

City of Bedford

City Council Regular Meeting/Public Hearing

September 19th, 2022

7:00 P.M.

Minutes

Public Hearing-Introduction of Budget for Year 2023-Marsha Pfeiffer, Mayor Samuel J. Craig

- Total Budget estimated for 2023 is \$26,344,783. This includes a 5% raise for all employees and elected officials.
- Increases include change in Insurance from Anthem to United Health Care through the AIM Trust.
- Additional funds in Council Budget to cover the City Election in 2023.
- American Rescue Plan (ARPA) is included for budget in 2023 for Utility Infrastructure.
- Additional funds in TIF budget for Spider Creek Project.
- Planning Department budget increase is due to purchase of vehicle from MVH.
- MVH increase in capital lines to cover projects/paving expenses.
- Total Levy for 2023 Budget is \$11,482,000
- Tax Rate for 2023 is 2.5681
- Circuit Braker Loss/Property Tax Caps: \$2,769,000

With there being no public comments, the Public Hearing was closed.

Prayer: Penny May

Pledge of Allegiance: Angel Hawkins

Call to Order: Mayor Samuel J. Craig

The Common Council of the City of Bedford, Indiana met for a Public Hearing and *Regular* City Council Meeting on Monday September 19th, 2022, at 7:00 P M at StoneGate Arts & Education Center, 931 15th Street. Honorable Mayor Samuel J. Craig presided and called the meeting to order.

Members in attendance:

- Dan Bortner
- Angel Hawkins
- Brad Bough
- Larry Hardman
- Ryan Griffith
- Judy Carlisle (Absent)

Reading of Minutes- September 19th, 2022- Regular Meeting

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

Old Business

1. Third and Final Passage-Ordinance 14-2022-Amending Part of Chapter 76 Traffic Schedule IV-One Way Alley North to South From 6 ½ Street to 7 ½ Street-Chief Terry Moore

- Motion to Table
- Dan Bortner made the motion to table,
- Ryan Griffith seconded the motion,
- ***All Votes were in Favor, Ordinance 14-2022, Tabled***

New Business

1. Compliance with Statement of Benefit for DST Real Estate-Real Estate Improvements-60x120 Building for the Purpose of Manufacturing Limestone Industry Machinery-Greg Stokes (Stoke & Housel)

- Net value upon completion of project is \$315,000
- There are 4 additional employees with total additional salaries of \$135,000
- Brad Bough made the motion to approve,
- Ryan Griffith seconded the motion,
- ***All Votes were in Favor, No One Opposed, Passed***

2. Compliance with Statement of Benefits-Stone City Products, Inc-Personal Property-600 Ton Stamping Press Line-Resolution 8-2017-Stewart Rariden

- There are 2 additional employees with total additional salaries of \$66,366
- Value of project is \$982,306

- Ryan Griffith made the motion to approve,
- Brad Bough seconded the motion,
- *All votes were in favor, No One Opposed, Passed*

3. Ordinance 15-2022-Establishing Purchasing Policy-Marsha Pfeiffer

- During the SBOA audit for 2022 it was determined that our purchasing policy did not cover federal procurement policy.
- Ordinance 15-2022 will establish the requirements for the Federal Procurement Policy

ORDINANCE NO. 15-2022

ORDINANCE ESTABLISHING A PURCHASING POLICY

WHEREAS, the City of Bedford (hereinafter “City”) from time to time accepts funding from various sources, including the Federal Government; and

WHEREAS, certain entities, including the City, that accept funding from the Federal Government must adopt a purchasing policy regarding the procurement of goods, materials and services in accordance with Title 2, Part 200 of the Code of Federal Regulations; and

WHEREAS, the City desires to adopt a purchasing and procurement policy in accordance with the Code of Federal Regulations to govern the City’s procurement of goods, materials and services; and

WHEREAS, The Common Council finds that it is in City’s best interest to establish a purchasing policy to comply with Federal regulations and to promote economic efficiency and continuity in purchasing; and

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF BEDFORD, INDIANA AS FOLLOWS:

1. For purchasing with no Federal involvement, the City will follow State law outlined in Indiana Code § 5-22 et seq., as well as any other applicable State provisions.

— 2. For purchasing involving Federal funds or Federal oversight, the following procedure shall be followed: a. The City will maintain records sufficient to detail the history of procurement. These records will include, but are not necessarily limited to, the following: i. Rationale for the method of procurement

— ii. Selection of contract type

— iii. Contractor selection or rejection, and

— iv. The basis for the contract price

—

b. Informal procurement methods. When the value of the procurement for property or services under a federal award does not exceed the simplified acquisition threshold (SAT), as defined by Federal law, formal procurement methods are not required. The City may use informal procurement methods to expedite the completion of its transactions and minimize the associated administrative burden and cost. The informal methods used for procurement of property or services at or below the SAT include i. Micro-purchases 1. **Distribution.** The acquisition of supplies or services, the aggregate dollar amount of which does not exceed the micro-purchase threshold established by Federal law. To the maximum extent practicable, the City should distribute micro-purchases equitably among qualified suppliers.

