

FILED  
MAY 13, 2020  
CITY CLERK

**APPROPRIATION NO. 10, 2020**

AN ORDINANCE TO APPROPRIATE AN ADDITIONAL SUM OF MONEY FOR EXPENSES INCURRED DURING THE YEAR 2020.

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget; now, therefore:

BE IT ORDAINED by the Common Council of the City of Terre Haute, Vigo County, Indiana, that for the expenses of said municipal corporation the following additional sum of money is hereby appropriated and ordered set apart out of the fund herein named and for the purposes herein specified, subject to the laws governing the same:

		<u>AMOUNT REQUESTED</u>	<u>AMOUNT APPROPRIATED</u>
FROM:	General Fund #0101	\$418,379.82	\$418,379.82
TO:	Longevity (Police) #0101-0017-01-412.090	\$198,929.82	\$198,929.82
	Clothing Allowance (Police) #0101-0017-01-412.203	\$133,000.00	\$133,000.00
	Certification Pay (Police) #0101-0017-01-412.224	\$ 86,450.00	\$ 86,450.00
	<b>TOTAL</b>	<b>\$418,379.82</b>	<b>\$418,379.82</b>

Introduced by: O. Earl Elliott O. Earl Elliott, Councilman

Passed in open Council this 4 day of June, 2020.

[Signature] George Azar, President

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 8<sup>TH</sup> day of JUNE, 2020.

Michelle L. Edwards Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 8<sup>TH</sup> day of JUNE, 2020.

Duke A. Bennett Duke A. Bennett, Mayor

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk

## REQUEST FOR ADDITIONAL APPROPRIATION

(For Approval by Mayor, Controller, and City Council)

This form is to be used when a department needs additional monies for a depleted line item or account. This form is also used for appropriations required by certain N/R accounts.

If a Department has sufficient monies in other line items to cover the funds needed in the depleted line item, a transfer of those monies should be made rather than an appropriation of new money.

DEPARTMENT or FUND: General DATE: 5/1/2020

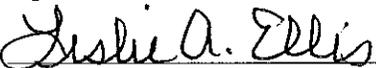
FUND FROM WHICH APPROPRIATION IS TO BE MADE: 0101

<u>DEPT or FUND</u>	<u>Account #</u>	<u>Account Name:</u>	<u>Amount:</u>
TO: <u>Police - General</u>	<u>0101-0017-01-412.090</u>	<u>Longevity</u>	<u>\$198,929.82</u>
TO: <u>Police - General</u>	<u>0101-0017-01-412.203</u>	<u>Clothing Allowance</u>	<u>\$133,000.00</u>
TO: <u>Police - General</u>	<u>0101-0017-01-412.224</u>	<u>Certification Pay</u>	<u>\$86,450.00</u>
TO: _____	_____	_____	_____

Total Amount to be Appropriated: \$418,379.82

Department Head Approval:  Date: 5-1-20  
(Forward to Mayor) Signature

Mayoral Approval:  Date: 5-9-20  
(Forward to Controller) Signature

Controller Approval:  Date: 5-4-20  
(Forward to Legal) Signature

Received by Legal: \_\_\_\_\_ Date \_\_\_\_\_  
Appropriation # \_\_\_\_\_

**DEPARTMENT HEAD:** Please attach a memorandum briefly detailing the need for this appropriation. Such information should include the specific services or products you intend to purchase.

