

**CITY OF BEECH GROVE  
BOARD OF PUBLIC WORKS AND SAFETY  
SPECIAL MEETING  
MONDAY, DECEMBER 29<sup>th</sup>, 2014 at 1:00pm.**

**Mayor Dennis Buckley called the meeting to order at 1:20 p.m.**

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

**NEW BUSINESS:**

Police Contract – presented by- James Baughn

The police contract will take effect when signed until midnight December 31<sup>st</sup>, 2017. The parties agree to start further negotiations no later than May 1<sup>st</sup>, 2017.

- Uniform Allowance- the city will send an e-mail notice informing the employees of the extra money in their checks.
- Section 7- on the Job Injury and Illness- If a full time member of the department develops a medical condition or injury from their employment with the Beech Grove Police Department and is medically retired, the city shall pay:
  - 1) 100% (one hundred percent) of the employee's health insurance coverage at the current employee rate until they are eligible for Medicare benefits.
  - 2) 100% (one hundred percent) of the employee's deductible for individual coverage. Should the member participate in a health savings account, any amounts paid by the city per the Health Savings Account shall be offset by any monies paid to the member to satisfy the deductible.
  - 3) 100% (one hundred percent) of the employee's dental insurance coverage for one year only.
  - 4) A premium for individual life insurance of \$10,000.00 as it does for all other retired employees.
  - 5) If the employee has additional health insurance coverage (child, spouse) through the city of Beech Grove, the member will continue paying at the employee rate. The employee shall be responsible for the payment of the premium and deductible amount of any family coverage not covered under the plan design. Should the employee obtain his/her own health insurance by other employment or otherwise, the city shall cease their individual and/or other health insurance coverage.
- Section 8- Leave of Absence- will include but not limited to FLMA and Military Leave. Military leave applies to Police Department employees in the reserve or National Guard who are involuntarily or voluntarily called to active service for more than two (2) weeks and those employees called to active service, such as weekend drill and annual training. These employees will continue to be employed by the city with no changes in benefits. The City may compensate the employee for the duration of their military leave. Furthermore the City shall follow all laws and regulations set forth by the USERRA Act of 1994, the United States Code Chapter 43, Part III, Title 38 and 20 CFR Part 1002.210, along with all appropriate State Department of Labor laws and regulations.

- Section 13- Staffing Levels- The city agrees to the following increases in staffing levels: 2015- two (2) new full time sworn police officers shall be hired in the last quarter of 2015. One officer will replace Capt. Stevens (retiring January 2016) and one will be an additional officer to bring the total to 32 full time sworn police officers. 2017- two (2) new full time sworn police officers shall be hired to bring the total to 34 full time sworn police officers. The City further agrees that after 2017 to maintain the staffing levels at 34 full time sworn police officers.
- Article VII Wages and Salaries in 2015- Probationary Patrolman (1<sup>st</sup> year) \$45,624.00, Patrolman 2<sup>nd</sup> year \$51,880.00, First class patrolman (3<sup>rd</sup> year) \$56,145.00, Sergeant \$58,645.00, Lieutenant \$60,145.00, Captain \$62,145.00. The city agrees to meet and confer with the FOP prior to recommending the salary ordinance for the members of the department to the common council for budget years 2016 and 2017. Otherwise, the city agrees to a cost of living (COLA) increase or 3% increase each year.
- Special Duty Pay- Members of the Department who are assigned to the Special Response Team (SRT) shall receive special duty pay of \$250.00 on an annualized basis. Such additional compensation shall be paid only to those officers actually functioning in such position for a full pay period. The rate of overtime pay shall be calculated as follows: base pay+, longevity +, certification pay +position pay+ detective pay +, college incentive pay +, special duty pay divided by 2080 x 1.5.
- Holiday Pay- Columbus Day will be added.
- Section 7: Post Employment Health Plan (PEHP)- The City agrees to participate in the Post Employment Health Plan (PEHP) in accordance with the terms and conditions of the plans participation agreement. The parties hereto designate Nationwide Retirement Solutions to act as the Plan Administrator for the PEHP or its successors appointed in accordance with the plan and trust documents. The City agrees to contribute \$100.00 per year to each members account. The City understands that beginning in 2016 those members who have perfect attendance for the calendar year may sell back one sick day or vacation day at the value of \$500.00 which will be put in the members account. The selling back of one day is optional. The FOP understands that funds must be in the police budget in order to sell back these days. The member may also contribute to their account in accordance with the plan and laws governing the plan.
- Section 8 1977 Fund- The City understands what constitutes a salary of first class patrol officer for the purposes of Indiana Code 36-8-1-11 and Indiana Administrative Rule 7 (35 IAC 2-7-1) (referred to generally as the pension base) is the salary of the highest level patrol officer (for BCPD that is a First Class Patrol Officer) plus all longevity increases up to twenty (20) years.
- Section 1. Conditions- This agreement constitutes a settlement for the calendar year 2015 through calendar year 2017. James Baughn stated he needs to take this back to his membership for approval.

Sandy Seward made a Motion to accept this agreement, Ed Bell seconded the motion which was approved by unanimous voice vote.

**COMMENTS FROM THE BOARD :**

**Ed Bell-** wished everyone a Happy New Year.

**ADJOURNMENT:** Ed Bell moved to adjourn. Sandy Seward seconded the motion. The meeting was adjourned at 1:36 p.m. The next meeting will be Monday, January 5<sup>th</sup>, 2015 immediately following the Board of Sanitation meeting; which begins at 6:00 p.m. in City Hall Council Chambers.

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Mayor Buckley, Mayor

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Dan McMillan, Clerk–Treasurer

Minutes prepared by: Dan McMillan