

Westfield City Council Members

Mark Keen, President (District 1)

Steve Hoover (District 2)

Robert L. Horkay, (District 5)

Chuck Lehman, (District 4)

Joe Edwards (District 3)

Cindy L. Spoljaric (At Large)

Jim Ake Vice President (At Large)



CITY OF WESTFIELD, IN
CityCouncil_Meeting_Agenda_10_29_2018

Monday, October 29, 2018 at 07:30 AM

BOARD OR COMMISSION: City Council Meeting

MEETING DATE: Monday, October 29, 2018 at 07:30 AM

MEETING PLACE: Westfield City Services Center- Main Level Confere

***THE FOLLOWING AGENDA IS SUBJECT TO CHANGE AT THE DISCRETION OF
THE COUNCIL***

AGENDA

Invocation

Opening of Meeting

Note the presence of a quorum

Old Business:

Ordinance 18-44: 2019 Salary Ordinance (non-elected)

Council Introduction: October 22, 2108

Adoption Consideration: October 29, 2018

Documents: [Ordinance 18-44](#) | [Benefit Summary](#) | [Schedule/Longevity](#)

Adjourn

ORDINANCE NUMBER 18-44

2019 Salary Ordinance

AN ORDINANCE OF THE CITY OF WESTFIELD CONCERNING SALARIES, WAGES, BENEFITS, STIPENDS AND OTHER COMPENSATION FOR THE 2019 CALENDAR YEAR

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF WESTFIELD:

Section 1

The salaries, hourly wages, stipends, and other compensation for employees of the City of Westfield are described on **Attachment A** or described in this ordinance.

Section 2

Additional comments regarding city attorney compensation.

Attorney for the City:

Compensation per **Attachment A** plus additional compensation for extraordinary duties assigned by the City Council during the year.

Attorney for the Plan Commission and Board of Zoning Appeals

Compensation per **Attachment A** plus additional compensation for extraordinary duties recommended by the Plan Commission and Board of Zoning Appeals and authorized by the City Council.

Section 3.

The employee contribution to the Public Employee's Retirement Fund (PERF) will be paid for the employees by the City of Westfield.

Section 4.

The retirement contributions and other benefit programs offered by the City of Westfield on behalf of the employees are described on **Attachment B**.

ADOPTED AND PASSED THIS _____ DAY OF _____, 2018, BY THE
WESTFIELD CITY COUNCIL, HAMILTON COUNTY, INDIANA.

WESTFIELD CITY COUNCIL

Voting For

Voting Against

Abstain

Jim Ake

Jim Ake

Jim Ake

James J. Edwards

James J. Edwards

James J. Edwards

Steven Hoover

Steven Hoover

Steven Hoover

Robert L. Horkay

Robert L. Horkay

Robert L. Horkay

Mark Keen

Mark Keen

Mark Keen

Charles Lehman

Charles Lehman

Charles Lehman

Cindy L. Spoljaric

Cindy L. Spoljaric

Cindy L. Spoljaric

ATTEST:

Cindy Gossard, Clerk Treasurer

I hereby certify that ORDINANCE 18-44 was delivered to the Mayor of Westfield
on the _____ day of _____, 2018, at _____ m.

Cindy Gossard, Clerk-Treasurer

I hereby APPROVE ORDINANCE 18-44

this _____ day of _____,
2018.

I hereby VETO ORDINANCE 18-44

this _____ day of _____,
2018.

