

Received 9/25/2023

**ORDINANCE NO. 2023-19**

**AN ORDINANCE ESTABLISHING PAY CLASSIFICATIONS,  
AND SALARY RANGES OF APPOINTED OFFICERS  
AND EMPLOYEES OF THE CITY OF AUBURN, INDIANA,  
FOR THE YEAR 2024**

Following is a proposed Ordinance fixing the salaries of appointed officers and employees of the City of Auburn, Indiana, for the year 2024 as follows:

Section I. Pay Classifications

Section II. Offices, Department Heads, Divisions and Employees Within Departments

- Mayor’s Office
- Clerk-Treasurer’s Office
- City Administrative Divisions: Information Technology, Human Resources, Business Development/Public Relations
- Law Department
- Engineering Department
- Building, Planning & Development Department
- Information Technology Department
- Essential Services Department
- Police Department (Civil)
- Fire Department (Civil)
- Street Department
- Park and Recreation Department
- Electric Utility Department
- Water Utility Department
- Water Pollution Control Department

Section III. Law Enforcement and Fire Protection Employees

Section IV. All Departments

- \_\_\_\_\_ Recorder’s Office
- \_\_\_\_\_ Auditor’s Office
- \_\_\_\_\_ Clerk’s Office
- Other:

- \_\_\_\_\_ Publish Public Hearing
- \_\_\_\_\_ Publish O/R after adoption

- All Depts. \_\_\_\_\_
- Payroll \_\_\_\_\_
- Clerk-Treasurer \_\_\_\_\_

**ORDINANCE NO. 2023-19**

**AN ORDINANCE ESTABLISHING PAY CLASSIFICATIONS,  
AND SALARY RANGES OF APPOINTED OFFICERS  
AND EMPLOYEES OF THE CITY OF AUBURN, INDIANA,  
FOR THE YEAR 2024**

**SECTION I: PAY CLASSIFICATIONS**

**Exempt Salary Employees:** There are four (4) classifications of exempt salary employees: Executive, Administrative, Professional and Learned Professional. These employees are exempt from the overtime requirements of the Fair Labor Standards Act.

***Executive:*** Those employees who have as their primary duty the management of the city itself or a particular department within the city. Exempt employees regularly direct the work of two or more full-time employees, which may include interviewing, selecting, training and evaluating, handling complaints, and imposing discipline; planning and assigning work; and determining the techniques to be used.

***Administrative:*** Those employees who have as their primary duty the performance of office or non-manual work directly related to management policy or general city operations; and customarily and regularly have the day-to-day authority to make independent choices from immediate direction of supervision with respect to matters of significance.

***Professional:*** Those employees who have as their primary duty work requiring advanced knowledge of a type required through specialized study; and their work requires the consistent exercise of discretion and judgment.

***Learned Professional:*** Those employees who have as their primary duty work requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction.

**Administrative Non-Exempt Employees:** Those employees whose positions are part time or full time administrative, clerical, or support staff in nature and who are paid based on an established per hour basis. These employees are not exempt from the Fair Labor Standards Act, and do receive overtime pay at the rate of time and one-half for all hours worked in excess of forty (40) per week.

**Hourly Employees:** Those employees who are part time or full time and paid based on an established per hour basis. These employees are not exempt from the Fair Labor Standards Act, and do receive overtime pay at the rate of time and one-half for all hours worked in excess of forty (40) per week.

**Law Enforcement & Fire Protection Employees:** Those employees who are paid according to special rules under the Fair Labor Standards Act and defined as Public Safety and Emergency Personnel.

**Others:** Those individuals who are not full-time, but are paid a nominal payment. These individuals may include, but are not limited to Volunteer Firefighters, Police Reserves, and Board Members.

The City of Auburn engaged Baker Tilly Human Capital Group to conduct a comprehensive market study and wage analysis, providing general and public safety pay plans and position classification and grade assignments. The public safety structure includes one pay grade per position, and the general structure includes 12 grades. The formal adoption of this pay structure allows all positions to be classified, thus, positions performing work similar in nature and level will be similarly compensated.

