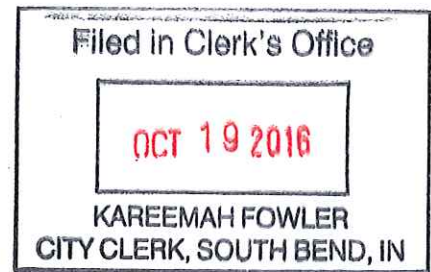




Common Council
City of South Bend Indiana
4th Floor County-City Building
227 West Jefferson Boulevard
South Bend, Indiana 46601
(574) 235-9173 Facsimile



(574) 235-9321

(574)235-5567 TTY/TDD

October 19, 2016
Members of the Common Council
4th Floor County-City Building
South Bend, Indiana 46601

Re: Substitute Bill No. 59-16 [2017-2020 SBPD Salary
and Monetary Fringe Benefits Ordinance]

Dear Council Members:

On behalf of the City's Advisory Negotiating Team, the attached Substitute Bill is filed to replace in its entirety the Bill previously filed as a place holder in light of the then ongoing labor negotiations with the South Bend FOP Lodge # 36; which has now been ratified by the members of the FOP.

The proposed ordinance focuses on the themes outlined by Police Chief Scott Ruzkowski when he presented the proposed 2017 Police Department budget before the Personnel and Finance Committee, namely: *Recruit – Retain – Reward*. This four (4) year annual pay and monetary fringe benefit ordinance:

- Includes base salary increases in 2017 of 2% to 2.5% and 1.5% to 2% in 2018, 2019 and 2020
- Increases shift premium pays for the second and third details [afternoons and midnights] as well as for the Strategic Focus Unit and evening Investigative Division.
- Increases longevity pays which have not been modified for several years

We look forward to discussing this Substitute Bill at the upcoming Health and Public Safety Committee. We seek your favorable support and approval.

Most sincerely,

Council Member John Voorde
Chairperson Health and Public Safety Committee

Council Member Karen L. White
Chairperson of the Personnel and Finance Committee

Tim Scott, Council President

Kathleen Cekanski Farrand, Council's Agent

Attachment

Ordinance No. _____

Substitute Bill No. 59-16

**AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND,
INDIANA, FIXING THE ANNUAL PAY AND MONETARY FRINGE BENEFITS OF SWORN
MEMBERS OF THE SOUTH BEND POLICE DEPARTMENT FOR
CALENDAR YEARS 2017, 2018, 2019 AND 2020**

STATEMENT OF PURPOSE AND INTENT

The South Bend Common Council, pursuant to *Indiana Code* § 36-8-3-3, ¶ (d) is charged with establishing before November 1st, the annual compensation of the South Bend Police Department.

On February 21, 2016, Sergeant Dan Demler, the President of South Bend FOP Lodge # 36, sent a letter informing the City of their interest to enter into negotiations. Thereafter, the South Bend Common Council and the Board of Public Safety adopted separate Resolutions which designated their respective agents for negotiations.

The Fraternal Order of Police South Bend Lodge No. 36 Negotiating Team's membership includes Sergeant Dan Demler, FOP President; Sergeant Harvey Mills, FOP Vice-President; Patrolman 1st Class Cori Bair; Patrolman 1st Class Gerry Mullins, Sergeant Dan Moryl, Sergeant Chad Gobon, Sergeant James Wolff, and Leo T. Blackwell, Legal Counsel.

The City's Advisory Negotiating Team's membership includes Council Member John Voorde, Council Member Karen L. White, Council President Tim Scott, Police Chief Scott Ruszkowski, Operations Division Chief Jeff Rynearson, Deputy City Controller Jennifer Hockehull, Director of Financial Services for Police Ken Glowacki, HR Generalist Ian Spindler, Sr., City Administration and Board of Public Safety Agent Stephanie Steele, and Common Council Agent Kathleen Cekanski Farrand.

This ordinance sets forth the negotiated items which fix the annual pay and salaries of the sworn members of the South Bend Police Department as defined in *Indiana Code* § 36-8-1-9; salaries of the First Class Patrolman as defined in *Indiana Code* § 36-8-1-11; salaries for upper level policy making positions in the department as defined in *Indiana Code* § 36-8-1-12; and other monetary fringe benefits.

Now, Therefore be it ordained by the Common Council of the City of South Bend, Indiana as follows.

