

INTRODUCED: 05/08/2017

REFERRED TO: Administration and Finance Committee

SPONSOR: Councillors Lewis, Adamson, Robinson and Osili

DIGEST: amends the Code to establish a minimum living wage of \$13.00 per hour for all full-time city and county employees, and to delete outdated salary schedules and charts

SOURCE:

Initiated by: Councillors Lewis and Adamson  
Drafted by: Fred Biesecker, General Counsel

LEGAL REQUIREMENTS FOR ADOPTION:  
Subject to approval or veto by Mayor

PROPOSED EFFECTIVE DATE:  
Adoption and approvals

GENERAL COUNSEL APPROVAL: \_\_\_\_\_ Date: May 4, 2017

CITY-COUNTY GENERAL ORDINANCE NO. \_\_\_\_\_, 2017

PROPOSAL FOR A GENERAL ORDINANCE amending Chapter 192, Article II of the Revised Code to establish a minimum living wage of \$13.00 per hour for all full-time city and county employees, and to delete outdated salary schedules and charts.

WHEREAS, a "living wage" is generally defined as the wage amount that the local government believes is sufficient for a working family to meet basic needs in housing, child care, food, clothing, household items, transportation, health care, and taxes; and

WHEREAS, sub-poverty wages are associated with increased family instability, crime, and poor physical and mental health, all of which harm the overall community; and

WHEREAS, it is important to the health and welfare of the citizens of Indianapolis and Marion County that low-wage city and county employees are paid a wage that enables them to keep their families out of poverty; and

WHEREAS, based on various measurements of poverty and calculations of costs of raising a family in Marion County, a reasonable minimum living wage for a working family is \$13.00 per hour; and

WHEREAS, approximately 357 full-time city and county employees currently earn less than \$13.00 per hour; now, therefore:

BE IT ORDAINED BY THE CITY-COUNTY COUNCIL OF THE  
CITY OF INDIANAPOLIS AND OF MARION COUNTY, INDIANA:

SECTION 1. Chapter 192, Article II, of the "Revised Code of the Consolidated City and County," regarding compensation of city and county employees, is hereby amended by deleting the language that is stricken-through and adding the language that is underlined, to read as follows:

ARTICLE II. COMPENSATION OF CITY AND COUNTY EMPLOYEES

**Sec. 192-201. In general.**

The compensation for all city and county employees shall be fixed pursuant to IC 36-3-6-3 for each department, office and agency by adopting fiscal ordinances in accordance with article III of this chapter.

**Sec. 192-202. City employees compensation.**

For the year ~~2002~~ 2017 and thereafter until modified in accordance with article III of this chapter, the compensation of all employees of the city ~~are~~ is fixed and limited as follows:

- (1) Total compensation paid by any department, office or agency shall not exceed the amounts appropriated for "personal services" in the ~~respective amended annual budgets for the year 2002;~~ annual budget ordinance, as amended; and
- (2) The number of employees of any department, office or agency shall not exceed the number of full time equivalents set for in ~~Exhibit A\* attached to this ordinance~~ forth in the annual budget ordinance, as amended; and
- (3) No salary shall exceed that determined for such position in accordance with the "~~Classification System" attached as Exhibit B\* to this ordinance. Provided, however, that the "Classification System" approved as part of the annual budget for 2002 for a special services district shall apply to employees of the respective special services district.~~ salary schedules set forth in the annual budget ordinance, as amended; and
- (4) Effective October 1, 2017, no salary shall be less than the amount set forth in Section 192-206 of this Code.

**Sec. 192-203. County employees compensation**

For the year ~~2002~~ 2017 and thereafter until modified in accordance with Article III of this Chapter, the compensation of all employees of the county ~~are~~ is fixed and limited as follows:

- (1) Total compensation paid by any department, office, or agency shall not exceed the amounts appropriated for "personal services" in the ~~respective amended annual budgets for the year 2002;~~ annual budget ordinance, as amended; and
- (2) ~~For the year 2002, no salary shall exceed that determined in accordance with the provisions of subsection 291-703(b) of this Code; and~~ The number of employees of any department, office or agency shall not exceed the number of full time equivalents set forth in the annual budget ordinance, as amended; and
- (3) ~~For the year 2003, no~~ No salary shall exceed that determined for such position in accordance with the "~~County Compensation Schedule" attached as Exhibit C\* to this ordinance.~~ salary schedules set forth in the annual budget ordinance, as amended; and
- (4) Effective October 1, 2017, no salary shall be less than the amount set forth in Section 192-206 of this Code.

**Sec. 192-204. Exceptions.**

The salaries of officers of courts and deputy prosecuting attorneys whose minimum salaries are fixed by statute shall not be subject to the classification system but shall be subject to appropriations made for "personal services" made for the department or office from which such salaries are paid.

