

**Proposal No. 14, 2024**

**AN ORDINANCE FIXING SALARIES OF APPOINTED OFFICERS AND EMPLOYEES  
OF THE CITY OF LAWRENCE, INDIANA FOR THE YEAR 2025**

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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 2025, the salary ranges and pay schedule for appointed officers and employees of the City of Lawrence, Indiana is hereby fixed as follows as provided by IC 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**

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**Full-Time Positions:**

City Attorney	85,051	-	116,630
Chief of Staff	97,450	-	111,064
Deputy Mayor	85,051	-	111,064
Controller	97,719	-	133,679
Deputy Chief of Staff	61,889	-	83,716
Deputy Controller	84,690	-	95,243
Director of Parks & Recreation	81,001	-	111,076
Director of Crime Prevention	58,336	-	69,514
Director of Engineering	81,001	-	111,076
Human Resource Director	81,001	-	111,076
Public Information Officer	81,001	-	111,076
Public Safety Chaplain	58,336	-	69,514
Director of Communications	78,175	-	101,628
City Planner	84,690	-	100,006
Crime Analyst	54,590	-	77,250
Streets Director	78,175	-	101,628

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**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	\$19.43	- \$30.61
Animal Control Enforcement Officer	18.93	- 28.49
A/V Technician	15.91	- 21.05
Building Inspector	21.74	- 32.73
Building Maintenance	15.91	- 23.87
City Quartermaster	18.93	- 28.49
Clerk	15.91	- 23.87
Communicators	15.91	- 27.36
Emergency Medical Technician	15.91	- 22.24
Engineer Tech	17.91	- 26.96
Executive Assistant	20.45	- 34.17
Firing Range Coordinator	19.18	- 28.88
Garage Mechanic	19.43	- 37.01
Grant Coordinator	18.45	- 31.01
HR & Benefits Coordinator	22.45	- 35.55
Information Technology Coordinator	23.52	- 35.42
Laborer	15.91	- 28.49
Maintenance Director	23.61	- 35.55
Project Coordinator	20.97	- 31.59
Assistant Operations Manager	20.97	- 31.33
Maintenance Worker	23.61	- 35.55
Manager of Communications	26.47	- 41.29
Operations Manager	23.61	- 35.55
Paramedic	15.91	- 28.96
Payroll Coordinator	25.98	- 39.12
Property Room Clerk	16.88	- 25.52
Recreation Assistant	16.12	- 24.26
Recreation Coordinator	20.97	- 31.59
Staff Accountant	21.89	- 32.97

**OTHER**

	<b>Maximum</b>
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
<u>Per Section 5</u>	
Longevity	100.00

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 \_\_\_\_\_, 2024

Attest: \_\_\_\_\_  
Leatrice Adkisson,  
City Clerk

\_\_\_\_\_ Presiding Officer

Presented by me to the Mayor of the City of Lawrence, Indiana this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Leatrice Adkisson, City Clerk

Presented to me and signed this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

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Deborah Whitfield, Mayor