

**ORDINANCE NO. 36-2005**

**City of Valparaiso**

**2006 Salary Ordinance**

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**AN ORDINANCE ESTABLISHING THE AMOUNT OF SALARIES AND COMPENSATION TO BE PAID TO APPOINTED OFFICIALS AND ALL EMPLOYEES AND OFFICERS OF THE CITY OF VALPARAISO WITHIN THE CALENDAR YEAR OF 2006, AND REPEALING ANY ORDINANCE IN CONFLICT THEREIN.**

**WHEREAS**, the Mayor and the Common Council of the City of Valparaiso, Indiana are required by various statues now in effect to establish salaries and compensations for various departments of the City; and,

**WHEREAS**, the Mayor and the Common Council have fulfilled their statutory obligation with regard to establishing such salaries and compensation for said appointed officials and employees;

**NOW THEREFORE, BE IT ORDAINED**, by the Common Council of the City of Valparaiso, Indiana:

**SECTION 1: OFFICERS OF THE POLICE DEPARTMENT**

From and after the first day of January, 2006, said Officers of the Police Department of the City of Valparaiso shall be paid according to the following schedule of salary ranges and position classification subject to the budgetary provisions and the Job Classification Ordinance of the City, as amended and supplemented:

(See **Exhibit "A"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

A. All Police Officers who are in Level 3 of their position classification on December 31, 2005 shall remain in the same level and in the same grade and shall be paid in the same level and in the same grade pursuant to the salary schedule.

Police Officers who are in either Level 1 or Level 2 of their position classification on December 31, 2005 shall move to the next level effective January 1, 2006 or effective on the anniversary date of their employment, whichever date is later.

B. Additional Compensation for Police Officers

(See **Exhibit "A"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

**SECTION 2: FIREFIGHTERS OF THE FIRE DEPARTMENT**

From and after the first day of January 2006, said Firefighters of the Fire Department of the City of Valparaiso shall be paid according to the following schedule subject to budgetary provisions and the Job Classification Ordinance of the City, as amended and supplemented:

(See **Exhibit "B"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

A. Additional compensation for Firefighters

(See **Exhibit "B"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

**SECTION 3: ALL REMAINING APPOINTED OFFICIALS AND EMPLOYEES**

From and after the first day of January 2006, all other appointed officials and employees of the City of Valparaiso (except those appointed to the various boards and commissions), not here in before mentioned shall be paid according to the following schedule of salary ranges and position

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classifications subject to budgetary provisions and the Compensation Management Ordinance of the City, as amended and supplemented:

(See **Exhibit "C"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

**SECTION 4: SALARY FOR ELECTED OFFICIALS FROM THE GENERAL FUND**

(See **Exhibit "D"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

**SECTION 5: EXCEPTION FOR THE CITY ADMINISTRATOR, DEPARTMENT HEAD POSITIONS**

The Mayor shall have the right to set salaries for the City Administrator and Department Heads, positions for the City of Valparaiso for the calendar year of 2006. The Mayor shall inform the Clerk Treasurer in writing of the salaries for the calendar year of 2006, which shall be included in the annual budget of the city.

**SECTION 6: COMPENSATION FOR MEMBERS OF BOARDS AND COMMISSIONS OF THE CITY OF VALPARAISO.**

(See **Exhibit "E"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

**SECTION 7: SERVICE PAY**

The Mayor, Clerk-Treasurer, City Administrator and all employees and appointed officials of the City shall receive additional compensation as set out below for the length of continuous employment with the City of Valparaiso:

(See **Exhibit "F"** which is attached hereto and incorporated herein by reference as though it has been printed here in its entirety)

**SECTION 8: OTHER SALARY MATTERS**

Employees who are in this category and performing a job, which is part of the Job Classification Ordinance of the City, shall be paid at the rate stated in the ordinance for such job.