Section I. Recognition. The South Bend Common Council recognizes the negotiating team which represents the Fraternal Order of Police South Bend Lodge No. 36, as the sole bargaining agent for the sworn members of the South Bend Police Department for purposes of negotiating annual pay, monetary fringe benefits and other monetary items which are addressed in this ordinance, excepting the Police Chief, the Division Chiefs, and the Captains, who are governed by *Indiana Code* § 36-8-1-12.

Section II. Sworn Member Annual Pay Classifications; Recruit Pay; Lateral Entry; and Career Development Incentive Programs.

(a) Annual Pay Classifications for Sworn Members of the South Bend Police Department.

Annual pay for the sworn members of the South Bend Police Department, including upper level policy making positions defined by *Indiana Code* § 36-8-1-12 for calendar years 2017, 2018, 2019 and 2020 shall be set as follows:

<u>Pay Classifications</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Police Chief	\$98,376	\$100,344	\$102,351	\$104,398
Division Chiefs	\$82,767	\$ 84,422	\$ 86,110	\$ 87,833
Captains	\$71,428	\$ 72,857	\$ 74,314	\$ 75,800
Lieutenants	\$62,925	\$ 64,183	\$ 65,467	\$ 66,776
Supervisory Sergeants	\$60,579	\$ 61,790	\$ 63,026	\$ 64,286
Non-Supervisory Sergeants	\$60,283	\$ 61,187	\$ 62,105	\$ 63,037
Investigators	\$60,283	\$ 61,187	\$ 62,105	\$ 63,037
Patrolman First Class	\$56,861	\$ 57,998	\$ 59,158	\$ 60,341
Patrolman Second Class	\$51,000	\$ 52,020	\$ 53,060	\$ 54,122

Effective January 1, 2020, “Detective Sergeant” will no longer be an assigned rank within the South Bend Police Department, which is further addressed in Section III. (j) and (k) of this ordinance. It is recognized that both Supervisory Sergeants, who have assigned managerial responsibilities over sworn members, and Non-Supervisory Sergeants, who do not have assigned managerial responsibilities over sworn members, may apply to be considered for Lieutenant positions when such positions become open.

(b) Police Recruit Annual Pay. A Recruit of the South Bend Police Department shall be classified separately from sworn members of the Department. A Recruit shall complete the State of Indiana training program or its equivalent and commence duties as an officer before being sworn in as an officer of the South Bend Police Department. Upon the effective sworn date, a Recruit shall be paid as a Patrolman 2nd Class. The maximum annual pays of a Police Department Recruit shall be as follows:

<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
\$46,229	\$47,153	\$48,096	49,058

(c) Lateral Entry Program. The Common Council authorizes the South Bend Police Department to offer between three thousand five hundred dollars (\$3,500.00) to five thousand dollars (\$5,000) as a one-time bonus to any individual found to be eligible and qualified to be a candidate on the Department, who has the requisite law enforcement experience and certification(s) for such a lateral entry into the South Bend Police Department. Any sworn member who received monies pursuant to this Lateral Entry Program and who leaves employment from the South Bend Police Department before his/her one (1) year

anniversary with the Department, shall be required to pay back to the South Bend Police Department any and all lateral bonus monies received.

A lateral entry officer with two (2) years or more of service as a certified officer shall enter the South Bend Police Department as a Patrolman Second Class. Upon completing Field Training Program (FTO), such lateral officer shall be eligible for promotion to Patrolman First Class.

(d) Police Officer Recruitment Bonus Program. The Police Officer Recruitment Bonus Program which originally became effective January 1, 2015, shall continue in full, force and effect. Any sworn member of the South Bend Police Department, who assists in the recruitment and hiring of any full-time new sworn police officer, may be eligible upon Department verification of each of the stages listed below:

1. Upon an individual, who has been recruited by a South Bend Police Department sworn member, graduating from the 15-week Indiana Law Enforcement Academy in Plainfield, Indiana, the sum of one hundred fifty dollars (\$150.00) shall be earmarked for payment for that sworn member of the South Bend Police Department who assisted in the recruitment.
2. Upon that individual then successfully completing the Field Training Program (FTO), the sum of three hundred fifty dollars (\$350.00) shall be earmarked for that sworn member of the South Bend Police Department who assisted in the recruitment.
3. For the sworn member of the South Bend Police Department to be eligible to receive the bonuses described above, the candidate who recruited the candidate must have successfully completed the specified phase of the hiring process and be hired by the South Bend Police Department as a full-time sworn member. Any sworn member of the South Bend Police Department desiring to participate in the Police Officer Recruitment Bonus Program shall be required to timely complete all required forms with the Department, and upon verification of his/her recruited candidate successfully meeting the hiring standards, processing for payment of the recruitment bonus shall commence.