**TERRE HAUTE**  
A LEVEL ABOVE

To: Mayor Duke Bennett  
Controller Leslie Ellis  
City Legal  
Terre Haute City Council

From: Shawn Keen  
Chief of Police

Re: Request for Appropriation of Funds

Date: May 1, 2020

CITY OF  
TERRE HAUTE  
POLICE  
DEPARTMENT

1211 Wabash Avenue  
Terre Haute, IN 47807

Phone: 812.238.1661  
Fax: 812.232.9002

[www.terrehaute.IN.gov](http://www.terrehaute.IN.gov)

DUKE A. BENNETT  
Mayor

SHAWN KEEN  
Chief of Police

MARC ELDRED  
Assistant Chief / Operations

MATTHEW CARDEN  
Assistant Chief / Investigations

The Police Department is requesting several appropriations of funds from the City's General Fund to cover future fund deficits, described as follows:

**\$198,929.82 to Longevity 0101-0017-01-412.090.** These funds are requested to cover what will be a year-end fund deficit caused by 8 retirements and several resignations during the 2020 calendar year. Upon separating from employment with the department, payouts to those officers for accrued paid time off as guaranteed by the current Collective Bargaining Agreement is paid from the Longevity line item, as not to deplete specific salary line items.

**\*\$133,000.00 to Clothing Allowance 0101-0017-01-412.203.** These funds are requested to satisfy the annual Clothing Allowance pay of \$1,500.00 per officer, agreed upon in Article 11 of the current Collective Bargaining Agreement.

**\*\$86,450.00 to Certification Pay 0101-0017-01-412.224.** These funds are requested to satisfy the annual CPR Certification Pay of \$650.00 per officer, agreed upon in Article 34 of the current Collective Bargaining Agreement.

***\*It should be noted that the current collective bargaining agreement, which increased the Clothing Allowance payment amount from \$500.00 to \$1,500.00 per officer and introduced the \$650.00 CPR Certification Pay per officer, was agreed upon and signed on October 17, 2019, after the passage of the Police Department Salary Ordinance No. 30, 2019.***

Respectfully submitted,



Shawn Keen  
Chief of Police

PERSONAL SERVICES

[RETURN TO DASHBOARD](#)

Salaries and Wages

412.090 Longevity

Beginning Balance \$ 1,137,000.00  
Running Balance \$ (198,929.82)