**2024 Bi-Weekly Civil Grade Ranges**

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
1	\$998.40	\$1,697.28
2	\$1,244.67	\$1,867.01
3	\$1,409.14	\$2,053.71
4	\$1,506.04	\$2,259.09
5	\$1,656.64	\$2,484.98
6	\$1,822.33	\$2,733.49
7	\$2,004.54	\$3,006.81
8	\$2,205.01	\$3,307.53
9	\$2,425.53	\$3,638.29
10	\$2,668.06	\$4,002.09
11	\$2,934.88	\$4,506.59
12	\$4,108.83	\$6,163.25

**SECTION II. DEPARTMENT HEADS AND EMPLOYEES WITHIN DEPARTMENTS**

That from and after the first day of January 2024, the salary ranges for exempt and non-exempt employees, pay ranges for hourly employees, and pay for part-time individuals of the City of Auburn, Indiana be set as follows:

BE IT FURTHER ORDAINED that salary ranges and hourly pay ranges are hereby established by position grade and department:

**Position Grade Assignments and Bi-Weekly Salary & Hourly Wage Ranges**

Department	Position Title	FLSA	Grade	Minimum	Maximum
Mayor's Office	Mayor's Executive Assistant	Hourly	5	\$20.71 -	\$31.06
Clerk-Treasurer's Office	Deputy Clerk Treasurer	Salary	9	\$2,425.53 -	\$3,638.29
Clerk-Treasurer's Office	Utility Accountant	Salary	7	\$2,004.54 -	\$3,006.81
Clerk-Treasurer's Office	System Specialist I	Salary	6	\$1,822.33 -	\$2,733.49
Clerk-Treasurer's Office	Accounts Payable Clerk	Hourly	4	\$18.83 -	\$28.24
Clerk-Treasurer's Office	Customer Service Representative	Hourly	3	\$17.61 -	\$25.67
Clerk-Treasurer's Office	Administrative Assistant	Hourly	3	\$17.61 -	\$25.67
Clerk-Treasurer's Office	Clerical Assistant	Hourly	1	\$12.48 -	\$21.22
City Administration Division	Information Technology Director	Salary	11	\$2,934.88 -	\$4,506.59
City Administration Division	Human Resources Director	Salary	9	\$2,425.53 -	\$3,638.29
City Administration Division	Business Devel. / Public Relations Mgr.	Salary	8	\$2,205.01 -	\$3,307.53
<i>City Administration positions report to and are evaluated by both the Mayor and the Clerk-Treasurer</i>					
Information Technology	Senior Data Engineer	Salary	11	\$2,934.88 -	\$4,506.59
Information Technology	Senior GIS Administrator	Salary	10	\$2,668.06 -	\$4,002.09
Information Technology	Senior System Administrator	Salary	10	\$2,668.06 -	\$4,002.09
Information Technology	System Administrator	Salary	9	\$2,425.53 -	\$3,638.29
Information Technology	GIS Administrator	Salary	9	\$2,425.53 -	\$3,638.29
Information Technology	System Specialist III	Salary	8	\$2,205.01 -	\$3,307.53
Information Technology	System Specialist II	Salary	7	\$2,004.54 -	\$3,006.81
Information Technology	System Specialist I	Salary	6	\$1,822.33 -	\$2,733.49
Human Resources	HR Coordinator	Hourly	5	\$20.71 -	\$31.06
Law	City Attorney	Salary	NA		\$2,006.95
Law	Assistant City Attorney	Salary	NA		\$853.48
Law	Litigation Hourly Rate		NA		\$250.00

