

City of Bedford

City Council Meeting

December 17, 2024

7:00 P.M.

Minutes

Prayer: Brad Bough

Pledge of Allegiance: Judy Carlisle

Call to Order: Mayor Sam Craig

The Common Council of the City of Bedford, Indiana met for a Regular City Council Meeting on December 17, 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

Members absent:

- None

Reading/Approval of Minutes:

November 19, 2024 –Regular Meeting

Adopt Memorandum-November 19, 2024, Executive Session

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

Old Business

1. Tabled-Third & Final Passage-Ordinance 20-2024 Ordinance Enacting 32.057-False Alarms: False Calls-Chief Luke Pinnick

- Mayor Craig asked for a motion to approve the third and final passage of Ordinance 20-2024.
- Dan Bortner made the motion to approve the Third and Final passage of Ordinance 20-2024,
- Brad Bough seconded the motion,
- *The Third and Final Passage of Ordinance 20-2024, All votes in favor of motion, No one opposed, passed.*

ORDINANCE NO. 20 - 2024

AN ORDINANCE ENACTING §32.057 (False Alarms; False Calls)
OF THE MUNICIPAL CODE OF BEDFORD, INDIANA

WHEREAS, the Council of the City of Bedford, Indiana, has determined it to be necessary to enact an ordinance referencing false fire alarms and calls, as they lead to a significant misuse of fire department resources and can delay response to genuine emergencies; and

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF BEDFORD, INDIANA, that §32.057 (False Alarms) shall be added to the Municipal Code of Bedford, Indiana, as follows:

§32.057 FALSE ALARMS; FALSE CALLS

Section 1: Definitions

1. **False Fire Alarm:** The activation of a fire alarm system resulting in a response by the Fire Department when no fire or emergency condition exists, including alarms triggered by malfunction, testing without prior notice, or human error.
2. **False Fire Call:** A non-emergency call made to request fire department services where no legitimate fire or emergency condition exists, including intentional false reports.
3. **Intentional False Alarm:** The deliberate activation of a fire alarm or call when no emergency exists.
4. **Fire Watch Personnel:** An individual(s) defined under 2014 Indiana Fire Code 675 22-2.5.

Section 2: Fee Schedule for False Alarms and Calls

1. **False Alarms/Calls:** Warnings with educational assistance will be provided at the first occurrence(s). The Fire Chief or designee may impose a fine of up to \$500 at each occurrence thereafter.
2. **Intentional False Alarms:** Incidents deemed intentional may result in a fine of up to \$2,500 per incident and may lead to criminal prosecution under state law.
3. **Exemptions:** No penalty will be assessed if the false alarm or call was caused by a system malfunction due to weather conditions, utility failure, or other circumstances outside the responsible party's control. All exemption determinations shall be at the discretion of the Bedford Fire Department.

Section 3: Preventive Requirements:

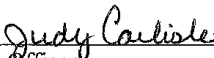
1. The property owner, responsible party and/or alarm company must notify the Bedford Police Department/Fire Department prior to any fire alarm testing or maintenance that may result in false activation. If alarm testing or repairs are performed without notifying

the Bedford Police Department/Fire Department, the property owner or alarm company may incur a \$500 fine.

2. In the event a required fire protection system is out of service or has an excessive number of accidental activations that the Fire Chief or designee determines the system to be defective, the property owner or responsible party shall either evacuate the building or provide fire watch personnel pursuant to 2014 Indiana Fire Code 675 IAC 2-2.5.

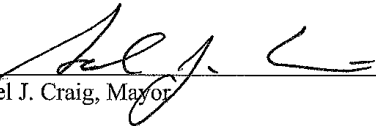
Section 4: Appeals Process Individuals or businesses may appeal assessed fines within 30 days of the issuance.

This Ordinance shall be in full force and effect from and after January 1, 2025.




Presiding Officer

This ordinance is approved and signed by me this ¹⁷ ~~19~~ ^{December} day of November, 2024.



Samuel J. Craig, Mayor

ATTEST:



Billie Tumey, Clerk-Treasurer

**2. Tabled-Third & Final Passage-Ordinance 21-2024 Ordinance Enacting 32.058-
Inspections: Code Compliance-Chief Luke Pinnick**

- Mayor Craig asked for a motion to approve the third and final passage of Ordinance 21-2024.