Date	Transaction Note	debit/credit sum	\$ (1,335,929.82)	\$ -	Balance
			Debit	Credit	
1/3/2020	January 3, 2020 Payroll - Sworn Officer Longevity	\$ (36,891.48)			\$ 1,100,108.52
1/3/2020	January 3, 2020 Payroll - Civilian Longevity	\$ (1,336.54)			\$ 1,098,771.98
1/3/2020	Retirement Payouts: Sheldon, Long, Lewis, Trotter, Holvey	\$ (194,664.55)			\$ 904,107.43
1/3/2020	Retirement Payout: Crowley	\$ (6,536.66)			\$ 897,570.77
1/17/2020	January 17, 2020 Payroll - Sworn Officer Longevity	\$ (35,074.08)			\$ 862,496.69
1/17/2020	January 17, 2020 Payroll - Civilian Longevity	\$ (1,201.93)			\$ 861,294.76
1/31/2020	January 31, 2020 Payroll - Sworn Officer Longevity	\$ (35,155.47)			\$ 826,139.29
1/31/2020	January 31, 2020 Payroll - Civilian Longevity	\$ (1,201.93)			\$ 824,937.36
1/31/2020	Retirement Payout: Hopper	\$ (45,843.84)			\$ 779,093.52
2/14/2020	February 14, 2020 Payroll - Sworn Officer Longevity	\$ (34,868.56)			\$ 744,224.96
2/14/2020	February 14, 2020 Payroll - Civilian Longevity	\$ (1,211.55)			\$ 743,013.41
2/28/2020	February 28, 2020 Payroll	\$ (34,894.40)			\$ 708,119.01
2/28/2020	February 28, 2020 Payroll - Civilian Longevity	\$ (1,211.55)			\$ 706,907.46
3/13/2020	March 13, 2020 Payroll	\$ (34,562.64)			\$ 672,344.82
3/13/2020	March 13, 2020 Payroll - Civilian Longevity	\$ (1,211.55)			\$ 671,133.27
3/13/2020	Retirement Payout: Baker	\$ (26,027.85)			\$ 645,105.42
3/27/2020	March 27, 2020 Payroll	\$ (34,468.58)			\$ 610,636.84
3/27/2020	March 27, 2020 Payroll - Civilian Longevity	\$ (1,211.55)			\$ 609,425.29
3/27/2020	Resignation Payout - Timothy Nelson	\$ (12,684.15)			\$ 596,741.14
4/9/2020	April 9, 2020 Payroll	\$ (34,562.70)			\$ 562,178.44
4/9/2020	April 9, 2020 Payroll - Civilian Longevity	\$ (1,211.55)			\$ 560,966.89
4/24/2020	April 24, 2020 Payroll - Civilian Longevity	\$ (1,211.55)			\$ 559,755.34
4/24/2020	April 24, 2020 Payroll - Sworn Officer Longevity	\$ (34,586.23)			\$ 525,169.11
5/8/2020	Resignation Payout - H. Amlett	\$ (17,111.41)			\$ 508,057.70
5/8/2020	May 8, 2020 Payroll - Sworn Officer Longevity	\$ (34,609.76)			\$ 473,447.94
5/8/2020	May 8, 2020 Payroll - Civilian Longevity	\$ (1,211.55)			\$ 472,236.39
5/22/2020	May 22, 2020 Payroll - Sworn Officer Longevity	\$ (34,609.77)			\$ 437,626.62
5/22/2020	May 22, 2020 Payroll - Civilian Longevity	\$ (1,211.55)			\$ 436,415.07
6/5/2020	June 5, 2020 Payroll - Sworn Officer Longevity	\$ (34,633.30)			\$ 401,781.77
6/5/2020	June 5, 2020 Payroll - Civilian Longevity	\$ (1,221.16)			\$ 400,560.61
6/19/2020	June 19, 2020 Payroll - Sworn Officer Longevity	\$ (34,797.97)			\$ 365,762.64
6/19/2020	June 19, 2020 Payroll - Civilian Longevity	\$ (1,221.16)			\$ 364,541.48
7/2/2020	July 2, 2020 Payroll - Sworn Officer Longevity	\$ (34,797.97)			\$ 329,743.51
7/2/2020	July 2, 2020 Payroll - Civilian Longevity	\$ (1,240.40)			\$ 328,503.11
7/2/2020	Retirement Payout - E. Tompkins	\$ (55,510.81)			\$ 272,992.30
7/17/2020	July 17, 2020 Payroll - Sworn Officer Longevity	\$ (34,327.41)			\$ 238,664.89
7/17/2020	July 17, 2020 Payroll - Civilian Longevity	\$ (1,240.40)			\$ 237,424.49
7/31/2020	July 31, 2020 Payroll - Sworn Officer Longevity	\$ (34,539.18)			\$ 202,885.31
7/31/2020	July 31, 2020 Payroll - Civilian Longevity	\$ (1,240.40)			\$ 201,644.91
8/14/2020	August 14, 2020 Payroll - Sworn Officer Longevity	\$ (34,774.44)			\$ 166,870.47
8/14/2020	August 14, 2020 Payroll - Civilian Longevity	\$ (1,250.01)			\$ 165,620.46
8/28/2020	August 28, 2020 Payroll - Sworn Officer Longevity	\$ (34,892.09)			\$ 130,728.37
8/28/2020	August 28, 2020 Payroll - Civilian Longevity	\$ (1,250.01)			\$ 129,478.36
9/11/2020	September 11, 2020 Payroll - Sworn Officer Longevity	\$ (35,103.86)			\$ 94,374.50
9/11/2020	September 11, 2020 Payroll - Civilian Longevity	\$ (1,250.01)			\$ 93,124.49
9/25/2020	September 25, 2020 Payroll - Sworn Officer Longevity	\$ (35,127.38)			\$ 57,997.11
9/25/2020	September 25, 2020 Payroll - Civilian Longevity	\$ (1,250.01)			\$ 56,747.10
10/9/2020	October 9, 2020 Payroll - Sworn Officer Longevity	\$ (35,150.90)			\$ 21,596.20
10/9/2020	October 9, 2020 Payroll - Civilian Longevity	\$ (1,250.01)			\$ 20,346.19
10/23/2020	October 23, 2020 Payroll - Sworn Officer Longevity	\$ (35,150.90)			\$ (14,804.71)
10/23/2020	October 23, 2020 Payroll - Civilian Longevity	\$ (1,250.01)			\$ (16,054.72)
11/6/2020	November 6, 2020 Payroll - Sworn Officer Longevity	\$ (35,150.90)			\$ (51,205.62)
11/6/2020	November 6, 2020 Payroll - Civilian Longevity	\$ (1,250.01)			\$ (52,455.63)
11/20/2020	November 20, 2020 Payroll - Sworn Officer Longevity	\$ (35,150.90)			\$ (87,606.53)
11/20/2020	November 20, 2020 Payroll - Civilian Longevity	\$ (1,250.01)			\$ (88,856.54)
12/4/2020	December 4, 2020 Payroll - Sworn Officer Longevity	\$ (35,362.67)			\$ (124,219.21)
12/4/2020	December 4, 2020 Payroll - Civilian Longevity	\$ (1,250.01)			\$ (125,469.22)
12/18/2020	December 18, 2020 Payroll - Sworn Officer Longevity	\$ (35,433.23)			\$ (160,902.45)
12/18/2020	December 18, 2020 Payroll - Civilian Longevity	\$ (1,250.01)			\$ (162,152.46)
12/31/2020	December 31, 2020 Payroll - Sworn Officer Longevity	\$ (35,527.35)			\$ (197,679.81)
12/31/2020	December 31, 2020 Payroll - Civilian Longevity	\$ (1,250.01)			\$ (198,929.82)

