

City of Bedford

City Council Meeting

October 21, 2025

7:00 P.M.

Minutes

Public Hearing -Greg Pittman

1. Consideration of Water Rates-Misty Adams

Mr. Pittman stated that this public hearing is for the proposed increase in water rates. Misty Adams stated that the projected water rates were published on October 10, 2025. The rates that are proposed currently are lower than what was advertised. The need for the increase is due to projects that need to be completed and increased costs.

Mr. Pittman opened the Public Hearing, and the public was given two minutes to make a comment.

With there being no public comments, the Public Hearing was closed

Prayer: Heath Hawkins

Pledge of Allegiance: Brad Bough

Call to Order: Mayor Sam Craig

The Common Council of the City of Bedford, Indiana met for a Regular City Council Meeting on October 21, 2025, at 7:00 P M at Stonegate Arts & Education Center.

Live Streaming VIA Facebook:www.facebook.com/Bedford.in.gov

VIA YOUTUBE: [https://www.youtube.com/@City of Bedford-812/streams](https://www.youtube.com/@CityofBedford-812/streams)

Mayor Craig presided and called the meeting to order.

Members in attendance:

- Judy Carlisle
- Ryan Griffith
- Kathy Blackburn
- Brad Bough
- Larry Hardman
- Heath Hawkins

- Craig Turpen

Members absent:

- None

Reading/Approval of Minutes:

September 16, 2025 –Regular Meeting

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

Old Business

1. Tabled- Ordinance 16-2025 Appropriations and Tax Rates- Adoption of Budget for 2026-Billie Tumey

- Billie Tumey stated that she completed the reductions to the budget that was made in the September meeting.
- Brad Bough made the motion to approve the first passage of Ordinance 16-2025
- Judy Carlisle seconded the motion,
- *All votes in favor of the motion, no one opposed, passed.*
- Larry Hardman made the motion to approve the second passage of Ordinance 16-2025,
- Ryan Griffith seconded the motion,
- *All votes in favor of the motion, no one opposed, second passage passed.*
- Brad Bough made the motion to suspend the rules and vote on the final passage of Ordinance 16-2025,
- Judy Carlisle seconded the motion,
- *All votes in favor of the motion to suspend rules, no one opposed, motion passed.*
- Larry Hardman made the motion to approve the Third and Final passage of Ordinance 16-2025,
- Kathy Blackburn seconded the motion,
- *The Third and Final Passage of Ordinance 16- 2025, All votes in favor of motion, No one opposed, passed.*

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Ordinance / Resolution Number: 16-2025

Be it ordained/resolved by the **Bedford Common Council** that for the expenses of **BEDFORD CIVIL CITY** for the year ending December 31, **2026** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **BEDFORD CIVIL CITY**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Bedford Common Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Bedford Common Council	Common Council and Mayor	10/21/2025

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0101	GENERAL	\$14,267,521	\$7,625,000	1.5440
0341	FIRE PENSION	\$589,900	\$0	0.0000
0342	POLICE PENSION	\$520,950	\$0	0.0000
0706	LOCAL ROAD & STREET	\$150,000	\$0	0.0000
0708	MOTOR VEHICLE HIGHWAY	\$3,042,800	\$1,974,685	0.3999
1303	PARK	\$2,534,475	\$2,365,000	0.4789
2379	CUMULATIVE CAPITAL IMP (CIG TAX)	\$200,000	\$0	0.0000
2391	CUMULATIVE CAPITAL DEVELOPMENT	\$575,000	\$380,000	0.0769
		\$21,880,646	\$12,344,685	2.4997

Home-Ruled Funds (Not Reviewed by DLGF)		
Fund Code	Fund Name	Adopted Budget
9501	OTIS TRUST FUND	\$5,000
9502	N/R JOHN LOWERY POOL	\$29,000
9503	PARK N/R FUND	\$92,400
9504	N/R TRANSIT CAP IMP FUND	\$100,000
9505	N/R GOLF CARTS	\$99,000
9506	N/R OTIS PARK	\$97,384
9507	Fire Prevention Fund	\$5,000
9510	LAW ENFORCEMENT CONT EDUCATION	\$14,250
9524	LOIT FOR PUBLIC SAFETY	\$1,358,200
		\$1,800,234

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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Name		Signature
Judy Carlisle	Aye ☒ Nay ☐ Abstain ☐	Judy Carlisle
Kathy Blackburn	Aye ☒ Nay ☐ Abstain ☐	Kathy Blackburn
Heath Hawkins	Aye ☒ Nay ☐ Abstain ☐	Heath Hawkins
Ryan Griffith	Aye ☒ Nay ☐ Abstain ☐	Ryan Griffith
Brad Bough	Aye ☒ Nay ☐ Abstain ☐	Brad Bough
Larry Hardman	Aye ☒ Nay ☐ Abstain ☐	Larry Hardman
Craig Turpen	Aye ☒ Nay ☐ Abstain ☐	Craig Turpen

ATTEST

Name	Title	Signature
Billie Tumey	Clerk/Treasurer	Billie Tumey

MAYOR ACTION (For City use only)

Name	Approve ☒ Veto ☐	Signature	Date
Sam Craig		Sam Craig	10/21/2025

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

2. Tabled- Ordinance 17-2025 Approving Base Salaries for Police, Firefighters, Appointive Officers and Employees and Approving Additional Compensation of Elected and Appointed Officials for the Year 2026-Billie Tumey

- Billie Tumey stated that the 2026 Salary Ordinance includes a \$3,000 stipend for full-time employees and \$1,500 for permanent part-time employees.
- Ryan Griffith stated that the council members do not qualify for the stipend.
- Ryan Griffith made the motion to approve the first passage of Ordinance 17-2025
- Heath Hawkins seconded the motion,
- *All votes in favor of the motion, no one opposed, passed.*
- Judy Carlisle made the motion to approve of the second passage of Ordinance 17-2025,
- Brad Bough seconded the motion,
- *All votes in favor of the motion, no one opposed, second passage passed.*
- Larry Hardman made the motion to suspend the rules and vote on the final passage of Ordinance 17-2025,
- Ryan Griffith seconded the motion,
- *All votes in favor of the motion to suspend rules, no one opposed, motion passed.*
- Heath Hawkins made the motion to approve the Third and Final passage of Ordinance 17-2025,
- Larry Hardman seconded the motion,
- *The Third and Final Passage of Ordinance 17-2025, All votes in favor of motion, No one opposed, passed.*

ORDINANCE NO. 17 - 2025

2026 SALARY ORDINANCE

AN ORDINANCE APPROVING BASE SALARIES FOR APPOINTIVE OFFICERS AND EMPLOYEES, AND APPROVING ADDITIONAL COMPENSATION OF ELECTED AND APPOINTED OFFICIALS OF THE CITY OF BEDFORD, INDIANA FOR THE PAY PERIOD BEGINNING DECEMBER 20, 2025 THROUGH THE PAY PERIOD ENDING DECEMBER 18, 2026.

