

City of Bedford

City Council Budget Adoption & Public Meeting

October 15, 2024

7:00 P.M.

Minutes

Prayer: Dan Bortner

Pledge of Allegiance: Brad Bough

Call to Order: Mayor Sam Craig

The Common Council of the City of Bedford, Indiana met for a Regular City Council Meeting on October 15, 2024, at 7:00 P M at Stonegate Arts & Education Center. Mayor Craig presided and called the meeting to order.

Members in attendance:

- Judy Carlisle
- Ryan Griffith
- Kathy Blackburn
- Brad Bough
- Larry Hardman
- Heath Hawkins
- Dan Bortner

Reading/Approval of Minutes:

September 17, 2024 –Budget Hearing & Regular Meeting

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

Old Business

1. Tabled- Third & Final Passage-Ordinance 17-2024-Approving Base Salaries for Police Firefighters, Appointive Officers and Employees for the Year 2025-Billie Tumey

- The council voted on the 2025 Salary Ordinance for Police, Firefighters, Appointed Officers and Employees.
- Dan Bortner made the motion to approve the Third and Final passage of Ordinance 17-2024,
- Heath Hawkins seconded the motion,
- *All votes in favor of motion, No one opposed, passed.*

ORDINANCE NO. 17 - 2024

2025 SALARY ORDINANCE

AN ORDINANCE APPROVING BASE SALARIES FOR 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 21, 2024 THROUGH THE PAY PERIOD ENDING DECEMBER 19, 2025.

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.

2025

Mayor's Administration

Director of Administrative Services	\$ 2,774.47	Bi-Weekly
Director of Business & Community Development	\$ 2,749.02	Bi-Weekly
Director of Fleet & Facilities	\$ 2,698.11	Bi-Weekly
City Attorney (pay from legal)	\$ 1,465.96	Bi-Weekly
City Engineer	\$ 1,102.54	Bi-Weekly
Mayor's Assistant	\$ 2,395.49	Bi-Weekly
Custodian Class 1 (FT/PT)	\$ 21.13	Hourly
Custodian Class 2 (FT/PT)	\$ 20.31	Hourly
Custodian Class 3 (FT/PT)	\$ 19.48	Hourly
Custodian Class 4 (FT/PT)	\$ 17.25	Hourly
Maintenance Class 1	\$ 25.41	Hourly
Maintenance Class 2	\$ 24.69	Hourly
Maintenance Class 3	\$ 23.87	Hourly
Maintenance Class 4	\$ 23.01	Hourly

Clerk Treasurer's Department

First Deputy Clerk-Treasurer & Grant Clerk	\$ 2,280.80	Bi-Weekly
Second Deputy Clerk-Treasurer/Payroll	\$ 2,300.55	Bi-Weekly

Planning Department

Plan Commissioner	\$ 2,774.47	Bi-Weekly
Assistant Plan Commissioner	\$ 28.58	Hourly
Inspector	\$ 25.71	Hourly
Office Manager Class 1	\$ 25.71	Hourly
Office Manager Class 2	\$ 24.84	Hourly
Office Manager Class 3	\$ 24.01	Hourly
Office Manager Class 4	\$ 23.18	Hourly
Plan Commission Board	\$ 60.88	Monthly
Board of Zoning Appeals	\$ 60.88	Monthly

Transportation Department (TASC)

Director of Transportation	\$ 2,698.11	Bi-Weekly
Operations Manager	\$ 28.58	Hourly
Fleet & Facilities Manager	\$ 28.58	Hourly
Bus Driver Class 1	\$ 25.41	Hourly
Bus Driver Class 2	\$ 24.69	Hourly
Bus Driver Class 3	\$ 23.87	Hourly
Bus Driver Class 4	\$ 23.01	Hourly
Bus Driver Class 5	\$ 22.23	Hourly