- Heath Hawkins made the motion to approve the Third and Final passage of Ordinance 21-2024,
- Ryan Griffith seconded the motion,
- ***The Third and Final Passage of Ordinance 21-2024, All votes in favor of motion, No one opposed, passed.***

ORDINANCE NO. 21 - 2024

AN ORDINANCE ENACTING §32.058 (Inspections; Code Compliance)
OF THE MUNICIPAL CODE OF BEDFORD, INDIANA

WHEREAS, the Council of the City of Bedford, Indiana, has determined a need to set forth procedures for inspections and code compliance by the Bedford Fire Department; and

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF BEDFORD, INDIANA, that §32.058 (Inspections; Code Compliance) shall be added to the Municipal Code of Bedford, Indiana, as follows:

§32.058 INSPECTIONS; CODE COMPLIANCE

Section 1. Definitions

- **Inspection:** Any fire safety review conducted by the Fire Department, including routine, requested, complaint-based inspections and any other inspections specified by the Bedford Fire Department.
- **Violation:** A failure to comply with applicable fire codes as determined during an inspection.

Section 3. Inspection Authority

The Fire Department is authorized to conduct inspections as set forth above.

Section 4. Violations and Penalties

1. **Initial Inspection:**
Violations identified in the initial inspection must be corrected within thirty (30) days. No fees or fines shall be assessed for the initial inspection.
2. **Re-Inspections and Penalties:**
 - **First Re-Inspection:** If violations remain, a fine of \$100 per unresolved violation may be imposed.
 - **Second Re-Inspection:** If violations persist, a fine of \$250 per unresolved violation may be imposed.

Section 5. Authority to Temporarily Close Facilities

The Fire Chief or designee may temporarily close any facility with severe violations that pose an immediate risk, with the closure in effect until the facility achieves compliance as determined by the Fire Chief or designee.


Section 6. Fee Payment and Inquiries

All fines shall be payable to the Clerk-Treasurer's Office, with payment details provided on citations. Questions may be directed to the Fire Chief or designee.

Section 7. Amendment and Adjustment

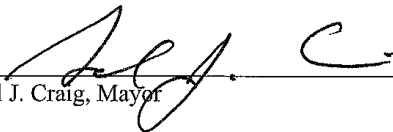
The schedule of fees and fines may be adjusted by future ordinance or amendment.

This Ordinance shall be in full force and effect from and after January 1, 2025.



Presiding Officer

This ordinance is approved and signed by me this ¹⁷th day of ^{December} ~~November~~, 2024.



Samuel J. Craig, Mayor

ATTEST:



Billie Tumey, Clerk-Treasurer

3. Tabled-Third & Final Passage-Ordinance 22-2024-Ordinance Amending 33.75 - Paternity Leave-Denise Henderson

- Mayor Craig asked for a motion to approve the third and final passage of Ordinance 22-2024.

- Brad Bough made the motion to approve the Third and Final passage of Ordinance 22-2024,
- Judy Carlisle seconded the motion,
- ***The Third and Final Passage of Ordinance 22- 2024, All votes in favor of motion, No one opposed, passed.***

ORDINANCE NO. 22 - 2024

AN ORDINANCE AMENDING §33.75 (Paternity Leave)
OF THE MUNICIPAL CODE OF BEDFORD, INDIANA

WHEREAS, the Council of the City of Bedford, Indiana, has determined a need to update the parental leave policies to provide paid time for employees to bond with their newborn or child placed for adoption; and

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF BEDFORD, INDIANA, that §33.75 (Paternity Leave) shall be amended in title and language as follows:

§ 33.75 PARENTAL LEAVE.

This policy applies to employees who are eligible under the Family and Medical Leave Act (FMLA) for the purpose of bonding with a child following the birth, adoption, or foster care placement of a child. This policy does not apply to other medical situations related to the birth of a child under FMLA.

Paid Parental Leave

- **Eligible non-uniform employees and uniform police officers** are entitled to **3 days (24 hours)** of paid parental leave.
- **Eligible uniformed firefighters** are entitled to **1 day (24 hours)** of paid parental leave.
- This paid parental leave should begin immediately following the birth, adoption, or placement of the child and should be used as a single period.
- Paid parental leave is provided separately from, and in addition to, any accrued leave balances.
- Any unused parental leave will not carry over or be paid out.

Additional Leave Under FMLA

Employees needing additional time off beyond the allotted paid parental leave may apply for FMLA leave. After the initial paid parental leave, the remaining FMLA leave will be **unpaid**, but employees can use the following accrued leave types, in this order:

1. **Accrued Compensatory Time**: Employees may use accrued compensatory time to cover unpaid FMLA leave beyond the initial paid parental leave.
 2. **Accrued Vacation Time**: After compensatory time is exhausted, employees may use accrued vacation time for the remaining FMLA leave.
- **Note**: Sick leave is not an appropriate leave type for bonding time after the birth, adoption, or foster placement of a child.

Request Process

- Employees should submit a formal request for parental leave to their Supervisor and Department Head **at least 30 days in advance** of the anticipated start date, whenever possible, to ensure adequate scheduling and coverage.