*ARTICLE 11*  
**UNIFORM POLICY**

The City agrees the following shall be the authorized uniform policy and there shall be no additions that nullify current uniform options or deletions of current uniform options. Pursuant to I.C. 36-8-4-4, after one (1) year of service, each Member shall receive an annual cash allowance of One-Thousand Five Hundred dollars (\$1,500.00) with which the Member shall be responsible for furnishing and maintaining all of the active Member's uniforms, clothing, and equipment – except for body armor. Said payment shall be made on or before the final pay in November of each year.

The Department and Union agree, that throughout the 2020 calendar year, officers may continue to wear the Class B (TDU) uniform shirts, however, commencing January 1, 2021, the Class B (TDU) uniform shirts will no longer be authorized for use. Members shall refer to diagrams included in Departmental Directive "2.13 Appearance" for guidance on the proper and authorized manner in which uniforms shall be worn.

Upon retirement from Department, Member shall be entitled to keep his handgun, ammunition magazines, badge(s), and clothing items.

**A. General Appearance**

1. Members and employees shall be well groomed and clean in their person. Those assigned to plain clothes duties shall be dressed neatly and in good taste. They shall conform to standards of dress normally worn by office personnel in private business firms.
2. Uniforms shall be neat, clean, and pressed at all times. Leather accessories will be kept dyed and polished. Metal accessories and parts will be shined and handcuffs and receivers kept clean and in serviceable condition. Nylon items will be immediately replaced when found in worn, torn or frayed condition.
3. Members shall maintain a military bearing when in uniform.
4. Members or employees found to be substandard in physical or mental condition by medical authority acceptable to the department may be transferred to other assignments or duty status appropriate to their condition until they are declared capable of returning to their regular assignment.

**B. Hair Styles**

1. Universal Hairstyle Requirements
  - a. Hair must be neatly groomed and conform to the shape of the head.
  - b. Only natural hair colors are permitted. Hair colors that are considered extreme, faddish or artificial, such as purple, pink or green are prohibited.
  - c. The bulk of the hair will not be excessive or present a ragged or unkempt appearance, and shall not interfere with the wearing of departmental head gear.