Street Department & Sanitation -Part of Utilities

Street Commissioner	\$ 2,749.02	Bi-Weekly
Assistant Street Commissioner	\$ 28.58	Hourly
Office Manager Class 1	\$ 25.71	Hourly
Office Manager Class 2	\$ 24.84	Hourly
Office Manager Class 3	\$ 24.01	Hourly
Office Manager Class 4	\$ 23.18	Hourly
Truck Driver Class 1	\$ 25.41	Hourly
Truck Driver Class 2	\$ 24.69	Hourly
Truck Driver Class 3	\$ 23.87	Hourly
Truck Driver Class 4	\$ 23.01	Hourly
Truck Driver Class 5	\$ 22.23	Hourly
Humane Officer Class 1	\$ 23.79	Hourly
Humane Officer Class 2	\$ 22.95	Hourly
Humane Officer Class 3	\$ 22.20	Hourly
Humane Officer Class 4	\$ 21.59	Hourly
Laborer Class 1	\$ 23.10	Hourly
Laborer Class 2	\$ 22.30	Hourly
Laborer Class 3	\$ 21.50	Hourly
Laborer Class 4	\$ 20.67	Hourly
Laborer Class 5	\$ 19.87	Hourly
Technically Skilled Labor-Class 1	\$ 25.99	Hourly
Technically Skilled Labor-Class 2	\$ 25.19	Hourly
Technically Skilled Labor-Class 3	\$ 24.33	Hourly
Technically Skilled Labor-Class 4	\$ 23.54	Hourly
Heavy Equipment Operator Class 1	\$ 25.99	Hourly
Heavy Equipment Operator Class 2	\$ 25.19	Hourly
Heavy Equipment Operator Class 3	\$ 24.33	Hourly
Heavy Equipment Operator Class 4	\$ 23.54	Hourly
Maintenance Class 1	\$ 25.41	Hourly
Maintenance Class 2	\$ 24.69	Hourly
Maintenance Class 3	\$ 23.87	Hourly
Maintenance Class 4	\$ 23.01	Hourly

Parks Department

Director of Parks and Recreation	.....	\$ 2,749.02	Bi-weekly
Recreation Director	.....	\$ 28.58	Hourly
Assistant Recreation Director	.....	\$ 27.80	Hourly
Park Maintenance Superintendent	.....	\$ 28.58	Hourly
Assistant Park Maintenance Superintendent	.....	\$ 27.80	Hourly
Golf Professional	.....	\$ 2,378.24	Bi-weekly
Golf Course Superintendent	.....	\$ 28.58	Hourly
Assistant Golf Course Superintendent	.....	\$ 27.80	Hourly
Park Board	.....	\$ 60.88	Monthly
Operations Manager Park	.....	\$ 28.58	Hourly
Clerk Class 1	.....	\$ 20.31	Hourly
Clerk Class 2	.....	\$ 19.48	Hourly
Clerk Class 3	.....	\$ 18.68	Hourly
Clerk Class 4	.....	\$ 17.85	Hourly
Mechanic Class 1	.....	\$ 25.00	Hourly
Mechanic Class 2	.....	\$ 24.26	Hourly
Mechanic Class 3	.....	\$ 23.39	Hourly
Mechanic Class 4	.....	\$ 22.53	Hourly
Custodian Class 1 (FT/PT)	.....	\$ 21.13	Hourly
Custodian Class 2 (FT/PT)	.....	\$ 20.31	Hourly
Custodian Class 3 (FT/PT)	.....	\$ 19.48	Hourly
Custodian Class 4 (FT/PT)	.....	\$ 17.25	Hourly
Maintenance Class 1	.....	\$ 25.41	Hourly
Maintenance Class 2	.....	\$ 24.69	Hourly
Maintenance Class 3	.....	\$ 23.87	Hourly
Maintenance Class 4	.....	\$ 23.01	Hourly
Laborer Class 1	.....	\$ 23.10	Hourly
Laborer Class 2	.....	\$ 22.30	Hourly
Laborer Class 3	.....	\$ 21.50	Hourly
Laborer Class 4	.....	\$ 20.67	Hourly
Laborer Class 5	.....	\$ 19.87	Hourly
Temporary Labor Class 1	.....	\$ 13.82	Hourly
Temporary Labor Class 2	.....	\$ 13.06	Hourly
Temporary Labor Class 3	.....	\$ 12.48	Hourly
Temporary Labor Class 4	.....	\$ 11.68	Hourly
Temporary Labor Class 5	.....	\$ 11.04	Hourly
Temporary Cashier Class 1	.....	\$ 11.36	Hourly
Temporary Cashier Class 2	.....	\$ 11.03	Hourly
Temporary Cashier Class 3	.....	\$ 10.55	Hourly
Temporary Cashier Class 4	.....	\$ 10.10	Hourly
Temporary Cashier Class 5	.....	\$ 9.65	Hourly
Temporary Clerk Class 1	.....	\$ 13.82	Hourly
Temporary Clerk Class 2	.....	\$ 13.06	Hourly
Temporary Clerk Class 3	.....	\$ 12.48	Hourly
Temporary Clerk Class 4	.....	\$ 11.68	Hourly
Temporary Clerk Class 5	.....	\$ 11.04	Hourly