2. **Micro-purchase awards.** Micro-purchases may be awarded without soliciting competitive price or rate quotations if the City considers the price to be reasonable based on research, experience, purchase history or other information and documents it files accordingly.

3. **Micro-purchase thresholds.** The City adopts the Federally determined threshold for micro purchases, reserving the right to increase the threshold based on an evaluation of risk.

4. If the City decides on a threshold above the Federal standard, the City must include any of the following: a. a qualification as a low-risk auditee, in accordance with the Federally set criteria for the most recent audit.

b. an annual internal institutional risk assessment to identify, mitigate, and manage financial risks; or,

c. for public institutions, a higher threshold consistent with state law.

5. If the City increases the micro-purchase threshold over \$50,000, it must be approved by the cognizant agency for indirect costs. The City must submit a request with all Federal requirements. The increased threshold is valid until there is a change in status in which the justification was approved.

1. **Small purchase procedures.** The acquisition of property or services, the aggregate dollar amount of which is higher than the micro-purchase threshold but does not exceed the simplified acquisition threshold. Price or rate quotations must be obtained from an adequate number of qualified sources as determined appropriate by the City Council.

2. **Simplified acquisition thresholds.** The City adopts the Federal simplified acquisition threshold.

iii. **Formal procurement methods.** When the value of the procurement for property or services under a federal financial assistance award exceeds the SAT, formal procurement methods are required. Formal procurement methods require following documented procedures. Formal procurement methods also require public advertising unless a non-competitive procurement can be used in accordance with Federal law. The following formal methods of procurement are used for procurement of property or services above the simplified acquisition threshold or a value below the simplified acquisition threshold: 1.

Sealed bids. Bids shall be publicly solicited, and a firm fixed-price contract (lump sum or unit price) is awarded to the responsible bidder whose bid, conforming with all the material terms and conditions of the invitation for bids, is the lowest in price.

2. **Sealed bids applicability.** Sealed bids will be used when the following conditions are present: a. A complete, adequate, and realistic specification or

b. Two or more responsible bidders are willing and able to compete effectively for the business; and

c. A firm fixed price contract and the selection of the successful bidder can be made principally on the basis of price.

3. If sealed bids are used, the following requirements apply: a. Bids must be solicited from an adequate number of qualified sources, providing them sufficient response time prior to the date set for opening the bids, for local, and tribal governments, the invitation for bids must be publicly advertised.

- b. The invitation for bids, which will include any specifications and pertinent attachments, must define the items or services in order for the bidder to properly respond.
- c. All bids will be opened at the time and place prescribed in the invitation for bids, and for local and tribal governments, the bids must be opened publicly.
- d. A firm fixed price contract award will be made in writing to the lowest responsive and responsible bidder. Where specified in bidding documents, factors such as discounts, transportation cost, and life cycle costs must be considered in determining which bid is lowest. Payment discounts will only be used to determine the low bid when prior experience indicates that such discounts are usually taken advantage of; and
- e. Any or all bids may be rejected if there is a sound documented reason.

4. **Proposals.** A procurement method in which either a fixed price or cost- reimbursement type contract is awarded. Proposals are generally used when conditions are not appropriate for the use of sealed bids. They are awarded in accordance with the following requirements: a. Requests for proposals must be publicized and identify all evaluation factors and their relative importance. Proposals must be solicited from an adequate number of qualified offerors. Any response to publicized requests for proposals must be considered to the maximum extent practical.

- b. The City will hire experts to provide technical evaluations of the proposals received and advice making selections.
- c. Contracts must be awarded to the responsible offeror whose proposal is most advantageous to the City, with price and other factors considered; and
- d. The City may use competitive proposal procedures for qualifications-based procurement of architectural/engineering description.

iv. **Noncompetitive procurement.** There are specific circumstances in which noncompetitive procurement can be used. Noncompetitive procurement can only be awarded if one or more of the following circumstances apply: 1. The acquisition of property or services, the aggregate dollar amount of which does not exceed the micro-purchase threshold.

