434	32,297	32,970	33,470	33,970
VI	26,939	27,457	28,347	29,281	30,066	30,678	31,178	31,678
VII	23,274	23,972	24,707	25,477	26,286	27,135	27,635	28,135

2015 Proposed PAT Annual Pay Schedule

Classification Pay Grade	INITIATION Hire Date	STEP 1 AFTER 1 YEAR	STEP 2 AFTER 3 YEARS	STEP 3 AFTER 5 YEARS	STEP 4 AFTER 10 YEARS	STEP 5 AFTER 15 YEARS	STEP 6 AFTER 20 YEARS	STEP 7 AFTER 25 YEARS
I	51,426	53,239	55,364	57,595	59,938	61,398	62,898	63,398
II	44,245	45,889	47,615	49,427	51,330	52,418	53,828	54,328
III	35,560	36,812	38,127	39,508	41,393	43,555	44,055	44,555
IV	33,073	34,213	35,410	36,667	37,987	39,373	39,873	40,373
V	30,364	31,382	32,451	33,573	34,752	35,990	36,490	36,990
VI	25,594	26,397	27,240	28,125	29,055	30,031	30,531	31,031

2015 Proposed SPECIAL EXEMPT Annual Pay Schedule

Classification Pay Grade	INITIATION Hire Date	STEP 1 AFTER 1 YEAR	STEP 2 AFTER 3 YEARS	STEP 3 AFTER 5 YEARS	STEP 4 AFTER 10 YEARS	STEP 5 AFTER 15 YEARS	STEP 6 AFTER 20 YEARS	STEP 7 AFTER 25 YEARS
I	48,995	49,295	49,595	49,895	50,195	50,495	50,995	51,495
II	44,492	44,792	45,092	45,392	45,692	45,992	46,492	46,992
III	44,160	44,460	44,760	45,060	45,360	45,660	46,160	46,660
IV	41,118	41,418	41,718	42,018	42,318	42,618	43,118	43,618
V	40,789	41,089	41,389	41,689	41,989	42,298	42,789	43,289
VI	38,067	38,367	37,667	38,967	39,267	39,567	40,067	40,567
VII	37,291	37,591	37,891	38,191	38,491	38,791	39,291	39,791

2015 Proposed COMOT Annual Pay Schedule

Classification

Pay Grade		5 years	8 years	11 years	14 years	17 years	20 years	23 years	26 years	29 years	32 years	35 years	38 years
I	31,980	32,230	32,480	32,730	32,980	33,230	33,480	33,730	33,980	34,230	34,480	34,730	34,980
II	29,758	30,008	30,258	30,508	30,758	31,008	31,258	31,508	31,758	32,008	32,258	32,508	32,758
III	27,678	27,928	28,178	28,428	28,678	28,928	29,178	29,428	29,678	29,928	30,178	30,428	30,678
IV	26,065	26,315	26,565	26,815	27,065	27,315	27,565	27,815	28,065	28,315	28,565	28,815	29,065
V	24,117	24,367	24,617	24,867	25,117	25,367	25,617	25,867	26,117	26,367	26,617	26,867	27,117

2015 Proposed LTC Annual Pay Schedule

Classificatio INITIATION

Pay Grade	Hire Date	5 years	8 years	11 years	14 years	17 years	20 years	23 years	26 years	29 years	32 years	35 years	38 years
I	34,030	34,280	34,530	34,780	35,030	35,280	35,530	35,780	36,030	36,280	36,530	36,780	37,030
II	33,607	33,857	34,107	34,357	34,607	34,857	35,107	35,357	35,607	35,857	36,107	36,357	36,607
III	32,777	33,027	33,277	33,527	33,777	34,027	34,277	34,527	34,777	35,027	35,277	35,527	35,777
IV	30,481	30,731	30,981	31,231	31,481	31,731	31,981	32,231	32,481	32,731	32,981	33,231	33,481
V	28,857	29,107	29,357	29,607	29,857	30,107	30,357	30,607	30,857	31,107	31,357	31,607	31,857
VI	26,939	27,189	27,439	27,689	27,939	28,189	28,439	28,689	28,939	29,189	29,439	29,689	29,939
VII	23,274	23,524	23,774	24,024	24,274	24,524	24,774	25,024	25,274	25,524	25,774	26,024	26,274

2015 Proposed PAT Annual Pay Schedule

Classificatio INITIATION

Pay Grade	Hire Date	5 years	8 years	11 years	14 years	17 years	20 years	23 years	26 years	29 years	32 years	35 years	38 years
I	51,426	51,676	51,926	52,176	52,426	52,676	52,926	53,176	53,426	53,676	53,926	54,176	54,426
II	44,245	44,495	44,745	44,995	45,245	45,495	45,745	45,995	46,245	46,495	46,745	46,995	47,245
III	35,560	35,810	36,060	36,310	36,560	36,810	37,060	37,310	37,560	37,810	38,060	38,310	38,560
IV	33,073	33,323	33,573	33,823	34,073	34,323	34,573	34,823	35,073	35,323	35,573	35,823	36,073
V	30,364	30,614	30,864	31,114	31,364	31,614	31,864	32,114	32,364	32,614	32,864	33,114	33,364
VI	25,594	25,844	26,094	26,344	26,594	26,844	27,094	27,344	27,594	27,844	28,094	28,344	28,594

2015 Proposed SPECIAL EXEMPT Annual Pay Schedule

Classificatio INITIATION

Pay Grade	Hire Date	5 years	8 years	11 years	14 years	17 years	20 years	23 years	26 years	29 years	32 years	35 years	38 years
I	48,995	49,245	49,495	49,745	49,995	50,245	50,495	50,745	50,995	51,245	51,495	51,745	51,995
II	44,492	44,742	44,992	45,242	45,492	45,742	45,992	46,242	46,492	46,742	46,992	47,242	47,492
III	44,160	44,410	44,660	44,910	45,160	45,410	45,660	45,910	46,160	46,410	46,660	46,910	47,160
IV	41,118	41,368	41,618	41,868	42,118	42,368	42,618	42,868	43,118	43,368	43,618	43,868	44,118
V	40,789	41,039	41,289	41,539	41,789	42,039	42,289	42,539	42,789	43,039	43,289	43,539	43,789
VI	38,067	38,317	38,567	38,817	39,067	39,317	39,567	39,817	40,067	40,317	40,567	40,817	41,067
VII	37,291	37,541	37,791	38,041	38,291	38,541	38,791	39,041	39,291	39,541	39,791	40,041	40,291

The longevity pay schedule shown above will be implemented for all employees hired on or after January 1, 2004.
The employee will be compensated at the initial rate for the position with $250 increment increases at each step.