J. Andrew Cook, Mayor

J. Andrew Cook, Mayor

2019 Salary Ordinance

Attachment A

Title	Grade	Annual Base Salary Minimum	Annual Base Salary Midpoint	Annual Base Salary Maximum	Paid Annual Hours	Status - Exempt or Non- Exempt	Number of Full-Time Employees Budgeted Per Position
Administration							
Mayor's Chief of Staff	23	\$121,985	\$146,382	\$170,779	2080	E	1
Enterprise Development Director	20	\$102,164	\$122,597	\$143,030	2080	E	1
Financial Strategist	14	\$70,782	\$84,938	\$99,095	2080	NE	1
							3 FT
Clerk Treasurer							
Chief Deputy	10	\$53,970	\$64,764	\$75,558	1950	NE	1
Financial Analyst	10	\$53,970	\$64,764	\$75,558	1950	NE	1
Accounting Specialist*	6	\$41,582	\$49,898	\$58,215	1950	NE	1
Payroll Specialist*	6	\$41,582	\$49,898	\$58,215	1950	NE	1
Records Manager	5	\$38,485	\$46,182	\$53,880	1950	NE	1
							5 FT
Communications							
Director of Communications	14	\$70,782	\$84,938	\$99,095	2080	E	1
Enterprise Design Lead	7	\$47,658	\$57,189	\$66,721	2080	NE	1
Digital Communications Specialist	6	\$44,354	\$53,225	\$62,096	2080	NE	1
							3 FT
Community Development							
Director of Community Development*	19	\$95,557	\$114,669	\$133,780	2080	E	1
Building Commissioner	13	\$67,478	\$80,974	\$94,470	2080	E	1
Senior Planner	12	\$64,175	\$77,010	\$89,845	2080	E	2
Associate Planner	6	\$44,354	\$53,225	\$62,096	2080	NE	3
Building Inspector	6	\$44,354	\$53,225	\$62,096	2080	NE	3
Community Development Coordinator	5	\$41,051	\$49,261	\$57,472	2080	NE	1
Administrative Manager	4	\$37,748	\$45,297	\$52,847	2080	NE	1
Administrative Assistant	3	\$34,444	\$41,333	\$48,222	2080	NE	1
							13 FT
Economic Development							
							1
							1 FT
Fire Department							
Fire Chief	20	\$102,164	\$122,597	\$143,030	2080	E	1
Deputy Chief	18	\$88,951	\$106,741	\$124,531	2080	E	3
Battalion Chief	16	\$77,389	\$92,866	\$108,344	2756	NE	4
Division Chief	15	\$74,085	\$88,902	\$103,719	2080	NE	2
Captain	13	\$67,478	\$80,974	\$94,470	2756	NE	2
Lieutenant	11	\$60,871	\$73,046	\$85,220	2756	NE	9
Senior	8	\$50,961	\$61,154	\$71,346	2756	NE	40
2nd Class Firefighter	8	\$50,961	\$61,154	\$71,346	2756	NE	2
3rd Class Firefighter	7	\$47,658	\$57,189	\$66,721	2756	NE	0
Paramedic	6	\$44,354	\$53,225	\$62,096	3316	NE	5
Probationary Firefighter	6	\$44,354	\$53,225	\$62,096	2756	NE	1
Office Manager	5	\$38,485	\$46,182	\$53,880	1950	NE	1
Administrative Assistant	3	\$32,291	\$38,750	\$45,208	1950	NE	1
Part-Time Administrative Assistant	3	\$20,666	\$24,800	\$28,933	1248	NE	1
Fire Mechanic					2080	NE	1
							72 FT
Grand Park							
Outdoor							
Operations Manager	12	\$64,175	\$77,010	\$89,845	2080	E	1
Facility Maintenance Manager	9	\$54,265	\$65,118	\$75,971	2080	NE	1
Operations Assistant	3	\$34,444	\$41,333	\$48,222	2080	NE	2
Grounds Manager					2080	NE	1
Outdoor Part-time Employees					6500	NE	Varies
							5
Indoor							
Grand Park Director	19	\$95,557	\$114,669	\$133,780	2080	E	1
Client Services & Event Manager	7	\$47,658	\$57,189	\$66,721	2080	NE	1
Facility Administration Manager	7	\$47,658	\$57,189	\$66,721	2080	NE	1
Marketing & Sponsorship Manager	7	\$47,658	\$57,189	\$66,721	2080	NE	1
Event Center Part-time Employees					2600	NE	Varies
							4
							9 FT