- 2. The item is available only from a single source;
- 3. The public exigency or emergency for the requirement will not permit a delay resulting from publicizing a competitive solicitation;
- 4. The federal awarding agency or pass-through entity expressly authorizes a noncompetitive procurement in response to a written request from the City; or
- 5. After solicitation of a number of sources, competition is determined inadequate.

c. The City shall conduct procurements in a manner that prohibits the use of statutorily or administratively imposed state, local, or tribal geographical preferences in the evaluation of bids or proposals, except in those cases where applicable Federal statutes expressly mandate or encourage geographic preference.

d. When contracting for architectural and engineering (A/E) services, geographic location may be a selection criterion provided its application leaves an appropriate number of qualified firms, given the nature and size of the project, to compete for the contract.

e. The City will follow procedures outlined in CFR 180.300, particularly that it will verify that the person with whom the City intends to do business is not excluded or disqualified, by checking (a) SAM Exclusions; or (b) Collecting a certification from that person; or (c) Adding a clause or condition to the covered transaction with that person.

(A/E) professional services whereby offeror's qualifications are evaluated and the most qualified offeror is selected, subject to negotiation of fair and reasonable compensation. The method, where price is not used as a selection factor, can only be used in procurement of A/E professional services. It cannot be used to purchase other types of services through A/E firms that are a potential source to perform the proposed effort.

- Ryan Griffith made the motion to approve the first Passage of Ordinance 15-2022
- Angel Hawkins seconded the motion,
- Brad Bough made the motion to approve the second Passage of Ordinance 15-2022
- Penny May seconded the motion,
- *All Votes were in Favor, No One Opposed, The Third and Final Passage of Ordinance 15-2022 will be presented at the October 17th, 2022, meeting.*

4. Ordinance 16-2022-Amending Salary Ordinance 9-2022-Section 1 (Part-Time Dispatcher); Section 6 Insurance -Marsha Pfeiffer, Mayor Samuel J. Craig

ORDINANCE NO. 16-2022 AMENDING ORDINANCE 9-2022

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:

Part-Time Radio Dispatcher Class 1 -\$19.30 hourly

Part-Time Radio Dispatcher Class 2 -\$18.74 hourly

Part-Time Radio Dispatcher Class 3 -\$18.19 hourly

Part-Time Radio Dispatcher Class 4 -\$17.66 hourly

Part-Time Radio Dispatcher Class 5-\$17.15 hourly

Part-Time Radio Dispatcher Class 6-\$16.65 hourly

Part-Time Radio Dispatcher Class 7 -\$16.16 hourly

Section 6. Relating to Employee Health Insurance is hereby Amended. Note: The numbers listed are for 6 months beginning July 1, 2022, to December 31, 2022. Going forward Health Insurance Amounts per Employer/Employee will be based on a Calendar Year starting January 1, 2023, to December 31, 2023.

City of Bedford United Health Care (AIM Trust) July 1, 2022 - December 31, 2022

**City of Bedford United Health Care
(AIM Trust) July 1, 2022 – December
31, 2022)**

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

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$932.46	\$2,424.40	\$1,836.94	\$2,666.82
Employer Share	\$743.14	\$1,932.14	\$1,463.96	\$2,125.35
Employee Monthly	\$189.32	\$492.26	\$372.98	\$541.47
*Employee Per Pay	\$94.66	\$246.13	\$186.49	\$270.74

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

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$744.52	\$1,935.75	\$1,466.69	\$2,129.31
Employer Share	\$636.90	\$1,662.44	\$1,254.36	\$1,830.84
Employee Monthly	\$107.62	\$273.31	\$212.34	\$298.48
*Employee Per Pay	\$53.81	\$136.66	\$106.17	\$149.24
One Time Employer Contribution to HSA	\$500.00	\$1,000.00	\$1,000.00	\$1,000.00

*Note: The Wellness Benefit is not included in the numbers listed above.

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

- Dan Bortner made the motion to approve the first Passage of Ordinance 16-2022
- Brad Bough seconded the motion,
- Penny May made the motion to approve the second Passage of Ordinance 16-2022
- Ryan Griffith seconded the motion,
- Brad Bough made the motion to suspend the rules and go to the third and final passage,
- Larry Hardman seconded the motion,
- Larry Hardman made the motion for the third and final passage of Ordinance 16-2022,
- Ryan Griffith seconded the motion,
- *All Votes were in Favor, No One Opposed, Ordinance 16-2022 Passed*

**5. Ordinance 17-2022 Establishing the Salaries of Elected Officials for Year 2023-
Marsha Pfeiffer, Mayor Samuel J. Craig**

**ORDINANCE NO. 16-2022
Ordinance Establishing the Salaries of
Elected Officials of the City of Bedford,
Indiana for the Year 2023**

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

Section 1. That the annual salaries of the Mayor, the Clerk-Treasurer and each member of the Common Council of the City of Bedford, Indiana, payable from the General Fund of said City, are hereby fixed and shall be in the following amounts indicated below:

Annual salary of the Mayor:

Bi-Weekly \$ 2422.89 for fiscal year 2023

Annual salary of the Clerk-Treasurer:

Bi-Weekly \$ 1982.69 for fiscal year 2023

Annual salary of each member of the Common Council:

Monthly \$ 571.83 for fiscal year 2023

Common Council member appointed to Plan Commission Board

Monthly \$ 55.22 for fiscal year 2023

Section 2. That the additional compensation of the elected officials of the City of Bedford who perform services in connection with the operation of the Sewer Department and Sewage Disposal Plant and the Water Works Department of the City of Bedford, as previously fixed by the Board of 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 & SEWAGE DISPOSAL PLANT

Mayor.....	\$282.71 BI-WEEKLY
Clerk-Treasurer.....	\$300.08 BI-WEEKLY

WATER WORKS DEPARTMENT

Mayor.....	\$282.71 BI-WEEKLY
Clerk-Treasurer.....	\$300.08 BI-WEEKLY

Section 3. This ordinance shall be in effect from and after its passage and shall be effective as to the salaries provided for herein on and after January 1, 2023.

- Larry Hardman made the motion to approve the first Passage of Ordinance 17-2022
- Penny May seconded the motion,
- Brad Bough made the motion to approve the second Passage of Ordinance 17-2022
- Angel Hawkins seconded the motion,
- ***All Votes were in Favor, No One Opposed, the Third and Final Passage of Ordinance 17-2022 will be presented at the October 17, 2022, meeting***

6. Ordinance 18-2022-Approving the Base Salaries for Police, Firefighters, Appointive Officials, and Employees and Approval Additional Compensation of Elected and Appointed Officials for the Year 2023- Marsha Pfeiffer, Mayor Samuel J. Craig

ORDINANCE NO. 18-2022

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 24, 2022 THROUGH THE PAY PERIOD ENDING DECEMBER 22, 2023

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.

	2023 Rates	
Street Commissioner.....	\$ 2,493.44	Bi-Weekly
Director of Parks and Recreation.....	\$ 2,493.44	Bi-Weekly
Plan Commissioner	\$ 2,516.52	Bi-Weekly
Utilities Director.....	\$ 2,539.61	Bi-Weekly
Transportation Director.....	\$ 2,447.27	Bi-Weekly
Business & Community Development Director.....	\$ 2,493.44	Bi-Weekly
Director of Administrative Services.....	\$ 2,516.52	Bi-Weekly
Deputy Clerk-Treasurer.....	\$ 2,068.75	Bi-Weekly
Director of Administrative Services & Deputy Clerk-Treasurer.....	\$ 2,068.75	Bi-Weekly
City Attorney.....	\$ 1,047.68	Bi-Weekly
City Engineer.....	\$ 1,000.04	Bi-Weekly
2nd Deputy Clerk-Treasurer.....	\$ 1,947.96	Bi-Weekly
Assistant Street Commissioner.....	\$ 25.92	Hourly
Assistant Planning Commissioner.....	\$ 25.92	Hourly
Assistant Utilities Director.....	\$ 25.92	Hourly
Inspector.....	\$ 23.32	Hourly
Stormwater Coordinator.....	\$ 23.32	Hourly
Mayor's Assistant.....	\$ 2,172.78	Bi-Weekly
Operations Manager.....	\$ 25.92	Hourly
Fleet/Facilities Manager.....	\$ 25.92	Hourly
Recreation Director.....	\$ 25.92	Hourly
Assistant Recreation Director.....	\$ 25.22	Hourly
Recreation Programmer.....	\$ 14.53	Hourly
Golf Professional	\$ 2,157.13	Bi-Weekly
Filtration Plant Superintendent.....	\$ 26.73	Hourly
Distribution System Superintendent.....	\$ 26.73	Hourly
Distribution System Supervisor.....	\$ 25.22	Hourly
Waste Water Plant Superintendent.....	\$ 26.73	Hourly
Assistant Plant Superintendent.....	\$ 25.22	Hourly