- Employees must provide a copy of the certification or proof of birth, adoption, or foster placement to HR as soon as it is available.

This ordinance shall take effect on January 1, 2025 and all provisions herein shall apply to eligible employees of the city from that date forward.

Judy Carlisle
Presiding Officer

This ordinance is approved and signed by me this ¹⁷~~19~~ ^{December} day of November, 2024.

Samuel J. Craig
Samuel J. Craig, Mayor

ATTEST:

Billie Tumey
Billie Tumey, Clerk-Treasurer

4. Tabled-Third & Final Passage-Ordinance 23-2024-Amending Tree Board Ordinance-Isaiah Moore

- Mayor Craig asked for a motion to approve the third and final passage of Ordinance 23-2024.

- Judy Carlisle made the motion to approve the Third and Final passage of Ordinance 23-2024,
- Kathy Blackburn seconded the motion,
- ***The Third and Final Passage of Ordinance 23-2024, All votes in favor of motion with Dan Bortner abstaining, passed.***

ORDINANCE NO. 23 - 2024

AN ORDINANCE AMENDING §98 (Trees)
OF THE MUNICIPAL CODE OF BEDFORD, INDIANA

WHEREAS, the Council of the City of Bedford, Indiana, has determined a need to update the Tree Ordinances; and

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF BEDFORD, INDIANA, that §98 (Trees) shall be as follows:

§98.10(B) Shall be amended to include Bradford Pear as a prohibited tree and the word "them" to be inclusive of ownership.

§98.12(A)(1) Shall be amended to strike Bradford Pear from the list

§98.13(A) Shall be amended to strike "electric power lines and gas lines" from the list.

§98.13(C)(1) Shall be amended to add "or shrubs".

§98.13(C)(2) Shall be struck from the Ordinance.

All other aspects of this Ordinance not herein modified shall remain in full force and effect.

This ordinance shall take effect on January 1, 2025.

Judy Carlisle
Presiding Officer

This ordinance is approved and signed by me this ¹⁷ ~~19~~ day of ^{December} ~~November~~, 2024.

Samuel J. Craig
Samuel J. Craig, Mayor

ATTEST:

Billie Tumey
Billie Tumey, Clerk-Treasurer

New Business

1. Motion and Acceptance of Appointments for Two Redevelopment Commission Currently Judy Carlisle and Kathy Blackburn-Mayor Sam Craig

- Mayor Craig requests a motion to reappoint Judy Carlisle and Kathy Blackburn to the Redevelopment Commission.

- Dan Bortner made the motion for approval of Judy Carlisle and Kathy Blackburn to the RDC,
- Larry Hardman seconded the motion,
- *All votes in favor of the motion, no one opposed, passed.*

2. Motion and Acceptance of Appointment for Zoning Appeals-Currently Matt Parker-Mayor Sam Craig

- Mayor Craig requested a motion to appoint Matt Parker to the Zoning Appeals Board.

- Brad Bough made the motion for appointment of Matt Parker to the Zoning Appeals Board,
- Ryan Griffith seconded the motion,
- *All votes in favor of the motion, no one opposed, passed.*

3. Motion and acceptance of appointments for Two Plan Commission -Currently Richard Burton and Craig Turpen

- Mayor Craig requested a motion to appoint Richard Burton and Craig Turpen to the Plan Commission.

- Judy Carlisle made the motion for the appointment of Richard Burton and Craig Turpen to the Plan Commission,
- Kathy Blackburn seconded the motion,
- *All votes in favor of the motion, no one opposed, passed.*

4. Presentation of Final Revised Redevelopment Commission Plan Resolution 27-2024- Brenda DeVries (Bose McKinney & Evans) Billie Tumey

- Brenda DeVries addressed the council and stated that The Redevelopment Commission hired us to make an amendment to the existing TIF district. This is the third step to the process to do those amendments. On November 19th the RDC adopted a Declaratory Resolution to remove parcels that had depreciation in assessed value. The amendment removes those parcels but does not change the boundaries of the economic development area.

The second change was to update the Economic Development Plan. It adds one more use of funds for Public Safety that was updated in the Indiana Code. The RDC adopted the Declaratory Resolution on November 19

- Last week the Plan Commission adopted an order ratifying what had been done by the RDC.
- The resolution considered tonight does two things, ratifies the Declaratory Resolution that removes the parcels from the area and updates the Economic Development Plan to add Public Safety.
- Ryan Griffith asked if there has been any feedback from the parcels being removed? There has not been any feedback.
- Heath Hawkins asked if the property owners had been notified?
- Brenda DeVries stated no, the parcel owner does not need to be notified. This is an administrative action. The property owner will pay the same taxes, it is just how the tax dollars are allocated. What they pay does not change.
- With no other questions, Mayor Craig asked for a motion.