Department	Position Title	FLSA	Grade	1 <sup>st</sup> Reading 10/3/2023	
				2 <sup>nd</sup> Reading 10/17/2023	
				Minimum	Maximum
Engineering	City Civil Engineer	Salary	11	\$2,934.88	\$4,506.59
Engineering	Assistant City Engineer	Salary	9	\$2,425.53	\$3,638.29
Engineering	Engineering Technician III	Hourly	6	\$22.78	\$34.17
Engineering	Engineering Technician II	Hourly	5	\$20.71	\$31.06
Engineering	Engineering Technician I	Hourly	4	\$18.83	\$28.24
Building, Planning & Development	BPD Administrator	Salary	10	\$2,668.06	\$4,002.09
Building, Planning & Development	City Planner	Salary	8	\$2,205.01	\$3,307.53
Building, Planning & Development	Zoning Administrator	Salary	7	\$2,004.54	\$3,006.81
Building, Planning & Development	Building Inspector	Hourly	5	\$20.71	\$31.06
Building, Planning & Development	Permits & Licensing Coordinator	Hourly	4	\$18.83	\$28.24
Building, Planning & Development	Administrative Assistant	Hourly	3	\$17.61	\$25.67
AES - Auburn Essential Services	General Manager	Salary	12	\$4,108.83	\$6,163.25
AES - Auburn Essential Services	Operations Manager	Salary	11	\$2,934.88	\$4,506.59
AES - Auburn Essential Services	Network Architect	Salary	11	\$2,934.88	\$4,506.59
AES - Auburn Essential Services	Outside Plant Manager	Salary	10	\$2,668.06	\$4,002.09
AES - Auburn Essential Services	Network Engineer II	Salary	10	\$2,668.06	\$4,002.09
AES - Auburn Essential Services	Network Engineer I	Salary	9	\$2,425.53	\$3,638.29
AES - Auburn Essential Services	Field Services Manager	Salary	9	\$2,425.53	\$3,638.29
AES - Auburn Essential Services	Systems Engineer II	Salary	8	\$2,205.01	\$3,307.53
AES - Auburn Essential Services	Systems Engineer I	Salary	7	\$2,004.54	\$3,006.81
AES - Auburn Essential Services	Customer Service Manager	Salary	6	\$1,822.33	\$2,733.49
AES - Auburn Essential Services	Business Development Coordinator	Salary	6	\$1,822.33	\$2,733.49
AES - Auburn Essential Services	Broadband Line Foreman	Hourly	7	\$25.06	\$37.59
AES - Auburn Essential Services	Field Services Foreman	Hourly	6	\$22.78	\$34.17
AES - Auburn Essential Services	Broadband Lineman II	Hourly	6	\$22.78	\$34.17
AES - Auburn Essential Services	Broadband Lineman I	Hourly	5	\$20.71	\$31.06
AES - Auburn Essential Services	Customer Service Representative II	Hourly	5	\$20.71	\$31.06
AES - Auburn Essential Services	Field Services Technician II	Hourly	5	\$20.71	\$31.06
AES - Auburn Essential Services	Customer Service Representative I	Hourly	4	\$18.83	\$28.24
AES - Auburn Essential Services	Field Services Technician I	Hourly	4	\$18.83	\$28.24
AES - Auburn Essential Services	Administrative Assistant	Hourly	3	\$17.61	\$25.67
AES - Auburn Essential Services	Customer Troubleshooting Expert	Hourly	3	\$17.61	\$25.67
Police	Police Executive Assistant	Hourly	5	\$20.71	\$31.06
Police	Senior Administrative Assistant	Hourly	4	\$18.83	\$28.24
Police	Administrative Assistant	Hourly	3	\$17.61	\$25.67
Police	Customer Service Representative	Hourly	3	\$17.61	\$25.67
Police	Evidence Technician	Hourly	2	\$15.56	\$23.34
Police	Parking/Ordinance Enforcement	Hourly	2	\$15.56	\$23.34