BE IT ORDAINED by the Common Council of the City of Bedford, Indiana:

SECTION 1. That the base salaries and wages of all employees and appointive officials of the City of Bedford, as heretofore fixed by the Mayor and the Clerk-Treasurer, of the City of Bedford, and the Bedford Park and Recreation Board, be approved as follows:

Salaried positions are based on working 40 hours per week.

2026

Mayor's Administration

Director of Administrative Services	\$ 2,774.47	Bi-Weekly
Director of Business & Community Development	\$ 2,749.02	Bi-Weekly
Director of Fleet & Facilities	\$ 2,698.11	Bi-Weekly
City Attorney (pay from legal)	\$ 1,465.96	Bi-Weekly
City Engineer	\$ 1,102.54	Bi-Weekly
Mayor's Assistant	\$ 2,395.49	Bi-Weekly
Custodian Class 1 (FT/PT)	\$ 21.13	Hourly
Custodian Class 2 (FT/PT)	\$ 20.31	Hourly
Custodian Class 3 (FT/PT)	\$ 19.48	Hourly
Custodian Class 4 (FT/PT)	\$ 17.25	Hourly
Maintenance Class 1 (FT/PT)	\$ 25.41	Hourly
Maintenance Class 2 (FT/PT)	\$ 24.89	Hourly
Maintenance Class 3 (FT/PT)	\$ 23.87	Hourly
Maintenance Class 4 (FT/PT)	\$ 23.01	Hourly
Clerk Class 1 (FT/PT)	\$ 21.31	Hourly
Clerk Class 2 (FT/PT)	\$ 19.48	Hourly

Clerk Treasurer's Department

*First Deputy Clerk-Treasurer & Grant Clerk	\$ 2,280.80	Bi-Weekly
Second Deputy Clerk-Treasurer/Payroll	\$ 2,398.70	Bi-Weekly

*If the first deputy position becomes vacant the salary will be reviewed

Planning Department

Plan Commissioner	\$ 2,774.47	Bi-Weekly
Assistant Plan Commissioner	\$ 25.58	Hourly
Inspector	\$ 25.71	Hourly
Office Manager Class 1	\$ 25.71	Hourly
Office Manager Class 2	\$ 24.84	Hourly
Office Manager Class 3	\$ 24.01	Hourly
Office Manager Class 4	\$ 23.18	Hourly

Plan Commission Board	.....	\$ 60.88	Monthly
Board of Zoning Appeals	.....	\$ 60.88	Monthly
Transportation Department (TASC)			
Director of Transportation	.....	\$ 2,699.11	Bi-Weekly
Operations Manager	.....	\$ 28.58	Hourly
Fleet & Facilities Manager	.....	\$ 28.58	Hourly
Bus Driver Class 1	.....	\$ 25.41	Hourly
Bus Driver Class 2	.....	\$ 24.69	Hourly
Bus Driver Class 3	.....	\$ 23.87	Hourly
Bus Driver Class 4	.....	\$ 23.01	Hourly
Bus Driver Class 5	.....	\$ 22.23	Hourly
Street Department & Sanitation -Part of Utilities			
Street Commissioner	.....	\$ 2,749.02	Bi-Weekly
Assistant Street Commissioner	.....	\$ 28.58	Hourly
Office Manager Class 1	.....	\$ 25.71	Hourly
Office Manager Class 2	.....	\$ 24.84	Hourly
Office Manager Class 3	.....	\$ 24.01	Hourly
Office Manager Class 4	.....	\$ 23.18	Hourly
Truck Driver Class 1	.....	\$ 25.41	Hourly
Truck Driver Class 2	.....	\$ 24.69	Hourly
Truck Driver Class 3	.....	\$ 23.87	Hourly
Truck Driver Class 4	.....	\$ 23.01	Hourly
Truck Driver Class 5	.....	\$ 22.23	Hourly
Humane Officer Class 1	.....	\$ 23.79	Hourly
Humane Officer Class 2	.....	\$ 22.95	Hourly
Humane Officer Class 3	.....	\$ 22.20	Hourly
Humane Officer Class 4	.....	\$ 21.59	Hourly
Laborer Class 1	.....	\$ 23.10	Hourly
Laborer Class 2	.....	\$ 22.30	Hourly
Laborer Class 3	.....	\$ 21.50	Hourly
Laborer Class 4	.....	\$ 20.67	Hourly
Laborer Class 5	.....	\$ 19.87	Hourly
Technically Skilled Labor-Class 1	.....	\$ 25.99	Hourly
Technically Skilled Labor-Class 2	.....	\$ 25.19	Hourly
Technically Skilled Labor-Class 3	.....	\$ 24.33	Hourly
Technically Skilled Labor-Class 4	.....	\$ 23.54	Hourly
Heavy Equipment Operator Class 1	.....	\$ 25.99	Hourly
Heavy Equipment Operator Class 2	.....	\$ 25.19	Hourly
Heavy Equipment Operator Class 3	.....	\$ 24.33	Hourly
Heavy Equipment Operator Class 4	.....	\$ 23.54	Hourly
Maintenance Class 1	.....	\$ 25.41	Hourly
Maintenance Class 2	.....	\$ 24.69	Hourly
Maintenance Class 3	.....	\$ 23.87	Hourly
Maintenance Class 4	.....	\$ 23.01	Hourly

Parks Department

Director of Parks and Recreation	\$ 2,749.02	Bi-weekly
Recreation Director	\$ 28.58	Hourly
Assistant Recreation Director	\$ 27.80	Hourly
Park Maintenance Superintendent	\$ 28.58	Hourly
Assistant Park Maintenance Superintendent	\$ 27.80	Hourly
Golf Professional	\$ 2,378.24	Bi-weekly
Golf Course Superintendent	\$ 28.58	Hourly
Assistant Golf Course Superintendent	\$ 27.80	Hourly
Park Board	\$ 60.88	Monthly
Operations Manager/Park	\$ 28.58	Hourly
Clerk Class 1	\$ 20.31	Hourly
Clerk Class 2	\$ 19.48	Hourly
Clerk Class 3	\$ 18.68	Hourly
Clerk Class 4	\$ 17.85	Hourly
Mechanic Class 1	\$ 25.00	Hourly
Mechanic Class 2	\$ 24.28	Hourly
Mechanic Class 3	\$ 23.39	Hourly
Mechanic Class 4	\$ 22.53	Hourly
Custodian Class 1 (FT/PT)	\$ 21.13	Hourly
Custodian Class 2 (FT/PT)	\$ 20.31	Hourly
Custodian Class 3 (FT/PT)	\$ 19.48	Hourly
Custodian Class 4 (FT/PT)	\$ 17.25	Hourly
Maintenance Class 1	\$ 25.41	Hourly
Maintenance Class 2	\$ 24.69	Hourly
Maintenance Class 3	\$ 23.87	Hourly
Maintenance Class 4	\$ 23.01	Hourly
Laborer Class 1	\$ 23.10	Hourly
Laborer Class 2	\$ 22.30	Hourly
Laborer Class 3	\$ 21.50	Hourly
Laborer Class 4	\$ 20.67	Hourly
Laborer Class 5	\$ 19.87	Hourly
Offs Ranger Part-Time	\$ 16.00	Hourly
Temporary Labor Class 1	\$ 13.82	Hourly
Temporary Labor Class 2	\$ 13.06	Hourly
Temporary Labor Class 3	\$ 12.48	Hourly
Temporary Labor Class 4	\$ 11.68	Hourly
Temporary Labor Class 5	\$ 11.04	Hourly
Temporary Cashier Class 1	\$ 11.38	Hourly
Temporary Cashier Class 2	\$ 11.03	Hourly
Temporary Cashier Class 3	\$ 10.55	Hourly
Temporary Cashier Class 4	\$ 10.10	Hourly
Temporary Cashier Class 5	\$ 9.65	Hourly
Temporary Clerk Class 1	\$ 13.82	Hourly
Temporary Clerk Class 2	\$ 13.06	Hourly