Pool Manager	\$	20.03	Hourly
Asst Pool Manager	\$	17.71	Hourly
Lifeguard - Class 1.....	\$	14.48	Hourly
Lifeguard - Class 2.....	\$	13.89	Hourly

Police Department-Civilian Employees

Office Manager Class 1	\$	25.71	Hourly
Office Manager Class 2	\$	24.84	Hourly
Office Manager Class 3	\$	24.01	Hourly
Office Manager Class 4	\$	23.18	Hourly
Clerk-Class 1	\$	20.31	Hourly
Clerk-Class 2	\$	19.48	Hourly
Clerk-Class 3	\$	18.68	Hourly
Clerk-Class 4	\$	17.85	Hourly
Radio Dispatcher Supervisor	\$	26.16	Hourly
Radio Dispatcher Class 1	\$	22.99	Hourly
Radio Dispatcher Class 2	\$	22.23	Hourly
Radio Dispatcher Class 3	\$	21.49	Hourly
Radio Dispatcher/DACS Coordinator	\$	24.70	Hourly
Part-Time Radio Dispatcher Class 1	\$	22.56	Hourly
Part-Time Radio Dispatcher Class 2	\$	21.90	Hourly
Part-Time Radio Dispatcher Class 3	\$	21.26	Hourly
Crossing Guards Class 1	\$	39.66	Daily
Crossing Guards Class 2	\$	31.74	Daily
Crossing Guards Class 3	\$	20.63	Daily

Fire Department-Civilian Employee

Office Manager Class 1	\$	25.71	Hourly
Office Manager Class 2	\$	24.84	Hourly
Office Manager Class 3	\$	24.01	Hourly
Office Manager Class 4	\$	23.18	Hourly

Utilities Department (Sewer, Water & Stormwater)

Director of Utilities	\$	2,799.92	Bi-Weekly
Assistant Utilities Director	\$	28.58	Hourly
Filtration Plant Superintendent	\$	29.47	Hourly
Certified Operator Responsible Charge	\$	29.47	Hourly
Distribution System Superintendent	\$	29.47	Hourly
Distribution System Supervisor	\$	27.80	Hourly
Waste Water Plant Superintendent	\$	29.47	Hourly
Assistant Plant Superintendent	\$	27.80	Hourly
WT5 Licensed Class 1	\$	26.16	Hourly
WT5 Licensed Class 2	\$	25.41	Hourly
Plant Operator Class 3	\$	24.69	Hourly
Plant Operator Class 4	\$	23.87	Hourly
Water/Sewer Distribution Maintenance Class 1	\$	25.41	Hourly
Water/Sewer Distribution Maintenance Class 2	\$	24.69	Hourly
Water/Sewer Distribution Maintenance Class 3	\$	23.87	Hourly
Water/Sewer Distribution Maintenance Class 4	\$	23.01	Hourly