All Police Department regulations governing this program must be complied with by the sworn member of the South Bend Police Department in order for him/her to be qualified and eligible to be paid under this program.

(a) Lateral Police Officer Recruitment Incentive Program. The South Bend Police Department Lateral Police Officer Recruitment Incentive Program which originally became effective January 1, 2015, shall continue in full, force and effect. Any sworn member of the South Bend Police Department, who verifiably assists in the recruitment and hiring of any new full-time lateral sworn police office is eligible for a one-time bonus payment of five hundred dollars (\$500.00). Said bonus shall only be processed for payment upon the following conditions being met:

1. The lateral police officer candidate successfully completed a Law Enforcement Training Board-certified 40-hour Pre-Basic Course, and is hired as a full-time sworn member of the South Bend Police Department;
2. Verification of the sworn member's recruitment activities and his/her timely completion of all required forms with the South Bend Police Department;
3. The sworn member, who recruited the lateral police officer candidate, completed the annual mandatory training program addressing domestic violence, use of force training, fire arms training and emergency vehicle operations training; and
4. All Police Department regulations governing this program must have been complied with by the sworn member of the South Bend Police Department in order for him/her to be qualified and eligible to be paid under this program.

(b) Police Officer Education Incentive Program. The South Bend Police Department Education Incentive Program which originally became effective January 1, 2015, shall continue in full, force and effect. In order to be eligible under this program, a person must be classified as a full-time South Bend Police Department sworn member, must have successfully completed at least one (1) year of full-time service on the South Bend Police Department, and must have completed the annual mandatory training program addressing domestic violence, use of force, fire arms training, emergency vehicle operations training; and provided all of the documentation which verify the completion of the following degrees/hours:

<u>Required Documentation</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Associate Degree or 60 credit hours	\$450	\$450	\$450	\$450
Bachelors Degree (BS/BA)	\$600	\$600	\$600	\$600
Masters Degree or higher (JD, PhD, etc.)	\$850	\$850	\$850	\$850

Written proof from the educational institution certifying the completion of such degree and/or hours, along with compliance with all Police Department regulations governing this program by the sworn member of the South Bend Police Department is required in order for him/her to be eligible to be paid under this program. Qualifying sworn members shall be paid at the highest degree only, with such payment being made in December of each calendar year.

(c) Former U.S. Military Recruitment and Retention Incentive Programs.¹ The South Bend Police Department Former U.S. Military Recruitment and Retention Incentive Programs which originally became effective January 1, 2015, shall continue in full, force and effect.

¹ The International Association of Chiefs of Police (IACP) in partnership with the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance (BJA), has published a guidebook for service members who are transitioning out of the military and are considering a law enforcement career. That publication entitled *Combat Veterans & Law Enforcement: A Transition Guide for Veterans Beginning or Continuing Careers in Law Enforcement* is available at <http://www.theiacp.org/vets2cops>

1. *One-Time Military Recruitment Bonus:* In order to be eligible for a one-time military recruitment bonus, which may be offered to any individual found to be eligible and qualified, who has prior active duty service with the Armed Services and received an Honorable Discharge from a branch of the U.S. military and desires to join the South Bend Police Department as a full-time sworn member after January 1, 2015, said individual would be eligible to one (1) of the following bonus incentive payment amounts upon graduating from the 15-week Indiana Law Enforcement Academy in Plainfield, Indiana:

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Two (2) years of past U.S. military active duty service	\$450.00	\$450.00	\$450.00	\$450.00
Four (4) years of past U.S. military active duty service	\$600.00	\$600.00	\$600.00	\$600.00
Six (6) or more yrs of past U.S. military active duty service	\$850.00	\$850.00	\$850.00	\$850.00

Such one-time bonus incentive payment shall be paid at the highest year of U.S. military active duty service experience only, upon proof of such service and tenure being substantiated and verified utilizing the submission by the person requesting the bonus of the Report of Separation, DD-214 issued by the Defense Department. Any person, who received such a bonus incentive payment and who leaves his/her employment with the South Bend Police Department before his/her one (1) year anniversary with the Department, shall be required to pay back to the South Bend Police Department any and all bonus monies received under this program.