Temporary Clerk Class 3	\$ 12.48	Hourly
Temporary Clerk Class 4	\$ 11.88	Hourly
Temporary Clerk Class 5	\$ 11.04	Hourly
Pool Manager	\$ 20.03	Hourly
Asst Pool Manager	\$ 17.71	Hourly
Lifeguard - Class 1	\$ 14.48	Hourly
Lifeguard - Class 2	\$ 13.89	Hourly

Police Department-Civilian Employees

Office Manager Class 1	\$ 25.71	Hourly
Office Manager Class 2	\$ 24.84	Hourly
Office Manager Class 3	\$ 24.01	Hourly
Office Manager Class 4	\$ 23.18	Hourly
Clerk-Class 1	\$ 20.31	Hourly
Clerk-Class 2	\$ 19.48	Hourly
Clerk-Class 3	\$ 18.68	Hourly
Clerk-Class 4	\$ 17.85	Hourly
Radio Dispatcher Supervisor	\$ 26.16	Hourly
Radio Dispatcher Class 1	\$ 22.99	Hourly
Radio Dispatcher Class 2	\$ 22.23	Hourly
Radio Dispatcher Class 3	\$ 21.49	Hourly
Radio Dispatcher/DACS Coordinator	\$ 24.70	Hourly
Part-Time Radio Dispatcher Class 1	\$ 22.66	Hourly
Part-Time Radio Dispatcher Class 2	\$ 21.90	Hourly
Part-Time Radio Dispatcher Class 3	\$ 21.28	Hourly
Crossing Guards Class 1	\$ 39.86	Daily
Crossing Guards Class 2	\$ 31.74	Daily
Crossing Guards Class 3	\$ 20.63	Daily

Fire Department-Civilian Employee

Office Manager Class 1	\$ 25.71	Hourly
Office Manager Class 2	\$ 24.84	Hourly
Office Manager Class 3	\$ 24.01	Hourly
Office Manager Class 4	\$ 23.18	Hourly

Utilities Department (Sewer, Water & Stormwater)

Director of Utilities	\$ 2,799.92	Bi-Weekly
Assistant Utilities Director	\$ 28.58	Hourly
Filtration Plant Superintendent	\$ 29.47	Hourly
Certified Operator Responsible Charge	\$ 29.47	Hourly
Distribution System Superintendent	\$ 29.47	Hourly
Distribution System Supervisor	\$ 27.80	Hourly
Waste Water Plant Superintendent	\$ 29.47	Hourly
Assistant Plant Superintendent	\$ 27.80	Hourly
WTS Licensed Class 1	\$ 26.16	Hourly
WTS Licensed Class 2	\$ 25.41	Hourly
Plant Operator Class 3	\$ 24.69	Hourly
Plant Operator Class 4	\$ 23.87	Hourly
Water/Sewer Distribution Maintenance Class 1	\$ 25.41	Hourly

Water/Sewer Distribution Maintenance Class 2	.....	\$ 24.69	Hourly
Water/Sewer Distribution Maintenance Class 3	.....	\$ 23.87	Hourly
Water/Sewer Distribution Maintenance Class 4	.....	\$ 23.01	Hourly
Water/Sewer Distribution Maintenance Class 5	.....	\$ 22.23	Hourly
Storm Water Maintenance Class 1	.....	\$ 25.41	Hourly
Storm Water Maintenance Class 2	.....	\$ 24.69	Hourly
Storm Water Maintenance Class 3	.....	\$ 23.87	Hourly
Storm Water Maintenance Class 4	.....	\$ 23.01	Hourly
Storm Water Maintenance Class 5	.....	\$ 22.23	Hourly
Meter Readers Class 1	.....	\$ 24.69	Hourly
Meter Readers Class 2	.....	\$ 23.87	Hourly
Meter Readers Class 3	.....	\$ 23.01	Hourly
Meter Readers Class 4	.....	\$ 22.23	Hourly
Project/Inventory Coordinator Class 1	.....	\$ 25.41	Hourly
Project/Inventory Coordinator Class 2	.....	\$ 24.69	Hourly
Project/Inventory Coordinator Class 3	.....	\$ 23.87	Hourly
Heavy Equipment Operator Class 1	.....	\$ 25.99	Hourly
Heavy Equipment Operator Class 2	.....	\$ 25.19	Hourly
Heavy Equipment Operator Class 3	.....	\$ 24.33	Hourly
Heavy Equipment Operator Class 4	.....	\$ 23.54	Hourly
Auditor	.....	\$ 28.58	Hourly
Clerk Class 1	.....	\$ 20.31	Hourly
Clerk Class 2	.....	\$ 19.48	Hourly
Clerk Class 3	.....	\$ 18.65	Hourly
Clerk Class 4	.....	\$ 17.85	Hourly
Office Manager Class 1	.....	\$ 25.71	Hourly
Office Manager Class 2	.....	\$ 24.84	Hourly
Office Manager Class 3	.....	\$ 24.01	Hourly
Office Manager Class 4	.....	\$ 23.18	Hourly
Maintenance Class 1	.....	\$ 25.41	Hourly
Maintenance Class 2	.....	\$ 24.69	Hourly
Maintenance Class 3	.....	\$ 23.87	Hourly
Maintenance Class 4	.....	\$ 23.01	Hourly

PUBLIC SAFETY

POLICE DEPARTMENT

Chief of Police.....	\$ 3,191.25	Bi-Weekly
Assistant Chief - Colonel.....	\$ 3,081.88	Bi-Weekly
Major.....	\$ 3,039.70	Bi-Weekly
Captain.....	\$ 2,934.90	Bi-Weekly
Lieutenant.....	\$ 2,704.06	Bi-Weekly
Sergeant.....	\$ 2,637.00	Bi-Weekly
Corporal.....	\$ 2,614.18	Bi-Weekly
Police Officer 1st Class.....	\$ 2,592.11	Bi-Weekly
Police Officer 2nd Class.....	\$ 2,569.88	Bi-Weekly
Police Officer 3rd Class.....	\$ 2,548.39	Bi-Weekly
Field Training Officer	\$3.00	Hourly