2019 Salary Ordinance

Attachment A

Title	Grade	Annual Base Salary Minimum	Annual Base Salary Midpoint	Annual Base Salary Maximum	Paid Annual Hours	Status - Exempt or Non- Exempt	Number of Full-Time Employees Budgeted Per Position
Guest Services							
Director of Guest Services	13	\$67,478	\$80,974	\$94,470	2080	E	1
Guest Services Manager	6	\$44,354	\$53,225	\$62,096	2080	NE	1
Guest Services Permitting Representative	5	\$41,051	\$49,261	\$57,472	2080	NE	1
Guest Services Representative	4	\$37,748	\$45,297	\$52,847	2080	NE	2
							5 FT
Human Resources							
HR Manager	11	\$60,871	\$73,046	\$85,220	2080	E	1
HR Assistant	6	\$44,354	\$53,225	\$62,096	2080	NE	1
							2 FT
Informatics							
Director of Informatics	18	\$88,951	\$106,741	\$124,531	2080	E	1
GIS Coordinator	13	\$67,478	\$80,974	\$94,470	2080	E	1
Project Manager	13	\$67,478	\$80,974	\$94,470	2080	NE	1
Sr. Systems Analyst	13	\$67,478	\$80,974	\$94,470	2080	NE	1
Systems Analyst	9	\$54,265	\$65,118	\$75,971	2080	NE	1
Helpdesk Coordinator	7	\$47,658	\$57,189	\$66,721	2080	NE	1
							6 FT
Police Department							
Chief of Police	20	\$102,164	\$122,597	\$143,030	2080	E	1
Assistant Chief	18	\$88,951	\$106,741	\$124,531	2080	E	1
Captain	15	\$74,085	\$88,902	\$103,719	2080	E	3
Administrative Lieutenant	13	\$67,478	\$80,974	\$94,470	2080	NE	4
Patrol Lieutenant	13	\$67,478	\$80,974	\$94,470	2080	NE	4
Detective	11	\$60,871	\$73,046	\$85,220	2080	NE	3
Detective Lieutenant	11	\$60,871	\$73,046	\$85,220	2080	NE	1
Patrol Sergeant	11	\$60,871	\$73,046	\$85,220	2080	NE	4
Criminalist - Property Room Manager	10	\$57,568	\$69,082	\$80,595	2080	NE	1
Patrol 1st Class	9	\$54,265	\$65,118	\$75,971	2080	NE	10
School Resource Officer	9	\$54,265	\$65,118	\$75,971	2080	NE	4
Training Coordinator	9	\$54,265	\$65,118	\$75,971	2080	NE	1
Civilian Criminalist	8	\$50,961	\$61,154	\$71,346	2080	NE	1
Patrol 2nd Class	8	\$50,961	\$61,154	\$71,346	2080	NE	7
Patrol 3rd Class	7	\$47,658	\$57,189	\$66,721	2080	NE	6
Probationary Patrol	6	\$44,354	\$53,225	\$62,096	2080	NE	5*
Records Manager	5	\$38,485	\$46,182	\$53,880	1950	NE	1
Records Assistant	4	\$35,933	\$43,119	\$50,306	1950	NE	1
Administrative Assistant	3	\$32,291	\$38,750	\$45,208	1950	NE	1
							59 FT
Public Works							
PW Administration							
Public Works Director	20	\$102,164	\$122,597	\$143,030	2080	E	1
PW Administrator	5	\$41,051	\$49,261	\$57,472	2080	NE	1
							2
City Maintenance							
Superintendent	13	\$67,478	\$80,974	\$94,470	2080	E	1
Parks and Recreation Superintendent	12	\$64,175	\$77,010	\$89,845	2080	E	1
Facility Coordinator	7	\$47,658	\$57,189	\$66,721	2080	NE	1
Foreman	7	\$47,658	\$57,189	\$66,721	2080	NE	3
Facility Handyman	6	\$44,354	\$53,225	\$62,096	2080	NE	1
Equipment Operator/Mechanic	5	\$41,051	\$49,261	\$57,472	2080	NE	2
Sign Maintenance Technician	4	\$37,748	\$45,297	\$52,847	2080	NE	1
G&M Laborers	2	\$31,141	\$37,369	\$43,597	2080	NE	1
Street Laborer	2	\$31,141	\$37,369	\$43,597	2080	NE	7
Temporary Laborer					Max 1,000	NE	2
							18

2019 Salary Ordinance

Attachment A

Title	Grade	Annual Base Salary Minimum	Annual Base Salary Midpoint	Annual Base Salary Maximum	Paid Annual Hours	Status - Exempt or Non- Exempt	Number of Full-Time Employees Budgeted Per Position
Engineering							
City Engineer	18	\$88,951	\$106,741	\$124,531	2080	E	1
Sr. Project Manager	12	\$64,175	\$77,010	\$89,845	2080	E	3
Project Engineer	11	\$60,871	\$73,046	\$85,220	2080	NE	1
Stormwater Coordinator	10	\$57,568	\$69,082	\$80,595	2080	NE	1
Plan Reviewer	6	\$44,354	\$53,225	\$62,096	2080	NE	1
Senior Inspector	6	\$44,354	\$53,225	\$62,096	2080	NE	1
Inspector	5	\$41,051	\$49,261	\$57,472	2080	NE	5
Encroachment Inspector	4	\$37,748	\$45,297	\$52,847	2080	NE	1
Erosion Inspector	4	\$37,748	\$45,297	\$52,847	2080	NE	1
Intern					Max 1,000	NE	1
							15
							35 FT
Westfield Welcome							
Director of Westfield Welcome	16	\$77,389	\$92,866	\$108,344	2080	E	1
Community Events Manager	7	\$47,658	\$57,189	\$66,721	2080	NE	2
Hospitality Manager	6	\$44,354	\$53,225	\$62,096	2080	NE	1
							4 FT