Water/Sewer Distribution Maintenance Class 5	.....	\$ 22.23	Hourly
Storm Water Maintenance Class 1	.....	\$ 25.41	Hourly
Storm Water Maintenance Class 2	.....	\$ 24.69	Hourly
Storm Water Maintenance Class 3	.....	\$ 23.87	Hourly
Storm Water Maintenance Class 4	.....	\$ 23.01	Hourly
Storm Water Maintenance Class 5	.....	\$ 22.23	Hourly
Meter Readers Class 1	.....	\$ 24.69	Hourly
Meter Readers Class 2	.....	\$ 23.87	Hourly
Meter Readers Class 3	.....	\$ 23.01	Hourly
Meter Readers Class 4	.....	\$ 22.23	Hourly
Project/Inventory Coordinator Class 1	.....	\$ 25.41	Hourly
Project/Inventory Coordinator Class 2	.....	\$ 24.69	Hourly
Project/Inventory Coordinator Class 3	.....	\$ 23.87	Hourly
Heavy Equipment Operator Class 1	.....	\$ 25.99	Hourly
Heavy Equipment Operator Class 2	.....	\$ 25.19	Hourly
Heavy Equipment Operator Class 3	.....	\$ 24.33	Hourly
Heavy Equipment Operator Class 4	.....	\$ 23.54	Hourly
Auditor	.....	\$ 28.58	Hourly
Clerk Class 1	.....	\$ 20.31	Hourly
Clerk Class 2	.....	\$ 19.48	Hourly
Clerk Class 3	.....	\$ 18.68	Hourly
Clerk Class 4	.....	\$ 17.85	Hourly
Office Manager Class 1	.....	\$ 25.71	Hourly
Office Manager Class 2	.....	\$ 24.84	Hourly
Office Manager Class 3	.....	\$ 24.01	Hourly
Office Manager Class 4	.....	\$ 23.18	Hourly
Maintenance Class 1	.....	\$ 25.41	Hourly
Maintenance Class 2	.....	\$ 24.69	Hourly
Maintenance Class 3	.....	\$ 23.87	Hourly
Maintenance Class 4	.....	\$ 23.01	Hourly

PUBLIC SAFETY

POLICE DEPARTMENT

Chief of Police.....	\$ 2,960.48	Bi-Weekly
Assistant Chief - Colonel.....	\$ 2,851.11	Bi-Weekly
Major.....	\$ 2,808.93	Bi-Weekly
Captain.....	\$ 2,704.13	Bi-Weekly
Lieutenant.....	\$ 2,473.29	Bi-Weekly
Sergeant.....	\$ 2,406.23	Bi-Weekly
Corporal.....	\$ 2,383.41	Bi-Weekly
Police Officer 1st Class.....	\$ 2,361.34	Bi-Weekly
Police Officer 2nd Class.....	\$ 2,339.11	Bi-Weekly
Police Officer 3rd Class.....	\$ 2,317.62	Bi-Weekly
Field Training Officer	\$3.00	Hourly

FIRE DEPARTMENT

Fire Chief.....	\$ 2,960.48	Bi-Weekly
Deputy Chief.....	\$ 2,851.11	Bi-Weekly
Battalion Chief.....	\$ 2,808.93	Bi-Weekly
Captain.....	\$ 2,704.13	Bi-Weekly
Lieutenant.....	\$ 2,473.29	Bi-Weekly
Fire Inspector Class 1.....	\$ 2,704.13	Bi-Weekly
Fire Inspector Class 2.....	\$ 2,565.41	Bi-Weekly
Fire Inspector Class 3.....	\$ 2,473.29	Bi-Weekly
Training Officer Class 1.....	\$ 2,704.13	Bi-Weekly
Training Officer Class 2.....	\$ 2,565.41	Bi-Weekly
Training Officer Class 3.....	\$ 2,473.29	Bi-Weekly
Senior Firefighter.....	\$ 2,406.23	Bi-Weekly
Firefighter 1st Class.....	\$ 2,361.34	Bi-Weekly
Firefighter 2nd Class.....	\$ 2,339.11	Bi-Weekly
Firefighter 3rd Class.....	\$ 2,317.62	Bi-Weekly

SECTION 2. 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.....	\$ 65.91	Bi-Weekly
Beginning 5th year.....	\$ 69.62	Bi-Weekly
Beginning 6th 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.....	\$ 166.38	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 3.

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.

d) Annual Police Incentive Pay-Incentive pay will be paid out on bi-weekly basis. Officers participating in the incentive pay will be appointed by Chief or Chief's designee, and must maintain the necessary continuing education and certifications required for their positions to qualify for continuing incentive pay:

- | | |
|--|--|
| Emergency Vehicle Operations Instructor-1 @ \$1,000.00 | Defensive Tactics Instructor 1@ \$1,000.00 |
| Firearms Instructor-2 @ \$1,000.00 | Taser Instructor-1@ \$300.00 |
| SFST Instructor-4 @ \$300.00 | Accident Reconstructionist 1@ \$300.00 |
| SWAT Incentive-11 @ \$300.00 | Sniper- 3 @ 300.00 |
| Hostage Negotiator-2 @ \$300.00 | Drug Recognition Expert- 1 @ \$300.00 |
| In-House IT-1 @ up to \$500.00-as determined by Chief or the Chief's designee "based on qualifications". | |

SECTION 4. 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 28th 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..... \$ 0.76

SECTION 5. Additional compensation shall be allowed to police department personnel for performing patrol duties, such as Operation Pullover and narcotic strike forces, which are in addition to their regular patrol duties.