- Dan Bortner made the motion for approval of Resolution 27-2024,
- Judy Carlisle seconded the motion,
- ***All votes in favor of the motion, no one opposed, passed.***

RESOLUTION NO. 27-2024

A RESOLUTION OF THE COMMON COUNCIL OF THE CITY OF BEDFORD, INDIANA APPROVING (1) A DECLARATORY RESOLUTION AND AMENDED AND RESTATED ECONOMIC DEVELOPMENT PLAN OF THE CITY OF BEDFORD REDEVELOPMENT COMMISSION AND (2) THE ORDER OF THE CITY OF BEDFORD PLAN COMMISSION RELATED THERETO

WHEREAS, on November 19, 2024, the City of Bedford Redevelopment Commission (the "Redevelopment Commission"), acting in accordance with Indiana Code 36-7-14 and Indiana Code 36-7-25 (collectively, the "Act"), adopted its Resolution No. 9-2024, a declaratory resolution (the "Declaratory Resolution"), (i) removing certain properties as described in the Declaratory Resolution from the Bedford Consolidated Economic Development Allocation Area No. 1 and (ii) approving an Amended and Restated Economic Development Plan (the "Amended and Restated Plan") for the Bedford Consolidated Economic Development Area No. 1 (the "Consolidated Area") which, among others, includes the addition of various projects to be undertaken by the Redevelopment Commission; and

WHEREAS, the Redevelopment Commission submitted the Declaratory Resolution and Amended and Restated Plan as attached hereto as Exhibit A to the City of Bedford Plan Commission (the "Plan Commission") for its consideration; and

WHEREAS, on December 10, 2024 the Plan Commission approved the Amended and Restated Plan and the Declaratory Resolution; and

WHEREAS, the Act requires approval of the Declaratory Resolution, the Amended and Restated Plan and the approval of the action of the Plan Commission by the Common Council of the City (the "Common Council");

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City, as follows:

Section 1. The Declaratory Resolution and Amended and Restated Plan, attached hereto as Exhibit A, are in all respects approved, ratified and confirmed by the Common Council.

Section 2. The action of the Plan Commission approving the Amended and Restated Plan and the Declaratory Resolution is in all respects approved, ratified and confirmed by the Common Council.

Section 3. The determination of the Redevelopment Commission that the Consolidated Area is an economic development area pursuant to the Act is in all respects ratified and confirmed by the Common Council.

Section 4. The Clerk-Treasurer of the City is hereby directed to file a copy of the Declaratory Resolution, the Amended and Restated Plan, and the approving order of the Plan Commission with the permanent minutes of this meeting.

Section 5. This resolution shall be effective from and after its passage and execution by the Mayor.

PASSED AND ADOPTED by the Common Council of the City of Bedford, Lawrence County, Indiana, this 17th day of December, 2024.

COMMON COUNCIL OF THE CITY OF
BEDFORD, INDIANA

By: Judy Carlisle
Presiding Officer

ATTEST:

Billie Tumey
Billie Tumey, Clerk-Treasurer
City of Bedford, Indiana

Presented by me to the Mayor of the City of Bedford, Lawrence County, Indiana, this 17 day of December, 2024.

Billie Tumey
Billie Tumey, Clerk-Treasurer
City of Bedford, Indiana

Signed and approved by me upon this 17 day of December, 2024.

Sam Craig
Sam Craig, Mayor
City of Bedford, Indiana

5. Resolution 26-2024-2024 Encumbrances-Billie Tumey

- Billie Tumey read the list of requested encumbrances in detail and requested the council approve the resolution to encumber the requested funds.

- Ryan Griffith made the motion to approve Resolution 26-2024
- Larry Hardman seconded the motion,
- *All votes in favor of the motion, no one opposed, passed.*

RESOLUTION 26-2024

RESOLUTION FOR 2024 ENCUMBRANCES

WHEREAS, the Bedford City Council has the duty and authority to maintain and allocate funds as necessary from the adopted budget to maintain the fiscal integrity of the City of Bedford and maximize efficiency; and

WHEREAS it becomes necessary to encumber funds for the end of the year 2024 for the fiscal integrity of the City of Bedford.

NOW THEREFORE BE IT RESOLVED by the Common Council of the City of Bedford, Indiana that the Clerk-Treasurer has notified and informed the Council of the need to encumber funds for the following:

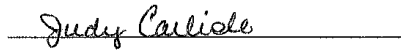
Section 1: That the following sums are to be encumbered.

