

# City of Bedford

## City Council Regular Meeting

December 18, 2023

7:00 P.M.

### *Minutes*

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*Prayer: Penny May*

*Pledge of Allegiance: Penny May*

*Call to Order: Mayor Samuel J. Craig*

The Common Council of the City of Bedford, Indiana met for a Regular City Council Meeting on December 18, 2023, at 7:00 P M at Stonegate Arts & Education Center. Honorable Mayor Samuel J. Craig presided and called the meeting to order.

#### ***Members in attendance:***

- Judy Carlisle
- Ryan Griffith
- Penny May
- Brad Bough
- Larry Hardman
- Dan Bortner

#### ***Members in absent:***

- Angel Hawkins

#### **Reading/Approval of Minutes:**

November 20, 2023 – Regular Meeting

- Larry Hardman made the motion to approve the minutes,
- Judy Carlisle seconded the motion,
- ***All votes were in favor of the motion. No One Opposed, Passed***

## New Business

### 1. Ordinance 24-2023 -Amending Salary Ordinance 16-2023 Denise Henderson

- There were some changes in the 2023 Salary Ordinance that need to be carried over to the 2024 Salary Ordinance.
  - Title for DLS Class 1 & 2 needs to be changed to WTS Licensed Class 1 & 2. Same rate of pay.
  - Add Training Officer Classes to the Fire Department
  - Section 14 added Police New Hiring Bonus
  - Added Field Training Officer to the Police Department for additional \$3.00 per hour
  - On call pay increase was missed in the first ordinance. Changed from 69 cents to 72 cents per hour.
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- Dan Bortner made the motion for first passage of Ordinance 24-2023
  - Larry Hardman seconded the motion,
  - Larry Hardman made the motion for second passage of Ordinance 24-2023
  - Judy Carlisle seconded the motion.
  - Brad Bough made the motion to suspend the rules and go to the third and final passage of Ordinance 24-2003
  - Dan Bortner seconded the motion.
  - Judy Carlisle made the motion to approve the third & final Passage of Ordinance 24-2023
  - Larry Hardman seconded the motion,
  - ***The Third and Final Passage of Ordinance 24-2023, All votes in favor of motion, No one opposed, passed.***

**ORDINANCE NO. 24-2023**  
**2024 Salary Ordinance**

Amending Ordinance 16-2023

AN ORDINANCE APPROVING BASE SALARIES FOR POLICE, FIREFIGHTERS, APPOINTIVE OFFICERS AND EMPLOYEES, AND APPROVING ADDITIONAL COMPENSATION OF ELECTED AND APPOINTED OFFICIALS OF THE CITY OF BEDFORD, INDIANA FOR THE PAY PERIOD BEGINNING DECEMBER 23, 2023 THROUGH THE PAY PERIOD ENDING DECEMBER 20, 2024

BE IT ORDAINED by the Common Council of the City of Bedford, Indiana:

SECTION 1. That the base salaries and wages of all employees and appointive officials of the City of Bedford, as heretofore fixed by the Mayor and the Clerk-Treasurer, of the City of Bedford, and the Bedford Park and Recreation Board, be approved as follows:

Salaried positions are based on working 40 hours per week.

	2024 Rates	
Street Commissioner.....	\$ 2,618.11	Bi-Weekly
Director of Parks and Recreation.....	\$ 2,618.11	Bi-Weekly
Plan Commissioner.....	\$ 2,642.35	Bi-Weekly
Utilities Director.....	\$ 2,666.59	Bi-Weekly
Transportation Director.....	\$ 2,569.63	Bi-Weekly
Business & Community Development Director.....	\$ 2,618.11	Bi-Weekly
Director of Administrative Services.....	\$ 2,642.35	Bi-Weekly
1st Deputy Clerk-Treasurer & Grant Clerk.....	\$ 2,172.19	Bi-Weekly
City Attorney.....	\$ 1,396.15	Bi-Weekly
City Engineer.....	\$ 1,060.04	Bi-Weekly
2nd Deputy /Payroll Clerk-Treasurer.....	\$ 2,191.00	Bi-Weekly
Assistant Street Commissioner.....	\$ 27.22	Hourly
Assistant Planning Commissioner.....	\$ 27.22	Hourly
Assistant Utilities Director.....	\$ 27.22	Hourly
Inspector.....	\$ 24.49	Hourly
Stormwater Coordinator.....	\$ 24.49	Hourly
Mayor's Assistant.....	\$ 2,281.42	Bi-Weekly
Operations Manager.....	\$ 27.22	Hourly
Fleet/Facilities Manager.....	\$ 27.22	Hourly
Recreation Director.....	\$ 27.22	Hourly
Assistant Recreation Director.....	\$ 26.48	Hourly
Recreation Programmer.....	\$ 15.26	Hourly
Golf Professional.....	\$ 2,264.99	Bi-Weekly
Filtration Plant Superintendent.....	\$ 28.07	Hourly
Distribution System Superintendent.....	\$ 28.07	Hourly
Distribution System Supervisor.....	\$ 26.48	Hourly
Waste Water Plant Superintendent.....	\$ 28.07	Hourly
Assistant Plant Superintendent.....	\$ 26.48	Hourly
WFL Licensed Class 1.....	\$ 24.91	Hourly