2. *Police Officer Recruitment Bonus Program for Recruiting Former U.S. Military Service Member.* Any sworn member of the South Bend Police Department employed with the Department, who verifiably assists in the recruitment and hiring of any new full-time sworn police officer who is a former U.S. military service member is eligible for a one-time bonus payment of five hundred dollars (\$500.00). Said bonus would only be processed for payment upon the following conditions being met:

- i. The former U.S. military service member who is a police officer candidate successfully completed a Law Enforcement Training Board-certified 40-hour Pre-Basic Course, and is hired as a full-time sworn member of the South Bend Police Department;
- ii. Verification of the sworn member's recruitment activities and his/her timely completion of all required forms with the South Bend Police Department;
- iii. The sworn member who recruited the former U.S. military service member who is a police officer candidate completed the annual mandatory training program addressing domestic violence, use of force training, fire arms training and emergency vehicle operations training; and

iv. All Police Department regulations governing this program must have been complied with by the sworn member of the South Bend Police Department in order for him/her to be qualified and eligible to be paid under this program.

3. *Former U.S. Military Retention Incentive Program.* The South Bend Police Department Former U.S. Military Retention Incentive Program which originally became effective January 1, 2015, shall continue in full, force and effect. In order to be eligible, a sworn member of the Department must have successfully completed at least one (1) year of full-time service on the Department and must have completed the annually mandatory training program addressing domestic violence, fire arms training and emergency vehicle operations training, and provide documentation as required by this section with qualified sworn members being entitled to the following:

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Two (2) years of past U.S. military active duty service	\$450.00	\$450.00	\$450.00	\$450.00
Four (4) years of past U.S. military active duty service	\$600.00	\$600.00	\$600.00	\$600.00
Six (6) or more yrs of past U.S. military active duty service	\$850.00	\$850.00	\$850.00	\$850.00

Such bonus incentive retention payments shall be paid at the highest year of U.S. military active duty service experience only. Proof of such U.S. military service and tenure must be substantiated and verified by utilizing the Report of Separation, DD-214 issued by the Defense Department. Qualifying sworn members shall be paid said bonus in December of each calendar year.

4. Police Recruitment Relocation to South Bend Incentive. Any new full-time sworn member of the South Bend Police Department who is employed after January 1, 2015, would be eligible to apply for a Police Recruitment Relocation to South Bend Incentive, so long as his/her new personal residential address is located within the South Bend City limits. This relocation bonus may not exceed two thousand dollars (\$2,000.00) for each qualifying full-time sworn member in calendar years 2017, 2018, 2019, and 2020.

Section III. Additional Areas of Compensation.

(a) Maximum Amounts. All monetary amounts set forth in this ordinance shall be the maximum amounts permitted in each calendar year addressed.

(b) City Residency Incentives. Sworn members and officers of the South Bend Police Department, who establish verified legal residence within any neighborhood within the City of South Bend city limits and reside on a continuous permanent basis within the South Bend city limits, and comply any additional department governing regulations on this topic shall be entitled to the following residency incentive bonus:

<u>2017:</u>	\$400 maximum payable on or before December 15, 2017
<u>2018:</u>	\$400 maximum payable on or before December 15, 2018
<u>2019:</u>	\$400 maximum payable on or before December 15, 2019
<u>2020:</u>	\$400 maximum payable on or before December 15, 2020

(c) Court Time Pay: If an officer or sworn member of the South Bend Police Department is subpoenaed to court or is ordered to appear at any given location to validate a complaint or warrant, and if that officer or sworn member is off-duty, that officer or sworn member shall be paid overtime. Such court time pay shall be paid at the overtime rate of pay. Such officer or sworn member shall receive a minimum of four (4) hours of pay for appearing on his or her scheduled day off; and a minimum of two (2) hours of pay for appearing when off-duty on a regular scheduled workday.

(d) Overtime Pay: If a sworn member is required to remain on duty in excess of the regularly scheduled workday, he or she shall be entitled to overtime pay. Such sworn member shall be paid at the rate of one and one-half (1 ½) times his or her regular rate of pay. Overtime shall be calculated by quarter-hour increments.