- a. On Call Compensation: Employees shall be compensated for "on-call" time at a compensation rate to be established by the Mayor and approved by the Board of Public Works and Safety.
- b. The "on-call" policy developed on a citywide or departmental basis shall be made part of the Personnel Policy of the City.
- c. The Mayor shall have the express authority to make any decisions required with regard to the establishment of salaries or the setting of salary rates not provided for within this Ordinance. The Mayor shall finally determine all conflicts of interpretation within the Ordinance.
- d. In the event any employee moves from one job classification to another, said employee may be paid any salary, which fits within the range with the determination to be made by the Mayor.
- e. Safety Officers in specific departments shall receive the sum of \$500 per year.

**SECTION 9: BENEFITS, BOARD OF WORKS & SAFETY AND PERSONNEL POLICY**

Full-time employees of the City of Valparaiso, as part of their compensation receive certain benefits from the City.

- a. Paid Time Off – Employees (not police officers or firefighters) will receive Paid Time Off or PTO pursuant to the Personnel Policy Manual and adopted by the Board of Public Works and Safety.
- b. Firefighters and Police Officers receive such benefits as may be provided for within their individual department policy manuals and contract agreements.
- c. The Board of Public Works and Safety is specifically authorized to amend and change the Personnel Policy as deemed appropriate.
- d. The Board of Public Works and Safety is specifically authorized to approve and administer personnel policy issues after developed and authorized by the Mayor.
- e. The Board of Public Works and Safety is specifically authorized to enter into written employment contracts with any recognized bargaining agents provided that such contracts shall be limited to benefits, working conditions and related matters.
- f. The Board of Public Works and Safety is specifically authorized to develop and approve a performance evaluation system on a Citywide or department basis. Such a system or system(s) may be implemented during the calendar year of 2006 if the budget has sufficient funds to do so.
- g. The Board of Public Works and Safety is specifically authorized to modify job descriptions for the Compensation Management System. Changes shall be made as provided for within the Compensation Management System procedures.

**SECTION 10: MILEAGE ALLOWANCE**

Any elected or appointed official or employee of the City of Valparaiso shall be reimbursed for mileage allowance for official and authorized travel.

The Federal Department of Internal Revenue Service shall establish the rate for reimbursement.

Such compensation shall only be paid when the official or employee is using a personal vehicle and not a City-owned vehicle.

**SECTION 11: PERF PAYMENTS AND OR RETIREMENT PAYMENTS**

From and after January 1, 2006, the City of Valparaiso shall pay the entire employee obligation for PERF retirement for all City employees with the exception of Police Officers and Firefighters.

The City of Valparaiso shall pay one-half (1/2) share of the employee obligation for retirement benefits for Police Officers.

The City of Valparaiso shall pay one-sixth (1/6) share of the employee obligation for retirement benefits for the Firefighters.

Payment of employee retirement benefit obligation shall continue until rescinded or amended by the Common Council.

**SECTION 12: GENERAL PROVISIONS**

The Mayor, the Common Council and the Board of Public Works and Safety of the City of Valparaiso, Indiana shall retain all rights, duties and privileges authorized by the State of Indiana statues for the administration of wages and compensation received by employees.

The Mayor and the Board of Public Works and Safety of the City of Valparaiso shall resolve all disputes arising from the interpretation or enforcement of the Ordinance.

This Ordinance shall be in full force and effect from and after its passage in the manner provided by law and shall be implemented on the first (1<sup>st</sup>) day of January, 2006.


The Mayor and the Common Council of the City of Valparaiso shall also retain the rights, duties, and privileges provided by the Compensation Management System of the City of Valparaiso.

All previous ordinances pertaining to salaries, compensation and benefits for the employees of the City of Valparaiso, Indiana are hereby expressly repealed effective the first (1<sup>st</sup>) day of January 2006.

**This Ordinance consists of fourteen (14) legal pages and Exhibits "A" through "F" in its entirety was presented to the Mayor and Common Council of the City of Valparaiso.**

**PASSED by the Common Council of the City of Valparaiso, Indiana, by a 6-0 vote of all members present and voting, this 22<sup>nd</sup> day of August 2005.**

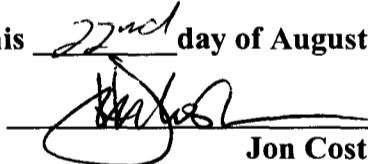
  
\_\_\_\_\_  
Jon Costas, Mayor

ATTEST:   
Sharon E. Swihart, Clerk-Treasurer

Presented by me to the Mayor of the City of Valparaiso, Indiana, this 22<sup>nd</sup> of August 2005 at the hour of 9:35 o'clock P.M.

