FILED
CITY CLERK
2020 SEP 10 A 10:1

Ordinance 2020-31

An Ordinance Fixing the Salaries of the Sworn Protective Occupation and Law Enforcement (POLE) Members of the Police and Fire Departments of the City of Lafayette, Indiana, For the Year 2021

Be it ordained by the Common Council of the City of Lafayette, Indiana:

Section 1: That all sworn Protective Occupation and Law Enforcement members of the Police and Fire Departments of the City of Lafayette, shall be classified by the departments, positions, and ranks herein designated, and that no changes be made in any classification without the approval of the Mayor and Common Council as outlined in Resolution 98-15, as may be amended from time to time.

Section 2: That, for sworn members of the Police Department, **Exhibit A**, made a part hereof, representing the Salaries, is hereby fixed and authorized by rank. It shall be the City's policy that no member of the Police Department shall be paid below or above the appropriate wage by rank, except for clothing allowance, approved overtime pay, specialty fields compensation, approved accrued vacation payoff upon termination, or FLSA earned compensatory time as set forth on **Exhibit A.**

Section 3: That, for sworn members of the Fire Department, **Exhibit B**, made a part hereof, representing the Salaries, is hereby fixed and authorized by rank. It shall be the City's policy that no sworn member of the Fire Department shall be paid below or above the appropriate wage by rank, except for approved overtime pay, specialty fields compensation, approved accrued vacation payoff upon termination, or FLSA earned compensatory time as set forth on **Exhibit B**.

Section 4: That, assuming sufficient revenues exist, from and after the first day of January, 2021, the salaries and wage schedule of the sworn members or the Police and Fire Departments of the City of Lafayette, Indiana shall be as set forth in the attached exhibits.

Section 5: This Ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

ADOPTED AND PASSED BY THE COMMON COUNCIL of the City of Lafayette, Indiana this _____day of _____, 2020.

_____
Nancy Nargi, President

ATTEST:

_____
Cindy Murray, City Clerk

EXHIBIT A - Ordinance 2020-31
2021 Salaries for Sworn POLE Members of the Police Department

Rank	Bi-weekly Salary
Deputy Chief	$3,236.16
Captain	$3,082.74
Lieutenant	$2,936.66
Sergeant	$2,797.52
Detective	$2,664.98
Technician	$2,664.98
1st Class Patrol Officer	$2,538.82
2nd Class Patrol Officer	$2,286.42
Recruit / Probationary Officer	$2,160.20

Specialty Fields Compensation:	Annual Supplement
> Field Training Officer (FTO)	$1,200
> Special Weapons and Tactics Team (SWAT)	$1,000
> Crisis Negotiation Team (CNT)	$500
> Fatal Alcohol Crash Team (FACT)	$500
> Polygraph Examiner	$500
> Accident Reconstruction Specialist	$500
> Emergency Vehicle Operations Instructor	$500
> Defensive Tactics Instructor	$500
> Firearms Instructor	$500
> Street Crime Unit	$500
> Civil Distrubance Unit	$500
> Spanish Speaking Unit	$500
> Dive Team	$500
> Motorcycle Unit	$500
> Bicycle Patrol	$500
> Honor Guard	$500
> Armorer	$500
> Indiana Law Enforcement Certified Instructor (Psychomotor, Generalist)	$500
> Any other certifiable specialty approved by the Chief of Police's Office	

Specialty Fields Compensation based on performance in specific categories with maximum aggregate specialty pay of $2,500, paid annually in lump sum at year-end; Specialty Fields Compensation shall be pro-rated for specialty fields held less than a full year.

Longevity Compensation paid annually and commencing with $250 additional compensation upon attainment of 4 years of service, additional $250 compensation increment per year for 5 - 19 years of service; additional and final increment of $750 upon attainment of 20 years of service resulting in maximum longevity pay of $4,750.
Longevity Compensation shall be pro-rated for service less than a full year.

Clothing Allowance - Paid annually in lump sum to eligible members in December; Allowance shall be pro-rated for service and/or eligibility that is less than a full year, and paid per following scale:

Members attaining 1 to 3 years of service in 2021.	$2,000
Members attaining 4 years of service in 2021.	$1,750
Members attaining 5 or more years of service in 2021.	$1,500

Overtime Pay - 1 ½ times regular pay as per contract

EXHIBIT B - Ordinance 2020-31
2021 Salaries for Sworn POLE Members of the Fire Department

Rank	Bi-weekly Salary
Deputy Chief	$3,236.16
Assistant Chief	$3,082.75
Inspector	$2,936.66
Captain	$2,936.65
Lieutenant	$2,797.52
Sergeant (Engineer)	$2,664.98
Journeyman Firefighters	$2,538.82
Firefighter I	$2,286.42
Recruit Firefighter	$2,160.20

Specialty Fields Compensation:	Annual Supplement
> Peer Fitness Trainer	$1,000
> Mask Repair Technician	$1,000

Specialty Teams Compensation (limit 2):	
> Technical Resource Technician Team Members	$500
> Water Rescue Team Members	$500
> Hazardous Material Technician Team Members	$500
> Team Leader (limited to 1 specialty per Officer)	$250

Specialty Compensation based on performance in specific categories and/or teams. Specialty compensation limited to Two (2) specialty teams per Officer per year.
Specialty Compensation shall be paid annually in lump sum at year-end, and pro-rated for specialty performance less than the full year.

Team Leader (limited to 1 specialty) receives an additional $250 incentive

Longevity Compensation paid annually and commencing with $250 additional compensation upon attainment of 4 years of service, additional $250 compensation increment per year for 5 - 19 years of service; additional and final increment of $750 upon attainment of 20 years of service resulting in maximum longevity pay of $4,750.
Longevity Compensation shall be pro-rated for service less than a full year.

Clothing Allowance - Paid annually in lump sum to eligible members in December; Allowance shall be pro-rated for service and/or eligibility that is less than a full year, and paid per following scale:

Members attaining 1 to 3 years of service in 2021.	$2,000
Members attaining 4 years of service in 2021.	$1,750
Members attaining 5 or more years of service in 2021.	$1,500

Overtime Pay - 1 ½ times regular pay as per contract