- A. General Fund-Administration-1101-003449.000 Other Capital \$17,150 and \$1,808.26 to E&H Bridge-Derrick Project.**
- B. General Fund-Administration-1101-003449.000 Other Capital \$68,715.75 to Stonewell Bodies-Fire Truck Bed**
- C. General Fund-Fire-1101-007222.000 Supplies \$4200 to Thompson Furniture-Furniture**
- D. General Fund-Fire-1101-007444.000 Machine & Equipment-\$16,181.30 to Donley Safety-Enforcer CAF System**
- E. General Fund-Fire-1101-007444.000 Machine & Equipment-\$37,774.55 to Fire Services Inc.-Turn-out gear**
- F. General Fund-Police-1101-008119.200 Sign on Bonus \$36,500 to new police hires.**
- G. Cumulative Capital Development-4402-001449.000 Other Capital \$34,900 to Flynn & Sons-Removal of 1629 K Street.**
- H. Cumulative Capital Development-4402-001449.000 Other Capital \$28,100 to Bruce Tabor Architecture-1617 K Street Renovation**
- I. MVH-2201-001444.000 Machine & Equipment-\$37,989.83 to Hutson Inc-Track Loader**
- J. Park-2204-001443.000 Improvement Other than Building-\$12,877 to Pritchett Brothers Roofing- New Roof at 1704 Brian Lane Way**

Section 3: The Clerk Treasurer is hereby authorized and directed to encumber those sums as indicated.

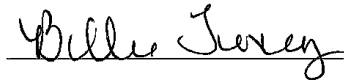
Section 4: This Resolution shall be in full force and effect without further notice or further approval.

Adopted by the Common Council of the City of Bedford This 17th Day of December 2024.



**Judy Carlisle, President
Bedford City Council**

ATTEST:



**Billie Tumey
Clerk-Treasurer**

6. Ordinance 24-2024-Amending Salary Ordinance 17- 2025 -School Resource Officer And/or Police and Fire-Billie Tumey

- Mayor Craig stated that the School Resource Officer was discussed at the adoption of the Salary Ordinance but was inadvertently left off the salary ordinance and needs to be added.
- He moved on to police and fire in reference to salaries. As we have heard, the state changed the law in reference to how TIF funds can be used for. We are having issues with salaries for police and fire. It is the same all over the state of Indiana, as far as losing police officers and firefighters to other departments and trying to recruit others at our departments. We need to address this as far as protecting our city with public safety, that is a definite need for all of our citizens. It depends on how we need to address it and how we need to proceed to help resolve the problem. RDC today made a motion to approve up to \$450,000 for salaries for police and fire. This desperately needs to be looked at.
- There is information in the council books on police and fire in reference to the turnover from January 1, 2020, to December 7, 2024. It specifies if they were retired or if left for other employment in the same field and some have left and come back. Both chiefs looked over the list to make sure the information was correct. He asked both chiefs to talk about their department and what they are being faced with and how they would like to resolve some of their problems
- Police Chief Moore thanked the mayor and council for the opportunity to discuss the obvious facts that are outlined in the turnover report. Since July 2023 we have lost seven officers and one pending. If you look, you will also notice the number of years of service. We have lost a lot of experience. Why are we losing officers? There are a few things to consider. No one will argue that law enforcement isn't dangerous; officers must wear bullet-resistant vests and carry a duty weapon while working, maintain the required training hours, and be knowledgeable of Indiana laws, civil laws, and city ordinances. However, our policy also required us to carry a firearm off-duty. We can never let our guard down, even while grocery shopping, eating dinner with the family or at a sporting event. Think about that. Most people come home from work and can leave work at the door, but not law enforcement. This is a dangerous profession that could result in deadly consequences. We could lose everything we own to a lawsuit. The public, social media, and attorneys often second guess our decisions and are happy to tell us how to do our jobs. Consider this when you retire and the possibility that someone you arrest is sentenced to 20-30 years in prison, get out of prison and shows up at your front door to settle a score. How many retired professionals must worry about that? These are a few reasons officers are leaving for higher wages. Officers want compensated for what they take on with the liability and physical and mental risks. Therefore, they leave for departments that offer higher salaries and benefits.
- Chief Moore continued. Why is it hard to rehire? Lack of interest, unqualified applicants, can't pass the physical, background checks or polygraphs. When we lose officers, it is not a quick, easy fix. We have waited months to fill open positions. If we can find a qualified candidate, the academy's waiting time is usually 4-8 months.