Department	Position Title	FLSA	Grade	Minimum	Maximum
Fire	Administrative Assistant	Hourly	3	\$17.61	\$25.67
Fire	Part Time Firefighter	Hourly	2	\$15.56	\$23.34
Street	Street Superintendent	Salary	9	\$2,425.53	\$3,638.29
Street	Street Assistant Superintendent	Salary	8	\$2,205.01	\$3,307.53
Street	Tree Trimmer II	Hourly	5	\$20.71	\$31.06
Street	Street Maintenance Tech III	Hourly	5	\$20.71	\$31.06
Street	Street Project Technician	Hourly	5	\$20.71	\$31.06
Street	Tree Trimmer I	Hourly	4	\$18.83	\$28.24
Street	Street Maintenance Tech II	Hourly	4	\$18.83	\$28.24
Street	Street Maintenance Tech I	Hourly	3	\$17.61	\$25.67
Street	Administrative Assistant	Hourly	3	\$17.61	\$25.67
Street	General Laborer	Hourly	2	\$15.56	\$23.34
Street	Seasonal Laborer	Hourly	1	\$12.48	\$21.22
Parks & Recreation	P&R Superintendent	Salary	9	\$2,425.53	\$3,638.29
Parks & Recreation	Parks Maintenance Supervisor	Salary	6	\$1,822.33	\$2,733.49
Parks & Recreation	Recreation Manager	Salary	6	\$1,822.33	\$2,733.49
Parks & Recreation	Recreation Coordinator	Hourly	5	\$20.71	\$31.06
Parks & Recreation	Parks Maintenance Worker II	Hourly	4	\$18.83	\$28.24
Parks & Recreation	Administrative Assistant	Hourly	3	\$17.61	\$25.67
Parks & Recreation	Parks Maintenance Worker I	Hourly	3	\$17.61	\$25.67
Parks & Recreation	Recreation Assistant	Hourly	2	\$15.56	\$23.34
Parks & Recreation	Seasonal Park Maintenance	Hourly	1	\$12.48	\$21.22
Electric	Electric General Manager	Salary	12	\$4,108.83	\$6,163.25
Electric	Electrical Engineer	Salary	12	\$4,108.83	\$6,163.25
Electric	Substation Transmission Manager	Salary	12	\$4,108.83	\$6,163.25
Electric	Operations Manager	Salary	11	\$2,934.88	\$4,506.59
Electric	Line Division Superintendent	Salary	11	\$2,934.88	\$4,506.59
Electric	Staking Engineer	Salary	11	\$2,934.88	\$4,506.59
Electric	Safety Coordinator	Salary	8	\$2,205.01	\$3,307.53
Electric	System Specialist III (GIS, Rates Analyst)	Salary	8	\$2,205.01	\$3,307.53
Electric	System Specialist II (GIS, Rates Analyst)	Salary	7	\$2,004.54	\$3,006.81
Electric	System Specialist I (GIS, Rates Analyst)	Salary	6	\$1,822.33	\$2,733.49
Electric	Journeyman Lineman Foreman	Hourly	11	\$36.69	\$56.33
Electric	Journeyman Lineman II	Hourly	10	\$33.35	\$50.03
Electric	Journeyman Lineman I	Hourly	9	\$30.32	\$45.48
Electric	Apprentice Lineman IV	Hourly	8	\$27.56	\$41.34
Electric	Substation Technician	Hourly	8	\$27.56	\$41.34

