

**City of Beech Grove, Indiana  
2020 Salary Ordinance**

Ordinance No. 4 , 2019, 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 2020. 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 2020, the bi-weekly rate for Appointed and Elected Officials and Employees of the City of Beech Grove be fixed as follows:

**Mayor's Office**

		<b>Bi-Weekly</b>	<b>Yearly</b>
Mayor	From Corporation	\$1,376.22	\$35,781.80
Mayor	From Sewage	\$1,172.71	\$30,490.62
Mayor's Assistant		\$1,805.75	\$46,949.65

**Clerk Treasurer's Office**

		<b>Bi-Weekly</b>	<b>Yearly</b>
Clerk-Treasurer	From Corporation	\$1,401.74	\$36,445.26
	From Sewage	\$1,058.10	\$27,510.74
Administrative Assistant / HR/Clerk		\$1,299.42	\$33,785.00
Deputy Clerk		\$1,526.50	\$39,689.17
Office Manager		\$1,299.42	\$33,785.00
Clerk		\$1,471.15	\$38,250.00
Assistant Clerk / Part -Time		up to \$14.33 per hour Not to exceed 58 hours per bi-weekly pay / 29 hours per week.	
Assistant Clerk / Full- Time		\$1,204.06	\$31,305.63

**Board of Sanitation & Public Works and Safety**

	<b>Bi -Weekly</b>	<b>Yearly</b>
Board Members	\$109.24	\$2,840.29
Crossing Guards	\$23.92 per hour Not to exceed 58 hours per bi-weekly pay / 29 hours per week	
Crossing Guards Hired After 1/1/2014	\$16.45 per hour Not to exceed 58 hours per bi-weekly pay / 29 hours per week	

**City of Beech Grove Common Council**

	<b>Bi -Weekly</b>	<b>Yearly</b>
Council Members	\$180.06	\$4,681.80

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

	<b>Bi -Weekly</b>	<b>Yearly</b>
Director of Public Works	\$3,011.40	\$78,296.52
Billing Clerk	\$1,807.65	\$46,999.13
Sewage Clerks Part -Time	up to \$14.33 per hour not to exceed 58 hours per bi-weekly pay / 29 hours per week	
Public Works Secretary Part -time	up to \$14.33 per hour not to exceed 58 hours per bi-weekly pay / 29 hours per week	
Janitorial Services Part- time	up to \$14.33 per hour not to exceed 58 hours per bi-weekly pay / 29 hours per week	

	<b>Bi -Weekly</b>	<b>Yearly</b>
Sanitary/ Stormwater Supervisor	\$1,819.18	\$47,298.68

	<b>Bi-Weekly</b>	<b>Yearly</b>
Sanitation / MVH Laborer Part-time	up to \$15.39 per hour not to exceed 58 hours per bi-weekly pay /29 hours per week	
Street Commissioner	\$2,137.94	\$55,586.49

	<b>Bi-Weekly</b>	<b>Yearly</b>
Compliance Positions	up to \$16.45 per hour not to exceed 58 hours per bi-weekly pay /29 hours per week	

	<b>Bi-Weekly</b>	<b>Yearly</b>
Mechanic	\$1,969.52	\$51,207.59
Commercial Driver	\$1,884.76	\$49,003.96
Lead Laborer	\$1,807.18	\$46,986.77
	<b>Bi-Weekly</b>	<b>Yearly</b>
Laborer (3rd Year)	\$1,626.62	\$42,292.35
Laborer (2nd Year)	\$1,542.86	\$40,114.53
Probationary Laborer (1st Year)	\$1,441.22	\$37,471.89

**Department of Parks & Recreation/ Parks Board**

	<b>Bi-Weekly</b>	<b>Yearly</b>
Parks Director	\$2,640.98	\$68,665.63
Parks General Staff Part-time	up to \$14.33 per hour not to exceed 58 hours per bi-weekly pay /29 hours per week	
Parks Janitorial Services Part-time	up to \$14.33 per hour not to exceed 58 hours per bi-weekly pay /29 hours per week	

Hornet Park Community Center Facility / Special Events Coordinator Full -time	\$1,526.50	\$39,689.17
Hornet Park General Staff Part - time	up to \$14.33 per hour not to exceed 58 hours per bi-weekly pay /29 hours per week	

**Senior Citizens Center**

	<b>Bi-Weekly</b>	<b>Yearly</b>
Community Service Coordinator	\$1,504.90	\$39,127.44
Transportation / Administrative Coordinator	\$1,148.68	\$29,865.87
General Staff - Part - Time	up to \$14.04 per hour not to exceed 58 hours per bi-weekly pay /29 hours per week	
For the following Certification - Commercial Drivers License for Bus Add	\$438.46	\$999.96

**Fire Department**

	<b>Bi-Weekly</b>	<b>Yearly</b>
Master Firefighter (3rd year)	\$2,583.09	\$67,160.49
Firefighter (2nd year)	\$2,401.94	\$62,450.62
Probationary Firefighter	\$2,136.28	\$55,543.40

\* First Class Firefighter (for Pension Base Only add (\$2,700.00) \$69,860.49.

For the following positions, add:

	<b>Bi-Weekly</b>	<b>Yearly</b>
Chief	\$903.84	\$23,500.00
Operations Chief	\$711.53	\$18,500.00
Battalion Chief	\$423.07	\$11,000.00
Captain	\$269.23	\$7,000.00
Lieutenant	\$192.30	\$5,000.00

EMS Duty Officer	\$96.15	\$2,500.00
State Certified Paramedic	\$28.84	\$750.00
Engineer	\$134.61	\$3,500.00

\*Position Pay listed above is not calculated in the Base Salary.