SECTION 6. That 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 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. Civilian office staff shall be considered off on scheduled holidays.

SECTION 7. 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 equal to the amount received by such employee from the Department of Transportation.

SECTION 8. 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 is reduced to the State minimum requirement of \$200.00 and the remaining \$700.00 has been added to longevity pay per agreement of the Departments. 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 9. All uniformed employees of the Police Department and all dispatch employees of the police department, 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 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 Police. Holiday must be listed on time sheet when used. Civilian office staff shall be considered off on scheduled holidays.

SECTION 10. 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 & SEWAGE DISPOSAL PLANT

City Attorney.....	Bi-Weekly	\$	242.19
Deputy Clerk-Treasurer.....	Bi-Weekly	\$	195.93
City Engineer.....	Bi-Weekly	\$	111.87

WATER WORKS DEPARTMENT

City Attorney.....	\$	-	Bi-Weekly	\$	109.49
Deputy Clerk-Treasurer.....	\$	-	Bi-Weekly	\$	195.93
City Engineer.....	\$	-	Bi-Weekly	\$	111.87

(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.....	\$	-	Bi-Weekly	\$	111.87
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SECTION 11. 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 12. 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.

City of Bedford United Health Care (AIM Trust)
January 1, 2025 - December 31, 2025

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

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$999.81	\$2,599.51	\$ 1,969.62	\$2,859.44
*Employer Share	\$796.84	\$2,071.80	\$ 1,569.78	\$2,278.97
Employee Monthly	\$202.97	\$527.71	\$399.84	\$580.47
*Employee Per Pay	\$101.49	\$263.86	\$199.92	\$290.24

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

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$798.30	\$2,075.57	\$1,572.63	\$2,283.12
*Employer Share	\$682.54	\$1,782.91	\$1,344.60	\$1,963.48
Employee Monthly	\$115.76	\$292.66	\$228.03	\$319.64
*Employee Per Pay	\$57.88	\$146.33	\$114.02	\$159.82
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 13. 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.

Once the Clerk Treasurers Office receives the Physicians Verification form, the employee will receive a reduction in their health insurance premium, which is withheld twice per month for active employees.

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.

It is the employee's responsibility to have all documents turned in by December 31, 2024 to the Clerk Treasurers Office.

Any employee not having their healthcare provider statement executed and turned in by December 31, 2024 will forfeit their wellness credit as of January 1, 2025. 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). The Clerk Treasurers Office may reimburse the employee at the time the receipts are presented.

SECTION 14. That the salaries approved in Section 1 herein-above be provided for in the budget for the City of Bedford for the year of 2025.


SECTION 15. 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.

THIS ORDINANCE SHALL BE IN FULL FORCE AND EFFECT FROM AND AFTER ITS PASSAGE AND APPROVAL BY MAYOR.

Passed and adopted by the Common Council of the City of Bedford, Indiana, at a regular meeting held this 15 day of October, 2024.


Judy Carlisle, Presiding Officer

ATTEST:


Billie Tumey, Clerk-Treasurer

Presented by me to the Mayor of the City of Bedford this 15 day of October, 2024.


Billie Tumey, Clerk Treasurer

Approved and signed by me this 15 day of October, 2024.


Samuel Craig, Mayor

ATTEST:


Billie Tumey, Clerk Treasurer

2. Tabled- Third & Final Passage-Ordinance 18-2024—Establishing the Salaries of Elected Officials for the Year 2025- Billie Tumey

- The council voted on the 2025 Salary Ordinance for Elected Officials.