Plant Operator Licensed Class 1.....	\$	23.72	Hourly
Plant Operator Licensed Class 2.....	\$	23.05	Hourly
Water DSL Licensed Class 1.....	\$	23.72	Hourly
Water DSL Licensed Class 2.....	\$	23.05	Hourly
Plant Operator Class 3.....	\$	22.39	Hourly
Plant Operator Class 4.....	\$	21.65	Hourly
Water/Sewer Distribution Maintenance Class 1.....	\$	23.05	Hourly
Water/Sewer Distribution Maintenance Class 2.....	\$	22.39	Hourly
Water/Sewer Distribution Maintenance Class 3.....	\$	21.65	Hourly
Water/Sewer Distribution Maintenance Class 4.....	\$	20.87	Hourly
Water/Sewer Distribution Maintenance Class 5.....	\$	20.16	Hourly
Storm Water Maintenance Class 1.....	\$	23.05	Hourly
Storm Water Maintenance Class 2.....	\$	22.39	Hourly
Storm Water Maintenance Class 3.....	\$	21.65	Hourly
Meter Readers Class 1.....	\$	22.39	Hourly
Meter Readers Class 2.....	\$	21.65	Hourly
Meter Readers Class 3.....	\$	20.87	Hourly
Meter Readers Class 4.....	\$	20.16	Hourly
Project/Inventory Coordinator - Class 1.....	\$	23.05	Hourly
Project/Inventory Coordinator - Class 2.....	\$	22.39	Hourly
Project/Inventory Coordinator - Class 3.....	\$	21.65	Hourly
Truck Drivers - Class 1.....	\$	23.05	Hourly
Truck Drivers - Class 2.....	\$	22.39	Hourly
Truck Drivers - Class 3.....	\$	21.65	Hourly
Truck Drivers - Class 4.....	\$	20.87	Hourly
Truck Drivers - Class 5.....	\$	20.16	Hourly
Bus Driver - Class 1.....	\$	23.05	Hourly
Bus Driver - Class 2.....	\$	22.39	Hourly
Bus Driver - Class 3.....	\$	21.65	Hourly
Bus Driver - Class 4.....	\$	20.87	Hourly
Bus Driver - Class 5.....	\$	20.16	Hourly
Humane Officer - Class 1.....	\$	21.58	Hourly
Humane Officer - Class 2.....	\$	20.82	Hourly
Humane Officer - Class 3.....	\$	20.13	Hourly
Humane Officer - Class 4.....	\$	19.58	Hourly
Humane Officer - Class 5.....	\$	19.36	Hourly
Laborer - Class 1.....	\$	20.95	Hourly
Laborer - Class 2.....	\$	20.23	Hourly
Laborer - Class 3.....	\$	19.50	Hourly
Laborer - Class 4.....	\$	18.75	Hourly
Laborer - Class 5.....	\$	18.02	Hourly
Skilled Labor - Class 1.....	\$	21.59	Hourly
Skilled Labor - Class 2.....	\$	20.84	Hourly
Skilled Labor - Class 3.....	\$	20.12	Hourly
Skilled Labor - Class 4.....	\$	19.35	Hourly
Skilled Labor - Class 5.....	\$	18.62	Hourly
Packer Operator - Class 1.....	\$	23.05	Hourly

Packer Operator - Class 2.....	\$	22.39	Hourly
Packer Operator - Class 3.....	\$	21.65	Hourly
Packer Operator - Class 4.....	\$	20.87	Hourly
Packer Operator - Class 5.....	\$	20.16	Hourly
Golf Course Superintendent.....	\$	25.92	Hourly
Assistant Golf Course Superintendent.....	\$	25.22	Hourly
Park Maintenance Superintendent.....	\$	25.92	Hourly
Park Maintenance Assistant Superintendent.....	\$	25.22	Hourly
Mechanic - Class 1.....	\$	22.68	Hourly
Mechanic - Class 2.....	\$	22.00	Hourly
Mechanic - Class 3.....	\$	21.22	Hourly
Mechanic - Class 4.....	\$	20.44	Hourly
Custodian - Class 1.....	\$	19.16	Hourly
Custodian - Class 2.....	\$	18.42	Hourly
Custodian - Class 3.....	\$	17.67	Hourly
Custodian - Class 4.....	\$	15.65	Hourly
Office Manager - Class 1.....	\$	23.32	Hourly
Office Manager - Class 2.....	\$	22.53	Hourly
Office Manager - Class 3.....	\$	21.78	Hourly
Office Manager - Class 4.....	\$	21.03	Hourly
Office Manager - Class 5.....	\$	20.33	Hourly
Clerk - Class 1.....	\$	18.42	Hourly
Clerk - Class 2.....	\$	17.67	Hourly
Clerk - Class 3.....	\$	16.94	Hourly
Clerk - Class 4.....	\$	16.19	Hourly
Clerk - Class 5.....	\$	15.45	Hourly
Clerk - Class 6.....	\$	14.72	Hourly
Clerk - Class 7.....	\$	14.35	Hourly
Auditor.....	\$	25.92	Hourly
Part-Time Code Enforcer.....	\$	20.00	Hourly
Radio Dispatch Supervisor.....	\$	23.50	Hourly
Radio Dispatcher - Class 1.....	\$	20.66	Hourly
Radio Dispatcher - Class 2.....	\$	19.97	Hourly
Radio Dispatcher - Class 3.....	\$	19.30	Hourly
Radio Dispatcher - Class 4.....	\$	18.64	Hourly
Radio Dispatcher - Class 5.....	\$	18.02	Hourly
Part-Time Radio Dispatcher Class 1.....	\$	20.27	Hourly
Part-Time Radio Dispatcher Class 2.....	\$	19.68	Hourly
Part-Time Radio Dispatcher Class 3.....	\$	19.10	Hourly
Part-Time Radio Dispatcher Class 4.....	\$	18.54	Hourly
Part-Time Radio Dispatcher Class 5.....	\$	18.01	Hourly
Part-Time Radio Dispatcher Class 6.....	\$	17.48	Hourly
Part-Time Radio Dispatcher Class 7.....	\$	16.97	Hourly
Radio Dispatcher/IDACS Coordinator.....	\$	22.19	Hourly
Temporary Labor - Class 1.....	\$	11.28	Hourly
Temporary Labor - Class 2.....	\$	10.80	Hourly
Temporary Labor - Class 3.....	\$	10.42	Hourly