217 FT

Does not included 2 elected officials

Other	
Interns	Up to \$14,000 annually
Part-Time Employees	\$10-\$20 per hour
Attorney (Plan Comm & BZA)	Up to \$40,000
City Attorney	Up to \$40,000
Advisory Plan Commission	\$400 per quarter
City Board of Public Works	\$262.50 per quarter
Fire Merit Board Commission	\$200 per quarter
City Department Stipends	\$250 - \$5,000 per year
City of Westfield Longevity	Schedule 1 Attached

Notes

Accounting Specialist pay will be frozen at 2018 rate
Payroll Specialist pay will be frozen at 2018 rate
Director or Community Development pay will be frozen at 2018 rate

Benefit Summaries 2019

Civilian Personnel

INSURANCE

HEALTH, LIFE, DENTAL, VISION, WORKERS COMPENSATION – As available for all employees

SOCIAL SECURITY / MEDICARE CONTRIBUTIONS –As provided for all employees

EMPLOYEE ASSISTANCE PROGRAM - As provided for all employees

RETIREMENT

Civilian PERF – 14.2% (2019) of the employee's gross salary is contributed by the City for the PERF program (Public Employees Retirement Fund).

1. 3% of the employee's gross salary is contributed on behalf of the employee (employee's contribution) and identified in a private PERF account for the employee. This money is available to the employee if they would resign from the City. Once the employee begins to draw a retirement check from PERF this fund may be used to supplement that monthly retirement or received in full at retirement.
2. 11.2% of the employee's gross salary is contributed for the employee (City's contribution) and is added to the general state retirement fund that supports all state employees through the PERF retirement program.

457 Plan (Supplemental Retirement Plan)

The City of Westfield offers one supplemental 457 retirement plan to all employees. Employees may contribute (pretax) a maximum amount authorized by law into the plan.

City Matching Contribution

To encourage employee participation in the 457 plans, the City makes a matching contribution of \$.667 for each \$1.00 contributed up to 6% of base pay for all civilian employees. This matching contribution is made in July and January of each year into a 401A account the requires vesting.

HOLIDAY PAY SCHEDULE

As approved by the City Council. Pay for actual days approved by Council coordinated with approval with supervision.

Certain Professional Police Personnel

INSURANCE

HEALTH, LIFE, DENTAL, VISION, WORKERS COMPENSATION– As available for all employees

SOCIAL SECURITY / MEDICARE CONTRIBUTIONS – As provided for all employees

EMPLOYEE ASSISTANCE PROGRAM – As provided for all employees

RETIREMENT

Police PERF

Certain Professional Police personnel are covered by a state sponsored retirement plan that is referred to as the “1977 Police and Fire PERF program” (1977 PERF plan). This program began January 1, 2008 for Professional Police Officers.

1. 17.5% of the “Patrolman 1st Class” base salary plus 20 years longevity pay is contributed by the City to the POLICE AND FIRE PERF plan for those in the 1977 PERF plan.
2. 6% based on 1. above is deducted from each police personnel’s bi-weekly pay to make an additional contribution to this plan.

Supplemental Retirement Plan

To supplement retirement (because certain police officers are not in the Police and Fire PERF Plan), the City contributes 13% of the officer’s base pay into the 457 plan. This is done in July and January of each year.

457 Supplemental Retirement Plan

Professional police officers can contribute additional (pretax) funds into their 457 plan to further supplement their retirement if they so desire.

City Matching Contribution

There is no matching program for this category of Professional police personnel.

HOLIDAY PAY SCHEDULE -

Police officers are permitted to “select” their “Holidays” as additional Floating Holidays scheduled with their supervisor. The number of holidays (equal in number of hours) approved by the council is the same number of holiday hours offered to police officers.

Certain Professional Fire Personnel

INSURANCE

HEALTH, LIFE, DENTAL, VISION, WORKERS COMPENSATION – As available for all employees

SOCIAL SECURITY / MEDICARE CONTRIBUTIONS – As provided for all employees

EMPLOYEE ASSISTANCE PROGRAM – As provided for all employees

RETIREMENT

Civilian PERF – 14.2% (2019) of the employee's gross salary is contributed by the City for the PERF program (Public Employees Retirement Fund).

