

BEECH GROVE BOARD OF PUBLIC WORKS AND SAFETY

MEETING MINUTES

MONDAY, DECEMBER 16, 2013

Mayor Dennis Buckley called the meeting to order at 6:18 p.m.

ROLL CALL: Board of Works Members Ed Bell, Sandy Seward and Mayor Dennis Buckley were present. Also in attendance, were Clerk Treasurer Dan McMillan and City Attorney Craig Wiley.

MEETING MINUTES: The meeting minutes from the December 2, 2013 were presented to the Board. Sandy Seward moved to accept the minutes as presented. Ed Bell seconded the Motion; which was approved by unanimous voice vote.

APPROVAL OF CLAIMS:

Corporate Claims – claims in the amount of **\$359,762.23** were presented to the Board for approval.

Ed Bell asked about the claim for Fire Pension in the amount of \$12,000.00. Clerk Treasurer McMillan explained to the Board the City offers a \$10,000.00 Life Insurance policy and PREF has a \$12,000.00 policy. PREF reimburses the City on their pension relief but instead of the payment dragging out for a long period of time the Mayor and Clerk Treasurer decided to go ahead and pay the beneficiary the PREF portion. The City will be reimbursed later in the year when they receive the pension relief.

Sandra Seward asked about the claim for Fleet Truck Equipment in the amount of \$8,039.00. Brad Meriwether advised the Board this is for the spreader to be added to one of the new trucks that were purchased. Mayor Buckley clarified that now the City has a total of 6 spreaders because all of the trucks now have them; including the two new ones.

Ed Bell also asked about the claim for the October Lawn care and wanted to know if this was the final bill for 2013. Clerk Treasurer McMillan stated yes it was the final.

Ed Bell moved to accept the claims as presented in the amount of \$359,762.23. Sandy Seward seconded the Motion; which was approved by unanimous voice vote.

OLD BUSINESS:

None

NEW BUSINESS:

. Sanitary/Stormwater – Full Time Position – DPW

Brad Meriwether, Director of DPW, read the letter of recommendation into record to promote Phil Gurganus to a full time Supervisor position.

Brad also advised the board the pay will be \$1,615.38 per pay and the money has been budgeted in the 2014 salary ordinance and will be effective January 6, 2014.

Sandra Seward moved to approve the Full Time DPW Supervisor request as presented. Ed Bell seconded the Motion; which was approved by unanimous voice vote.

. Approval to Hire – Fire Department

Fire Chief Robert Cheshire came before the Board to ask for approval to hire the replacement Fire Fighter held by John Ballay. John Ballay was injured on duty February 4, 2013 and has begun the process of Medical retirement through PREF and has been approved. His final pay with the City will be May of 2014. Fire Chief Cheshire is now asking for approval to fill his position on the A shift because they have been down one firefighter since this period of time. If they get approval, from the Board, tonight to start the hiring process, this will also allow them time to get approval from the Merit Board. The new fire fighter will be in position by February 24, 2014. Fire Chief Cheshire did advise the Board that both Fire Fighters will be on the payroll for a couple of months but there is enough money in the budget to cover both salaries and the City will not incur any additional expenses.

Clerk Treasurer McMillan and Mayor Buckley both agree there is money in the budget to cover both positions.

Ed Bell moved to approve the hiring of a new Fire Fighter as presented. Sandra Seward seconded the Motion; which was approved by unanimous voice vote.

Mayor Buckley also wishes John and his family the best.

. Promotions – Fire Department

Fire Chief Robert Cheshire came before the Board to ask for approval of the following promotions.

. Fire Fighter, Randal Hadler, CAAS Lieutenant. His base salary will increase to \$2,453.73 per pay period and is included in the 2014 salary ordinance. With the Board's approval this will complete the Emergency Medical Command's staffing.

Sandra Seward moved to approve the promotion of Fire Fighter Randal Hadler to the position of CAAS Lieutenant as presented. Ed Bell seconded the Motion; which was approved by unanimous voice vote.

Mayor Buckley asked Randal Hadler to introduce his family to the Board.

. **Fire Fighter Lynn Rekeweg, Battalion Chief.** Lynn will be filing the open position on the C Shift and his salary will be \$2,690.80 per pay period. This pay is included in the 2014 salary ordinance and will begin January 1, 2014 and will bring the Command Staff up to satisfactory level.

