

ORDINANCE 2024-027

DELAWARE COUNTY COUNCIL

AN ORDINANCE ADOPTING DEPUTY PROSECUTOR AND
MASTER COMMISSIONER LONGEVITY EXPERIENCE PAY

WHEREAS the County of Delaware, Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Delaware County, Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the county general fund, county highway fund, county health fund, county park and recreation fund, aviation fund, or any other fund from which the county auditor issues warrants for compensation. This includes the power to:

- (1) fix the number of officers, deputies, and other employees;
- (2) describe and classify positions and services;
- (3) adopt schedules of compensation; and
- (4) hire or contract with persons to assist in the development of compensation, and

WHEREAS, due to the additional education and testing necessary to obtain and maintain a license to practice law, the Delaware County Council wishes to establish and maintain a method of providing additional compensation for deputy prosecutor employees and the Master Commissioner based on years of experience as herein defined;

NOW THEREFORE, it is ordained as follows:

- A. All deputy prosecutors and Master Commissioner shall receive a base rate of compensation of \$95,000.00 per year.
- B. Deputy prosecutors and Master Commissioner with between 1 to 5 years of prior experience shall receive a Longevity Experience Pay increase of \$5,000.00 paid in equal payroll installments throughout the year.
- C. Deputy prosecutors and Master Commissioner with between 6 to 10 years of prior experience shall receive a Longevity Experience Pay increase of \$10,000.00 paid in equal payroll installments throughout the year.
- D. Deputy prosecutors and Master Commissioner with between 11 to 15 years of prior experience shall receive a Longevity Experience Pay increase of \$15,000.00 paid in equal payroll installments throughout the year.
- E. Deputy prosecutors and Master Commissioner with between 16 to 20 years of prior experience shall receive a Longevity Experience Pay increase of \$20,000.00 paid in equal payroll installments throughout the year.
- F. Deputy prosecutors only shall also receive an additional increase in their annual salary based on their Specialty Point System Score ("SPSS"). The Deputy

Prosecutor Specialty Point System is attached hereto as Exhibit A and incorporated by reference.


- G. A deputy prosecutor with a SPSS ranging from 0 to 6 shall receive only their base salary and applicable years of experience increase.
- H. A deputy prosecutor with a SPSS ranging from 7 to 11 shall receive a one percent (1%) increase to their annual salary calculated as follows: (Base salary + experience increase pay) multiplied by 1.01%.
- I. A deputy prosecutor with a SPSS ranging from 12 to 17 shall receive a two percent (2%) increase to their annual salary calculated as follows: (Base salary + experience increase pay) multiplied by 1.02%.
- J. A deputy prosecutor with a SPSS of 18 or greater shall receive a three percent (3%) increase to their annual salary calculated as follows: (Base salary + experience increase pay) multiplied by 1.03%.
- K. A deputy prosecutor shall be entitled to receive a credit for each year of service as a public defender or prosecutor. The Master Commissioner shall be entitled to receive a credit only for each year of experience with Delaware County. A prior year of experience shall be determined as of the annual anniversary hire date. Employees shall be entitled to receive their respective Longevity Experience Pay effective January 1st of the year following their employment anniversary.
- L. The Delaware County Auditor's Office shall establish a new longevity experience pay line within the appropriate budgets for purposes of handling these payments.
- M. The foregoing is subject to annual budget appropriation by the Delaware County Council.
- N. The following matrix is intended to be a helpful example on the determination of base salaries, longevity experience increases, and SPSS increases.

Years of Experience	Base Salary	Longevity Experience Pay Increase	Level 1 1% increase	Level 2 2% increase	Level 3 3% increase
0	\$95,000	\$0	\$950	\$1,900	\$2,850
1 - 5	\$95,000	\$5,000	\$1,000	\$2,000	\$3,000
6 - 10	\$95,000	\$10,000	\$1,050	\$2,100	\$3,150
11 - 15	\$95,000	\$15,000	\$1,100	\$2,200	\$3,300
15 - 20	\$95,000	\$20,000	\$1,150	\$2,300	\$3,450

EFFECTIVE DATE

This Ordinance shall be in full force and effect beginning January 1, 2025, and until December 31, 2025, after which it shall expire and be of no further force or effect unless renewed by a majority vote of the Delaware County Council from year to year.

Dated this 20th day of November, 2024.

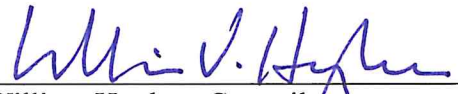


Jessica Piper, President



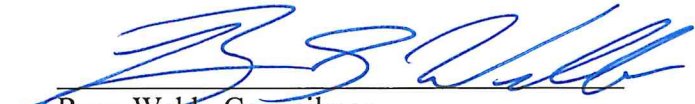
Matt Kantz, President Pro Tempore

Dan Flanagan, Councilman



William Hughes, Councilman

Jim Mochal, Councilman



Ryan Webb, Councilman

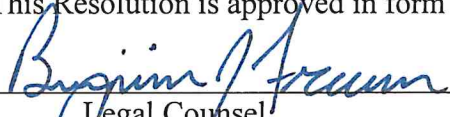


Eugene Whitehead, Councilman


Attest:

Edward E. Carrol Jr., Auditor

This Resolution is approved in form by



Legal Counsel



Tonya Dunsmore
Chief Deputy Auditor

DELAWARE COUNTY, INDIANA
JOB CLASSIFICATION AND COMPENSATION ANALYSIS
June 11, 2024

Job Category: SO - Deputy Prosecutors (Special Occupations)

Specialty Points System	
Speciality Areas	Points
<u>Evaluation & Job Performance (most recent):</u>	
Meets Expectations	3
Exceeds Expectations	5
Exceptional	7
<u>Case Load Assignment:</u>	
Misdemeanor & Minor Felony Cases	3
Major Felony Cases	5
<u>Jury Trials Completed (12 month period):</u>	
1 to 5	3
6 to 9	5
10 or more	7
<u>Training/Teaching:</u>	
Instructor - IPAC/NDAA	3
Instructor - College/University	5
<u>Additional Duties:</u>	
Homicide Unit Liaison	3
High Tech Crime Unit Liaison	3
Supervising Attorney	3
Drug Court	3
Child Support Hearings	3
Forfeitures	2
After Hours On-call Coverage	1
<u>Other Relevant Factors:</u>	
Appellate Arguments	1
Published Legal Paper	1
Clerking for a Judge	1

Point Scale	
Base Level:	0-6 points
Level One:	7-11 points
Level Two:	12-17 points
Level Three:	18+ points