Department	Position Title	FLSA	Grade	Minimum	Maximum
Electric	Electric AMI Specialist	Hourly	8	\$27.56	\$41.34
Electric	Line Clearance Foreman	Hourly	8	\$27.56	\$41.34
Electric	Apprentice Lineman III	Hourly	7	\$25.06	\$37.59
Electric	Line Clearance III	Hourly	7	\$25.06	\$37.59
Electric	Underground Utility Locator	Hourly	6	\$22.78	\$34.17
Electric	Special Equipment Operator	Hourly	6	\$22.78	\$34.17
Electric	Line Clearance II	Hourly	6	\$22.78	\$34.17
Electric	Line Clearance I	Hourly	5	\$20.71	\$31.06
Electric	Apprentice Lineman I	Hourly	5	\$20.71	\$31.06
Electric	Business Operations Specialist	Hourly	5	\$20.71	\$31.06
Electric	Electric Executive Assistant	Hourly	5	\$20.71	\$31.06
Electric	Senior Administrative Assistant	Hourly	4	\$18.83	\$28.24
Electric	Electric AMI Service Technician	Hourly	4	\$18.83	\$28.24
Electric	Groundman / Truck Driver	Hourly	4	\$18.83	\$28.24
Electric	Administrative Assistant	Hourly	3	\$17.61	\$25.67
Electric	Inventory Control Assistant	Hourly	3	\$17.61	\$25.67
Electric	Facilities Maintenance	Hourly	3	\$17.61	\$25.67
Electric	General Laborer	Hourly	2	\$15.56	\$23.34
Water	Water Superintendent	Salary	9	\$2,425.53	\$3,638.29
Water	Water Assistant Superintendent	Salary	8	\$2,205.01	\$3,307.53
Water	Distribution Supervisor	Salary	7	\$2,004.54	\$3,006.81
Water	Water Treatment Supervisor	Salary	7	\$2,004.54	\$3,006.81
Water	Distribution Foreman	Hourly	6	\$22.78	\$34.17
Water	Water Treatment Technician IV	Hourly	6	\$22.78	\$34.17
Water	Distribution Technician III	Hourly	5	\$20.71	\$31.06
Water	Water Treatment Technician III	Hourly	5	\$20.71	\$31.06
Water	Distribution Technician II	Hourly	4	\$18.83	\$28.24
Water	Water Treatment Technician II	Hourly	4	\$18.83	\$28.24
Water	Water AMI/GIS Technician	Hourly	4	\$18.83	\$28.24
Water	Special Equipment Operator	Hourly	4	\$18.83	\$28.24
Water	Distribution Technician I	Hourly	3	\$17.61	\$25.67
Water	Water Treatment Technician I	Hourly	3	\$17.61	\$25.67
Water	Administrative Assistant	Hourly	3	\$17.61	\$25.67
Water Pollution Control	WPC Superintendent	Salary	9	\$2,425.53	\$3,638.29
Water Pollution Control	Plant Maintenance Supervisor	Salary	8	\$2,205.01	\$3,307.53
Water Pollution Control	Lab Supervisor	Salary	8	\$2,205.01	\$3,307.53
Water Pollution Control	Plant Operations Supervisor	Salary	8	\$2,205.01	\$3,307.53
Water Pollution Control	WPC Program Coordinator	Salary	8	\$2,205.01	\$3,307.53

Department	Position Title	FLSA	Grade	1 <sup>st</sup> Reading	10/3/2023	Minimum	Maximum
				2 <sup>nd</sup> Reading	10/17/2023		
Water Pollution Control	Plant Maintenance Tech IV	Hourly	6	\$22.78	-	\$34.17	
Water Pollution Control	Plant Operations Tech IV	Hourly	6	\$22.78	-	\$34.17	
Water Pollution Control	Sewer Maintenance Tech IV	Hourly	6	\$22.78	-	\$34.17	
Water Pollution Control	Lab Technician III	Hourly	5	\$20.71	-	\$31.06	
Water Pollution Control	Plant Maintenance Tech III	Hourly	5	\$20.71	-	\$31.06	
Water Pollution Control	Plant Operations Tech III	Hourly	5	\$20.71	-	\$31.06	
Water Pollution Control	Sewer Maintenance Tech III	Hourly	5	\$20.71	-	\$31.06	
Water Pollution Control	Lab Technician II	Hourly	4	\$18.83	-	\$28.24	
Water Pollution Control	Plant Maintenance Tech II	Hourly	4	\$18.83	-	\$28.24	
Water Pollution Control	Plant Operations Tech II	Hourly	4	\$18.83	-	\$28.24	
Water Pollution Control	Sewer Maintenance Tech II	Hourly	4	\$18.83	-	\$28.24	
Water Pollution Control	Senior Administrative Assistant	Hourly	4	\$18.83	-	\$28.24	
Water Pollution Control	Lab Technician I	Hourly	3	\$17.61	-	\$25.67	
Water Pollution Control	Plant Maintenance Tech I	Hourly	3	\$17.61	-	\$25.67	
Water Pollution Control	Plant Operations Tech I	Hourly	3	\$17.61	-	\$25.67	
Water Pollution Control	Sewer Maintenance Tech I	Hourly	3	\$17.61	-	\$25.67	
Water Pollution Control	Administrative Assistant	Hourly	3	\$17.61	-	\$25.67	

*This section applies to the hourly employees of the Street, Electric, AES, Water, and Water Pollution Control Departments*

One or two employees, depending on department, will be available on stand-by to answer emergency calls from the close of regular hours until the start of business the next business day. The employees on stand-by will receive stand-by pay based on the stand-by schedule listed.