Temporary Labor - Class 4.....	\$	10.00	Hourly
Temporary Labor - Class 5.....	\$	9.57	Hourly
Temporary Labor - Class 6.....	\$	9.16	Hourly
Temporary Labor - Class 7.....	\$	8.75	Hourly
Temporary Labor - Class 8.....	\$	8.57	Hourly
Temporary Labor - Class 9.....		Current Minimum Wage	
Pool Manager.....	\$	18.17	Hourly
Assistant Pool Manager.....	\$	16.07	Hourly
Temporary Clerk - Class 1.....	\$	15.19	Hourly
Temporary Clerk - Class 2.....	\$	14.53	Hourly
Temporary Clerk - Class 3.....	\$	13.86	Hourly
Temporary Clerk - Class 4.....	\$	13.21	Hourly
Temporary Clerk - Class 5.....	\$	12.53	Hourly
Temporary Clerk - Class 6.....	\$	11.85	Hourly
Temporary Clerk - Class 7.....	\$	11.32	Hourly
Temporary Clerk - Class 8.....	\$	10.59	Hourly
Temporary Clerk - Class 9.....	\$	10.01	Hourly
Temporary Clerk - Class 10.....	\$	9.46	Hourly
Temporary Clerk - Class 11.....	\$	8.96	Hourly
Temporary Clerk - Class 12.....	\$	8.57	Hourly
Temporary Clerk - Class 13.....		Current Minimum Wage	
Lifeguard - Class 1.....	\$	13.13	Hourly
Lifeguard - Class 2.....	\$	12.60	Hourly
Cashier - Class 1.....	\$	10.30	Hourly
Cashier - Class 2.....	\$	10.00	Hourly
Cashier - Class 3.....	\$	9.57	Hourly
Cashier - Class 4.....	\$	9.16	Hourly
Cashier - Class 5.....	\$	8.75	Hourly
Cashier - Class 6.....	\$	8.57	Hourly
Cashier - Class 7.....		Current Minimum Wage	
Plan Commission Board.....	\$	55.22	Monthly
Board of Zoning Appeals.....	\$	55.22	Monthly
Park Board.....	\$	55.22	Monthly
Technically Skilled Labor - Class 1.....	\$	23.57	Hourly
Technically Skilled Labor - Class 2.....	\$	22.85	Hourly
Technically Skilled Labor - Class 3.....	\$	22.07	Hourly
Technically Skilled Labor - Class 4.....	\$	21.35	Hourly
Heavy Equipment Operator - Class 1.....	\$	23.57	Hourly
Heavy Equipment Operator - Class 2.....	\$	22.85	Hourly
Heavy Equipment Operator - Class 3.....	\$	22.07	Hourly
Heavy Equipment Operator - Class 4.....	\$	21.35	Hourly
Maintenance Men - Class 1.....	\$	23.05	Hourly
Maintenance Men - Class 2.....	\$	22.39	Hourly
Maintenance Men - Class 3.....	\$	21.65	Hourly
Maintenance Men - Class 4.....	\$	20.87	Hourly
Maintenance Men - Class 5.....	\$	20.16	Hourly
Crossing Guards - Class 1.....	\$	35.97	Daily

Crossing Guards - Class 2.....	\$	28.79	Daily
Crossing Guards - Class 3.....	\$	18.71	Daily