	Bi-Weekly	Yearly
1st Year Civilian Paramedic	\$1,954.22	\$50,809.87
2nd Year Civilian Paramedic	\$2,172.00	\$56,472.01
3rd Year Civilian Paramedic	\$2,298.37	\$59,757.73

### Police Department

	Bi-Weekly	Yearly
First Class Patrolman (3rd year)	\$2,583.09	\$67,160.49
Patrolman (2nd year)	\$2,401.94	\$62,451.45
Probationary Patrolman (1st year)	\$2,136.29	\$55,543.57
Sergeant	\$2,717.71	\$70,660.49
Lieutenant	\$2,775.40	\$72,160.40
Captain	\$2,852.32	\$74,160.49

	Bi-Weekly	Yearly
Chief	\$903.84	\$23,500.00
Deputy Chief	\$711.53	\$18,500.00
Major of Operations	\$519.23	\$13,500.00
Major	\$423.07	\$11,000.00
Detective	\$57.69	\$1,500.00
SRT Member	\$38.46	\$1,000.00
FTO/FTO Instructor	\$28.84	\$750.00

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

\*Includes First Class Patrolman (3rd year) salary plus position pay \$3,500 for Sergeants, \$5,000 for Lieutenants, and \$7,000 for Captains.

Patrolman 1st Class (for pension base only add \$2,700) \$69,860.49.

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

**Police Civilian General Staff**

	<b>Bi-Weekly</b>	<b>Yearly</b>
Chief's Assistant	\$1,930.38	\$50,189.93
Animal Control Officer	\$1,916.73	\$49,835.16
Receptionist	\$1,400.53	\$36,414.00
Detective Secretary - Part - Time	up to \$15.36 per hour, Not to exceed 58 hours per bi-weekly pay /29 hours per week	
PAO Front Lobby - Part -Time	up to \$15.92 per hour, Not to exceed 58 hours per bi-weekly pay /29 hours per week	
Lobby Police Officer - Part -Time	up to \$21.22 per hour	
IDACS Coordinator Full-Time	\$1,918.33	\$49,876.77

**City Court**

	<b>Bi-Weekly</b>	<b>Yearly</b>
Judge	\$1,829.00	\$47,554.00
Court Clerk - Full - Time	\$1,862.50	\$48,425.12
Court Clerk - Part - Time	up to \$14.32 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 \$135.00 (one hundred thirty five dollars) per year, at the beginning of the following year, after their hire with the City of Beech Grove as of January 1, 2020.** 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 2020 each member of the Fire and Police Department shall receive a clothing allowance of \$1,000.00 (One Thousand dollars) per year in two installments of 500.00 (Five Hundred dollars) each.** The payments shall be made with the first payroll in June and December or before. The Board of Public Works and Safety shall have the discretion to annually establish and modify the amount of benefit. The city shall also pay for any clothing expenses identified in the collective bargaining agreements for both the police and fire departments above the clothing allowance disbursement. Civilian employees of the Police Department and other departments within the city are not eligible for this benefit. Probationary employees of the Fire and Police Departments are not eligible for this benefit as well. Employees of the Department of Public Works shall have their clothing supplied to them by the City of Beech Grove.

## **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 Fire Department**

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. This policy may only be modified during the term of this agreement after written notice to and consultant of the BGPFA.

### **Section 8. - Special Duty Pay**

Members of the Department who are assigned to the Special Response Team (SRT) shall receive special duty pay of \$1,000.00 on an annualized basis. Those officers assigned to the Investigations Division shall receive a position pay of \$1,500.00 on an annualized basis, and will increase by \$250.00 each year of the contract.

The above position pays and special duty pay shall commence upon an officer beginning such a position, or duty and shall end if and when an officer ceases his position, role or responsibility in said position or duty as determined by the police chief. The police chief shall make recommendations to amend that officer's salary to reflect the addition or loss of said certification, position or duty.

### **Section 9. Wages and Salaries**

**The City agrees to negotiate with the F.O.P. prior to recommending the salary ordinance for the Members of the (Police) Department to the Common Council for the budget year 2019. Otherwise, the City agrees to a cost of living (COLA) increase equal to 3% of their current salary in 2019. The City will insure that the base salaries for full-time 3rd year police officers and full-time 3rd year firefighters continue to reflect parity with each other for the term of this agreement.**

This Ordinance No.4 ,2019 supersedes any previous Ordinances or employee handbooks written by the City of Beech Grove.

The rates for wages shown in this Ordinance No. 4, 2019 are for positions listed and are for the maximum bi-weekly rates. The bi-weekly rates are subject by the Department of Local Government and Finance (DLGF) of a levy and tax rate sufficient to fund them.

This Ordinance No. 4, 2019 will take effect January 1, 2020



**ORDINANCE # 4, 2019**

Passed by the Common Council this , **2019**.

1st Reading Date:

2nd and 3rd Reading Dates:

Common Council for the City of Beech Grove, Indiana

\_\_\_\_\_  
Councilor Vito Mascari

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Councilor Jim Brooks

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Councilor Kevin Day

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Councilor Chris Duffer

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Councilor Dave Harrison

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Councilor Elizabeth Lamping

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President Pro-Tem William Templin

Presented by me to the Mayor of the City of Beech Grove, Indiana on this 1st day of October, 2019 at 7:00 P.M.

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Dan McMillan, Clerk Treasurer  
City of Beech Grove, Indiana

Approved by the Mayor of the City of Beech Grove, Indiana this 1st day of October, 2019 at 7:00 P.M.

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