WTF Licensed Class 2.....	\$ 24.20	Hourly
Plant Operator Class 3.....	\$ 23.51	Hourly
Plant Operator Class 4.....	\$ 22.73	Hourly
Water/Sewer Distribution Maintenance Class 1.....	\$ 24.20	Hourly
Water/Sewer Distribution Maintenance Class 2.....	\$ 23.51	Hourly
Water/Sewer Distribution Maintenance Class 3.....	\$ 22.73	Hourly
Water/Sewer Distribution Maintenance Class 4.....	\$ 21.91	Hourly
Water/Sewer Distribution Maintenance Class 5.....	\$ 21.17	Hourly
Storm Water Maintenance Class 1.....	\$ 24.20	Hourly
Storm Water Maintenance Class 2.....	\$ 23.51	Hourly
Storm Water Maintenance Class 3.....	\$ 22.73	Hourly
Storm Water Maintenance Class 4.....	\$ 21.91	Hourly
Storm Water Maintenance Class 5.....	\$ 21.17	Hourly
Meter Readers Class 1.....	\$ 23.51	Hourly
Meter Readers Class 2.....	\$ 22.73	Hourly
Meter Readers Class 3.....	\$ 21.91	Hourly
Meter Readers Class 4.....	\$ 21.17	Hourly
Project/Inventory Coordinator - Class 1.....	\$ 24.20	Hourly
Project/Inventory Coordinator - Class 2.....	\$ 23.51	Hourly
Project/Inventory Coordinator - Class 3.....	\$ 22.73	Hourly
Truck Drivers - Class 1.....	\$ 24.20	Hourly
Truck Drivers - Class 2.....	\$ 23.51	Hourly
Truck Drivers - Class 3.....	\$ 22.73	Hourly
Truck Drivers - Class 4.....	\$ 21.91	Hourly
Truck Drivers - Class 6.....	\$ 21.17	Hourly
Bus Driver - Class 1.....	\$ 24.20	Hourly
Bus Driver - Class 2.....	\$ 23.51	Hourly
Bus Driver - Class 3.....	\$ 22.73	Hourly
Bus Driver - Class 4.....	\$ 21.91	Hourly
Bus Driver - Class 5.....	\$ 21.17	Hourly
Humane Officer - Class 1.....	\$ 22.66	Hourly
Humane Officer - Class 2.....	\$ 21.86	Hourly
Humane Officer - Class 3.....	\$ 21.14	Hourly
Humane Officer - Class 4.....	\$ 20.56	Hourly
Humane Officer - Class 5.....	\$ 20.33	Hourly
Laborer - Class 1.....	\$ 22.00	Hourly
Laborer - Class 2.....	\$ 21.24	Hourly
Laborer - Class 3.....	\$ 20.48	Hourly
Laborer - Class 4.....	\$ 19.69	Hourly
Laborer - Class 5.....	\$ 18.92	Hourly
Skilled Labor - Class 1.....	\$ 22.67	Hourly
Skilled Labor - Class 2.....	\$ 21.88	Hourly
Skilled Labor - Class 3.....	\$ 21.13	Hourly
Skilled Labor - Class 4.....	\$ 20.32	Hourly
Skilled Labor - Class 6.....	\$ 19.55	Hourly
Packer Operator - Class 1.....	\$ 24.20	Hourly
Packer Operator - Class 2.....	\$ 23.51	Hourly