(e) Critical Duty Day Pay Stipend: A critical duty day pay stipend is continued in the amount of one hundred fifty and 00/100 dollars (\$150.00). There shall be eight (8) Critical Duty Days established by the Board of Public Safety by proper Board Resolution. Officers and sworn members assigned to the Family Violence/Special Victim's Unit, Country Metro Homicide or the South Bend Community School Corporation, while so assigned, shall not be eligible for the Critical Duty Day pay stipend, while working as a part of his or her regular duty assignments.

(f) Shift Premium Pays: An officer or sworn member scheduled to work and permanently assigned to any of the following types of detail shall be entitled to the following shift premium pays for such work:

<u>Type of Detail</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Second Detail [Afternoons]	\$2,500	\$2,500	\$2,500	\$2,500
Third Detail [Midnights]	\$3,500	\$3,500	\$3,500	\$3,500
Strategic Focus Unit	\$1,200	\$1,200	\$1,200	\$1,200
Investigative Division [evenings]	\$1,200	\$1,200	\$1,200	\$1,200

(g) Seniority-Shift Incentive Premium Pays: Any sworn Patrol Division or Investigative Bureau officer permanently assigned to the afternoon, evening, or midnight shifts shall be entitled to the following additional Seniority-Shift Incentive Premium pays for such work:

<u>Type of Detail</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Second Detail [Afternoon] 8 years or more of service	\$1,100	\$1,100	\$1,100	\$1,100
Third Detail [Midnights] 8 years or more of service	\$1,400	\$1,400	\$1,400	\$1,400

(h) Special Duty Pays: An officer or sworn member who is qualified and scheduled to work in special hazardous duty and/or highly specialized areas of service, shall be entitled to receive Special Duty Pay for such assigned and designated specialties:

<u>Type of Special Duty</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Strategic Focus Unit	\$ 900	\$ 900	\$ 900	\$ 900
K-9 Unit	\$1,150	\$1,150	\$1,150	\$1,150
SWAT	\$1,150	\$1,150	\$1,150	\$1,150
Bomb Technician	\$1,150	\$1,150	\$1,150	\$1,150
Hostage Negotiator	\$ 800	\$ 800	\$ 800	\$ 800
Uniform Crime Scene Technician	\$1,000	\$1,000	\$1,000	\$1,000
Patrol Shift Supervisory Sergeant Pro-Pay				
	\$ 450	\$ 450	\$ 450	\$ 450
Rapid Response (RRT)	\$ 450	\$ 450	\$ 450	\$ 450
Diagramer	\$ 450	\$ 450	\$ 450	\$ 450
Certified Meth Technician	\$ 600	\$ 600	\$ 600	\$ 600

(i) Limited English Proficiency (LEP) Specialty Pay and Sign Language Proficiency Incentive Pay: A Limited English Proficiency (LEP) Pay Program and a Sign Language Proficiency Incentive Pay Program, overseen by the City’s Human Resources Director or his/her designee, who shall monitor the Department’s requirements. All qualifying sworn members who meet the requirements and who are regularly assigned to perform such duties shall be paid the following specialty pay in a lump sum in the last payroll in December of each year of such assignment:

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Limited English Proficiency (LEP)	\$400	\$400	\$400	\$400
Sign Language Proficiency	\$400	\$400	\$400	\$400

with such incentive program payments being limited to the total yearly amount budgeted for the same.

(j) Detective Classification Pay: A qualifying sworn member within the pay classification of Sergeant who had previously been assigned and passed testing to be an Investigator 3rd class on a continuing basis and who began receiving pay under a previous salary ordinance for such work as an Investigator in the Investigative Division is considered grandfathered. Such qualifying Sergeant shall continue to receive an additional annual pay in the amount of six hundred sixty three and 00/100 dollars (\$663.00) only in calendar years 2017, 2018, and 2019. Said pay shall be paid on a divisible amount which is paid on a bi-weekly basis. Said pay shall be prorated in any year a qualifying Sergeant retires, resigns or otherwise leaves employment.

(k) Investigator Pro-Pay: A qualified Patrolman First Class, who is assigned to be an Investigator on a continuing basis, shall be paid at a rate equivalent of the pay of a Non-Supervisory Sergeant set forth in Section II. (a) of this ordinance.