Water/Sewer Distribution Maintenance Class 2	.....	\$ 24.69	Hourly
Water/Sewer Distribution Maintenance Class 3	.....	\$ 23.67	Hourly
Water/Sewer Distribution Maintenance Class 4	.....	\$ 23.01	Hourly
Water/Sewer Distribution Maintenance Class 5	.....	\$ 22.23	Hourly
Storm Water Maintenance Class 1	.....	\$ 25.41	Hourly
Storm Water Maintenance Class 2	.....	\$ 24.69	Hourly
Storm Water Maintenance Class 3	.....	\$ 23.67	Hourly
Storm Water Maintenance Class 4	.....	\$ 23.01	Hourly
Storm Water Maintenance Class 5	.....	\$ 22.23	Hourly
Meter Readers Class 1	.....	\$ 24.69	Hourly
Meter Readers Class 2	.....	\$ 23.67	Hourly
Meter Readers Class 3	.....	\$ 23.01	Hourly
Meter Readers Class 4	.....	\$ 22.23	Hourly
Project/Inventory Coordinator Class 1	.....	\$ 25.41	Hourly
Project/Inventory Coordinator Class 2	.....	\$ 24.69	Hourly
Project/Inventory Coordinator Class 3	.....	\$ 23.67	Hourly
Heavy Equipment Operator Class 1	.....	\$ 25.99	Hourly
Heavy Equipment Operator Class 2	.....	\$ 25.19	Hourly
Heavy Equipment Operator Class 3	.....	\$ 24.33	Hourly
Heavy Equipment Operator Class 4	.....	\$ 23.54	Hourly
Auditor	.....	\$ 28.58	Hourly
Clerk Class 1	.....	\$ 20.31	Hourly
Clerk Class 2	.....	\$ 19.48	Hourly
Clerk Class 3	.....	\$ 18.68	Hourly
Clerk Class 4	.....	\$ 17.85	Hourly
Office Manager Class 1	.....	\$ 25.71	Hourly
Office Manager Class 2	.....	\$ 24.84	Hourly
Office Manager Class 3	.....	\$ 24.01	Hourly
Office Manager Class 4	.....	\$ 23.18	Hourly
Maintenance Class 1	.....	\$ 25.41	Hourly
Maintenance Class 2	.....	\$ 24.69	Hourly
Maintenance Class 3	.....	\$ 23.67	Hourly
Maintenance Class 4	.....	\$ 23.01	Hourly

PUBLIC SAFETY

POLICE DEPARTMENT

Chief of Police.....	\$ 3,191.25	Bi-Weekly
Assistant Chief - Colonel.....	\$ 3,081.88	Bi-Weekly
Major.....	\$ 3,039.70	Bi-Weekly
Captain.....	\$ 2,934.90	Bi-Weekly
Lieutenant.....	\$ 2,704.06	Bi-Weekly
Sergeant.....	\$ 2,637.00	Bi-Weekly
Corporal.....	\$ 2,614.18	Bi-Weekly
Police Officer 1st Class.....	\$ 2,592.11	Bi-Weekly
Police Officer 2nd Class.....	\$ 2,569.88	Bi-Weekly
Police Officer 3rd Class.....	\$ 2,548.39	Bi-Weekly
Field Training Officer	\$3.00	Hourly

FIRE DEPARTMENT

Fire Chief.....	\$ 3,191.25	Bi-Weekly
Deputy Chief.....	\$ 3,081.88	Bi-Weekly
Battalion Chief.....	\$ 3,039.70	Bi-Weekly
Captain.....	\$ 2,934.90	Bi-Weekly
Lieutenant.....	\$ 2,704.06	Bi-Weekly
Fire Inspector Class 1.....	\$ 2,934.90	Bi-Weekly
Fire Inspector Class 2.....	\$ 2,796.18	Bi-Weekly
Fire Inspector Class 3.....	\$ 2,704.06	Bi-Weekly
Training Officer Class 1.....	\$ 2,934.90	Bi-Weekly
Training Officer Class 2.....	\$ 2,796.18	Bi-Weekly
Training Officer Class 3.....	\$ 2,704.06	Bi-Weekly
Senior Firefighter.....	\$ 2,837.00	Bi-Weekly
Firefighter 1st Class.....	\$ 2,592.11	Bi-Weekly
Firefighter 2nd Class.....	\$ 2,569.88	Bi-Weekly
Firefighter 3rd Class.....	\$ 2,548.39	Bi-Weekly

SECTION 2. a) That each Firefighter and Police Officer employed by the City of Bedford shall be eligible for and shall receive additional Length of Service compensation based upon the consecutive number of years of service by each of them. The following schedule shall be used to determine the amount of said Length of Service Compensation Payment:

Beginning 4th year.....	\$ 65.92	Bi-Weekly
Beginning 5th year.....	\$ 69.62	Bi-Weekly
Beginning 6th year.....	\$ 73.32	Bi-Weekly
Beginning 7th year.....	\$ 77.04	Bi-Weekly
Beginning 8th year.....	\$ 80.74	Bi-Weekly
Beginning 9th year.....	\$ 84.44	Bi-Weekly
Beginning 10th year.....	\$ 88.14	Bi-Weekly
Beginning 11th year.....	\$ 91.84	Bi-Weekly
Beginning 12th year.....	\$ 95.55	Bi-Weekly
Beginning 13th year.....	\$ 99.25	Bi-Weekly
Beginning 14th year.....	\$ 102.96	Bi-Weekly
Beginning 15th year.....	\$ 106.66	Bi-Weekly
Beginning 16th year.....	\$ 110.37	Bi-Weekly
Beginning 17th year.....	\$ 114.07	Bi-Weekly
Beginning 18th year.....	\$ 117.77	Bi-Weekly
Beginning 19th year.....	\$ 121.47	Bi-Weekly
Beginning 20th year.....	\$ 125.17	Bi-Weekly

b) Said Length of Service Compensation shall be paid to an eligible employee commencing with the first payroll following the beginning year of day of employment of the employee. Such payment shall be paid over the ensuing 12 months as part of the regular payroll and shall be subject to all regular payroll withholding.

c) Length of Service Compensation Payment for all Police Officers and Firefighters employed by the City of Bedford prior to August 1, 1984, shall be based upon the total number of years of service by each of them.

SECTION 3.

a) The Police Department and Fire Department have an Overtime/Compensation line item and will disburse the monies to employees according to the guidelines set forth in the Fire Department and Police Department SOP for Overtime/Compensation.

b) The Police Department shall offer a one-time *new hire sign on bonus of \$5,000 in addition to regular salary as follows:
\$2,500 on first paycheck and \$2,500 with completion of Academy graduation, FTO program, and probation year.

*Subject to reimbursement policy.

c) The Police Department shall offer a one-time *lateral Officer hiring bonus of \$7,500 to \$10,000 depending on years of service in addition to regular salary as follows:
\$3,000. on first paycheck; \$3,000. with completion of probation year; 1/2 of remaining balance at 18 months of hire and remaining balance at 24 months of hire.