Packer Operator - Class 3.....	\$ 22.73	Hourly
Packer Operator - Class 4.....	\$ 21.91	Hourly
Packer Operator - Class 5.....	\$ 21.17	Hourly
Golf Course Superintendent.....	\$ 27.22	Hourly
Assistant Golf Course Superintendent.....	\$ 26.48	Hourly
Park Maintenance Superintendent.....	\$ 27.22	Hourly
Park Maintenance Assistant Superintendent.....	\$ 26.48	Hourly
Mechanic - Class 1.....	\$ 23.81	Hourly
Mechanic - Class 2.....	\$ 23.10	Hourly
Mechanic - Class 3.....	\$ 22.28	Hourly
Mechanic - Class 4.....	\$ 21.46	Hourly
Custodian - Class 1 (FT/PT).....	\$ 20.12	Hourly
Custodian - Class 2 (FT/PT).....	\$ 19.34	Hourly
Custodian - Class 3 (FT/PT).....	\$ 18.55	Hourly
Custodian - Class 4 (FT/PT).....	\$ 16.43	Hourly
Office Manager - Class 1.....	\$ 24.49	Hourly
Office Manager - Class 2.....	\$ 23.66	Hourly
Office Manager - Class 3.....	\$ 22.87	Hourly
Office Manager - Class 4.....	\$ 22.08	Hourly
Office Manager - Class 5.....	\$ 21.35	Hourly
Clerk - Class 1.....	\$ 19.34	Hourly
Clerk - Class 2.....	\$ 18.56	Hourly
Clerk - Class 3.....	\$ 17.79	Hourly
Clerk - Class 4.....	\$ 17.00	Hourly
Clerk - Class 5.....	\$ 16.22	Hourly
Clerk - Class 6.....	\$ 15.46	Hourly
Clerk - Class 7.....	\$ 15.07	Hourly
Auditor.....	\$ 27.22	Hourly
Part-Time Code Enforcer.....	\$ 20.00	Hourly
Radio Dispatch Supervisor.....	\$ 24.68	Hourly
Radio Dispatcher - Class 1.....	\$ 21.69	Hourly
Radio Dispatcher - Class 2.....	\$ 20.97	Hourly
Radio Dispatcher - Class 3.....	\$ 20.27	Hourly
Radio Dispatcher - Class 4.....	\$ 19.57	Hourly
Radio Dispatcher - Class 5.....	\$ 18.82	Hourly
Part-Time Radio Dispatcher Class 1.....	\$ 21.28	Hourly
Part-Time Radio Dispatcher Class 2.....	\$ 20.66	Hourly
Part-Time Radio Dispatcher Class 3.....	\$ 20.06	Hourly
Radio Dispatcher/IDACS Coordinator.....	\$ 23.30	Hourly
Temporary Labor - Class 1.....	\$ 20.95	Hourly
Temporary Labor - Class 2.....	\$ 11.34	Hourly
Temporary Labor - Class 3.....	\$ 10.94	Hourly
Temporary Labor - Class 4.....	\$ 10.50	Hourly
Temporary Labor - Class 5.....	\$ 10.05	Hourly
Temporary Labor - Class 6.....	\$ 9.62	Hourly
Temporary Labor - Class 7.....	\$ 9.19	Hourly
Temporary Labor - Class 8.....	\$ 9.00	Hourly

Temporary Labor - Class 9	Current Minimum Wage
Pool Manager.....	\$ 19.08 Hourly
Assistant Pool Manager.....	\$ 16.87 Hourly
Temporary Clerk - Class 1.....	\$ 16.95 Hourly
Temporary Clerk - Class 2.....	\$ 15.26 Hourly
Temporary Clerk - Class 3.....	\$ 14.55 Hourly
Temporary Clerk - Class 4.....	\$ 13.87 Hourly
Temporary Clerk - Class 5.....	\$ 13.16 Hourly
Temporary Clerk - Class 6.....	\$ 12.44 Hourly
Temporary Clerk - Class 7.....	\$ 11.89 Hourly
Temporary Clerk - Class 8.....	\$ 11.12 Hourly
Temporary Clerk - Class 9.....	\$ 10.51 Hourly
Temporary Clerk - Class 10.....	\$ 9.93 Hourly
Temporary Clerk - Class 11.....	\$ 9.41 Hourly
Temporary Clerk - Class 12.....	\$ 9.00 Hourly
Temporary Clerk - Class 13	Current Minimum Wage
Lifeguard - Class 1.....	\$ 13.79 Hourly
Lifeguard - Class 2.....	\$ 13.23 Hourly
Cashier - Class 1.....	\$ 10.82 Hourly
Cashier - Class 2.....	\$ 10.50 Hourly
Cashier - Class 3.....	\$ 10.05 Hourly
Cashier - Class 4.....	\$ 9.62 Hourly
Cashier - Class 5.....	\$ 9.19 Hourly
Cashier - Class 6.....	\$ 9.00 Hourly
Cashier - Class 7.....	Current Minimum Wage
Plan Commission Board.....	\$ 57.98 Monthly
Board of Zoning Appeals.....	\$ 57.98 Monthly
Park Board.....	\$ 57.98 Monthly
Technically Skilled Labor - Class 1.....	\$ 24.75 Hourly
Technically Skilled Labor - Class 2.....	\$ 23.99 Hourly
Technically Skilled Labor - Class 3.....	\$ 23.17 Hourly
Technically Skilled Labor - Class 4.....	\$ 22.42 Hourly
Heavy Equipment Operator - Class 1.....	\$ 24.76 Hourly
Heavy Equipment Operator - Class 2.....	\$ 23.99 Hourly
Heavy Equipment Operator - Class 3.....	\$ 23.17 Hourly
Heavy Equipment Operator - Class 4.....	\$ 22.42 Hourly
Maintenance Men - Class 1.....	\$ 24.20 Hourly
Maintenance Men - Class 2.....	\$ 23.51 Hourly
Maintenance Men - Class 3.....	\$ 22.73 Hourly
Maintenance Men - Class 4.....	\$ 21.91 Hourly
Maintenance Men - Class 5.....	\$ 21.17 Hourly
Crossing Guards - Class 1.....	\$ 37.77 Dally
Crossing Guards - Class 2.....	\$ 30.23 Dally
Crossing Guards - Class 3.....	\$ 19.65 Dally