Then you add training for 4 months at the academy and 2-3 months in the department. Sometimes, it takes 12-16 months to have an officer ready when you consider the above. This causes burnout among officers and crews who are constantly working with new trainee officers, and it doesn't allow for time off because of the crews being short staffed. If we continue to lose officers at the pace of the last year and a half, I'm concerned we will become a reactive police department, contributing to a public safety issue. In my experience, a reactive department deals with higher crime rates. We are grateful for the salary increases we've received, and I'm not naïve to think we can compete with bigger cities. However, I'm concerned this issue will only worsen if the city doesn't do all it can to address it.

- Brad Bough asked how many calls the department answers a quarter or a year? Chief Moore stated that dispatch takes about 1,200 calls a month, and we respond to about 90% of those. We go no matter what to make sure everyone is safe.
- Dan Bortner stated that he hires officers in his profession. They had a class this year of over 2,000 applicants of those people that we brought in, a lot of them came from smaller municipalities. And as we see here, they are leaving the profession and that is a concern. We need to find a way whether it be financial, or morale. People live in this community; I drive to work 2 hours, but I live here because of the lifestyle and quality of life. If it's not clean and not safe, it doesn't matter what else we do.
- Fire Chief Pinnick stated that as you know we have talked before about our problems. We face some of the same challenges as the police department. We have been fortunate enough that in the last year not to lose any firemen, but in the last four years we have lost four firemen to Monroe Fire Protection District. It was always my hope that we could stay close to the City of Bloomington and Monroe Fire and its tough. In the last few years, they have opened a lateral transfer structure which is hard to compete with. We were on a pace to keep up with Bloomington a little bit, but with their increase in wages, we will be about \$15,000. When we heard about the release of funds, and if there is anything you can do to help close that gap. Our call volume has doubled. In 2022 we had 750 to 800 runs, right now we are at 1,600. We have taken on medical. I think it is a good service we provide, but it is more taxing on the guys. When we do have fires, it is a lengthy process, it takes a lot. If we can get some more money to close the gap, it will help the city fire department a lot.
- Brad Bough asked about how many calls does your department answer in a month. Chief Pinnick answered about 150 to 175.
- Dan Bortner asked if they got additional pay for specialized skills. Chief Pinnick stated that not right now, it is straight across the board. We have different levels of firefighters, and then as they progress to officers. But no additional money for EMTs, or our one paramedic. In 2013 we had 15 rescue technicians.
- Brad Bough stated that if he is looking at the report right, since 2020 you have had 5 resignations. Chief Pinnick said yes and 11 retirements. Brad Bough then asks Chief Moore that is he right is saying that he had 13 resignations in your department and 4 retirements? Chief Moore confirmed.
- Larry Hardman asks when fully staffed how many firefighters are there. Chief Pinnick stated 37. The department is fully staffed. Heath Hawkins asked Chief Moore the same question. Chief Moore states 33 when fully staffed, right now there

are 29. We are in the process of hiring 2 to fill some spots. The BOW approved those this evening. Brad Bough asked how many dispatchers do you have? Chief Moore stated 7 full time and one part-time.

- Mayor Craig stated that just for clarification, Its fine to ask about dispatchers, but as far as this pay raise, it is pertaining to police officers and firefighters. No civilian positions. Dispatchers' salaries were addressed and increased for the 2025 budget. Everyone here will agree that you have to have good dispatchers to get the information to the police and fire. It is a very important role in public safety.
- Mayor Craig stated that the clerk treasure has been working on this and has come up with different scenarios and different funding mechanisms to try to help resolve this issue.
- Billie Tumey stated that since RDC did approve funds for public safety up to \$450,000, we can pay public safety expenses from RDC and transfer funds from some city administration lines to the police and fire budgets. The line item in the administration budget would fit the public safety guidelines. In the LOIT Budget we would have to complete an additional for \$70,000. That would be a total of \$520,000 to put towards the raises. To replenish the plan, it will take a few years, we will have to look at the revenue each year and look at some of the other lines in administration that we are allocating somewhere else because public safety is more important.
- Mayor Craig stated that this is a large sum of money, and something I have thought about a lot. RDC money is TIF money, it is set to only come in for so many years unless we incorporate more TIF areas or set up more areas. We are to the point that we need to be proactive to do something about this problem. We are losing all of these people to Monroe Fire District, IU and Bloomington City, whatever we do here tonight with these raises, is not going to solve all of our problems. Depending on how it is done, we might be able to stop some people that might be considering it from leaving. We have looked at different options, whether we are going to do a 50/50 split like has been done in the past, or if we are going to offset some this time. I don't have a definite answer on that, that is a council decision. As far as how you want to spend your money. It is something that we are seeing more of. Unfortunately, with the police side of it there are a lot of cities that are leaning that way a little bit more. But we have to keep in mind that we have to take care of fire too. If this was the flip side, I would be talking about fire, and it would be the hot spot. There has to be some type of equal separation as far as how we want to use these funds because there is only so much money. First thing we need to look at is if the board wants to keep it at 50/50 or if they want to split it up. In saying that, I am the one that started the fire department answering the medical calls. They have done an excellent job at that. We have a great group of workers here. I am not saying I want one of these groups get money and the other not, that is not the case. You either do a 50/50 split or you do another split, however you want to balance it out. One thing that stands true to this, we have a great workforce. That says a lot for our community and our departments, both of them. One thing that hurts us in talking to other mayors, they say it is too bad that we are so close to Bloomington. If the council wants to open it up and have some discussion. I am kind of a stats guy, and right now the police have a bigger issue. I am not going to say in two years, we might have another issue. We have to