*ARTICLE 33*  
**SHIFT DIFFERENTIAL**

The City agrees during the term of this Agreement to pay shift differential in the following amounts prorated on a monthly basis to all sworn Members working the following shifts:

Hoot Owl Shift	\$1,000.00
Evening Shift	\$ 750.00
Mid Shift	\$ 500.00

*ARTICLE 34*  
**CERTIFICATION PAY**

The City and the Union agree, commencing January 1, 2020, each member of the department shall receive a CPR Certification pay, totaling Six Hundred Fifty dollars (\$650.00). Commencing January 1, 2021, and continuing throughout the life of this Agreement, each member of the department shall receive a CPR Certification pay totaling One-Thousand Three Hundred dollars (\$1,300.00) per member. The CPR Certification pay shall be received by each member, no later than the last pay in the month of November.

*ARTICLE 35*  
**PENSION FUNDS**

- A. The City of Terre Haute agrees to maintain one hundred percent (100%) of the monthly pension minus one dollar (\$1.00) on behalf of all members of the Terre Haute Police Department into their respective pension funds. The employees shall contribute one dollar (\$1.00) a month toward their respective pension funds to be paid on the 1<sup>st</sup> pay of each month.

*ARTICLE 36*  
**HEALTH/DENTAL/LIFE INSURANCE COVERAGE**

- A. Commencing January 1, 2020 and for each year of this Agreement, the City of Terre Haute will pay for and on behalf of each Member, both temporary and permanent, of the Police Department of the City of Terre Haute, Indiana, an amount equal to Seventy Percent (70%) of the annual premium for Health and Hospitalization Insurance, available without restrictions to each Member, under group insurance rates as a term and provision of this Agreement. The City's obligation hereunder shall be to assume and pay an amount equal to Seventy Percent (70%) of the group Health and Hospitalization Insurance charged either on a single or a family plan, such as individual Members may individually elect to be covered under. Such Health and Hospitalization Insurance shall be equal to or better than the coverage and schedule of benefits which are presently in force.
- B. Commencing January 1, 2020 and for each year of this Agreement, the City of Terre Haute will pay for and on behalf of each Member, both temporary and permanent, of the Police Department

**SPECIAL ORDINANCE NO. 30, 2019**

**AN ORDINANCE SETTING THE MAXIMUM SALARY AND ESTABLISHING CERTAIN BENEFITS FOR THE POLICE DEPARTMENT FOR THE CITY OF TERRE HAUTE, INDIANA FOR 2020, TO TAKE EFFECT ON JANUARY 1, 2020.**

**BE IT ORDAINED BY the Common Council of the City of Terre Haute, Indiana:**

**SECTION 1. Commencing January 1, 2020 the following salary schedule shall be in full force and effect for members of the Police Department of the City of Terre Haute, Indiana. The base salary amounts listed below for the uniformed officers include the One Thousand One Hundred Twenty Five Dollar (\$1,125.00) veteran's pay allowance.**

**POLICE OFFICERS of the rank of Patrolman who have served less than one (1) year from the date of their respective appointments shall be paid an annual salary of \$44,306.**

**POLICE OFFICERS of the rank of Patrolman who have served more than one (1) year from the date of their respective appointments shall be paid an annual salary of \$48,938.**

**POLICE OFFICERS of the rank of Corporal shall be paid an annual salary of \$50,663 plus \$1,000 incentive allowance if working as a Detective.**

**POLICE OFFICERS of the rank of Detective shall be paid an annual salary of \$50,663 plus \$1,000 incentive allowance.**

**POLICE OFFICERS of the rank of Sergeant shall be paid an annual salary of \$53,528 plus \$1,000 incentive allowance if working as a Detective.**

**POLICE OFFICERS of the rank of Lieutenant shall be paid an annual salary of \$55,690 plus \$1,000 incentive allowance if working as a Detective.**

**POLICE OFFICERS of the rank of Captain shall be paid an annual salary of \$58,084 plus \$1,000 incentive allowance if working as a Detective.**