PUBLIC SAFETY

Chief of Police.....	\$ 2,766.80	Bi-Weekly
Assistant Chief - Colonel.....	\$ 2,664.59	Bi-Weekly
Major.....	\$ 2,625.17	Bi-Weekly
Captain.....	\$ 2,527.22	Bi-Weekly
Lieutenant.....	\$ 2,311.49	Bi-Weekly
Sergeant.....	\$ 2,248.81	Bi-Weekly
Corporal.....	\$ 2,227.49	Bi-Weekly
Police Officer 1st Class.....	\$ 2,206.86	Bi-Weekly
Police Officer 2nd Class.....	\$ 2,186.08	Bi-Weekly
Police Officer 3rd Class.....	\$ 2,165.00	Bi-Weekly
Fire Captain.....	\$ 3.00	Hourly
Fire Chief.....	\$ 2,766.80	Bi-Weekly
Deputy Chief.....	\$ 2,664.59	Bi-Weekly
Battalion Chief.....	\$ 2,625.17	Bi-Weekly
Captain.....	\$ 2,527.22	Bi-Weekly
Lieutenant.....	\$ 2,311.49	Bi-Weekly
Fire Inspector Class 1.....	\$ 2,527.22	Bi-Weekly
Fire Inspector Class 2.....	\$ 2,397.58	Bi-Weekly
Fire Inspector Class 3.....	\$ 2,311.49	Bi-Weekly
Training Officer Class 1.....	\$ 2,527.22	Bi-Weekly
Training Officer Class 2.....	\$ 2,397.58	Bi-Weekly
Training Officer Class 3.....	\$ 2,311.49	Bi-Weekly
Senior Firefighter.....	\$ 2,248.81	Bi-Weekly
Firefighter (First Class).....	\$ 2,206.86	Bi-Weekly
Firefighter (Second Class).....	\$ 2,186.08	Bi-Weekly
Firefighter (Third Class).....	\$ 2,166.00	Bi-Weekly

SECTION 2. In the event that an employee of another city department is also employed by the Department of Transportation, then, and in that event, such employee's regular salary from such other city department shall be reduced by an amount equal to the amount received by such employee from the Department of Transportation.

SECTION 3. All civilian employees of the Police and Fire Departments, who are required to be on duty on a holiday (all holidays under this section shall be such day or days as shall be designated as a holiday by the City of Bedford's personnel policy or by the Mayor of the City of Bedford) shall be granted one (1) compensatory day off in addition to such employee's regular days off. Such compensatory day off to be determined by the Chief of such employee's department.