  
Sharon E. Swihart, Clerk-Treasurer

This Ordinance approved and signed by me this 22<sup>nd</sup> day of August 2005 at the hour of 9:35 o'clock P. M.

  
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Jon Costas, Mayor

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**EXHIBIT A: Police Officer Wages for 2006**

**BASE SALARIES OF SWORN OFFICERS:**

<u>Position</u>	<u>Grade</u>	<u>Pay Amount</u>
Patrol Officer - Probationary	6	\$ 33,955
Patrol Officer - Level 1	8	\$ 37,069
Patrol Officer - Level 2	8	\$ 37,941
Patrol Officer - Level 3	8	\$ 39,678
Corporal	10	\$ 39,986
Sergeants	12	\$ 42,012
Lieutenant	14	\$ 44,164
Captain	15	\$ 46,763
Asst. Chief	16	\$ 49,715
Chief	17	\$ 59,503

(This schedule does not include service pay or other compensation)

**ADDITIONAL PAY / COMPENSATION:**

Call Out	\$ 800
Field Training Officer	\$ 800
Specialty	\$ 120
Uniform	\$ 1,200
Breathalyzer Operator	\$ 120

**BREAKDOWN OF BASE SALARIES FOR CIVILIANS OF THE POLICE DEPARTMENT:**

<u>Position</u>	<u>Pay Amount</u>
Telecommunicators	\$ 32,576
Telecommunicators (Part Time)	\$ 7,950
Code Enforcement Officer	\$ 20,000
Records Personnel	\$ 32,403
Secretary - Detective Bureau	\$ 33,109
Administrative Assistant - Chief	\$ 35,150

**VALPARAISO POLICE DEPARTMENT CROSSING GUARDS**

<u>Position</u>	<u>Pay Amount</u>
Crossing Guards	\$10.30/hr

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**ADDITIONAL COMPENSATION FOR POLICE OFFICERS IN 2006**

The Chief of Police has the sole authority to appoint the Field Training Officers and may rescind said appointments at his sole discretion.

Any and all member(s) of the Valparaiso Police Department who meet the following minimum standards shall receive additional compensation per year in the following amounts:

1. Three (3) years of continuous service and successful attendance at three (3) approved schools the sum of \$750.00
2. Five (5) years of continuous service and successful attendance of three (3) approved schools the sum of \$1,500.00
3. Nine (9) years of continuous service and successful attendance of three (3) approved schools the sum of \$2,500.00
4. Twelve (12) years of continuous service and successful attendance of three (3) approved schools the sum of \$3,000.00

Any Police Officer(s) who become qualified during the year for any of the aforementioned categories will be eligible for pro-rated compensation for the remaining year.

The Chief of Police has the sole authority to appoint the Field Training Officers and may rescind said appointment at his sole discretion.

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**EXHIBIT B: Firefighter Wages for 2006**

**BASE SALARIES OF FIREFIGHTERS:**

<b>Position</b>	<b>Pay Amount</b>
Administrative Assistant	\$32,044
Probationary Firefighter	\$34,119
Firefighters 1st Class	\$38,729
Master Firefighter	\$39,678
Firefighters / Engineer	\$40,466
Lieutenants	\$41,253
Captain	\$42,827
Training Coordinator	\$42,827
Battalion Chief(s)	\$46,590
Assistant Chief	\$49,456
Chief	\$58,961

**ADDITIONAL COMPENSATION**

Members of the Valparaiso Fire Department who are certified in the following categories shall receive additional compensation per year in the following amounts:

<b>Position</b>	<b>Amount</b>
Air Pack Maintenance	\$1,000
Assistant Mechanic	\$1,650
Chief Fire Investigator	\$2,000
Chief Mechanic	\$2,000
CPR Instructors	\$500
Educator/Trainer	\$500
EMT	\$1,000
First Responder - HazMat	\$500
HazMat Officer	\$1,500
Inspectors	\$1,000
Investigators	\$1,000
ISO Coordinator	\$1,000
Maintenance Facilitator	\$2,000
Map Facilitator	\$500
Paramedic	\$2,500
Safety Officer	\$1,500
School Educator	\$4,000
Uniform Allowance	\$500

Any firefighter who becomes qualified during the year for any of the aforementioned categories will be eligible for a pro-rated compensation for the remainder of the year.

A member of the Valparaiso Fire Department may qualify as either a Paramedic, EMT or a First Responder, but not more than one position.



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**EXHIBIT C: Salaries for Appointed Officials and Employees**

**SAM CATEGORY - Supervisor, Administrator or Manager**

	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
<b><u>SAM 1</u></b>	\$68,610	\$78,902	\$85,763	\$102,915
City Administrator				
<b><u>SAM 2</u></b>	\$56,690	\$65,194	\$70,663	\$85,035
Engineering Director				
Economic Development Director				
Parks Director				
Planning Director				
Project Manager Director				
Public Works Director				
<b><u>SAM 3</u></b>	\$46,841	\$53,867	\$58,551	\$70,262
Sewer Collections Manager (Sewer)				
Assistant Director (Public Works)				
Assistant Director (Parks)				
Operations/Maintenance Manager (Wastewater)				
Water Quality Manager (Wastewater)				
Maintenance/Construction Director (Parks)				
<b><u>SAM 4</u></b>	\$38,703	\$44,508	\$48,379	\$58,055
Golf Course Operations Superintendent (Parks)				
Recreation Superintendent (Parks)				
<b><u>SAM 5</u></b>	\$32,155	\$36,978	\$40,194	\$48,233
Adult Recreation Director (Parks)				
Youth Recreation Director (Parks)				
Head Golf Professional (Parks)				
Senior Recreation Director (Parks)				
Recreation Program Golf (Parks)				

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**SAM CATEGORY - Police / Fire**

	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
<b><u>SAM 2</u></b>	\$54,917	\$63,155	\$68,646	\$82,376
Police Chief				
Fire Chief				

	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
<b><u>SAM 3</u></b>	\$50,857	\$58,486	\$63,571	\$76,286
Police Assistant Chief				
Fire Deputy Chief				

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	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
<b><u>SAM 4</u></b>	\$47,098	\$54,163	\$58,873	\$70,647
Police - Captains				
Fire - Battalion Chiefs				

	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
<b><u>SAM 5</u></b>	\$43,616	\$50,158	\$54,520	\$65,424
Police - Lieutenants				
Fire - Captains				

	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
<b><u>SAM 6</u></b>	\$40,392	\$46,451	\$50,490	\$60,588
Police - Sergeants				
Fire Lieutenants				

**PAT CATEGORY - Professional, Administrative & Technology**

	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
<b><u>PAT 1</u></b>	\$53,354	\$61,357	\$66,693	\$80,031
MIS Director				
Human Resources Director				

	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
<b><u>PAT 2</u></b>	\$46,842	\$53,868	\$58,533	\$70,263
Chief Deputy Engineer				
Stormwater Engineer				

	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
<b><u>PAT 3</u></b>	\$41,125	\$47,294	\$51,406	\$61,688
Horticulture Superintendent (Parks)				
Building Commissioner				
Golf Course Maintenance Superintendent (Parks)				

	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
<b><u>PAT 4</u></b>	\$36,105	\$41,521	\$45,131	\$54,158
Landscape Specialist (Parks)				
Assistant City Planner				

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**LTC CATEGORY - Labor, Trades & Crafts**