Mayor Buckley advised the Board that this position was previous held by Joe Grant, who was one of the finest employees the City has had and feels Lynn is a great replacement.

Ed Bell moved to approve the promotion of Fire Fighter Lynn Rekeweg to the position of Battalion Chief as presented. Sandra Seward seconded the Motion; which was approved by unanimous voice vote.

Lynn Rekeweg introduced his wife to the Board and said he is ready to start his new position.

The following list is a series of Procedural promotions based on seniority requested by Fire Chief Robert Cheshire.

. **Fire Fighter Robert Metcalfe, Second year fire Fighter.** His pay will increase to \$2,106.67 per pay period and be effective January 2, 2014 and is included the 2014 salary ordinance.

Ed Bell moved to approve the promotion of Fire Fighter Robert Metcalfe to the position of Second Year Fire Fighter as presented. Sandra Seward seconded the Motion; which was approved by unanimous voice vote.

. **Fire Fighter Paul Cloyd, Second year Fire Fighter.** His pay will increase to \$2,107.00 per pay period and be effective January 2, 2014 and is included the 2014 salary ordinance.

Ed Bell did ask about the pay difference between Second Year Fire Fighters and Fire Chief Cheshire explained to the Board that it was due to the meal allowance per shift.

Ed Bell moved to approve the promotion of Fire Fighter Paul Cloyd to the position of Second Year Fire Fighter as presented. Sandra Seward seconded the Motion; which was approved by unanimous voice vote.

. **Paramedic Jennifer Beyer, Third year Civilian Paramedic.** Her pay will increase to \$1,945.30 per pay period and be effective November 16, 2013 and is included the 2013 salary ordinance.

Ed Bell moved to approve the promotion of Jennifer Beyer to the position of Third Year Civilian Paramedic as presented. Sandra Seward seconded the Motion; which was approved by unanimous voice vote.

. **Paramedic Alan Campbell, Third year Civilian Paramedic.** His pay will increase to \$1,984.19 per pay period and be effective November 16, 2013 and is included the 2013 salary ordinance.

Sandra Seward moved to approve the promotion of Alan Campbell to the position of Third Year Civilian Paramedic as presented. Ed Bell seconded the Motion; which was approved by unanimous voice vote.

Fire Chief Cheshire wants to thank all the Fire employees for all the work they have been doing the month of December. December is a difficult month, with all the bad weather, and everyone has been extremely busy and he is proud of each of them.

. FOP Agreement – Presented by Jamie Baugh

Jamie Baugh, FOP Representative, went over the 2014 FOP agreement with the Board. He stated there are a few minor changes but only two major changes.

Major Change #1 - Article 7 is proposing a \$1500 increase for the ranks of Sergeant and Captains. In 2012 a pay increase of \$1500 for Lieutenants was approved and this threw the intervals off. Currently there is a \$3000 difference between Sergeants and Lieutenants and only \$500 between Captains and Lieutenants with is causing the rank structure to be imbalanced. Right now the City has two Sergeants doing the job of Lieutenants and getting paid \$3000 less per year and this change will correct that. Also this will make it more desirable to be promoted and make the shifts more balanced.

Mayor Buckley thinks the Supervisors issues for the different shifts needs to be resolved and he is not sure how that can be done. At this time no one has an answer of how to fix this issue but they are researching what needs to be done.

Major Change #2 – They are asking to increase Shift Differential from .50 to \$1.00. This money comes out of the overtime budget. The overtime budget was increased for 2014 so this differential pay will be covered.

Mayor Buckley stated he does not have an issue with the shift differential increase. He knows that Indianapolis does have a .70 difference and wanted to know if they used that amount as a comparison. Jamie Baugh stated their increase was based on the fact that it has been .50 for 15 years and now needs to be increased. Mayor Buckley asked if there was a National average and no one knew the answer.

Sandra Seward asked how many employees are on this shift and Jamie stated there are 8 and the K-9 officer also gets shift differential pay.

Jamie Baugh did clarify that the pay is only for the time the employee actually works. It would not include any time off.