SECTION 4. That the additional compensation of the appointed officials of the City of Bedford who perform services in connection with the operation of the Sewer Department and Sewage Disposal Plant, Water Works Department and the Storm Water Department of the City of Bedford, as previously fixed by the Board of Public Works and Safety of the City of Bedford and approved by the Mayor of the City of Bedford, to be paid from the funds of said utilities and functions, respectively, are hereby approved as follows:

Sewer Department and Sewage Disposal Plant

City Attorney.....	\$ 230.66	Bi-Weekly
Deputy Clerk-Treasurer.....	\$ 186.00	Bi-Weekly
City Engineer.....	\$ 106.55	Bi-Weekly

(The additional compensation herein fixed for the City Attorney does not include legal services connected with a bond issue or a utilities rate adjustment, or condemnation proceedings for right-of-way, and such legal service shall be compensated additionally from the proceeds of such bond issue or federal grant in such amount as may be fixed by the Mayor and the Board of Public Works and Safety, the Park and Recreation Board of the City of Bedford, the Economic Development Commission, or the Redevelopment Commission, subject to the approval of the Common Council)

Water Works Department

City Attorney.....	\$ 104.28	Bi-Weekly
Deputy Clerk-Treasurer.....	\$ 186.60	Bi-Weekly
City Engineer.....	\$ 106.65	Bi-Weekly

(The additional compensation herein fixed for the City Attorney does not include legal services connected with a bond issue or a utilities rate adjustment, or condemnation proceedings for right-of-way, and such legal service shall be compensated additionally from the proceeds of such bond issue or federal grant in such amount as may be fixed by the Mayor and the Board of Public Works and Safety, the Park and Recreation Board of the City of Bedford, the Economic Development Commission, or the Redevelopment Commission, subject to the approval of the Common Council)

WATER DEPARTMENT

City Engineer.....	\$ 106.65	Bi-Weekly
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SECTION 5. That Utilities Director and Assistant Utilities Director shall receive 42% from the Water Department and 58% from the Sewer Department divided as 42% for sewer fund, 8% for trash fund and 8% for storm water fund. The Auditor, Office Managers, Water/Sewer Superintendents, Water/Sewer Distribution employees, Heavy Equipment Operators, Meter Readers, Maintenance Employees, Clerks, Project Inventory Coordinators and Custodian employed by the City Utility shall receive one-half of the base wage from the Sewer Department fund and one-half of the base wage from the Water Department fund.

SECTION 6. That all employees of the City of Bedford shall be eligible to participate in the group health insurance plan as approved by the Bedford Board of Public Works & Safety.

The City shall pay 100% of the Dental Insurance.  
 Unless specifically modified herein, all other parts of Ordinance 16-2023 shall remain in full force and effect.

City of Bedford United Health Care (AIM Trust)  
 January 1, 2024 - December 31, 2024

Plan 1 - \$1,500 Deductible (PPO)

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$970.69	\$2,623.80	\$ 1,912.25	\$2,776.16
*Employer Monthly	\$773.61	\$2,011.38	\$ 1,623.98	\$2,212.49
Employee Monthly	\$197.08	\$512.44	\$388.27	\$563.67
*Employee Per Pay	\$98.54	\$256.22	\$194.14	\$281.84

Plan 2 - \$3,500 HDHP (High Deductible Health Plan) with HSA (Health Savings Account)



	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$775.05	\$2,016.12	\$1,526.83	\$2,218.62
*Employer Monthly	\$663.02	\$1,730.60	\$1,305.78	\$1,905.90
Employee Monthly	\$112.03	\$284.52	\$221.05	\$310.72
*Employee Per Pay	\$56.02	\$142.26	\$110.52	\$155.36
Employer Contribution to HSA	\$1,000.00	\$2,000.00	\$2,000.00	\$2,000.00

SECTION 7. That eligible employees may voluntarily participate in the City of Bedford wellness program. The employee will present this testing information to a physician. The physician has to sign off on reviewing the test results. The employee may also receive benefits by providing documentation of Preventative Care Services. It is the employee's responsibility to have all documents turned in by January 31, 2024 to the Clerk Treasurers Office/ HR Office.

Any employee not having their healthcare provider statement executed and turned in by January 31, 2024 will forfeit their wellness credits as of January 1, 2024.

The employee will receive a reduction in their health insurance premium reference the point system, which is withheld twice per month for active employees. \*Note: The Wellness benefit is not included in numbers listed above.

A participating active employee may ultimately receive a reduction of \$105.00 per withholding (twice monthly at \$52.50 a pay). This reduction only applies to the member and his/her participation; it is not available to spouses or dependents.

