

PROPOSAL NO. 9, 2025

AN ORDINANCE FIXING SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE POLICE DEPARTMENT AND THE FIRE DEPARTMENT FOR THE YEAR 2026

WHEREAS, the City of Lawrence, Indiana (the "City") and the Fraternal Order of Police, Lodge 159 ("F.O.P.") entered into a Collective Bargaining Agreement effective January 1, 2025; and

WHEREAS, the City and the Lawrence Professional Firefighters Association, Local 416 ("LPFA") entered into a Collective Bargaining Agreement effective January 1, 2025; and

WHEREAS, the terms of the aforementioned Collective Bargaining Agreements dictate certain items and conditions of employment including wages and compensation for covered officers employed by the City.

NOW, THEREFORE, BE IT ORDAINED by the Common Council of the City as follows:

SECTION 1. From and after the first day of January 1, 2026, the salary and pay schedule for appointed officers of the Police and the Fire Departments of the City are hereby fixed as follows as required by Ind. Code § 36-8-3-3:

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

SALARY EXEMPT EMPLOYEES

Police Department	Annual Salary Range
Chief	\$76,654 – 123,360
Deputy Chief	71,187 – 108,040

SALARY NON-EXEMPT EMPLOYEES

	Pay Range (based on 2,080 hours per year)
<u>Police Department</u>	
Captain	\$82,142.59 – 102,479.38 (39.49 – 49.27 per hour)
Lieutenant	76,704.09 – 93,247.93 (36.88 – 44.83 per hour)
Sergeant	72,139.11 – 87,071.33 (34.68 – 41.86 per hour)
Patrolman (1 st Class)	61,374.37 – 81,887.65 (29.51 – 39.37 per hour)
Patrolman (2 nd Class)	54,583.67 – 69,663.89 (26.24 – 33.49 per hour)

SPECIALTY PAY

Detective	1.20 per hour
Shift Commander	1.20 per hour
Professional Standards Division Commander	1.20 per hour
Training Coordinator	1.20 per hour

TECHNICAL PAY

Field Training Officer	.48 per hour
K9 Officer	.48 per hour
SWAT Officer	.48 per hour
Hostage Negotiator	.48 per hour
Defensive Tactics Instructor	.48 per hour
Emergency Vehicle Operations Instructor	.48 per hour
Accident Investigator	.48 per hour
Firearms Instructor	.48 per hour
School Resource Officer	.48 per hour
Foreign language Interpreter	.48 per hour
Motorcycle Officer	.48 per hour
Evidence Technical	.48 per hour
Drug Recognition Expert	.48 per hour
Standardized Field Sobriety Instructor	.48 per hour
Unmanned Aircraft Operator	.48 per hour
Honor Guard Member	.48 per hour
Post Team Member	.48 per hour
General Instructor	.48 per hour
Breath Test Operator	.48 per hour
Public Information Officer	.48 per hour
Internal Affairs Investigator	.48 per hour
Gun Liaison	.48 per hour
Digital Forensic Unit Technician	.48 per hour
Technical Unit Coordinator	.48 per hour

OTHER

Uniform Clothing Allowance (paid in semi-annual installments)	1,800.00 per year
Shift Differential (2 nd & 3 rd)	1.24 per hour

Field Training Officers will receive \$5.00 per hour for each hour they are training an officer.

Per Section 3

Longevity (paid in years 3-25)	1% of base salary of first-class patrolman per year
Longevity (paid in years 26-32)	\$100.00 per year

SALARY EXEMPT EMPLOYEES

Fire Department	Annual Salary Range
Chief	\$76,654.18 – 123,359.69
Deputy Chief	71,187.42 – 108,039.85
Division Chief	70,484.69 – 104,810.47

SALARY
NON-EXEMPT EMPLOYEES

Fire Department

Battalion Chief	\$83,254 – 102,759 (33 – 41 per hour)
Captain	77,944 – 94,503 (31 – 38 per hour)
Lieutenant	73,446 – 88,474 (29 – 35 per hour)
Firefighter (1 st Class)	61,443 – 81,908 (25 – 33 per hour)
Firefighter (Probationary)	44,972 – 70,313 (18 – 28 per hour)

SPECIALTY PAY

Paramedic	2.00 per hour
Bid Engineer	1.00 per hour
Department Quartermaster (1 position)	.40 per hour
Peer Fitness Trainer (3 positions)	.40 per hour
House Captain (4 positions)	.40 per hour
Department Fire Gear Quartermaster (1 position)	.40 per hour
Peer Fitness Coordinator (1 position)	.40 per hour
Shift Training Officer (3 positions)	.40 per hour
Honor Guard Commander (1 position)	.40 per hour
Pension Secretary (1 position)	.40 per hour
Department Rescue Task Force Coordinator (1 position)	.40 per hour

TECHNICAL PAY

Honor Guard Member	.40 per hour
Peer Support Member	.40 per hour
SWAT Medic	.40 per hour
Primary Instructor	.40 per hour
Arson Investigator	.40 per hour
Fire Instructor II/III	.40 per hour
Shift Quartermaster Director	.40 per hour
Public Safety Diver	.40 per hour
Rescue Task Force Instructor	.40 per hour
Rescue Task Force Operator	.40 per hour
Any State of Indiana Fire Technician Level Certification	.40 per hour

OTHER

Uniform Clothing Allowance (paid in semi-annual installments)	\$1,200 per year
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Per Section 2

Longevity (paid in years 3-25)	1% of base salary of first-class Firefighter per year
Longevity (paid in years 26-32)	\$100.00 per year

SECTION 2. Each member of the Fire Department shall be entitled to an automatic annual longevity increase as indicated above for each year of service to the City of Lawrence Fire Department, 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 three (3) years of service on the Department as provided by the Collective Bargaining Agreement between the City and the LPFA.

SECTION 3. Each member of the Police Department shall be entitled to an automatic annual longevity increase as indicated above for each year of service to the City's Police Department, subject to yearly review by the Common Council of the City; provided, however, that this automatic annual increase shall not be due and payable until the completion of three (3) years of service on the Department as provided by the Collective Bargaining Agreement between the City and the F.O.P.

SECTION 4. Officers and Firefighters qualifying for more than one specialty pay shall be paid the maximum hourly rate for each specialty pay to which they are entitled.

SECTION 5. Officers and Firefighters qualifying for more than one technical pay shall be paid the maximum hourly rate for the first technical pay and one-half the maximum hourly rate for each additional technical pay but shall not be entitled to more than five technical pays.

SECTION 6. All annual salaries and hourly rates as established in this ordinance shall be paid semi-monthly.

SECTION 7. College incentive pay shall be \$250.00 for one year (30 credit hours), \$500.00 for two years (60 credit hours), \$750.00 for three years (90 credit hours), \$1,000.00 for one college bachelor's degree and \$1,500.00 for a master's degree upon satisfactory documentation of such credit hours and degrees. College incentive pay shall be paid at an hourly rate calculated by the Controller's Office.

SECTION 8. From and after date of passage of this ordinance and approval by the Mayor, all ordinances in conflict herewith are expressly repealed.

SECTION 9. All salary changes having an effective date other than the beginning of a pay period shall become effective with the following pay period.

SECTION 10. Pursuant to the authority of Ind. Code § 36-8-8-8(a), the City shall, on behalf of each member of the Fire Department and Police Department who is a member of the 1977 Police Officers' and Firefighters' Pension and Disability Fund, pay to the Fund 3% of that employee's compensation in satisfaction of the 6% Fund member contribution requirement of Ind. Code § 36-8-8-8(a).

SECTION 10. 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