<b><u>LTC 1</u></b>	<b><u>Minimum</u></b>	<b><u>Market</u></b>	<b><u>Mid</u></b>	<b><u>Max</u></b>
	\$33,304	\$38,300	\$41,630	\$49,956
	\$16.01	\$18.41	\$20.01	\$24.02
Assistant Superintendent of Maintenance (Parks)				
Sewer Collections Supervisor (Sewer)				
Assistant Superintendent (Public Works)				
Street Supervisor (Public Works)				
Mechanic Supervisor (Public Works)				
Sanitation Supervisor (Public Works)				
Maintenance/Electronic Technician WL (Wastewater)				
Maintenance/Electronic Technician (Wastewater)				

<b><u>LTC 2</u></b>	<b><u>Minimum</u></b>	<b><u>Market</u></b>	<b><u>Mid</u></b>	<b><u>Max</u></b>
	\$31,165	\$35,840	\$38,956	\$46,748
	\$14.98	\$17.23	\$18.73	\$22.48
Assistant Golf Course Superintendent (Parks)				
Maintenance Property Supervisor (Parks)				
Mechanic (Parks)				
Mechanic (Sewer)				
Mechanic (Public Works)				
Machinery Operator WL (Public Works)				
Heavy Equipment Operator (Public Works)				
Heavy Equipment Operator WL & Training				
Coordinator (Public Works)				
Heavy Equipment Operator WL (Public Works)				
Truck Driver/Light Equipment Operator WL				
(Public Works)				

<b><u>LTC 3</u></b>	<b><u>Minimum</u></b>	<b><u>Market</u></b>	<b><u>Mid</u></b>	<b><u>Max</u></b>
	\$29,163	\$33,537	\$36,454	\$43,745
	\$14.02	\$16.12	\$17.53	\$21.03
Heavy Equipment Operator (Sewer)				
Machinery Operator (Public Works)				
Truck Driver / Light Equipment Operator (Public				
Works)				
Heavy Equipment Operator (Public Works)				
Plant Operator (Wastewater)				
Plant Operator WL (Wastewater)				
Maintenance Technician (Wastewater)				
Maintenance Technician/Instrument Tech Helper				
(Wastewater)				

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<b><u>LTC 4</u></b>	<b><u>Minimum</u></b>	<b><u>Market</u></b>	<b><u>Mid</u></b>	<b><u>Max</u></b>
	\$27,290	\$31,384	\$34,113	\$40,035
	\$13.12	\$15.09	\$16.40	\$19.25
Landscape WL (Parks)				
Groundskeeper WL (Parks)				
Truck Driver/Light Equipment Operator (Sewer)				
Skilled Laborer (Public Works)				
Mechanic Helper (Public Works)				
Maintenance Skilled Labor (Wastewater)				

<b><u>LTC 5</u></b>	<b><u>Minimum</u></b>	<b><u>Market</u></b>	<b><u>Mid</u></b>	<b><u>Max</u></b>
	\$25,180	\$28,957	\$31,475	\$37,770
	\$12.11	\$13.92	\$15.13	\$18.16
Building Coordinator (Parks)				
Golf Maintenance Greenskeeper (Parks)				
Maintenance Groundskeeper (Parks)				
Skilled Labor (Sewer)				
Laborer (Public Works)				

<b><u>LTC 6</u></b>	<b><u>Minimum</u></b>	<b><u>Market</u></b>	<b><u>Mid</u></b>	<b><u>Max</u></b>
	\$22,875	\$26,306	\$28,594	\$34,313
	\$11.00	\$12.65	\$13.75	\$16.50
Laborer (Sewer)				

**OSS CATEGORY - Office Support Specialist**

<b><u>OSS 1</u></b>	<b><u>Minimum</u></b>	<b><u>Market</u></b>	<b><u>Mid</u></b>	<b><u>Max</u></b>
	\$36,256	\$41,694	\$45,320	\$54,384
	\$17.43	\$20.05	\$21.79	\$26.15
Engineer CAD-GIS (Engineering)				
Engineering Assistant				
Instrument Technician (Wastewater)				