The City of Bedford reserves the right to suspend the reduction in premiums for active employees. This health screen will be administered annually and the applicable employee reduction will be in effect from January 1 – December 31 of the following calendar year

The City shall reimburse its employees up to One Hundred Fifty Dollars (\$150.00) annually for gym membership expenses incurred by the employee. Reimbursement shall be made toward expenses incurred at a professional gym whose principal business is exercise and physical fitness training. Employees must present receipts for expenses incurred to the City Clerk-Treasurer for reimbursement to occur. The annual reimbursement allowance shall be calculated for each employee for expenses incurred between January 1 and December 31 each year. Employees shall be reimbursed one time per year when receipts total One Hundred Fifty Dollars (\$150.00)

SECTION 8. That employees of the Bedford Street Department who specialize in Animal Control, Bedford City Utilities, Park and Oils Departments who are "on call" to provide emergency after hours coverage, and Bedford Police Department criminal investigation division employees who are required to serve in an on call capacity after hours are hereby entitled to "on call" pay as provided by Resolution 3-2014, passed and adopted on the 18th day of August, 2014 as amended by Resolution 4-2014, passed and adopted on the 15th day of December 2014 as amended by Resolution 2-2016 passed and adopted the 26th day of September, 2016 as amended by Resolution 6-2016 passed and adopted the 21st day of November, 2016 by the Board of Public Works and Safety. The following schedule shall be used to compensate said employees:

Street Department, Parks and Oils Departments, Bedford City Utilities & Police Department "On Call" pay..... \$ 0.72

SECTION 9. That all Firefighters and Police Officers shall receive an annual clothing allowance not to exceed \$900.00 during years 2 & 3 of service. Beginning in year 4 of service said clothing allowance shall be reduced to the State minimum requirement of \$200.00 and the remaining \$700.00 will be added to longevity pay which will begin in year 4 of service & thereafter. Said Clothing Allowance shall be paid twice a year, once in June and once in December and shall be subject to all payroll withholdings except receipts applied to the accountable plan.

SECTION 10. That all Police and Firefighters who are required to be on duty on a holiday shall be granted one (1) compensatory day off in addition to such employees regular day off, such compensatory day off to be determined by the Chief of Police and the Fire Chief. All compensatory days off earned under this section shall be used within one year from the date of the holiday. Should an employee who is scheduled to work a holiday elect to take such holiday off, the day off shall be considered as his/her compensatory day, and no other compensatory day shall be due the employee for that particular holiday. The normal shift manning rules shall apply to any holiday.

SECTION 11. That the salaries approved in Section 1 herein-above be provided for in the budget for the City of Bedford for the year of 2024.

SECTION 12. That from and after January 1, 2024, all salaries of employees and officials, both elected and appointed, and all hourly rated employees of the City of Bedford shall be paid every two weeks on Friday.

SECTION 13. a) That each Firefighter and Police Officer employed by the City of Bedford shall be eligible for and shall receive additional Length of Service compensation based upon the consecutive number of years of service by each of them. The following schedule shall be used to determine the amount of said Length of Service Compensation Payment:

Beginning 4th year.....	\$	65.92	Bi-Weekly
Beginning 6th year.....	\$	69.62	Bi-Weekly
Beginning 8th year.....	\$	73.32	Bi-Weekly
Beginning 7th year.....	\$	77.04	Bi-Weekly
Beginning 8th year.....	\$	80.74	Bi-Weekly
Beginning 9th year.....	\$	84.44	Bi-Weekly
Beginning 10th year.....	\$	88.14	Bi-Weekly
Beginning 11th year.....	\$	91.84	Bi-Weekly
Beginning 12th year.....	\$	95.55	Bi-Weekly
Beginning 13th year.....	\$	99.25	Bi-Weekly
Beginning 14th year.....	\$	102.96	Bi-Weekly
Beginning 15th year.....	\$	106.66	Bi-Weekly
Beginning 16th year.....	\$	110.37	Bi-Weekly
Beginning 17th year.....	\$	114.07	Bi-Weekly
Beginning 18th year.....	\$	117.77	Bi-Weekly
Beginning 19th year.....	\$	121.47	Bi-Weekly
Beginning 20th year.....	\$	125.18	Bi-Weekly

b) Said Length of Service Compensation shall be paid to an eligible employee commencing with the first payroll following the beginning year of day of employment of the employee. Such payment shall be paid over the ensuing 12 months as part of the regular payroll and shall be subject to all regular payroll withholding.

c) Length of Service Compensation Payment for all Police Officers and Firefighters employed by the City of Bedford prior to August 1, 1984, shall be based upon the total number of years of service by each of them.