EXHIBIT A

Department	Division	Position Type	2002 Proposed
Exec. & Legislative	Mayor's Office	Bi-weekly position FTE	16.00
Exec. & Legislative	Internal Audit	Bi-weekly position FTE	9.00

Exec. & Legislative	City County Council	Bi-weekly position FTE	11.00
Exec. & Legislative	Office of Corporation Counsel	Bi-weekly position FTE	53.00
Exec. & Legislative	Office of Corporation Counsel	Part time position FTE	0.63
Exec. & Legislative	Office of the City Controller	Bi-weekly position FTE	37.00
Exec. & Legislative	Office of the City Controller	Seasonal staff FTE	0.50
Exec. & Legislative	Purchasing Division	Bi-weekly position FTE	19.00
Exec. & Legislative	Telecom and Video Services Agency	Bi-weekly position FTE	7.00
Exec. & Legislative	Telecom and Video Services Agency	Part time position FTE	0.50
<b>Exec. &amp; Legislative Total</b>			<b>153.63</b>
Administration	Administrative Services Division	Bi-weekly position FTE	16.00
Administration	Administrative Services Division	Seasonal staff FTE	0.25
Administration	Human Resources Division	Bi-weekly position FTE	22.00
Administration	Human Resources Division	Part time position FTE	0.70
Administration	Equal Opportunity Division	Bi-weekly position FTE	7.00
Administration	Indianapolis Fleet Services Division	Bi-weekly position FTE	20.00
Administration	Indianapolis Fleet Services Division	Seasonal staff FTE	.20
Administration	Indianapolis Fleet Services Division	Union position FTE	67.00
<b>Administration Total</b>			<b>133.15</b>
Metropolitan Development	Division of Administrative Services	Bi-weekly position FTE	13.00

Metropolitan Development	Division of Administrative Services	Seasonal staff FTE	0.25
Metropolitan Development	Community Dev. & Financial Serv.	Bi-weekly position FTE	27.00
Metropolitan Development	Community Dev. & Financial Serv.	Seasonal staff FTE	0.27
Metropolitan Development	Division of Planning	Bi-weekly position FTE	43.00
Metropolitan Development	Division of Planning	Seasonal staff FTE	1.25
Metropolitan Development	Neighborhood Services	Bi-weekly position FTE	37.00
Metropolitan Development	Historic Preservation	Bi-weekly position FTE	5.00
Metropolitan Development	Historic Preservation	Seasonal staff FTE	0.25
Metropolitan Development	Division of Permits	Bi-weekly position FTE	109.00
Metropolitan Development	Division of Permits	Seasonal staff FTE	0.50
<b>Metropolitan Development Total</b>			<b>236.52</b>
Public Works	Policy and Planning Division	Bi-weekly position FTE	118.00
Public Works	Policy and Planning Division	Seasonal staff FTE	3.25
Public Works	Engineering Division	Bi-weekly position FTE	62.00
Public Works	Operations Division	Bi-weekly position FTE	79.00
Public Works	Operations Division	Union position FTE	339.00
Public Works	Operations Division	Part time position FTE	0.50
Public Works	Operations Division	Seasonal staff FTE	4.00
<b>Public Works Total</b>			<b>605.75</b>

Public Safety	Public Safety Administration	Bi-weekly position FTE	10.00
Public Safety	Public Safety Administration	Seasonal staff FTE	0.25
Public Safety	Emergency Management Planning	Bi-weekly position FTE	7.00
Public Safety	Weights & Measures	Bi-weekly position FTE	7.00
Public Safety	Police	Bi-weekly position FTE	292.42
Public Safety	Police	Part Time position FTE	5.92
Public Safety	Police	School Crossing Guard position FTE	15.36
Public Safety	Fire	Bi-weekly position FTE	67.00
Public Safety	Animal Control	Bi-weekly position FTE	17.00
Public Safety	Animal Control	Part time position FTE	0.77
Public Safety	Animal Control	Union position FTE	35.00
<b>Public Safety Total</b>			<b>457.72</b>
Parks & Recreation		Bi-weekly position FTE	168.00
Parks & Recreation		Part time position FTE	26.69
Parks & Recreation		Seasonal staff FTE	147.59
Parks & Recreation		Union position FTE	88.00
<b>Parks &amp; Recreation Total</b>			<b>430.28</b>
<b>Grand Total</b>			<b>2,019.05</b>

EXHIBIT B

CITY OF INDIANAPOLIS  
SALARY GRADE SCALE AS OF JANUARY 1, 2002

Grade	Minimum	1st Quarter	Midpoint	3rd Quarter	Maximum
9	\$49,283	\$61,605	\$73,925	\$86,247	\$98,567
8	\$42,175	\$52,720	\$63,263	\$73,807	\$84,350
7	\$36,089	\$45,122	\$54,133	\$63,155	\$72,177
6	\$31,172	\$38,965	\$46,759	\$54,551	\$62,344
5	\$26,916	\$33,645	\$40,374	\$47,102	\$53,831
4	\$23,021	\$28,776	\$34,532	\$40,287	\$46,042
3	\$19,688	\$24,610	\$29,533	\$34,455	\$39,376
2	\$16,836	\$21,046	\$25,255	\$29,464	\$33,673
1	\$14,397	\$17,996	\$21,595	\$25,195	\$28,794