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2. 11.2% of the employee's gross salary is contributed for the employee (City's contribution) and is added to the general state retirement fund that supports all state employees through the PERF retirement program.

Fire PERF

Professional Fire personnel are covered by a state sponsored retirement plan that is referred to as the "1977 Police and Fire PERF program". This program began in 2000 for the Westfield Fire Department.

1. 17.5% of the "Senior Fire Fighter" base salary plus 20 years longevity pay is contributed by the City to the 1977 POLICE AND FIRE PERF program.
2. 6% based on 1. above is deducted from each fire personnel's bi-weekly pay to make an additional contribution to this plan.

Supplemental Retirement Plan

To supplement retirement (because certain fire personnel and paramedics are not in the Police and Fire PERF Plan the City contributes 13% of the fire personnel's base pay into the 457 plan. This is done in July and January of each year. This plan began on January 1, 2009, and represents a continuing supplemental retirement program for certain fire personnel.

ATTACHMENT B

457 Supplemental Retirement Plan

Professional fire personnel can contribute additional (pre tax) funds into their 457 plan to further supplement their retirement if they so desire.

City Matching Contribution

There is no matching program for Professional fire personnel.

HOLIDAY PAY SCHEDULE

Fire personnel are permitted to "select" their Holidays as additional Floating Holidays scheduled with their supervisor. The number of holidays approved by the council for professional fire personnel is four (4) 24 hour days.

**Schedule 1
Longevity**

<u>Hire Year</u>	<u>Years Longevity in</u>	<u>Longevity Pay in</u>	<u>Per Hour based on 2080 Hours</u>	<u>Per Hour based on 1950 Hours</u>	<u>Approximately</u>
2018	0	\$0.00	\$0.00	\$0.00	Years 1-10 \$200/Year
2017	1	\$200.00	\$0.10	\$0.10	Years 11-25 \$250/Year
2016	2	\$400.00	\$0.19	\$0.21	
2015	3	\$600.00	\$0.29	\$0.31	
2014	4	\$800.00	\$0.38	\$0.41	
2013	5	\$1,000.00	\$0.48	\$0.51	
2012	6	\$1,200.00	\$0.58	\$0.62	
2011	7	\$1,400.00	\$0.67	\$0.72	
2010	8	\$1,600.00	\$0.77	\$0.82	
2009	9	\$1,800.00	\$0.87	\$0.92	
2008	10	\$2,000.00	\$0.96	\$1.03	
2007	11	\$2,250.00	\$1.08	\$1.15	
2006	12	\$2,500.00	\$1.20	\$1.28	
2005	13	\$2,750.00	\$1.32	\$1.41	
2004	14	\$3,000.00	\$1.44	\$1.54	
2003	15	\$3,250.00	\$1.56	\$1.67	
2002	16	\$3,500.00	\$1.68	\$1.79	
2001	17	\$3,750.00	\$1.80	\$1.92	
2000	18	\$4,000.00	\$1.92	\$2.05	
1999	19	\$4,250.00	\$2.04	\$2.18	
1998	20	\$4,500.00	\$2.16	\$2.31	
1997	21	\$4,750.00	\$2.28	\$2.44	
1996	22	\$5,000.00	\$2.40	\$2.56	
1995	23	\$5,250.00	\$2.52	\$2.69	
1994	24	\$5,500.00	\$2.64	\$2.82	
1993 and Previous	25	\$5,750.00	\$2.76	\$2.95	

The following positions do not receive longevity pay: Mayor, Clerk-Treasurer

Benefit Summaries 2019

Civilian Personnel

INSURANCE

HEALTH, LIFE, DENTAL, VISION, WORKERS COMPENSATION – As available for all employees

SOCIAL SECURITY / MEDICARE CONTRIBUTIONS –As provided for all employees

EMPLOYEE ASSISTANCE PROGRAM - As provided for all employees

RETIREMENT

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City Matching Contribution

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As approved by the City Council. Pay for actual days approved by Council coordinated with approval with supervision.

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HEALTH, LIFE, DENTAL, VISION, WORKERS COMPENSATION– As available for all employees

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RETIREMENT

Police PERF

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1. 17.5% of the “Patrolman 1st Class” base salary plus 20 years longevity pay is contributed by the City to the POLICE AND FIRE PERF plan for those in the 1977 PERF plan.
2. 6% based on 1. above is deducted from each police personnel’s bi-weekly pay to make an additional contribution to this plan.