<b><u>OSS 2</u></b>	<b><u>Minimum</u></b>	<b><u>Market</u></b>	<b><u>Mid</u></b>	<b><u>Max</u></b>
	\$33,356	\$38,359	\$41,695	\$50,034
	\$16.04	\$18.44	\$20.05	\$24.05
Chief Inspector (Planning & Building)				
Administrative Assistant (Mayor)				
Chief Deputy Clerk (Clerk-Treasurer)				
Deputy Clerks (Clerk-Treasurer)				
Trained TV Skilled Labor (Sewer)				
Pretreatment Coordinator (Wastewater)				
Administrative Assistant (Human Resources)				
Engineer Project Manager (Engineering)				
Bookkeeper WL (Parks)				
Payroll/Benefits Secretary (Parks)				

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<u>OSS 3</u>	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
	\$30,688	\$35,291	\$38,360	\$46,032
	\$14.75	\$16.97	\$18.44	\$22.13
Administrative Assistant (Fire)				
Administrative Assistant (Parks)				
Administrative Assistant (Planning & Building)				
Administrative Assistant (Police)				
Engineer Administrator (Engineering)				
Lab Technician (Wastewater)				
Office Manager (Public Works)				
Records Clerk (Police)				
Secretary (Police)				
Telecommunicators (Police)				

<u>OSS 4</u>	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
	\$28,234	\$32,469	\$35,293	\$42,351
	\$13.57	\$15.61	\$16.97	\$20.36
Assistant Senior Recreation Director (Parks)				
Customer Service Secretary WL (Parks)				
Customer Service Secretary (Parks)				
Assistant Bookkeeper (Parks)				
Parking Meter Operator (Police)				
Administrative Assistant (Project Management)				
Secretary (Sewer)				
Administrative Assistant (Public Works)				
Administrative Assistant (Wastewater)				
Administrative Assistant/Receptionist (City Administrator)				

<u>OSS 5</u>	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
	\$26,560	\$30,544	\$33,200	\$39,840
	\$12.77	\$14.68	\$15.96	\$19.15
Untrained TV Skilled Laborer				

**POLE CATEGORY - Protective Occupation - Law Enforcement**

<u>POLE 3</u>	<u>Minimum</u>	<u>Market</u>	<u>Mid</u>	<u>Max</u>
	\$33,242	\$38,228	\$41,553	\$49,863
Patrol Officer - Level 1				
Patrol Officer - Level 2				
Patrol Officer - Level 3				

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**EXHIBIT D: Salaries for Elected Officials**

	<u>Total Salary</u>
<b>Mayor</b>	\$54,315
<b>Clerk Treasurer</b>	\$46,159
<b>Members of the Common City Council</b>	\$5,778

**EXHIBIT E: Compensation for Members of Boards and Commissions**

<b>Plan Commission</b>	<b>\$600</b>
<b>Board of Zoning &amp; Appeals</b>	<b>\$600</b>
<b>Park Board</b>	<b>\$600</b>
<b>Stormwater Board</b>	<b>\$600</b>

**EXHIBIT F: Service Pay**

All eligible officials and employees of the City of Valparaiso who have served continuously for more than three (3) years as of January 1, 2006 shall receive additional compensation as follows:

<u>At Least</u>	<u>Not More Than</u>	<u>Amount</u>
<b>3 years</b>	<b>6 years</b>	<b>\$200</b>
<b>6 years</b>	<b>9 years</b>	<b>\$500</b>
<b>9 years</b>	<b>12 years</b>	<b>\$800</b>
<b>12 years</b>	<b>15 years</b>	<b>\$1,100</b>
<b>15 years</b>	<b>18 years</b>	<b>\$1,400</b>
<b>18 years</b>	<b>20 years</b>	<b>\$1,700</b>
<b>More than 20 years</b>		<b>\$2,000</b>

In the event that the anniversary date of employment for an employee or an appointed and or elected official covered by this section falls on a date other than January 1, 2006, and such date changes the category for service pay contained herein, such employee shall be paid at the higher rate for the remainder of the calendar year.

The schedule appearing above is not intended to be cumulative and each employee and/or appointed official and/or elected official of the City shall fall into only one (1) of the seven categories.

This schedule shall not apply to members of Boards and/or Commissions and/or Council Members as referred to in Section 7