Daily Stand-by (Monday – Friday)	\$20.00 per day
Saturday, Sunday or Holiday Stand-by	\$100.00 per day

All stand-by pay will be paid on a quarterly basis.

If any employee is on stand-by and is called to report to work, the employee will also be paid a minimum of one (1) hour of pay at his/her regular hourly rate or overtime hourly rate.

Any employee who is not on stand-by, but who is called to report to work, will be paid a minimum of one (1) hour of pay at his/her regular hourly rate or overtime hourly rate.

### OTHERS

Board Members

Plan Commission Member [paid semi-annually]	\$50.00 per meeting per Diem
Board of Zoning Appeals Member [paid semi-annually]	\$50.00 per meeting per Diem
Sub-Committee Member [paid semi-annually]	\$20.00 per meeting per Diem
Board of Public Works Member [excluding Mayor]	\$237.30 bi-weekly



**SECTION III. LAW ENFORCEMENT & FIRE PROTECTION EMPLOYEES**

**LONGEVITY COMPENSATION**

Full time public safety employees shall receive an additional 1% of the First Class Police Officer / Firefighter salary for each year of service commencing in the year after completion of five (5) years of service. Such an increase is in addition to the pay rate fixed by the effective salary ordinance from time to time. Longevity compensation shall be computed and added to each year's base salary for a maximum of twenty (20) years. Thereafter public safety employees with over twenty (20) years of service will only receive the equivalent to 20 years of longevity compensation.

**Police Department**

*Police Chief and Police Captain positions will be paid a salary based on 2,080-hours per year.*

*Police Detective and Police Drug Enforcement Officer positions will be paid a salary based on 2,080-hours per year. They will be paid a straight time rate, calculated on the 2,080-hour year, for all hours worked above their scheduled hours in any 28-day period. They will be paid overtime at a rate of time and one half calculated on the 2,080-hour year, for all hours worked above 171 hours in any 28-day work period, pursuant to the Fair Labor Standards Act. Civilian employees are excluded from the above.*

*Police Lieutenant, Police Sergeant, Police Corporal, First Class Police Officer and Probationary Police Officer will be paid a salary based on 1,988-hours per year. They will be paid a straight time rate, calculated on the 1,988-hour year, for all hours worked above their scheduled hours in any 28-day period. They will be paid overtime at a rate of time and one half calculated on the 1,988-hour year, for all hours worked above 171 hours in any 28-day work period, pursuant to the Fair Labor Standards Act.*

**Position Grade Assignments and Bi-Weekly Salary Ranges**

<b>Department</b>	<b>Position Title</b>	<b>Minimum</b>	<b>Maximum</b>
Police	Police Chief	\$2,814.60	\$3,616.11
Police	Police Captain	\$2,562.47	\$3,238.37
Police	Police Lieutenant	\$2,437.70	\$3,055.53
Police	Police Sergeant	\$2,359.48	\$2,922.04
Police	Police Detective	\$2,359.48	\$2,922.04
Police	Police Corporal	\$2,359.48	\$2,734.17
Police	Police Officer 1st Class		\$2,359.48
Police	Probationary Police Officer		\$2,230.34

**Shift Premiums:**

Second Shift Premium \$40.00 bi-weekly  
 Third Shift Premium \$50.00 bi-weekly

All shift premiums shall be added to the regular earnings for each pay period. Only those officers assigned to those shifts will be paid shift premiums.