- Brad Bough made the motion to approve the Third and Final passage of Ordinance 18-2024,
- Judy Carlisle seconded the motion,
- ***6 votes in favor of motion, Dan Bortner opposed, passed 6-1 vote.***

ORDINANCE NO. 18-2024
Ordinance Establishing the Salaries of
Elected Officials of the City of Bedford,
Indiana for the Year 2025

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 \$ 2,773.96 for fiscal year 2025

Annual salary of the Clerk-Treasurer:

Bi-Weekly \$ 2,270.01 for fiscal year 2025

Annual salary of each member of the Common Council:

Monthly \$ 642.44 for fiscal year 2025

Common Council member appointed to Plan Commission Board

Monthly \$ 62.03 for fiscal year 2025

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.....	\$323.68 BI-WEEKLY
Clerk-Treasurer.....	\$343.57 BI-WEEKLY

WATER WORKS DEPARTMENT

Mayor.....\$323.68 BI-WEEKLY
Clerk-Treasurer.....\$343.57 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, 2024.

Passed and adopted by the Common Council of the City of Bedford, Indiana, at its regular meeting held this 15 day of October, 2024.

Judy Carlisle
Presiding Officer, Judy Carlisle

ATTEST:

Billie Tumey
Billie Tumey, Clerk-Treasurer

Presented by me to the Mayor of the City of Bedford this 15 day of October, 2024.

Billie Tumey
Billie Tumey, Clerk-Treasurer

Approved and signed by me this 15 day of October, 2024.

Samuel J. Craig
Samuel J. Craig, Mayor

ATTEST:

Billie Tumey
Billie Tumey, Clerk-Treasurer

3. Tabled-Third & Final Passage-Ordinance 19-2024-Apropriations and Tax Rates - Adoption of Budget for 2025-Billie Tumey

- The council voted on the 2025 Budget and Tax Rates.

- Ryan Griffith made the motion to approve the Third and Final passage of Ordinance 19-2024,
- Heath Hawkins seconded the motion,
- *All votes in favor of motion, No one opposed, passed.*

ORDINANCE OR RESOLUTION 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
 Generated 9/12/2024 12:11:58 PM

Ordinance / Resolution Number: 19-2024

Be it ordained/resolved by the **Bedford Common Council & Mayor** that for the expenses of **BEDFORD CIVIL CITY** for the year ending December 31, **2025** 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 Common Council & Mayor**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Bedford Common Council & Mayor	Common Council and Mayor	10/15/2024

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0101	GENERAL	\$13,769,888	\$7,350,000	1.3969
0341	FIRE PENSION	\$557,400	\$0	0.0000
0342	POLICE PENSION	\$511,450	\$0	0.0000
0706	LOCAL ROAD & STREET	\$150,000	\$0	0.0000
0708	MOTOR VEHICLE HIGHWAY	\$3,278,300	\$1,975,311	0.3754
1303	PARK	\$2,475,800	\$2,272,000	0.4318
2379	CUMULATIVE CAPITAL IMP (CIG TAX)	\$75,000	\$0	0.0000
2391	CUMULATIVE CAPITAL DEVELOPMENT	\$550,000	\$263,086	0.0500
		\$21,367,838	\$11,860,397	2.2541

Home-Ruled Funds (Not Reviewed by DLGF)		
Fund Code	Fund Name	Adopted Budget
9501	OTIS TRUST FUND	\$5,000
9502	N/R JOHN LOWERY POOL	\$32,750
9503	PARK N/R FUND	\$98,900
9504	N/R TRANSIT CAP IMP FUND	\$295,000
9505	N/R GOLF CARTS	\$73,752
9506	N/R OTIS PARK	\$168,308
9507	Fire Prevention Fund	\$4,500
9510	LAW ENFORCEMENT CONT EDUCATION	\$14,250
9524	LOIT FOR PUBLIC SAFETY	\$1,297,800
		\$1,990,260

New Business

1. Request Approval of White River Humane Society Agreement -Mayor Sam Craig

- Mayor Craig presented the WRHS agreement for 2025. He stated that item #4 lists the hours of operations. These are working hours not hours open to the public to adopt animals or drop off animals. He left it up to the council if they wanted to review the agreement as to the public hours. He did ask the BOW to table the contract until the council agreed to the financial side of the contract.
- Dan Bortner asked how the public hours would affect the city and what the negative side of the hours.
- Mayor Craig stated it would be for hours the public could adopt the animals. For the city, there is an extra \$100 fee to drop off animals after hours. The city is going to take care of the animals until they are open for operation.
- Dan Bortner stated that it does not affect the city on the hours, but it does allow 30 days for the public to decide if they like the hours.
- Brad Bough stated that there was no one there from Humane Society and he encourages them to come to the next meeting.
- Ryan Griffith asked if we would like to see our drop-off hours listed in the agreement.
- Mayor Craig stated that the city can drop off animals during operational hours, as for his understanding.
- Larry Hardman wanted clarification on the cost per animal at \$380 is just the cost for the city and not the public.
- Mayor Craig confirmed that the \$380 is for the city drop off, not the public.

