

**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    |
| <br>   |                 |
| <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.

\_\_\_\_\_  
Deborah Whitfield, Mayor