*Subject to reimbursement policy.

d) Annual Police Incentive Pay-Incentive pay will be paid out on bi-weekly basis. Officers participating in the incentive pay will be appointed by Chief or Chief's designee, and must maintain the necessary continuing education and certifications required for their positions to qualify for continuing Incentive pay:

Emergency Vehicle Operations Instructor-1 @ \$1,000.

Defensive Tactics Instructor 1@ \$1,000.

Firearms Instructor-2 @ \$1,000.

Taser Instructor-1@ \$300.

SFST instructor-3 @ \$300.

Detective-2@ \$300 (does not apply to ranked positions)

SWAT Incentive-11 @ \$300.

Sniper- 3 @ 300.00

Hostage Negotiator-2 @ \$300.

Drug Recognition Expert- 1 @ \$300.

In-House IT-1 @ up to \$500.-as determined by Chief or the Chief's designee "based on qualifications".

School Resource Officer -1@ \$500 (does not apply to ranked positions)

Detective Evidence Room Coordinator-1 @ \$300.

SECTION 4. That employees of the Bedford Street Department who specialize in Animal Control, Bedford City Utilities, Park and Otis Departments who are "on call" to provide emergency after hours coverage, and Bedford Police Department criminal investigation division employees who are required to serve in an on call capacity after hours are hereby entitled to "on call" pay as provided by Resolution 3-2014, passed and adopted on the 18th day of August, 2014 as amended by Resolution 4-2014, passed and adopted on the 15th day of December 2014 as amended by Resolution 2-2016 passed and adopted the 26th day of September, 2016 as amended by Resolution 5-2016 passed and adopted the 21st day of November, 2016 by the Board of Public Works and Safety. The following schedule shall be used to compensate said employees:

Street Department, Parks and Otis Departments, Bedford City Utilities & Police Department "On Call" pay..... \$ 0.76

SECTION 5. Additional compensation shall be allowed to police department personnel for performing patrol duties, such as Operation Pullover and narcotic strike forces, which are in addition to their regular patrol duties.

SECTION 6. That Firefighters who are required to be on duty on a holiday shall be granted one (1) compensatory day off in addition to such employees regular day off, such compensatory day off to be determined by the Fire Chief. All compensatory days off earned under this section shall be used within one year from the date of the holiday. Should an employee who is scheduled to work a holiday elect to take such holiday off, the day off shall be considered as his/her compensatory day, and no other compensatory day shall be due the employee for that particular holiday. The normal shift manning

rules shall apply to any holiday. Civilian office staff shall be considered off on scheduled holidays.

SECTION 7. In the event that an employee of another city department is also employed by the Department of Transportation, then, and in that event, such employee's regular salary from such other city department shall be reduced by an amount equal to the amount equal to the amount received by such employee from the Department of Transportation.

SECTION 8. That all Firefighters and Police Officers shall receive an annual clothing allowance not to exceed \$800.00 during years's 2 & 3 of service. Beginning in year 4 of service said clothing allowance is reduced to the State minimum requirement of \$200.00 and the remaining \$700.00 has been added to longevity pay per agreement of the Departments. Said Clothing Allowance shall be paid twice a year, once in June and once in December, and shall be subject to all payroll withholdings except receipts applied to the accountable plan.

SECTION 9. All uniformed employees of the Police Department and all dispatch employees of the police department, who are required to be on duty on a holiday (all holidays under this section shall be such day or days as shall be designated as a holiday by Mayor of the City of Bedford) shall be granted one (1) compensatory day off in addition to such employee's regular days off. Such compensatory day off to be determined by the Chief of Police. Holiday must be listed on time sheet when used. Civilian office staff shall be considered off on scheduled holidays.

SECTION 10. That the additional compensation of the appointed officials of the City of Bedford who perform services in connection with the operation of the Sewer Department and Sewage Disposal Plant, Water Works Department and the Storm Water Department of the City of Bedford, as previously fixed by the Board of Public Works and Safety of the City of Bedford and approved by the Mayor of the City of Bedford, to be paid from the funds of said utilities and functions, respectively, are hereby approved as follows:

SEWER DEPARTMENT & SEWAGE DISPOSAL PLANT

City Attorney.....	Bi-Weekly	\$	242.19
Deputy Clerk-Treasurer.....	Bi-Weekly	\$	195.93
City Engineer.....	Bi-Weekly	\$	111.87

WATER WORKS DEPARTMENT

City Attorney.....	\$	-	Bi-Weekly	\$	109.49
Deputy Clerk-Treasurer.....	\$	-	Bi-Weekly	\$	195.93
City Engineer.....	\$	-	Bi-Weekly	\$	111.87

(The additional compensation herein fixed for the City Attorney does not include legal services connected with a bond issue or a utilities rate adjustment, or condemnation proceedings for right-of-way, and such legal service shall be compensated additionally from the proceeds of such bond issue or federal grant in such amount as may be fixed by the Mayor and the Board of Public Works and Safety, the Park and Recreation Board of the City of Bedford, the Economic Development Commission, or the Redevelopment Commission, subject to the approval of the Common Council.)

WATER DEPARTMENT

City Engineer.....	\$	-	Bi-Weekly	\$	111.87
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SECTION 11. That Utilities Director and Assistant Utilities Director shall receive 42% from the Water Department and 58% from the Sewer Department divided as 42% for sewer fund, 8% for trash fund and 8% for storm water fund. The Auditor, Office Managers, Water/Sewer Superintendents, Water/Sewer Distribution employees, Heavy Equipment Operators, Meter Readers, Maintenance

Employees, Clerks, Project Inventory Coordinators and Custodian employed by the City Utility shall receive one-half of the base wage from the Sewer Department fund and one-half of the base wage from the Water Department fund.

SECTION 12. That all employees of the City of Bedford shall be eligible to participate in the group health insurance plan as approved by the Bedford Board of Public Works & Safety.

The City shall pay 100% of the dental insurance.

The City shall provide a group life insurance benefit in the amount of Twenty-Five Thousand Dollars (\$25,000) for all full-time employees at no cost to the employee. This coverage is subject to the terms and conditions of the City's group life insurance policy, including any age-based reductions in coverage as specified by the insurance carrier.

City of Bedford United Health Care (AIM Trust)

January 1, 2026 - December 31, 2026

Plan 1 - \$1,500 Deductible (PPO)

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$1,029.80	\$2,677.50	\$ 2,028.71	\$2,945.22
*Employer Share	\$820.74	\$2,133.88	\$ 1,816.87	\$2,347.36
Employee Monthly	\$209.06	\$543.54	\$411.84	\$697.87
*Employee Per Pay	\$104.53	\$271.77	\$205.92	\$298.94

Plan 2 - \$3,500 HDHP (High Deductible Health Plan) with HSA (Health Savings Account)

	Employee Only	Employee/Spouse	Employee/Children	Family
Total Monthly Cost	\$822.26	\$2,137.84	\$1,619.81	\$2,351.61
*Employer Share	\$703.02	\$1,836.40	\$1,384.94	\$2,022.39
Employee Monthly	\$119.23	\$301.44	\$234.87	\$329.23
*Employee Per Pay	\$59.62	\$150.72	\$117.44	\$164.62
Quarterly Employer	\$250.00	\$500.00	\$500.00	\$500.00

Contribution to HSA

*Note: The Wellness Benefit is not included in the numbers listed above.