- deal with whatever issue we have at the time.
- Dan Bortner stated that the assets we have to work with is \$520,000. Next year we are still going to have \$520,000. When we go after these TIF funds, we are going to find a way to go through the next few years. We need to find a way to replace those funds and move them back over to the other budget. The way I look at it right now, we don't have a problem with the fire department, but. What I don't want to see is us create a problem that doesn't exist. Right now, we don't have a problem with fire, but if we find out a few years from now that we do have a fire, we have no place else to go because the money has already been put into place. I understand, I look around and a lot of municipalities that are splitting. From a public safety standpoint, the police force is here tonight, we need to do something here. This may not get you close to Bloomington's wages, but it will close the gap. I hope that you see that we are trying to do something. I would advocate for a split, where we don't create an inequity with the fire department.
 - Billie Tumey gave the scenarios that have been worked up. There is \$12,000 to split up between the two departments that will make it work. \$8,000 police and \$4000 fire. \$7,000 police and \$5,000 fire or \$6,000 for each. What must be figured in is there is also PERF and Medicare expense at we have to include. PERF is 20.3 percent. \$6,000 will be \$7,339.80 each with those added. If we decide to do this, we will have to do transfers and additional next month for the funds.
 - Larry Hardman asked if this had to be decided tonight. Mayor Craig stated that is doesn't have to be decided tonight, as far as police. We have someone who is interviewing right now. We have another police officer who has contacted another department, and he is considering pursuing that. We need to look at it, because if we lose one or two more, by the time we get these other people in, hired and everything started, we may be down. There again, it is up to the council however you want to handle it. I think it is a necessity if there is an agreement on what the council wants to do, then we need to move on it. I am not opposed to coming back after Christmas and having a special meeting. I can give input, but the decision is the councils.
 - Larry Hardman asked Chief Moore if \$6,000 or \$7,000 will make a difference? Chief Moore stated that a raise is great, but if we are not in the \$8,000 to \$10,000 dollar range, we are going to be in the same boat we are in right now. That is just where we are at.
 - Heath Hawkins asks if the wages were raised if Chief Moore thinks that some officers may come back? Chief Moore stated that one officer is coming back, he went to the private sector and is coming back. Do I think it is possible? All but one that went to IMPD still lives here, he moved to Greenwood. Giving you some stats, when these officers started the process, one department interviewed nine and took our two officers. These are the people we are losing; we cannot replace those overnight. It is a concern for our people and our citizens. Most of the officers that have left the department still reside in the county.
 - Brad Bough asked if the state still requires an officer to live in the county where they work. Chief Moore stated no, the state changed that law and now you can live anywhere in the state.

- Heath Hawkins asked if anyone had the salaries from some of the other departments. Mayor Craig stated that there is a sheet in the council book with some information. It lists Bedford Police Department, Bloomington Police Department, Indiana University Police Department, Bedford Fire Department, Bloomington Fire Department and Monroe Fire District. We did this report because this is where a majority are going.
- Dan Bortner stated that in the police department, we have a \$20,000 a year gap, we are not going to be able to make up that gap. Bloomington has a bigger tax base. What we can do is what we can do with the assets we have.
- Brad Bough asked Chief Moore if the officers that have specialties get a bonus or other type of benefit? Chief Moore stated that beginning in 2025, I approached the mayor and asked if he took some of the money from the department budget and move it and start paying incentive pay. In 2025 we have a list of specialized skills that will be paid for those skills.
- Dan Bortner asked if this is something that must be voted three times? Mayor Craig stated that it is going to be in the salary ordinance, so it must have three passages if it was going into effect at the first of the year. Dan Bortner asked if it did have three passages tonight, is that enough time to get it ready for the payroll at the first of the year.
- Ryan Griffith stated that there are two things that would have to be done tonight, the School Resource Officer and if we have a salary increase. Billie Tumey stated that the School Resource Officer must be passed tonight, or it will affect his pay for January. Different versions of the salary ordinance are ready for passage tonight.
- Judy Carlisle asked if this year the police are an issue, if we didn't go 50/50 we can always change it up the next year. Could we change the amount next year? This would be locked in this year.
- Mayor Craig responded, I don't think you are going to give police a little bit more money, and then if fire had an issue in a few years, you are not going to give police more. In his opinion, where the scenario would play out, if you do an offset, then your fire runs into an issue next year or a few years. And its an issue like this is, you will just have to consider your TIF money and work with that. TIF funds will not run out in 2038. If it is drastic and needs to be dealt with you are going to have to deal with it. And that is where the additional funding is going to come from. This is another thing that is up to the council, because as we do this for public safety, we know that we only have so much money. And that means we are going to have to tighten our purse strings in other areas. It could be funds we provide to not-for-profits or some of these other areas that we spend money, we will have to take a second look at where we want our money to go. For the last four years, we have really worked hard as to where we want our money to go, pertaining to our salaries for public safety and other city employees. We are in this situation right now in the Statehouse where they are talking about some of this stuff, and they are wanting to put this back on the local officials to raise their own tax money. If you need it, you raise it. Within the next two or three years that is where that is going to go. For example, we don't have a wheel tax for the City of Bedford. That is something the legislature is talking about. All of that will fall back to the council, setting the city tax base for Bedford. It will take a little time, but I think it will be coming. If the council