EXHIBIT C

COUNTY COMPENSATION SCHEDULE

The annual compensation for the calendar year 2003 for all appointed officers, deputies, and employees, whose compensation is payable from the county general fund or any other fund from which the county auditor issues warrants for compensation, is fixed as follows:

- (1) The salaries of those judges, officers of courts, prosecuting attorneys, and deputy prosecuting attorneys whose minimum salaries are fixed by statute are confirmed as fixed by statute.
- (2) The salaries of the following are fixed as recommended by the county salary recommendation panel:

Members of the board of voters' registration		\$57,983.00
Chief deputy prosecutor/child support director		69,333.00
Superintendent, children's guardian home	range	65,000.00—70,000.00
Director, forensics services agency	range	85,312.00—90,000.00
Executive director, community corrections	range	64,000.00—68,000.00
Director, metropolitan communications agency	range	75,000.00—78,000.00

Chief information officer	range	100,000.00—115,000.00
Director, justice agency	range	83,000.00—86,000.00

(3) The salary of the following is fixed as recommended by the board of the public defender's agency:

Chief public defender	range	\$85,000.00—\$95,000.00
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(4) As set forth in the following schedule:

MARION COUNTY SALARY GRADE SCALE AS OF JANUARY 1, 2003			
DBM CODE	MINIMUM SALARY	MID-POINT SALARY	MAXIMUM SALARY
A12	\$12,754.00	\$15,304.00	\$17,855.00
A13	14,397.00	17,277.00	20,154.00
B21	15,686.00	19,212.00	22,742.00
B22	17,177.00	21,043.00	24,909.00
B23	18,815.00	23,048.00	27,281.00
B24	20,607.00	25,241.00	29,878.00
B31	23,619.00	28,932.00	34,247.00
B32	27,549.00	33,749.00	39,946.00
C41	29,640.00	36,608.00	43,573.00
C42	31,630.00	39,064.00	46,496.00
C43	33,753.00	41,684.00	49,617.00
C51	36,172.00	45,216.00	54,260.00
C52	39,878.00	49,846.00	59,816.00
D61	40,176.00	51,224.00	62,272.00
D62	41,920.00	53,446.00	64,974.00
D63	44,732.00	57,032.00	69,333.00
D71	45,965.00	59,756.00	73,544.00

D72	50,674.00	65,875.00	81,078.00
E81	54,968.00	71,457.00	87,947.00
E82	58,654.00	76,251.00	93,847.00
E83	62,589.00	81,367.00	100,146.00

**Sec. 192-205. Notification of certain salary increases.**

Whenever a city or county employee receives a salary increase equal to or greater than ten (10) percent, or receives salary increases in a calendar year that when combined are equal to or greater than ten (10) percent, and the increase or increases are not the result of a promotion or change of position, the elected official for whom the city or county employee works shall, within ten (10) days of the effective date of the salary increase or increases, notify the clerk of the council in writing. This notice shall include the employee's name, the employee's former salary, the employee's new salary, and the reasons justifying the increase. The elected official shall also publish this notice in accordance with IC 5-3-1.

**Sec. 192-206. Minimum living wage.**

(a) Effective October 1, 2017, the minimum salary for all full-time city and county employees shall be no less than the equivalent of \$13.00 per hour.

(b) Effective October 1, 2017, the minimum wage for all full-time city and county employees who are paid on an hourly basis shall be no less than \$13.00 per hour.

(c) Subsections (a) and (b) do not apply to any of the following:

(1) a person less than 18 years of age who is hired as part of a school-to-work program or is hired in seasonal or part-time work;

(2) a student who serves in a work study program or as an intern in a position that advances the student's career potential;

(3) a trainee participating for not more than six (6) months in a training program;

(4) a person employed in concert with enrollment in a governmentally-funded vocational rehabilitation program;

(5) a volunteer working without pay; or

(6) a person exempted under Section 14(c) of the Fair Labor Standards Act due to his or her disabilities.

(d) The Office of Finance and Management and the Administration and Finance Committee of the Council shall review this section not less than once every five (5) years to determine whether adjustments are necessary or desirable.

SECTION 2. The Controller and the Office of Finance and Management are hereby directed to prepare proposed revised salary schedules and a proposed fiscal ordinance to implement Sec. 192-206, effective October 1, 2017.

SECTION 3. This ordinance shall be in effect from and after its passage by the Council and compliance with Ind. Code § 36-3-4-14.

The foregoing was passed by the City-County Council this \_\_\_\_\_ day of \_\_\_\_\_, 2017, at \_\_\_\_\_ p.m.

ATTEST:

\_\_\_\_\_  
Maggie A. Lewis  
President, City-County Council

\_\_\_\_\_  
NaTrina DeBow  
Clerk, City-County Council

Presented by me to the Mayor this \_\_\_\_\_ day of \_\_\_\_\_, 2017, at 10:00 a.m.

\_\_\_\_\_  
NaTrina DeBow  
Clerk, City-County Council

Approved and signed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

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Joseph H. Hogsett, Mayor