SECTION 13. That eligible employees may voluntarily participate in the City of Bedford wellness program.

The employee will present this testing information to a physician. The physician has to sign off on reviewing the test results. The employee may also receive benefits by providing documentation of Preventative Care Services.

Once the Clerk Treasurers Office receives the Physicians Verification form, the employee will receive a reduction in their health insurance premium, which is withheld twice per month for active employees.

A participating active employee may ultimately receive a maximum reduction of \$105.00 per withholding (twice monthly at \$52.50 a pay). This reduction only applies to the member and his/her participation; it is not available to spouses or dependents. It is the employee's responsibility to have all documents turned in by December 31, 2025 to the Clerk Treasurers Office.

Any employee not having their healthcare provider statement executed and turned in by December 31, 2025 will forfeit their wellness credit as of January 1, 2026.

The City of Bedford reserves the right to suspend the reduction in premiums for active employees. This health screen will be administered annually, and the applicable employee reduction will be in effect from January 1 - December 31 of the following calendar year.

The City shall reimburse its employees up to One Hundred Fifty Dollars (\$150.00) annually for gym membership expenses incurred by the employee. Reimbursement shall be made toward expenses incurred at a professional gym whose principal business is exercise and physical fitness training. Employees must present receipts for expenses incurred to the City Clerk-Treasurer for reimbursement to occur. The annual reimbursement allowance shall be calculated for each employee for expenses incurred between January 1 and December 31 each year. Employees shall be reimbursed one time per year when receipts total One Hundred Fifty Dollars (\$150.00).

The Clerk Treasurers Office may reimburse the employee at the time the receipts are presented.

SECTION 14 For 2026, full-time elected, appointed and regular full-time employees shall receive a one-time Stipend of \$3,000 and permanent part-time employees \$1,500. The stipend will be distributed in two equal payments: half in June 2026 and the remaining half in December 2026. Seasonal/temporary employees and board members are not eligible for stipend.

SECTION 15. That the salaries approved in Section 1 herein-above be provided for in the budget for the City of Bedford for the year of 2026.

SECTION 16. All salaries of employees and officials, both elected and appointed, and all hourly rated employees of the City of Bedford shall be paid every two weeks on Friday.

THIS ORDINANCE SHALL BE IN FULL FORCE AND EFFECT FROM AND AFTER ITS PASSAGE AND APPROVAL BY MAYOR.

Passed and adopted by the Common Council of the City of Bedford, Indiana, at a regular meeting held this 21 day of October, 2025.

Judy Carlisle
Judy Carlisle, Presiding Officer

ATTEST:

Billie Turney
Billie Turney, Clerk-Treasurer

Presented by me to the Mayor of the City of Bedford this 21 day of October, 2025.

Billie Turney
Billie Turney, Clerk Treasurer

Approved and signed by me this 21 day of October, 2025.

Samuel Craig
Samuel Craig, Mayor

ATTEST:

Billie Turney
Billie Turney, Clerk Treasurer

3. Tabled- Ordinance 18-2025 Establishing The Salaries of Elected Officials For The Year-2026-Billie Tumey

- Billie Tumey stated that the salaries for elected officials are the same as the 2025 rate.
- Judy Carlisle made the motion to approve the first passage of Ordinance 18-2025
- Brad Bough seconded the motion,
- *All votes in favor of the motion, no one opposed, passed.*
- Ryan Griffith made the motion to approve of the second passage of Ordinance 18-2025,
- Kathy Blackburn seconded the motion,
- *All votes in favor of the motion, no one opposed, second passage passed.*
- Brad Bough made the motion to suspend the rules and vote on the final passage of Ordinance 18-2025,
- Larry Hardman seconded the motion,
- *All votes in favor of the motion to suspend rules, no one opposed, motion passed.*
- Craig Turpen made the motion to approve the Third and Final passage of Ordinance 18-2025,
- Ryan Griffith seconded the motion,
- *The Third and Final Passage of Ordinance 18-2025, All votes in favor of motion, No one opposed, passed.*

ORDINANCE NO. 18-2025
Ordinance Establishing the Salaries of
Elected Officials of the City of Bedford,
Indiana for the Year 2026

BE IT ORDAINED by the Common Council of the City of Bedford, Indiana:

Section 1. That the annual salaries of the Mayor, the Clerk-Treasurer and each member of the Common Council of the City of Bedford, Indiana, payable from the General Fund of said City, are hereby fixed and shall be in the following amounts indicated below:

Annual salary of the Mayor:

Bi-Weekly \$ 2,773.96 for fiscal year 2026

Annual salary of the Clerk-Treasurer:

Bi-Weekly \$ 2,270.01 for fiscal year 2026

Annual salary of each member of the Common Council:

Monthly \$ 642.44 for fiscal year 2026

Common Council member appointed to Plan Commission Board

Monthly \$ 62.03 for fiscal year 2026

Section 2. That the additional compensation of the elected officials of the City of Bedford who perform services in connection with the operation of the Sewer Department and Sewage Disposal Plant and the Water Works Department of the City of Bedford, as previously fixed by the Board of Works and Safety of the City of Bedford and approved by the Mayor of the City of Bedford, to be paid from the funds of said utilities and functions, respectively, are hereby approved as follows:

SEWER DEPARTMENT & SEWAGE DISPOSAL PLANT

Mayor.....	\$323.68 BI-WEEKLY
Clerk-Treasurer.....	\$343.57 BI-WEEKLY

WATER WORKS DEPARTMENT

Mayor.....\$323.68 BI-WEEKLY
Clerk-Treasurer.....\$343.57 BI-WEEKLY

Section 3. This ordinance shall be in effect from and after its passage and shall be effective as to the salaries provided for herein on and after January 1, 2026.

Passed and adopted by the Common Council of the City of Bedford, Indiana, at its regular meeting held this 21 day of October, 2025.

Judy Carlisle
Presiding Officer, Judy Carlisle

ATTEST:

Billie Turney
Billie Turney, Clerk-Treasurer

Presented by me to the Mayor of the City of Bedford this 21 day of October, 2025.

Billie Turney
Billie Turney, Clerk-Treasurer

Approved and signed by me this 21 day of October, 2025.