is not afraid to raise the taxes and take a little heat, you will have what funds you need. That is difficult to do, funding mechanisms are going to have to change.

- Mayor Craig asked for a motion.

- Dan Bortner made the motion to approve the SRO and \$6,000 increase to both police and fire departments, public safety as a whole.
- ***Motion died due to lack of a second.***

- Larry Hardman made the motion to approve the SRO, a \$7,000 increase for police and \$5,000 for fire,
- Judy Carlisle seconded the motion,
Two votes in favor of the motion, five votes opposed, motion failed.

- Ryan Griffith made the motion to approve the SRO (in the salary ordinance), and table the increase in police and fire until the first week in January and revisit for further discussion and further input from the departments,
- Dan Bortner seconded the motion,
- Greg Pittman stated that we need separate motions, one for the passage of the salary ordinance adding the SRO and one tabling the salary increase until a special meeting in January.
- This motion is for the first passage of ordinance 24-2024 with the addition of the School Resource Officer.
All votes in favor of the motion, no one opposed, motion passed

- Brad Bough made the motion for the second passage of Ordinance 24-2024,
- Ryan Griffith seconded the motion,
All votes in favor of the motion, no one opposed, motion passed.

- Larry Hardman made the motion to suspend the rules for a third passage of Ordinance 24-2024,
- Brad Bough seconded the motion,
All votes in favor of the motion to suspend the rules, no one opposed, motion passed.

- Brad Bough made the motion for the third and final passage of Ordinance 24-2024,
- Larry Hardman seconded the motion,
All votes in favor of the motion, no one opposed, Ordinance 24-2024 passed.

- Mayor Craig asked for a motion for salaries for public safety, police and fire.

- Ryan Griffith made the motion to table the police and fire salary ordinance until the first week in January,

- Kathy Blackburn seconded the motion,
All votes in favor of the motion, no one opposed, motion passed.
 - A special meeting will be scheduled for the first week of January.

7. 2024 Payment Special Compensation for Police and Fire-Billie Tumey, Mayor Sam Craig

- Billie Tumey requested the council approve a special compensation payment to the Police Officers and Fire Fighters with the excess fund in the payroll lines.
 - Police Administration line \$3,130.02, Police Officers line \$33,281.18 and Overtime line \$375.43 for a total of \$36,786.63. will allow 29 active officers for \$1,250 each.
 - Fire Administration line \$103.68, Fire Professionals line \$17,197.49 and Overtime line \$2,773. For a total of \$20,073.17 will allow 37 active firefighters \$550 each. With a small transfer from another line.
 - Checks can be made available this week if approved.
- Larry Hardman made the motion to approve Special Compensation to Police and Fire,
 - Kathy Blackburn seconded the motion,
 - *All votes in favor of the motion, no one opposed, passed.*

8. Discussion

- Brad Bough thanked the public safety officers for their work this year. He also thanked the Street department for what they have done around the city. He has received several compliments about how the city looks. He thanked Debbie for the council books.
- Heath Hawkins thanked the public safety employees and appreciate their patience the council with salary consideration.
- Mayor Craig thanked the public safety employees and stated he appreciated all of the good work they do. Everyone does an exceptional job, and he is proud of both departments. He wishes we had enough money to fund everything we need to fund.

9. Adjourn

- Dan Bortner made the motion adjourn.
- Larry Hardman 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 Tumeey
Clerk-Treasurer _____