Police Department

Grants	Not to exceed grant limits
Police Reserves (Must meet requirements)	\$1,000.00 – \$2,000.00 Annually Paid through Accounts Payable
K-9 Officers	\$94.56 Bi-weekly
Crime Scene Investigator	\$38.47 Bi-weekly
Reserve Officer Liaison	\$38.47 Bi-weekly

Fire Department

*Fire Chief, Deputy Chief and Division Chief positions will be paid a salary based on 2,080-hours per year.*

*Firefighters (Captain, Lieutenant, Firefighter 1<sup>st</sup> Class and Probationary Firefighter) will be paid an overtime rate after 212 hours in a 28-day period pursuant to the Fair Labor Standards Act. Civilian employees are not considered under the same aforementioned overtime requirements as that of Firefighters status.*

**Position Grade Assignments and Bi-Weekly Salary Ranges**

Department	Position Title	Minimum	Maximum
Fire	Chief	\$2,865.92	\$3,693.85
Fire	Deputy Chief	\$2,516.68	\$3,145.84
Fire	Division Chief	\$2,516.68	\$3,138.56
Fire	Captain	\$2,428.04	\$2,907.28
Fire	Lieutenant	\$2,372.49	\$2,901.16
Fire	Firefighter 1st Class		\$2,359.48
Fire	Probationary Firefighter		\$2,230.34
Fire	Part Time Fire Fighter	\$15.56	\$23.34

Certifications (all certification pay will be paid on an annual basis)

Firefighter I & II	\$250.00 annually
Special Certifications:	
1 – 3 Certifications	\$350.00 annually
4 – 6 Certifications	\$400.00 annually
7 or more Certifications	\$450.00 annually
Associates Degree or Higher	\$500.00 annually

Clothing Allowances

Police and Fire Chiefs	\$1,000.00 annually
Police Officers	\$700.00 annually
Firefighters	\$550.00 annually
Reserve Police Officers	\$250.00 annually
Part-time Firefighters	\$250.00 annually

All public safety clothing allowances will be paid on an annual basis through the payroll system, except Police Reserves, who are not employees and will be paid their clothing allowances through the accounts payable system.

**SECTION IV. ALL DEPARTMENTS**

In addition to the salaries set forth above, all of the employees, excluding members of the Board of Public Works, Common Council, Planning Commission and Board of Zoning Appeals shall be entitled to additional compensation and fringe benefits as set forth within the City of Auburn Personnel Policy (Title III Chapter 40 of the Code of Ordinances).

In all Departments, the ranges listed are intended to be a minimum and maximum rate and the Department Head in coordination with the Human Resources Director will classify each employee. All Utility employees are to be paid by Utility funds, and not funds raised by tax levy.

The Board of Public Works & Safety, Mayor's Office, Engineering Department, Department of Building, Planning, and Development, City Attorney, City Administrative Divisions, and the Clerk-Treasurer's Office are paid by funds from Utilities, Fire Territory, and, where applicable, Municipal funds.

All employees shall be paid biweekly with the first pay period payable in January 2024.

1<sup>st</sup> Reading 10/3/2023  
2<sup>nd</sup> Reading 10/17/2023

**BE IT FURTHER ORDAINED** that this Ordinance be in full force and effect from and after its passage and approval by the Mayor and the Common Council of the City of Auburn, Indiana.

**PASSED AND ADOPTED** by the Common Council of the City of Auburn, Indiana this 17 day of October, 2023.

  
James Finchum, Council Member

ATTEST:

  
PATRICIA M. MILLER, Clerk-Treasurer

Presented by me to the Mayor of the City of Auburn, Indiana, this 17 day of October 2023.

  
PATRICIA M. MILLER, Clerk-Treasurer

APPROVED AND SIGNED by me this 17 day of October, 2023.

  
MICHAEL D. LEY, Mayor

**VOTING:**

**AYE**

**NAY**

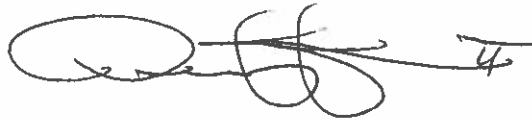
Kevin Webb



David G. Bundy



Dennis K. Kruse, II



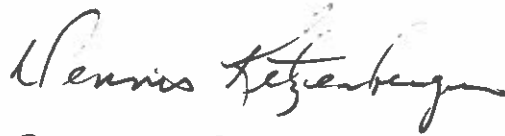
Natalie D. DeWitt  
Council President



James Finchum



Dennis Ketzenberger



Emily Prosser

