

**City of Beech Grove, Indiana (26 pays)
2024 Salary Ordinance**

General Ordinance No.4, 2023, is a Salary Ordinance fixing the bi-weekly rate for Appointed and Elected Officials, and Employees for the City of Beech Grove, Indiana in the year 2024. Be it ordained by the Common Council for the City of Beech Grove, Indiana.

Section 1. - that from and after the first day of the year 2024, the bi-weekly rate for Appointed and Elected Officials and Employees of the City of Beech Grove be fixed as follows:

Mayor's Office

		Bi-Weekly	Yearly
Mayor	From Corporation	\$1,373.80	\$35,718.80
Mayor	From Sewage	\$1,172.72	\$30,490.62
Mayor's Assistant		\$2,075.90	\$53,973.63

Clerk Treasurer's Office

		Bi-Weekly	Yearly
Clerk-Treasurer	From Corporation	\$1,401.74	\$36,445.26
	From Sewage	\$1,058.11	\$27,510.74
Administrative Assistant / HR/Clerk		\$1,956.09	\$50,858.52
Deputy Clerk Treasurer		\$2,075.90	\$53,973.63
Billing Clerk	From Sewage	\$2,075.90	\$53,973.63
Assistant Clerk / Part -Time		up to \$ 17.51 per hour, not to exceed 58 hours per bi-weekly pay / 29 hours per week.	

Board of Sanitation & Public Works and Safety

	Bi -Weekly	Yearly
Board Members	\$109.24	\$2,840.29
Crossing Guards	\$24.40 per hour not to exceed 58 hours per bi-weekly pay / 29 hours per week	
Crossing Guards Hired After 1/1/2014	\$17.51 per hour not to exceed 58 hours per bi-weekly pay / 29 hours per week	

City of Beech Grove Common Council

	Bi -Weekly	Yearly
Council Members	\$180.07	\$4,681.80

Department of Public Works
Motor Vehicle Highway (MVH) & Sewage

	Bi -Weekly	Yearly
Director of Public Works	\$3,622.21	\$94,177.63
Billing Clerk	\$2,075.90	\$53,973.63
Sewage Clerks Part -Time	up to \$17.51 per hour not to exceed 58 hours per bi-weekly pay / 29 hours per week	
Public Works Secretary Part -time	up to \$17.51 per hour not to exceed 58 hours per bi-weekly pay / 29 hours per week	

Janitorial Services Part- time	up to \$17.51 per hour not to exceed 58 hours per bi-weekly pay / 29 hours per week	
Sanitary/ Stormwater Supervisor	\$2,538.46	\$66,000.00

Department of Public Works
Motor Vehicle Highway (MVH) & Sewage

	Bi-Weekly	Yearly
CDL License (Full Time employees only)	\$96.15	\$2,500.00
Sanitation / MVH Laborer Part-time	up to \$20.00 per hour not to exceed 58 hours per bi-weekly pay /29 hours per week	
Trail Monitor	Up to \$17.51 per hour not to exceed 58 hours per bi-weekly pay /29 hours per week	
Street Commissioner	\$2,692.30	\$70,000.00
COVID Hazard Pay (Full time employees only)	\$57.69	\$1,500.00

	Bi-Weekly	Yearly
Mechanic	\$2,538.46	\$66,000.00
Commercial Driver	\$2,389.92	\$62,138.00
Lead Laborer	\$2,302.71	\$59,870.67
	Bi-Weekly	Yearly
Laborer (3rd Year)	\$2,192.30	\$57,000.00
Laborer (2nd Year)	\$2,057.69	\$53,500.00
Probationary Laborer (1st Year)	\$1,884.61	\$49,000.00

Department of Parks & Recreation/ Hornet Park Community Center

	Bi-Weekly	Yearly
Parks Director	\$3,057.90	\$79,505.46
Parks General Staff Part-time	up to \$17.51 per hour not to exceed 58 hours per bi-weekly pay /29 hours per week	
Community Center Director	\$2,075.90	\$53,973.63
Facility Manager	\$1,584.61	\$41,200.00
Program Manager	\$1,584.61	\$41,200.00
Hornet Park General Staff Part - time	up to \$17.51 per hour not to exceed 58 hours per bi-weekly pay /29 hours per week	