**POLICE OFFICERS of the rank of Assistant Chief shall be paid an annual salary of \$62,367.**

**POLICE OFFICERS of the rank of Chief shall be paid an annual salary of \$71,765.**

**SECTION 2. City of Terre Haute shall pay an annual cash allowance of One Thousand Five Hundred Dollars (\$1,500.00) to each uniformed officer to be used for uniforms, clothing, and equipment (excluding body armor). One (1) individual within the Department shall serve as Fleet Manager and shall receive an annual allowance of One Thousand Five Hundred Dollars (\$1,500.00). One (1) individual within the Department shall serve as Indiana Data &**

Communication Service (IDACS) Coordinator and shall receive an annual allowance of One Thousand Five Hundred Dollars (\$1,500.00). One (1) individual within the Department shall serve as the Indiana Data & Communication Service (IDACS) Assistant Coordinator and shall receive an annual allowance of One Thousand Dollars (\$1,000.00). These allowances will not be included in the calculation of base pay and will be paid on November 5, 2019.

**SECTION 3.** Sworn members of the Terre Haute Police Department will receive one (1) sick day per month with a cap of ninety (90) sick days. The sick days will accumulate and carry over from year to year. Upon separation of member for any reason, the City of Terre Haute shall buy back all accumulated sick days.

Any member who works two (2) consecutive months without using any sick days will receive one (1) reward day for a maximum of six (6) reward days per year. These days will accumulate and may be carried over from one calendar year to the next. These days are in addition to the member's personal days received in Section 4 of this ordinance. The City shall buy back one (1) reward day for every sixteen (16) hours accumulated when the member separates from employment.

**SECTION 4.** The City of Terre Haute agrees that all sworn members of the Police Department shall receive forty (40) hours personal time to be used at the member's discretion within one (1) calendar year. Personal days not used by year's end will be forfeited. Furthermore, the City of Terre Haute agrees that any member who is on call and has his/her off-duty actions restricted for fifteen (15) days or more a year, shall receive an additional thirty-two (32) hours personal time for a total of seventy-two (72) hours per year.

**SECTION 5.** All members of the Terre Haute Police Department shall be entitled to the same number of holidays as afforded all city hall employees as set forth by the Common Council of the City of Terre Haute.

**SECTION 6.** Sworn members of the Terre Haute Police Department shall receive the following vacation schedule:

0 - 1 years	After seven (7) months, one (1) day per month with maximum total off of forty (40) vacation hours.
1 - 5 years	Eighty (80) hours
6 -10 years	One Hundred Twenty (120) hours
11 - 15 years	One Hundred Sixty (160) hours
16 - 20 years	Two Hundred (200) hours
21 years +	Two Hundred Forty (240) hours

Police Officers shall be entitled to carry over a total of One Hundred Twenty (120) vacation hours from year to year, with a maximum accumulation of Two Hundred Forty (240) carry over hours.

**SECTION 7.** That in addition to salaries set forth in Section 1 of this ordinance, all sworn members of the Police Department or said City, irrespective of rank shall receive additional compensation based on the length and service with said department, in amounts as designated on the following schedule:

- (a) On the first anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (b) On the second anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (c) On the third anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (d) On the fourth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (e) On the fifth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (f) On the sixth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (g) On the seventh anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (h) On the eighth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (i) On the ninth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (j) On the tenth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (k) On the eleventh anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (l) On the twelfth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (m) On the thirteenth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (n) On the fourteenth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (o) On the fifteenth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (p) On the sixteenth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (q) On the seventeenth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (r) On the eighteenth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.
- (s) On the nineteenth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.

- (t) On the twentieth anniversary of employment, an additional Six Hundred Eleven Dollars and Seventy-Three Cents (\$611.73) per year.

Representing a maximum of Twelve Thousand, Two Hundred, Thirty-Four Dollars and Sixty Cents (\$12,234.60).