Samuel J. Craig
Samuel J. Craig, Mayor

ATTEST:

Billie Turney
Billie Turney, Clerk-Treasurer

4. Second, Third & Final Passage of Ordinance 19-2025-Amending 155.017 and 155.018 of Bedford Code Within the Professional-Residential (PR) Districts-Kevin Jones

- Kevin Jones stated that there has been no feedback from the ordinance amendment since the September meeting.
- Heath Hawkins made the motion to approve of the second passage of Ordinance 19-2025,
- Judy Carlisle seconded the motion,
- *All votes in favor of the motion, no one opposed, second passage passed.*

- Larry Hardman made the motion to approve the Third and Final passage of Ordinance 19-2025,
- Brad Bough seconded the motion,
- *The Third and Final Passage of Ordinance 18-2025, All votes in favor of motion, No one opposed, passed.*

ORDINANCE NO. 19-2025

AN ORDINANCE AMENDING §§ 155.017 AND 155.018
OF THE BEDFORD CITY CODE

WHEREAS, the City of Bedford Planning Commission having recommended that the Bedford City Council amend § 155.017 *Permitted Uses* and § 155.018 *Uses Requiring a Special Exception Permit* to allow Single-Family Dwellings, Two-Family Dwellings and Retail Stores, with a Special Exception Permit, within PR Professional-Residential Districts within the City; and

WHEREAS, the Common Council accepts the recommendation of the Planning Commission that it is in the best interest of the citizens of the City to amend said §§ 155.017 and 155.08 of the Bedford City Code to allow same;

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF BEDFORD, INDIANA, AS FOLLOWS:

Section I. That § 155.017 *Permitted Uses (H) PR Professional-Residential District* of the Bedford City Code shall be amended to read, in its entirety, as follows:

(H) PR Professional-Residential District.

- (1) Condominiums.
- (2) Single-family, Two-family and Multiple-family dwellings.
- (3) Boarding or lodging houses.
- (4) Professional offices/ studios.
- (5) Schools, except trade and technical schools.
- (6) Funeral homes.
- (7) Clinics.
- (8) Nursing homes.
- (9) Hospitals.
- (10) Churches.
- (11) Public parks or recreational facilities.
- (12) Essential services.
- (13) Accessory uses.
- (14) T.V. reception disks.

Section II. That § 155.018 *Special Exception Uses (H) PR Professional-Residential District* of the Bedford City Code shall be amended to read, in its entirety, as follows

(H) PR Professional-Residential District.

- (1) Financial institutions.
- (2) Lodges or private clubs.
- (3) Museums and galleries.
- (4) Government buildings.
- (5) Trade and technical schools.
- (6) Retail stores.

Section III. Unless specifically modified herein, all other parts of §§ 155.017 and 155.018 of the Bedford City Code shall remain in full force and effect.

Section IV. This ordinance shall be in full force and effect from and after its passage by the Common Council of the City of Bedford, approval by the Mayor and publication as required by law.

PASSED AND ADOPTED by the Common Council of the City of Bedford, Indiana, this 21 day of ~~September~~ October, 2025.

Judy Carlisle
Presiding Officer

ATTEST:

Billie Tumey
Billie Tumey, Clerk-Treasurer

Presented by me to the Mayor of the City of Bedford, Indiana, this 21 day of ~~September~~ October, 2025.

Billie Tumey
Billie Tumey, Clerk-Treasurer

This ordinance approved and signed by me this 21 day of ~~September~~ October, 2025.

Samuel J. Craig
Samuel J. Craig, Mayor

ATTEST:

Billie Tumey
Billie Tumey, Clerk-Treasurer

5. Third & Final Passage-Ordinance 20-2025-Amending Ordinance 13-1969 As Amended By Ordinance 24-2008 Ordinance 27-2009, Ordinance 23-2010 And Ordinance 22-2023-Regarding The Collection and Disposal Of Trash, Garbage, And Refuse Within The City of Bedford-David Flinn

- David Flinn stated that there has been no change in since the September meeting.
- Larry Hardman made the motion to approve the Third and Final passage of Ordinance 20-2025,
- Judy Carlisle seconded the motion,
- *The Third and Final Passage of Ordinance 20-2025, All votes in favor of motion, No one opposed, passed.*

ORDINANCE NO. 20-2025

**AN ORDINANCE AMENDING ORDINANCE 13-1969 AS AMENDED BY
ORDINANCE 24-2008, ORDINANCE 27-2009, ORDINANCE 23-2010 AND
ORDINANCE 22-2023 REGARDING THE COLLECTION AND DISPOSAL OF TRASH,
GARBAGE, AND REFUSE WITHIN THE CITY OF BEDFORD, INDIANA**

WHEREAS, as a service to its residential, governmental, church, and non-profit customers located within the City of Bedford limits, the Bedford City Utilities operates the Sanitation Department, whose purpose is to collect and dispose of solid waste generated within the city limits; and

WHEREAS, it is the desire of the Bedford City Council to enlist the cooperation of all residential, governmental, church, and non-profit customers to facilitate the orderly collection, removal and disposal of solid waste; and

WHEREAS, the interests of all customers would be best served if the Bedford City Utilities Sanitation Department was as financially as self-supporting as possible; and

WHEREAS, it has become necessary to revise the policies of the Bedford City Utilities Sanitation Department in order to make sanitation services financially and operationally as efficient and as fair as possible; and

WHEREAS, it is in the best interest of the health, safety and well-being, of all citizens of the City of Bedford that the previous ordinance regulating the storage, removal of solid waste and the operation of the Bedford City Utilities Sanitation Department be amended; and

WHEREAS, the Bedford City Council adopted Ordinance 13-1969 as amended by Ordinance 24-2008, Ordinance 27-2009, Ordinance 23-2010 and Ordinance 22-2023 relating to solid waste collected by the Bedford City Utilities Sanitation Department which the Board desires to amend.

NOW THEREFORE, BE IT ORDAINED by the Bedford City Council that Section 1. Definitions be amended and Section 24. Recyclables be added:

Section 1. Definitions

Recyclable items include paper, cartons, boxes, aluminum cans, metal cans, aluminum, glass, bottles and plastics. Recyclables allowed by Rumpke of Indiana are picked up by the Bedford City Utilities Sanitation Department. Items do not need separated. Items subject to change include newspapers (must be dry), cardboard (must be broke down), glass (any color), plastics, reattach lid, magazines (must be dry), aluminum cans such as beverage cans, aluminum foil, and pie pans, and metal cans, rinsed, labels can be left on. No plastic bags, no hazardous material such as batteries or paint, or scrap metal are allowed in recycle toters. Batteries and paint can be taken directly by residents to the Lawrence County Recycling Depot.

Section 24. Recyclables

Recyclables shall be placed in a 96 gallon toter supplied by the Bedford City Utilities Sanitation Department.

Recyclable items include paper, cartons, boxes, aluminum cans, metal cans, aluminum, glass, bottles and plastics. Recyclables allowed by Rumpke of Indiana are picked up by the Bedford City Utilities Sanitation Department. This is a single stream recycling program. Items do not need separated and must fit in the provided toter with the lid closed. Items subject to change include newspapers (must be dry), cardboard (must be broke down), glass (any color), plastics, reattach lid, magazines (must be dry), aluminum cans such as beverage cans, aluminum foil, and pie pans, and metal cans, rinsed, labels can be left on. No plastic bags, no hazardous material such as batteries or paint, or no scrap metal are allowed in recycle toters. Batteries and paint can be taken directly by residents to the Lawrence County Recycling Depot.