SECTION 14.

a) The Police Department and Fire Department have an Overtime/Compensation line item and will disburse the monies to employees according to the guidelines set forth in the Fire Department and Police Department SOP for Overtime/Compensation.

b) The Police Department shall offer a one-time new hire sign on bonus of \$5,000 in addition to regular salary as follows: \$2,500 on first paycheck and \$2,500 with completion of Academy graduation, FTO program, and probation year. Subject to reimbursement policy.

c) The Police Department shall offer a one-time lateral Officer hiring bonus of \$7,500 to \$10,000 depending on years of service in addition to regular salary as follows: \$3,000 on first paycheck, \$3,000 with completion of probation year, 1/2 of remaining balance at 18 months of hire and remaining balance at 24 months of hire. Subject to reimbursement policy.

SECTION 15. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Passed and adopted by the Common Council of the City of Bedford, Indiana, at a regular meeting held this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Samuel J. Craig, Presiding Officer

ATTEST:

\_\_\_\_\_  
Billie Turney, Clerk-Treasurer

Presented by me to the Mayor of the City of Bedford this \_\_\_\_\_ day of \_\_\_\_\_, 2023

\_\_\_\_\_  
Billie Turney, Clerk Treasurer

Approved and signed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Samuel J. Craig, Mayor

ATTEST:

\_\_\_\_\_  
Billie Turney, Clerk Treasurer

## 2. Resolution 4-2023 -2023 Encumbrances-Billie Tumey

- Clerk Treasurer Billie Tumey read aloud the 2023 Encumbrances.
  - The only question was Brad Bough asking about the purchase of a K-9 from Rhode Island K-9 Academy, Inc. Mayor Craig added that that was Chief Moore's area.
  - Mayor Craig noted that item 1. Is a dump truck for Utilities due to lack of funding in the Utilities funds and is being paid out of the Administration General Fund Budget. And item 6. Is a new side loader for the Sanitation Department due to lack of funding and is being paid out of the Administration General Fund Budget. This is not affiliated to the new sanitation rates that go into effect in 2024.
- Larry Hardman made the motion for approval of Resolution 4-2023
- Penny May seconded the motion,
- *All votes in favor of the motion, No one opposed, passed.*

### Resolution 4-2023

#### RESOLUTION FOR 2023 ENCUMBRANCES

WHEREAS, the Bedford City Council has the duty and authority to maintain and allocate funds as necessary from the adopted budget to maintain the fiscal integrity of the City of Bedford and maximize efficiency; and

WHEREAS it becomes necessary to encumber funds for the end of the year 2023 for the fiscal integrity of the City of Bedford.

NOW THEREFORE BE IT RESOLVED by the Common Council of the City of Bedford, Indiana that the Clerk-Treasurer has notified and informed the Council of the need to encumber funds for the following:

Section 1: That the following sums are to be encumbered.

1. Utilities -General Fund Appropriation # 1101-003444 \$89,651.50 for Dump Truck ordered in 2022 and encumbered in 2022 but not received as this date. Ruxer Ford
2. Police Department-General Fund Appropriation #1101-008222 \$3,061.28 for Tires- Dubois County Tire & Supply.
3. Police Department-LOIT Appropriation # 2240-000444 \$8,728.63 for Sharp Copier -Bedford Office Supply
4. Police Department-General Fund Appropriation 1101-008229 \$12,000 for K-9- Rhode Island K9 Academy, Inc
5. Street Department-MVH Appropriation # 2201-001442 \$42,382.59 For repairs to the Company Concourse Building approved in the October BOW meeting. -Flynn & Sons Excavating & Paving
6. Sanitation Department-General Fund Appropriation #1101-003449 \$309,234.00 for a Packer Truck-McNeilus Truck and Manufacturing

7. Street Department-MVH Appropriation #2201-001444 \$64,989.25 for 2024 Chevrolet K3500 RC-Uebelhor & Sons Inc
8. Park-Park Appropriation #2204-001444 \$17,144.71 for LED lighting at Pickleball Courts-Johnny's Signs
9. Park-Park Appropriation #2204-001443 \$15,973 for Red Brick Exterior Stair Replacement-McIntyre Bros. Inc
10. Park-Otis Appropriation #2204-002443 \$14,805 for Innovation Zoysia Sod-Grassmasters

**Section 2: That the following sums are to be transferred from specified lines to specified lines and encumbered.**

1. Police Department-General Fund Appropriation #01101-008102 Professional Police transfer to Line 1101-008119-Police Sign on Bonus \$45,000. To cover sign on bonus for new officers as approved in the October 16, 2023, Council & BOW Meetings.
2. Fire Department-General Fund Transfers from lines 7221 Office Supplies \$548., 7222 Operating Supply \$18,912., 7223 Main & Supplies \$9,989., 7229 Other Supplies \$121., 7331 Prof Services \$1,665., 7332 Comm & Trans \$340., 7335 Utility \$3830., 7336 Repair & Main. \$628. and 7339 Other Services \$369. For a total transfer of \$36,402 into line 7444 Machine & Equipment. Encumber Fire Department General Fund Appropriation #1101-007444 Machine & Equipment for Extraction Tool -Impact Rescue \$38,686.91. Cost of tools \$71,482.30 with balance from 2024 budget appropriation.