➤ Dan Bortner made the motion to table the agreement,

➤ Brad Bough seconded the motion,

All votes in favor of the motion, no one opposed, passed.

2. Request Approval of Using Restricted Opioid Fund for Becky's Place -Mayor Sam Craig

- Mayor Craig stated that the BOW's approved a Memorandum of Understanding with Becky's Place to receive \$50,000 of Restricted Opioid Funds pending council approval. The MOU addresses the requirements as to how the funds can be spent based on federal requirements.
- Jenny Fullen-Advocacy and Community Engagement Coordinator for Becky's Place. She stated that Becky's Place is a 24/7 emergency shelter for women and children. They have a one-on-one case manager, resident discussions, support for legal documents, housing,

job placement, life skills training and substance use treatment programs. Sixty-three percent of the residents have reported opioid use.

- Judy Carlisle made the motion to approve \$50,000 to Becky's Place from the Restricted Opioid Fund.
- Ryan Griffith seconded the motion,
All votes in favor of the motion, no one opposed.

3. Request Approval of Using Restricted Opioid Fund for Hope Resources-Mayor Sam Craig

- A representative from Hope Resources was not in attendance.
 - Mayor Craig stated that they signed the MOU. He left it up to the council to decide to proceed with request.
 - Dan Bortner stated that their mission statement alone would be appropriate use of the funds.
- Brad Bough made the motion to approve \$50,000 to Hope Resources from the Restricted Opioid Fund,
 - Judy Carlisle seconded the motion,
 - *All votes in favor of the motion, motion approved.*

4. Resolution 21-2024-Amending 2023 Encumbrance-Purchase of Packer Truck for Sanitation from New Vendor-David Flinn

- David Flinn stated that they had ordered a packer truck a few years ago. About six weeks ago he was informed that it was put off for another year.
 - He found another packer truck from a different vendor that is a little bit less in price and it should be available soon. He visited the factory to see the trucks.
- Dan Bortner made the motion to approve Resolution 21-2024 and revise purchase of the new packer truck,
 - Heath Hawkins seconded the motion,
 - *All votes in favor of the motion of first passage, motion approved.*

CITY OF BEDFORD, LAWRENCE COUNTY, INDIANA

RESOLUTION 21-2024

RESOLUTION AMENDING 2023 ENCUMBRANCE

WHEREAS, the Bedford Common Council adopted Resolution 4-2023 to encumbrance funds for specified purchases for the City of Bedford,

WHEREAS, the Sanitation Department, with approval of the Mayor, encumbered funds in the General Fund Appropriation #1101-003449 in the amount of \$309,234 for a Packer Truck from McNeilus Truck and Manufacturing,

WHEREAS, the Street Commissioner was notified by McNeilus Truck that due to complications with production, the Packer Truck will not be available until late 2025,



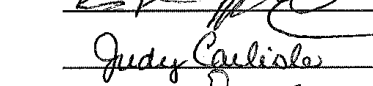
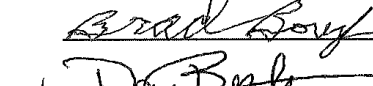

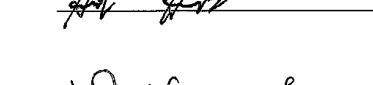
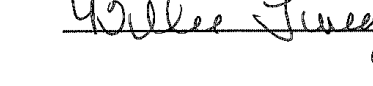
WHEREAS, the immediate need for the Packer Truck exists, the Street Commissioner located a different Packer Truck from Municipal Equipment, Inc. that is in production currently and available in 2024, in the amount of \$295,074.