- A. Current recycle customers can exchange their red bins for a new recycle toter. New recycle users can purchase a recycle toter with the Bedford City Utilities Sanitation Department by the customer paying the purchase cost of the toter.

BE IT FURTHER ORDAINED BY THE BEDFORD CITY COUNCIL that this Ordinance shall be in full force and effect from and after its passage by the Bedford City Council.

APPROVED BY THE BEDFORD CITY COUNCIL on this ²¹16th day of ^{October}September, 2025.

Judy Carlisle

Presiding Officer

ATTEST:

Billie Tumey

Billie Tumey, Clerk-Treasurer

²¹Presented by me to the Mayor of the City of Bedford, Indiana, on the 16th day of ^{October}September, 2025.

Billie Tumey

Billie Tumey, Clerk-Treasurer

This ordinance approved and signed by me this ²¹16th day of ^{October}September, 2025.

Samuel J. Craig

Samuel J. Craig, Mayor

ATTEST:

Billie Tumey

Billie Tumey, Clerk-Treasurer

New Business

1. Request Approval Of Using Restricted Opioid Funds For Lawrence County Growth Council-\$25,000-Mayor Sam Craig-Dan Bortner

- Mayor Craig stated that the request has been tabled in the past while waiting to see the funding revenue for the Restricted Opioid Fund.
 - Dan Bortner stated that the program funds will be used for local jobs and job skills. This is preparing participants for the next level of jobs.
 - Ryan Griffith asked about how many participants the program has enrolled. Mr. Bortner replied 17 currently.
 - Brad Bough asked how many city residents are participating. Mr. Bortner and Mr. Timbrook responded by saying the participants are tracked by their zip code and city. Roughly 40% are rural and 60% town. It is hard to track but all are Lawrence County residents.
-
- Craig Turpen made the motion for approval of providing \$25,000 of Restircted Opioid funds as requested,
 - Heath Hawkins seconded the motion,
 - *All votes in favor of the motion, no one opposed, passed.*

2. Request Approval Of Using Restricted Opioid Funds For Boys & Girls Club For 2026 \$25,000-Mayor Sam Craig

- Mayor Craig stated the as part of the budget preparation, providing \$25,000 from the Restricted Opioid funds to the Boys and Girls Club allowed the council to reduce \$25,000 from the general fund budget. \$10,000 in the general fund and \$25,000 in the restricted opioid fund total the \$35,000 that the club is currently receiving from the city.
-
- Brad Bough made the motion for approval of \$25,000 from the Restricted Opioid fund to the Boys and Girls Club in 2026,
 - Larry Hardman seconded the motion,
 - *All votes in favor of the motion, no one opposed, passed.*

3. Ordinance 21-2025-Amending Animal Ordinance-Chapter 91-Animals-Sections 91.01-91.07-David Flinn

- David Flinn stated that the city is proposing a Trap-Neuter-Return program in partnership with Feral Cat Friends and Pets Alive to humanely manage free-roaming cats in our city. Feral Cat Friends will handle citizens requests, trap and transport the cats, and Pets Alive will provide spay/neuter surgeries, vaccinations, and ear-tipping. The City will fund about fifteen or more surgeries per month, more as needed, but not to exceed \$25,000 per year. We're also providing \$2,000 annually to help Feral Cat Friends with overhead costs associated with overseeing the program.
- Mr. Flinn ask the council to approve the proposed amended ordinance, which ultimately allows the citizens and Feral Cat Friends to participate in this program, which is a practical, humane way to care for the cats in our community, reduce nuisance complaints, and help stabilize colonies over time.
- Larry Hardman asked who contacts Feral Cat Friends , the resident or the city. Mr. Flinn stated that both could make the call. If a resident calls the department, they could make the call.
- Ryan Griffith asked what type of vehicle does Feral Cat Friends use when picking up the cats. Mr. Flinn stated that he thought it was private vehicles.
- Larry Hardman made the motion for first passage of amending Ordinance 21-2025,
- Judy Carlisle seconded the motion,
- *All votes in favor of the motion, no one opposed, passed.*
- Brad Bough made the motion to approve the second passage of amending Ordinance 21-2025,
- Kathy Blackburn seconded the motion,
- All votes in favor of the motion, no one opposed, second passage passed.*
- Third and Final passage will be in the November 18, 2025 meeting.*

4. Ordinance 22-2025-Establishing Rates And Charges-Amending Water Rates Ordinance-Misty Adams

- Misty Adams stated that the ordinance increases meter rates per 1,000 gallons and also the minimum charge for the size of meter. There is also a monthly charge for fire hydrant rental.
- The last rate increase was in 2021. Example-based on 4,000 gallons with a 5/8 meter the current cost is \$25.34, if approved the rate will be \$33.34 an \$8 increase. An average of 8,000 gallons current cost is \$31.31 if approved the rate will be \$41.19 an increase of \$9.88.
- If the rates are approved, it will take effect on the January billing due in February 2026.

- The increase is necessary due to rising costs of chemicals, electricity, wages, insurance and projects that need to be completed. The water department has not billed for a 3 /4 meter before, it has been added.
- The rates in the ordinance are lower than what was advertised. A rate structure was prepared by Baker Tilly. They looked at the water rates and sewer rates, and they calculated a rate chart, this lowered what was advertised.
- Mayor Craig read off the rates from other water districts in the area to compare with 5/8 meter per 5,000 gallons:
Bedford \$31.31, East Lawrence \$47.55, Oolitic \$47.17, North Lawrence \$85.33 and South Lawrence \$110.39 and Mitchell \$61.36.
- Larry Hardman made the motion for first passage of Ordinance 22-2025,
- Heath Hawkins seconded the motion,
- *All votes in favor of the motion, no one opposed, passed.*
- Heath Hawkins made the motion to approve of the second passage of Ordinance 22-2025,
- Ryan Griffith seconded the motion,
- All votes in favor of the motion, no one opposed, second passage passed.
Third and Final passage will be in the November 18, 2025 meeting.*

5. Discussion

- Brad Bough wanted to thank the Bedford Fire Department for the Fire Prevention Program. He thinks it will save lives.

6. Adjourn

- Ryan Griffith made the motion adjourn.
- Larry Hardman seconded the motion,
- *All votes in favor of the motion, No one opposed, meeting adjourned.*

Bedford City Council 2025-October 21, 2025 Meeting

- *Judy Carlisle, President*

Judy Carlisle

- *Kathy Blackburn*

Kathy Blackburn

- *Ryan Griffith*

Ryan Griffith

- *Heath Hawkins*

Heath Hawkins

- *Craig Turpen*

Craig Turpen

- *Larry Hardman*

Larry Hardman

- *Brad Bough*

Brad Bough

Attest: Billie Tumey
Clerk-Treasurer

Billie Tumey