Mayor Buckley asked Police Chief Mark Swartz to advise the Board if they have the funding for these increases. Police Chief Swartz stated after going over the budget with the FOP and Deputy Chief Maurice it is in the budget and can be funded. They have had Supervisors retire or resigned and four Captains retired leaving about \$4500 with their pay. There is about \$13,000.00 in un-used rank pay so they want to use that money for the Supervisors without giving promotions. Chief Swartz thinks the

structure is working well right now and he doesn't want to promote anyone but does want to give them a raise and the money is in the budget to do that.

Mayor Buckley stated he and the Clerk Treasurer did discuss the budget and hopes to be able to give everyone a pay increase next year. He also stated he does not have an issue with this as long as it can be funded.

Clerk Treasurer McMillan asked Chief Swartz if anyone has looked at the 2014 Salary Ordinance to be sure these increases do not exceed the ordinance. Chief Swartz advised the Board that this is a position pay and will not affect the base salary.

Clerk Treasurer McMillan than asked Chief Swartz about pulling it from overtime; right now the Police Department is in the red for overtime. Police Chief stated he understands they are in the red right now but a refund of \$34000 should have been put back into the overtime budget. Mayor Buckley did explain that they will be going into a different budget cycle so that is a mute point. Chief Swartz did state they try to control the overtime and should stay within budget.

Clerk Treasurer McMillan asked Chief Swartz how many Sergeants, Captains and Lieutenants this affects. Chief Swartz stated it would affect 3 Sergeants and 2 Captains which is about \$8.00 a week per employee.

Sandra Seward asked if there is verbiage in the contract that says they have to be working to receive the shift differential pay. Chief Swartz stated it does say the pay is based on hours worked.

Ed Bell moved to approve the FOP Agreement as presented. Sandra Seward seconded the Motion; which was approved by unanimous voice vote.

. AMTRAK Agreement

Mayor Buckley advised the Board that in 2008 Congress passed a law that if a train runs more than 750 miles it has to be funded by the State. The Hoosier State is a train that runs from Chicago to Beech Grove four times a week. It is a passenger train but it also brings parts, cars and other items down to the shop to be repaired. If we lose the Hoosier State it could be detrimental to the shops. In July and August INDOT starting working with the government about funding the Hoosier State and their proposal was the Cities along the Hoosier State line need to come up with half of the funding. The amount agreed upon will go on each month until September 30, 2014 and Beech Grove's portion, on page 2, Subsection CI, will be \$16,625.00 per month. The City of Beech Grove does not receive any payments from the National Railroad Service. Mayor Buckley stated after discussion with the Clerk Treasurer there is no way the City could fund this so we either do this as an 'in kind gift', or not do it at all. The City cannot financially do it and the 'in kind gift' has been approved by the governor so the City of Beech Grove would pay nothing.

Mayor Buckley stated he has asked our Attorney to read the agreement and he does not have any issues with it. Mayor Buckley is asking the Board to agree to it so they can send it back to INDOT and the Governors office with the City's signature attached to it.

Ed Bell asked for clarification that 'in kind' means the City does not pay anything. Clerk Treasurer McMillan stated that is true; we will offer police and fire protection and things like that.

Ed Bell does want the agreement to change the wording at the top to say Beech Grove is a City and not a town. Mayor Buckley will have that corrected.

Ed Bell moved to enter into an agreement with INDOT and the State of Indiana concerning the joint funding of the Hoosier State Service through March of 2015. Sandra Seward seconded the Motion; which was approved by unanimous voice vote.

COMMENTS FROM MEMBERS:

Ed Bell wants to congratulate all the employees who have been promoted. He also has received good comments especially with the streets being cleaned and everyone is happy

Sandra Seward wants to give a shout out to our guys and the contractors who are taking care of the roads. It is nice to feel safe driving on the roads.

ADJOURNMENT: Ed Bell moved to adjourn. Sandra Seward seconded the Motion. The meeting was adjourned at 6:52 p.m.

The next meeting will be Monday, January 6, 2014 after the Board of Sanitation Meeting; which begins at 6:00pm in Council Chambers at City Hall.

Dennis Buckley, Mayor

Clerk Treasurer, Dan McMillan

Prepared by: Sheri Morgan