**Section 3: The Clerk Treasurer is hereby authorized and directed to transfer and encumber those sums as indicated.**

**Section 4: This Resolution shall be in full force and effect without further notice or further approval.**

**Adopted by the Common Council of the City of Bedford This 18<sup>th</sup> Day of December 2023.**

### **3. Ordinance 25-2023 -Amending Zone Map-From R-3 to B-1-Jay Dee Waggoner-1608 Central Avenue-Brandon Woodward**

- Brandon Woodward presented Ordinance 25-2023 Amending Zone Map from R-3 to B-1 at 1608 Central Ave. This location is behind Advanced Auto and across the street from two other businesses.
- The Plan Commission had a Preliminary Hearing on November 14<sup>th</sup> and passed to a Public Hearing that was held on December 12.
- Only one neighbor voiced concern about a tavern being built at the location.
- The owners have no plans for the lot. They just want to sell it as a business zoned lot.
- Councilman Bough express concern about the current owners putting their trucking company in the location. The owners were present and stated they had no plan on moving their company to the location.
- Councilman Bortner has a hesitation on the change due to the entrance to the Edgewood residential area and business going in too deep into the residential area.
- Brandon Woodward could not find any covenants for the neighborhood.
- Councilman Griffith pointed out that there was a platted alley around the property.
- Councilman Bough asked if it was B-1 zone if a trucking company could be placed there.
- Brandon Woodward read aloud a list of B-1 businesses that could be located in the area. There was no guarantee that a trucking company or tavern would not be built there.
- No motion was made and the ordinance died due to lack of motion

### **4. Request Approval and Acceptance of Contractual Agreement Between The City of Bedford and White River Humane Society-Mayor Sam Craig**

- City Attorney Greg Pittman stated that there were some revisions made to the agreement.
  - The city met with WRHS several times to work out the revisions.
  - One-year agreement instead of a two-year agreement.
  - \$50,000 a year being paid quarterly by invoice.
  - A liaison from the City of Bedford will be appointed and invited to attend all WRHS board meetings, executive meetings, and all financial information.
  - A 5 day hold on dogs or otherwise held by law.
  - A 90 day out clause for each party
  - BOW approved pending council approval.
  - The liaison will be appointed at a Special Council meeting the first week of January.
- Judy Carlisle made the motion to approve the agreement as presented,
- Brad Bough seconded the motion,
- *All votes in favor of the motion, No one opposed, passed.*

**5. Discussion**

- Councilman Hardman acknowledged Boy Scout John Miskuf who was in attendance to help him earn his Eagle Scout level.
- Mayor Craig stated that the city was purchasing a chip reader for the Animal Control Officer. If an animal is chipped the officer may take it to its home. Cost is \$300.
- Councilman Bough thanked Debbie for her hard work getting the council books in order.
- Mayor Craig presented Penny May with a Certificate of Appreciation for her 8 plus years on the council. She has served on the City Council, RDC Board, Historic Review Board, Animal Control Board, BRI and Tree Board. Mayor Craig then presented Councilwoman May with the Key to The City of Bedford.
- Councilwoman Angel Hawkins missed her last council meeting due to illness. Mayor Craig will present Councilwoman Hawkins with the same award.

**6. Adjourn**

- ❖ Larry Hardman made the motion to adjourn the December 18<sup>th</sup> Council meeting,
- ❖ Ryan Griffith seconded the motion,
- ❖ *All votes were in favor, No one Opposed, Passed, Meeting Adjourned*

**Bedford City Council 2023**

- *Judy Carlisle, President* \_\_\_\_\_
- *Kathy Blackburn* \_\_\_\_\_
- *Ryan Griffith* \_\_\_\_\_
- *Heath Hawkins* \_\_\_\_\_
- *Dan Bortner* \_\_\_\_\_

- *Larry Hardman*

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- *Brad Bough*

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*Attest: Billie Tumeey*  
*Clerk-Treasurer*

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