Supplemental Retirement Plan

To supplement retirement (because certain police officers are not in the Police and Fire PERF Plan), the City contributes 13% of the officer’s base pay into the 457 plan. This is done in July and January of each year.

457 Supplemental Retirement Plan

Professional police officers can contribute additional (pretax) funds into their 457 plan to further supplement their retirement if they so desire.

City Matching Contribution

There is no matching program for this category of Professional police personnel.

HOLIDAY PAY SCHEDULE -

Police officers are permitted to “select” their “Holidays” as additional Floating Holidays scheduled with their supervisor. The number of holidays (equal in number of hours) approved by the council is the same number of holiday hours offered to police officers.

Certain Professional Fire Personnel

INSURANCE

HEALTH, LIFE, DENTAL, VISION, WORKERS COMPENSATION – As available for all employees

SOCIAL SECURITY / MEDICARE CONTRIBUTIONS – As provided for all employees

EMPLOYEE ASSISTANCE PROGRAM – As provided for all employees

RETIREMENT

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2. 11.2% of the employee's gross salary is contributed for the employee (City's contribution) and is added to the general state retirement fund that supports all state employees through the PERF retirement program.

Fire PERF

Professional Fire personnel are covered by a state sponsored retirement plan that is referred to as the "1977 Police and Fire PERF program". This program began in 2000 for the Westfield Fire Department.

1. 17.5% of the "Senior Fire Fighter" base salary plus 20 years longevity pay is contributed by the City to the 1977 POLICE AND FIRE PERF program.
2. 6% based on 1. above is deducted from each fire personnel's bi-weekly pay to make an additional contribution to this plan.

Supplemental Retirement Plan

To supplement retirement (because certain fire personnel and paramedics are not in the Police and Fire PERF Plan the City contributes 13% of the fire personnel's base pay into the 457 plan. This is done in July and January of each year. This plan began on January 1, 2009, and represents a continuing supplemental retirement program for certain fire personnel.

ATTACHMENT B

457 Supplemental Retirement Plan

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City Matching Contribution

There is no matching program for Professional fire personnel.

HOLIDAY PAY SCHEDULE

Fire personnel are permitted to “select” their Holidays as additional Floating Holidays scheduled with their supervisor. The number of holidays approved by the council for professional fire personnel is four (4) 24 hour days.

**Schedule 1
Longevity**

<u>Hire Year</u>	Years Longevity in	Longevity Pay in	<u>Per Hour based on 2080 Hours</u>	<u>Per Hour based on 1950 Hours</u>	<u>Approximately</u>	
	2019	2019				
2018	0	\$0.00	\$0.00	\$0.00	Years 1-10	\$200/Year
2017	1	\$200.00	\$0.10	\$0.10	Years 11-25	\$250/Year
2016	2	\$400.00	\$0.19	\$0.21		
2015	3	\$600.00	\$0.29	\$0.31		
2014	4	\$800.00	\$0.38	\$0.41		
2013	5	\$1,000.00	\$0.48	\$0.51		
2012	6	\$1,200.00	\$0.58	\$0.62		
2011	7	\$1,400.00	\$0.67	\$0.72		
2010	8	\$1,600.00	\$0.77	\$0.82		
2009	9	\$1,800.00	\$0.87	\$0.92		
2008	10	\$2,000.00	\$0.96	\$1.03		
2007	11	\$2,250.00	\$1.08	\$1.15		
2006	12	\$2,500.00	\$1.20	\$1.28		
2005	13	\$2,750.00	\$1.32	\$1.41		
2004	14	\$3,000.00	\$1.44	\$1.54		
2003	15	\$3,250.00	\$1.56	\$1.67		
2002	16	\$3,500.00	\$1.68	\$1.79		
2001	17	\$3,750.00	\$1.80	\$1.92		
2000	18	\$4,000.00	\$1.92	\$2.05		
1999	19	\$4,250.00	\$2.04	\$2.18		
1998	20	\$4,500.00	\$2.16	\$2.31		
1997	21	\$4,750.00	\$2.28	\$2.44		
1996	22	\$5,000.00	\$2.40	\$2.56		
1995	23	\$5,250.00	\$2.52	\$2.69		
1994	24	\$5,500.00	\$2.64	\$2.82		
1993 and Previous	25	\$5,750.00	\$2.76	\$2.95		

The following positions do not receive longevity pay: Mayor, Clerk-Treasurer