BE IT FURTHER RESOLVED by the Common Council of the City of Bedford, Indiana, that the 2023 encumbered funds in the General Fund Appropriation #1101-003449 in the amount of \$309,234 for a Packer Truck from McNeilus Truck shall be amended to \$295,074 for a Packer Truck from Municipal Equipment, Inc.

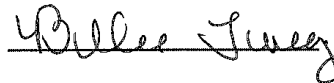
Duly adopted by the following vote of the members of said City Council on this 15 day of 10, 2024.

AYE

NAY

	_____
	_____
	_____
	_____
	_____
	_____
	_____

Attest:

 Clerk Treasurer

5. Resolution 22-2024-Transfer Dormant Fund Balance and Dissolve Dormant Funds.

- Billie Tumey stated the there are some dormant funds that need to be dissolved, and the funds transferred.
 - Anthem Group Insurance Fund \$1,870,048 to the Rainy-Day Fund.
 - Cell (Education Grant) old grant that had city matching funds from \$500 to the General Fund.
 - Steller Gateway Program, dormant for a few years, \$1,306.31 to the General Fund.
 - Steller Mural Project, dormant for 10 years, \$9,000, to the General Fund.
 - Dan Bortner asked about the Anthem Insurance Fund, he recommended hanging onto it in case we have some shortfalls.
 - Billie Tumey stated that the Anthem Insurance Fund cannot be used again because we no longer have Anthem Insurance. All the funds in Rainy Day are spent only with council approval.
 - Dan Bortner asked if there was a plan to do anything with the mural.
 - Mayor Craig stated that the city tried to address the mural a few years ago. The building the mural is on has a water problem and the Times Mail was going to fix the issue but now the building is for sale. Also, the owner of Stack Rock contacted the city and said that he was having a trespass problem due to the mural and demanded it be removed. The city contacted the artist, and he said that Stack Rock was on the original mural, and he would not redo it without it being on there.
-
- Ryan Griffith made the motion to Resolution 22-2024,
 - Larry Hardman seconded the motion,
 - *All votes in favor of the motion, no one opposed, passed.*

RESOLUTION 22-2024

RESOLUTION TO TRANSFER DORMANT FUND BALANCE AND DISSOLVE DORMANT FUNDS

WHEREAS, The City of Bedford Common Council, finds that the purposes of the listed funds that were created are no longer in effect; and


WHEREAS, IC 36-1-8-5 states that whenever the purpose of a fund has been fulfilled any unused and unencumbered balance will be transferred to the general fund or rainy-day fund and the fund closed upon the order of the City Council.

WHEREAS, it is in the best interest of the City to close certain dormant funds for transparency and ease of accounting.

NOW, THEREFORE, LET IT BE RESOLVED, that the Clerk Treasurer close following dormant funds, and the dormant fund balances be transferred as follows:


Dormant Fund	Balance	Transfer To
2500 Anthem Group Insurance	\$1,870,048.00	2236 Rainy Day
2409 Cell (Educational Grant)	\$ 500.00	1101 General Fund
4504 Stellar Gateway Project	\$ 1,306.31	1101 General Fund
4505 Stellar Murals Project	\$ 9,000.00	1101 General Fund

APPROVED AND ADOPTED by the Common Council of the City of Bedford, this 15th Day of October 2024.



President of Bedford City Council

Attest:



Clerk Treasurer

6. Discussion

- Brad Bough asked about the qualifications to receive the \$10,000 sign on bonus for the police department. Mayor Craig stated that there is a bonus and a lateral bonus, he did not know the specifics off the top of his head.
- Mayor Craig gave the council an update on city projects. The trussell on 5th Street is being removed. The old police department is going to be the new council meeting room. Tuckpointing is underway, the HVAC has been moved, the windows will be replaced next and then next month we will begin on the interior of the building. The derrick signage will be put up soon. The speed limit signs have been put up by St. Vincent School.

7. Adjourn

- Judy Carlisle made the motion adjourn.
- Kathy Blackburn seconded the motion,
- *All votes in favor of the motion, No one opposed, meeting adjourned.*

Bedford City Council 2024

- *Judy Carlisle, President* _____
- *Kathy Blackburn* _____
- *Ryan Griffith* _____
- *Heath Hawkins* _____
- *Dan Bortner* _____
- *Larry Hardman* _____
- *Brad Bough* _____

Attest: Billie Tumey
Clerk-Treasurer _____