(l) Field Training Officer (FTO) Pay: A qualified Field Training Officer (FTO) shall be entitled to fifty and 00/100 dollars (\$50.00) per day for each day which such person is qualified, assigned and performs field training activities with new recruits.

(m) Division Chief Stipend: The Chief of Police may assign one (1) Division Chief to be “acting

Chief” when he/she is unavailable. Said Division Chief shall receive a stipend of one thousand dollars (\$1,000.00) per year.

(n) Annual Cash Allowance: Officers and sworn members shall receive the following annual cash allowance amounts. One-fourth (1/4) of the annual sums listed shall be paid each calendar quarter:

<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
\$1,400	\$1,400	\$1,400	\$1,400

(o) Longevity Pays: Qualifying officers and sworn members holding the rank of Patrolman First Class and above, shall receive addition compensation in recognition of cumulative service on the South Bend Police Department. Such longevity pays shall be paid in the following amounts in each year:

<u>Cumulative Years of Service on SBPD</u>	<u>Commencement Date</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
4-9 years	Beginning 5 th yr	\$1,200	\$1,200	\$1,200	\$1,200
10-14 years	Beginning 11 th yr	\$2,000	\$2,000	\$2,000	\$2,000
15-19 years	Beginning 16 th yr	\$2,500	\$2,500	\$2,500	\$2,500
20-24 years	Beginning 21 st yr	\$3,250	\$3,250	\$3,250	\$3,250
25 years and over	Beginning 26 th yr	\$4,200	\$4,200	\$4,200	\$4,200

(p) Tuition Reimbursement: Qualifying officers and sworn members of the South Bend Police Department who participate in the Tuition Reimbursement Program shall be entitled to the following maximum dollar amount(s) for approved course tuition:

<u>Course Grade</u>	<u>Maximum Amount Reimbursed by the City of South Bend</u>
A	100% of tuition costs only up to a maximum of \$1,500
B	75% of tuition costs only up to a maximum of \$1,000
C	50% of tuition costs only up to a maximum of \$ 500

Officers and sworn members who wish to participate in this program must give notice to the Services Division Chief prior to registering for a course which has tuition fees, so that funds may be earmarked for potential tuition reimbursement on a “first come, first serve” basis up to the maximum amount budgeted for such purposes for each calendar year by the Common Council. Tuition reimbursement shall be limited to a maximum reimbursement amount of \$2,500 per calendar year to any officer or sworn member participating in the program. All governing regulations must be complied with by any officer or sworn member who participates in the program as a condition of being paid any tuition reimbursement.

(q) Voluntary Physical Fitness Program: The Common Council continues the authorization previously set forth in Ordinance No. 10042-10, Ordinance No. 10192-12, and Ordinance No. 10332-14 to implement a voluntary physical fitness program during 2017, 2018, 2019 and/or 2020, which may have the potential of any officer and/or sworn member of the South Bend Police Department who qualifies under the governing policies and procedures implemented by the Department to earn up to

a maximum of one (1) personal day per calendar year. Such personal day may not be used, if such usage results in overtime costs to the City.

(r) On-Call Duty Pays: Each of the following On-Call Duty Pay categories shall be allotted six hundred fifty 00/100 dollars (\$650.00) per category per year for calendar years 2017, 2018, 2019, and 2020, and shall be divided among the assigned police officers in each of these categories. Such division of pay shall be determined according to the frequency of assigned on-call days in the respective category and shall be paid on a quarterly basis. The On-Call Duty Pay categories are as follows:

All officers assigned to the Investigative Bureau
Traffic On-Call Diagramer
Traffic On-Call Duty Officer

(s) Life Insurance: The City of South Bend shall continue to provide life insurance coverage on all sworn members and officers of the South Bend Police Department in an amount equal to the amount of the sworn member's and officer's base pay.

(t) Health Insurance: Each active sworn member and upper level policy makers who are also referred to as officers of the South Bend Police Department who has met the eligibility requirements shall have the opportunity to participate in the City's comprehensive major medical insurance program. The contribution of such individuals shall be no greater than the contribution of other City employees receiving the same benefits, and the level of benefits shall be no less than the level for other City employees. The bi-weekly contributions for health insurance coverage for active sworn members and upper level policy makers of the South Bend Police Department for calendar year 2017 shall be as set forth on the attached Exhibit A, which is incorporated herein by reference.