Senior Citizens Center

	Bi-Weekly	Yearly
Community Service Coordinator	\$2,095.13	\$54,473.63
Transportation / Administrative Coordinator	\$1,603.84	\$41,700.00
General Staff - Part - Time	up to \$17.51 per hour not to exceed 58 hours per bi-weekly pay /29 hours per week	
CDL License (included in salary)	\$76.92	\$2,500.00

Beech Grove EMS

	Bi-Weekly	Yearly
EMS Department Head	\$2,178.84	\$56,650.00
EMS Position Pay /Director	\$1,403.84	\$36,500.00
PT Administration	\$36.00 per hour	
1st Year Paramedic	\$2,884.61	\$75,000.00
2nd Year Paramedic	\$2,980.76	\$77,500.00
3rd Year Paramedic	\$3,076.92	\$80,000.00
1st Year EMT	\$2,423.07	\$63,000.00
2nd Year EMT	\$2,480.76	\$64,500.00
3rd Year EMT	\$2,538.46	\$66,000.00
PT Paramedic	\$28.00 per hour	
PT Emergency Medical Tech	\$21.00 per hour	
State Certified Paramedic	(Full Time Employees Only) \$125.00	\$3,250.00
State Certified EMT	(Full Time Employees Only) \$67.30	\$1,750.00

Police Department

	Bi-Weekly	Yearly
First Class Patrolman (3rd year)	\$3,002.11	\$83,055.00
Patrolman (2nd year)	\$2,811.96	\$78,111.00
Probationary Patrolman (1st year)	\$2,594.30	\$72,452.00

Position Pay	Bi-Weekly	Yearly
Chief	\$1,384.61	\$36,500.00
Deputy Chief	\$1,211.53	\$31,500.00
Deputy Chief of Operations	\$1,211.53	\$31,500.00
Major / Supervisor	\$1,115.38	\$29,000.00
Sergeant	\$288.46	\$7,500.00
Lieutenant	\$576.92	\$15,000.00
Captain	\$865.38	\$22,500.00
Detective	\$105.76	\$2,750.00
SRT Member	\$86.53	\$2,250.00
FTO/FTO Instructor	\$69.23	\$1,800.00
Bicycle	\$38.46	\$1,000.00
Drone Certification	\$38.46	\$1,000.00

*Position pay listed above is not calculated in the base salary.

Patrolman 1st Class (for pension base only add \$5,000.00) \$88,055.00.

*The base salary figure includes \$3,500.00 pay for Indiana Law Enforcement Graduates.
(Required for employment)

Police Civilian General Staff

	Bi-Weekly	Yearly
Office Manager	\$2,151.56	\$55,940.63
Animal Control Officer	\$2,337.30	\$60,770.00
Receptionist	\$1,584.61	\$41,200.00
Detective Secretary - Part - Time	up to \$17.51 per hour, not to exceed 58 hours per bi-weekly pay /29 hours per week	
PAO Front Lobby - Part -Time	up to \$17.51 per hour, not to exceed 58 hours per bi-weekly pay /29 hours per week	
Lobby Police Officer - Part -Time	up to \$24.72 per hour	

IDACS Coordinator Full-Time	\$2,139.23	\$55,620.00
Compliance Positions	up to \$18.54 per hour not to exceed 58 hours per bi-weekly pay / 29 hours per week	

City Court

	Bi-Weekly	Yearly
Judge	\$2,459.80	\$63,955.00
Court Clerk - Full - Time	\$2,116.19	\$55,021.05
Court Clerk - Part - Time	up to \$17.51 per hour, not to exceed 58 hours per bi-weekly pay /29 hours per week	
Court Bailiff	Minimum of 3 hours	Time and a half per Police Officer's current pay rate

Section 2. - Education Incentive Pay

Governed by Ordinance 37.11 Education Incentive Pay

Section 3. - Longevity Benefit

Each full time employee of the City of Beech Grove shall receive a longevity increment of \$250.00 (two hundred fifty dollars) per year, at the beginning of the following year, after their hire with the City of Beech Grove as of January 1, 2024. This benefit only applies to employees' most current employment with the City.