PUBLIC SAFETY

Chief of Police.....	\$	2,585.79	Bi-Weekly
Assistant Chief - Colonel.....	\$	2,490.27	Bi-Weekly
Major.....	\$	2,453.43	Bi-Weekly
Captain.....	\$	2,361.89	Bi-Weekly
Lieutenant.....	\$	2,160.27	Bi-Weekly
Sergeant.....	\$	2,101.69	Bi-Weekly
Corporal.....	\$	2,081.77	Bi-Weekly
Police Officer 1st Class.....	\$	2,062.49	Bi-Weekly
Police Officer 2nd Class.....	\$	2,043.07	Bi-Weekly
Police Officer 3rd Class.....	\$	2,024.30	Bi-Weekly
Fire Chief.....	\$	2,585.79	Bi-Weekly
Deputy Chief.....	\$	2,490.27	Bi-Weekly
Battalion Chief.....	\$	2,453.43	Bi-Weekly
Captain.....	\$	2,361.89	Bi-Weekly
Lieutenant.....	\$	2,160.27	Bi-Weekly
Fire Inspector Class 1.....	\$	2,361.89	Bi-Weekly
Fire Inspector Class 2.....	\$	2,240.73	Bi-Weekly
Fire Inspector Class 3.....	\$	2,160.27	Bi-Weekly
Senior Firefighter.....	\$	2,101.69	Bi-Weekly
Firefighter (First Class).....	\$	2,062.49	Bi-Weekly
Firefighter (Second Class).....	\$	2,043.07	Bi-Weekly
Firefighter (Third Class).....	\$	2,024.30	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.....	\$	219.68	Bi-Weekly
Deputy Clerk-Treasurer.....	\$	177.71	Bi-Weekly
Director of Administrative Services & Deputy Clerk-Treasurer.....	\$	177.71	Bi-Weekly
City Engineer.....	\$	101.48	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.....	\$	99.31	Bi-Weekly
Deputy Clerk-Treasurer.....	\$	177.71	Bi-Weekly
Director of Administrative Services & Deputy Clerk-Treasurer.....	\$	177.71	Bi-Weekly
City Engineer.....	\$	101.48	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.....	\$	101.48	Bi-Weekly
--------------------	----	--------	-----------

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 18-2022 shall remain in full force and effect.

City of Bedford United Health Care (AIM Trust)

January 1, 2023 - December 31, 2023

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

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$932.46	\$2,424.40	\$1,836.94	\$2,666.82
Employer Share	\$743.14	\$1,932.14	\$1,463.96	\$2,125.35
Employee Monthly	\$189.32	\$492.26	\$372.98	\$541.47
*Employee Per Pay	\$94.66	\$246.13	\$186.49	\$270.74

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

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$744.52	\$1,935.75	\$1,466.69	\$2,129.31
Employer Share	\$636.90	\$1,662.44	\$1,254.36	\$1,830.84
Employee Monthly	\$107.62	\$273.31	\$212.34	\$298.48
*Employee Per Pay	\$53.81	\$136.66	\$106.17	\$149.24
Quarterly Employer	\$250.00	\$500.00	\$500.00	\$500.00
Contribution to HSA				

*Note: The Wellness Benefit is not included in the numbers listed above.

SECTION 7. That all 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 (four points). The employee may also receive benefits by providing documentation of Preventative Care Services (one point). It is the employee's responsibility to have all documents turned in by January 31, 2023 to the Clerk Treasurers Office/ HR Office.

Any employee not having their healthcare provider statement executed and turned in by January 31, 2023 will forfeit their wellness credits as of January 1, 2023.

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 maximum 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 Otis 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 5-2016 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 Otis Departments, Bedford City Utilities & Police Department "On Call" pay..... 0.69 Hourly

SECTION 9. That all Firefighters and Police Officers shall receive an annual clothing allowance not to exceed \$900.00 during years's 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 & there after. 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 2023.

SECTION 12. That from and after January 1, 2023, 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.....	\$	61.61	Bi-Weekly
Beginning 5th year.....	\$	65.07	Bi-Weekly
Beginning 6th year.....	\$	68.53	Bi-Weekly
Beginning 7th year.....	\$	72.00	Bi-Weekly
Beginning 8th year.....	\$	75.46	Bi-Weekly
Beginning 9th year.....	\$	78.92	Bi-Weekly
Beginning 10th year.....	\$	82.38	Bi-Weekly
Beginning 11th year.....	\$	85.84	Bi-Weekly
Beginning 12th year.....	\$	89.30	Bi-Weekly
Beginning 13th year.....	\$	92.76	Bi-Weekly
Beginning 14th year.....	\$	96.23	Bi-Weekly
Beginning 15th year.....	\$	99.69	Bi-Weekly
Beginning 16th year.....	\$	103.15	Bi-Weekly
Beginning 17th year.....	\$	106.61	Bi-Weekly
Beginning 18th year.....	\$	110.07	Bi-Weekly
Beginning 19th year.....	\$	113.53	Bi-Weekly
Beginning 20th year.....	\$	155.50	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.