SECTION 8. Commencing calendar year 2020 the City of Terre Haute will pay shift differential pay prorated on a monthly basis in a separate check on or before December 15<sup>th</sup> to all sworn officers as follows:

Hoot Owl Shift	\$1,000.00
Evening Shift	\$ 750.00
Mid Shift	\$ 500.00

SECTION 9. Commencing January 1, 2020, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance, and his or her eligible dependants, health and hospitalization insurance coverage through December 31, 2020. The City will pay up to seventy percent (70%) of the actual monthly premium.

The payment of the sums contemplated herein to be paid by the employee shall be by means of payroll deduction, through the Office of the City Controller of the City of Terre Haute, as insurance premiums are presently deducted in such office.

SECTION 10. Commencing January 1, 2020, the City of Terre Haute will provide to each full time, permanent employee whose salary is established by this ordinance dental insurance coverage through December 31, 2020. The City will pay Seventy percent (70%) of the actual monthly premium.

SECTION 11. Commencing January 1, 2020, the City of Terre Haute will provide to each permanent member, whose salary is established by this ordinance, Twenty Five Thousand Dollars (\$25,000.00) of life insurance coverage through December 31, 2020 and Ten Thousand Dollar (\$10,000.00) line of duty death benefit. The City will pay one hundred percent (100%) of the costs of such coverage.

SECTION 12. The City of Terre Haute will pay one hundred percent (100%) of the monthly premium of a retiree's single employee group health and hospitalization insurance plan, until such time as the employee becomes eligible for Medicare coverage. The retiree may choose another city offered insurance plan (i.e. employee/spouse, employee/children, family), but the retiree will be responsible for paying the difference between the employee only plan and the selected plan. This plan covers retirees under the Indiana State Pension Act for police officers. (I.C. 36-8-8-10).

Spouse/Dependent Benefits: (I.C. 5-10-8-2.2) In the event a police officer shall die

while a retiree of the Terre Haute Police Department, and the surviving spouse is not employed and/or does not have other insurance coverage available, his/her spouse and their children shall receive said insurance at the rate of a retired police officer.

**SECTION 13.** City of Terre Haute shall provide and pay One Hundred Percent (100%) of the cost of an annual physical for all sworn members of the Police Department who elect to have one, in conjunction with any required physical testing implemented by the administration.

**SECTION 14.** The City of Terre Haute agrees to pay one hundred percent (100%) of the employee's monthly pension requirements, on behalf of all sworn members of the Terre Haute Police Department into their respective pension funds.

**SECTION 15.** Overtime or additional pay can be paid to members of the Terre Haute Police Department for work performed in time of emergencies. Said pay must be requested by the Department Head of said employee or employees or the Mayor and approved by the Board of Public Works.

**SECTION 16.** The salaries of all members of the Police Department of the City of Terre Haute shall be fixed on an annual basis, but the salaries shall be paid bi-weekly in a manner established by the Board of Public Works.

**SECTION 17.** The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such sections or sections as are so determined to be illegal or invalid, any such invalidity shall have no effect on the remaining sections of this ordinance.

**SECTION 18.** Contract items other than those set forth above are covered by a Contract entered into by, members of the Terre Haute Police Department, and the Board of Public Works for the City of Terre Haute.

**SECTION 19.** All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

**SECTION 20.** This ordinance shall be in full force and effect from and after the date of its passage according to law and shall be effective as in the salaries and benefits provided on and for January 1, 2020.

Introduced by: O. Earl Elliott O. Earl Elliott, Councilman

Passed in open Council this 10<sup>TH</sup> day of OCTOBER, 2019.

Martha Crossen Martha Crossen, President

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 11<sup>TH</sup> day of OCTOBER, 2019.

Michelle L. Edwards Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 11<sup>TH</sup> day of OCTOBER, 2019.

Duke A. Bennett Duke A. Bennett, Mayor

ATTEST: Michelle L. Edwards Michelle L. Edwards, City Clerk