Employees that resign or leave employment with the city and return to employment with the city cannot receive this benefit based on past employment history. This benefit will be calculated from the most recent hire date. Elected officials are not eligible for this benefit. This benefit is only available to full time employees.

Section 4. - Clothing Allotment Pay

In 2024, each member of the Police Department and BG EMS shall receive a clothing allowance of \$1,500.00 (one thousand five hundred dollars) per year in two installments of \$750.00 (seven hundred and fifty dollars) each. For each full time employee of the Department of Public Works, they shall receive \$1,250.00 per year with installments of \$625.00. The payments shall be made with the first payroll in June and December or before. The city shall also pay for any clothing expenses identified in the collective bargaining agreements for the police department and BG-EMS above the clothing allowance disbursement. Employees of the Department of Public Works are given clothing when needed as replacements, this allotment is for at home maintenance of distributed clothing. Civilian employees of the Police Department and other departments within the city are not eligible for this benefit. Probationary employees of the Police Department are not eligible for this benefit.

Section 5. - Police Department Holiday Pay

Officers who work any city recognized holiday shall have the option of being paid at the officer's overtime rate for each hour worked on that Holiday or receiving eight (8) hours of Holiday Hold Time. Officers whose regularly scheduled day off falls on the Holiday shall receive eight hours of Holiday Hold Time.

Section 6. - Shift Differential for Police Department

A shift differential of one dollar (\$1.00) per hour shall be paid for any hours worked by a member of the police department between 1400 and 0600 hours. An additional shift differential of fifty (\$0.50) per hour shall be paid for any hours worked by a member of the department between 2200 hours on Friday until 2200 hours on Sunday. The policies concerning payment of shift differential may only be modified during the term of this agreement after written notice to and consultation of the F.O.P.

Section 7. - Holiday Pay for BG EMS

The City shall maintain a holiday rate in accordance with the employees FLSA halftime pay rate + the employees' regular hourly rate for the final 17 hours of the shift along with the first 7 hours of a shift.

Section 8. Commercial Driver's License

Employees assigned to the Senior Citizen Center and Department of Public Works who are required to have a Commercial Driver's License shall be compensated \$2,500.00 in 2024 for such certificate. The payment is included in the base salary of those employees assigned to the Senior Citizens Center and added to the base salary of the affected full time members of the Department of Public Works who qualify.

Section 9. Wages and Salaries

The City agrees to negotiate with the F.O.P. and BG-EMS Local 416, prior to recommending the salary ordinance for the Members of the (Police) Department and BG-EMS to the Common Council for the budget years 2025 and 2026. Otherwise, the City agrees to a cost of living (COLA) increase equal to 3% of their current salary in 2024

This Ordinance No. 4, 2023, supersedes any previous Ordinances or employee handbooks written by the City of Beech Grove.

The rates for wages shown in this Ordinance No.4, 2023 are for positions listed and are for the maximum bi-weekly rates. The bi-weekly rates are subject to approval of the Department of Local Government and Finance (DLGF) for a levy and tax rate sufficient to fund them.

This Ordinance No. 4, 2023 will take effect January 1, 2024.

ORDINANCE # 4, 2023

Passed by the Common Council this ____ Day of October 2023.

1st Reading Date: _____ 2nd and 3rd Reading Dates: _____

Common Council for the City of Beech Grove, Indiana

Councilor Ryan Matkins

Councilor Chris Duffer

Councilor Kevin Day

Councilor Daniel McMillian

Councilor Dave Harrison

Councilor Elizabeth Lamping

President Pro-Tem William Templin

Presented by me to the Mayor of the City of Beech Grove, Indiana on this _____ day of October 2023 at 7:00 P.M.

James W. Coffman, Clerk Treasurer
City of Beech Grove, Indiana

Approved by the Mayor of the City of Beech Grove, Indiana this _____ day of October 2023 at 7:00 P.M.

Dennis B. Buckley, Mayor
City of Beech Grove, Indiana