

PROPOSAL NO. 10, 2025

AN ORDINANCE FIXING SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE CITY OF LAWRENCE, INDIANA FOR THE YEAR 2026

BE IT ORDAINED by the Common Council of the City of Lawrence, Indiana as follows:

SECTION 1. From and after the first day of January 2026, the salary ranges and pay schedule for appointed officers and employees of the City of Lawrence, Indiana are hereby fixed as follows, as provided by Ind. Code § 36-4-7-3:

Unless otherwise stated, salaries and wages are paid semi-monthly and salaries are for full-time service.

SALARY EXEMPT EMPLOYEES

	Salary Range	
<u>Full-Time Positions:</u>		
City Attorney	82,574 -	113,233
Chief of Staff	94,611 -	107,829
Controller	94,873 -	129,786
Deputy Chief of Staff	60,086 -	81,277
Deputy Controller	82,223 -	92,469
Director of Parks & Recreation	78,641 -	107,841
Director of Crime Prevention	56,637 -	67,490
Director of Engineering	78,641 -	107,841
Human Resource Director	78,641 -	107,841
Public Information Officer	78,641 -	107,841
Public Safety Chaplain	56,637 -	67,490
Director of Communications	75,898 -	98,668
City Planner	82,223 -	97,093
Crime Analyst	53,000 -	75,000
Streets Director	75,898 -	98,668
Director of City Events	76,000 -	101,628
Director of Department of Public Works	78,175 -	101,628

Board and Commission Members: **Maximum Annual Salary (paid monthly)**

Board of Public Works & Safety	\$3,600.00
Board of Zoning Appeals	3,600.00
Fire Merit Commission	900.00
Park Board	900.00
Police Merit Commission	900.00

**HOURLY
NON-EXEMPT EMPLOYEES**

Hourly Rate Range

Full-Time and Part-Time Positions:

Administrative Assistant	\$ 18.86	- \$29.72
Animal Control Enforcement Officer	18.38	- 27.66
A/V Technician	15.45	- 20.44
Building Inspector	21.11	- 31.78
Building Maintenance	15.45	- 23.18
City Quartermaster	18.38	- 27.66
Clerk	15.45	- 23.18
Communicators	15.45	- 26.56
Emergency Medical Technician	15.45	- 21.59
Engineer Tech	17.38	- 26.18
Executive Assistant	19.85	- 33.17
Firing Range Coordinator	18.62	- 28.04
Garage Mechanic	18.86	- 35.93
Grant Coordinator	17.92	- 30.11
HR & Benefits Coordinator	21.79	- 34.51
Information Technology Coordinator	22.83	- 34.38
Laborer	15.45	- 27.66
Maintenance Director	22.93	- 34.51
Maintenance Worker	15.45	- 28.42
Manager of Communications	25.70	- 40.09
Operations Manager	22.93	- 34.51
Paramedic	15.45	- 28.12
Payroll Coordinator	25.22	- 37.98
Property Room Clerk	16.39	- 24.77
Recreation Assistant	15.65	- 23.56
Recreation Coordinator	20.36	- 30.67
Staff Accountant	21.25	- 32.01
Assistant Operations Manager	20.97	- 31.33
Project Coordinator	20.97	- 31.59

OTHER

	Maximum
Animal Control Clothing Allowance (paid in semi-annual installments)	600.00 per year
Civilian EMT Clothing Allowance (paid in semi-annual installments)	200.00 per year
Communicators Shift Differential	.60 per hour
Communicators Team Leader Tech Pay	2.00 per hour
Technical Pay - EMS Duty Officer	2.00 per hour
Technical Pay – Team Leader	.48 per hour
Technical Pay – Commercial Driver's License	.48 per hour
Communications Training Officer Tech Pay	.50 per hour

Per Section 5

Longevity	100.00
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SECTION 2. Wages and/or salaries as set by this ordinance provide for a maximum amount of compensation, and such rate as established will be paid to the employee and shall be within the wage scale as established for each position and authorized by this ordinance.

SECTION 3. All annual and hourly salaries as established in this ordinance shall be paid semi-monthly.

SECTION 4. From and after date of passage of this ordinance and approval of the Mayor, all ordinances in conflict herewith are expressly repealed.

SECTION 5. Each civilian employee (except elected officials) shall be entitled to the automatic annual longevity increase of \$100.00 for each year of full-time service, subject to yearly review by the Common Council, provided, however, that this automatic annual increase shall not be due and payable until the completion of two (2) years of service to the City.

SECTION 6. Each civilian employee (except elected officials, Corporation Counsel, City Attorney, Assistant City Attorney, and Director of Engineering) shall be entitled to College incentive pay (at the hourly rate of \$.12 for one year (30 credit hours), \$.24 for two years (60 credit hours), \$.36 for three years (90 credit hours), \$.48 for one college bachelor's degree and \$.72 for a master's degree upon satisfactory documentation of such credit hours and degrees.

SECTION 7. All salary changes having an effective date other than the beginning of a pay period shall become effective with the following pay period.

SECTION 8. This ordinance shall be in full force and effect from and after its passage and approval of the Mayor.

ADOPTED this _____ day of _____, 2025

Attest: _____
Leatrice Adkisson,
City Clerk

Betty Robinson,
President

Presented by me to the Mayor of the City of Lawrence, Indiana, this _____ day
of _____, 2025 at _____ o'clock _____m.

Leatrice Adkisson, City Clerk

Presented to me and signed this _____ day of _____ 2025, at
_____ o'clock _____m.

Deborah Whitfield, Mayor