- Larry Hardman made the motion to approve the first Passage of Ordinance 18-2022
- Angel Hawkins seconded the motion,
- Brad Bough made the motion to approve the second Passage of Ordinance 18-2022
- Dan Bortner seconded the motion,
- *All Votes were in Favor, No One Opposed, The Third and Final Passage of Ordinance 18-2022 will be presented at the October 17th, 2022, meeting.*

**7. Ordinance 19-2022 Adoption of Budget for Year 2023- Marsha Pfeiffer, Mayor
Samuel J. Craig**

ORDINANCE 19-2022 FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)

Approved by the State Board of Accounts, 2015

Prescribed by the Department of Local Government Finance

Budget Form No. 4

Be it ordained/resolved by the **Bedford Civil City** that for the expenses of **BEDFORD CIVIL CITY** for the year ending December 31, **2023** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **BEDFORD CIVIL CITY**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance. This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Bedford Civil City**.

Name of Adopting Entity / Fiscal Body Type of Adopting Entity / Fiscal Body

Bedford Civil City Common Council and Mayor

Date of Adoption

10/17/2022

Ordinance / Resolution Number: 19-2022

Fund Name	Budget	Levy	Rate
0101 GENERAL	\$12,711,849	\$7,300,000	1.6328
0341 FIRE PENSION	\$531,601	\$0	0.0000
0706 LOCAL ROAD & STREET	\$120,000	\$0	0.0000

Fund Name	Budget	Levy	Rate
0708 MOTOR VEHICLE HIGHWAY	\$2,705,824	\$1,890,000	0.4227
1303 PARK	\$2,267,010	\$2,092,000	0.4679
2379 CUMULATIVE CAPITAL IMP	\$50,000	\$0	0.0000
2391 CCD	\$400,000		0.0447

Total Budget: \$19,275,107 Maximum Levy: \$11,482,000 Total Tax Rate: 2.5681

Fund Name	Adopted Budget
9500 ARP AMERICAN RESCUE PLAN	\$2,994,197
9501 OTIS TRUST FUND	\$5,000
9502 N/R JOHN LOWERY POOL	\$41,500
9503 PARK N/R FUND	\$89,050
9504 N/R TRANSIT CAP IMP FUND	\$0
9505 N/R GOLF CARTS	\$63,752
9506 N/R OTIS PARK	\$70,100
9509 TIF BOND & INTEREST	\$2,669,036
9510 LAW ENFORCEMENT CONT Ed	\$27,700
9524 LOIT FOR PUBLIC SAFETY	\$1,109,341

\$7,069,676

Home-Ruled Funds Total

Total Reviewed Funds and Home-Ruled Funds: \$26,344,783

- Larry Hardman made the motion to approve the first Passage of Ordinance 19-2022
- Brad Bough seconded the motion,
- Penny May made the motion to approve the second Passage of Ordinance 19-2022
- Brad Bough seconded the motion,
- *All Votes were in Favor, No One Opposed, The Third and Final Passage of Ordinance 19-2022 will be presented at the October 17th, 2022, meeting.*

8. Presentation of Non-Profit Organization Donation/Sponsorship Updates

- Humane Society-Request \$52,000 (Currently \$34,000)-Nina Peterson, Debbie Stailey
- Boys and Girls Club-\$35,000-Frank Decker
- Economic Growth Council-\$50,000-Shance Sizemore
- Bedford Revitalization (BRI)-\$5,000-Marla Jones
- SARAH (Stone City Alliance for Recovery & Hope) Men’s Warming Shelter-\$25,000-Heather Beasley, Linda Smith
- Fathers Forever-Request for \$15,000-Jonathan George, John Keesler
- Green Hill Cemetery-Request for \$68,000 (Currently \$63,000)-Dan Bortner

9. Discussion

- Mayor Craig said Chief Moore have ongoing meetings with the Architects and parties involved in the design, interior, layout, etc.
- Chief Moore additionally is continuing discussions for the security system and façade.
- The deadline for accepting sealed bids is tentatively set for October 27th for review.
- A special meeting is set for November 3, 2022, to award the bid.

10. Adjourn

- Ryan Griffith made the motion to adjourn,
- Larry Hardman seconded the motion,
- *All votes were in favor, No one opposed, Passed, Meeting Adjourned*

Bedford City Council 2022

- *Judy Carlisle, President* _____
- *Penny May* _____
- *Ryan Griffith* _____
- *Angel Hawkins* _____
- *Dan Bortner* _____

• *Larry Hardman*

• *Brad Bough*

Attest: Marsha Pfeiffer
Clerk-Treasurer