The contribution for police pensioners who are members of the Fraternal Order of Police, Lodge No. 36 who retire after January 1, 1997, and who desire coverage from the City's self-funded insurance program for calendar year 2017 shall be as set forth in attached Exhibit A.

Benefits for qualifying police pensioners shall not begin until such pensioner or dependent spouse of such pensioner is fifty-two (52) years of age and shall cease when such pensioner or the dependent spouse of such pensioner reaches sixty-five (65) years of age, as further addressed in the 2017-2020 Working Agreement, as to be approved by the Board of Public Safety.

Section IV. Severability.

If any part, section, subsection, paragraph, sentence, clause or phrase of this ordinance is for any reason declared to be unconstitutional or otherwise invalid, such decision shall not affect the validity of the remaining portions of this ordinance.

Section V. Effective Date.

This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

Council Member John Voorde
Member of the Common Council

Council Member Karen L. White
Member of the Common Council

Council President Tim Scott
Member of the Common Council

Attest:

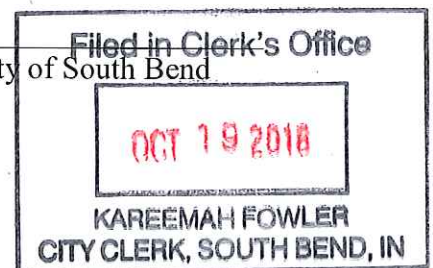
Office of the City Clerk

Presented by me to Pete Buttigieg, Mayor of the City of South Bend, Indiana, on the _____ day of _____, 2016, at __ o'clock __. m

Office of the City Clerk

Approved and Signed by me to Pete Buttigieg, Mayor of the City of South Bend, Indiana, on the _____ day of _____, 2016, at __ o'clock __. m

Pete Buttigieg, Mayor of the City of South Bend



1st READING
PUBLIC HEARING
3rd READING
NOT APPROVED
REFERRED
PASSED

Health Insurance-General Benefit Plan

	Plan 1 PPO Plan	Plan 2 HRA Plan
Deductible – Single	\$1,000	\$2,500
Deductible – Family	\$3,000	\$5,000
HRA Funds – Single	N/A	\$500
HRA Funds – Family	N/A	\$1,000
Coinsurance (Plan Pays)	80%	80%
Out of Pocket Maximum–Single (including deductible)	\$4,000	\$5,000
Out of Pocket Maximum–Family (including deductible)	\$8,000	\$10,000 Family
Office Visit for Primary Care Provider	\$30	Deductible & Coinsurance Apply
Office Visit for Non-Primary Care Provider	\$60	Deductible & Coinsurance Apply
Preventive Care	100%	100%
Emergency Room	\$200 Copayment + 20%	Deductible & Coinsurance Apply
Urgent Care Center	\$75 Copayment	Deductible & Coinsurance Apply
Outpatient Facility Services	Deductible + 20%	Deductible & Coinsurance Apply
RX-Retail	20%, 30%, 40%	Deductible & Coinsurance Apply

Employee Cost (Bi-Monthly)

PPO	2016		2017		
	Employee Cost	Employee Cost with Wellness	Employee Cost	Employee Cost with Wellness	Employee & Spouse Wellness Rate
Employee Only	\$ 70.93	\$ 30.20	\$ 73.77	\$ 31.77	NA
EE & Spouse Only	\$ 187.30	\$ 97.97	\$ 194.79	\$ 152.79	\$ 110.79
Employee & Child(ren) Only	\$ 102.30	\$ 60.43	106.39	\$ 64.39	NA
Employee & Family	\$ 194.81	\$ 108.18	202.60	\$ 160.60	\$ 118.60
Employee & Spouse Surcharge	\$ 217.30	\$ 127.97	229.79	\$ 187.79	\$ 145.79
Employee & Family Surcharge	\$ 224.81	\$ 138.18	237.60	\$ 195.60	\$ 153.60

Employee Cost (Bi-Monthly)					
HRA	2016		2017		
	Employee Cost	Employee Cost with Wellness	Employee Cost	Employee Cost with Wellness	Employee & Spouse Wellness Rate
Employee Only	\$ 52.41	\$ 40.02	\$ 54.51	\$ 22.51	NA
EE & Spouse Only	\$ 126.00	\$ 61.20	\$ 131.04	\$ 99.04	\$ 67.04
Employee & Child(ren) Only	\$ 73.60	\$ 41.00	\$ 76.54	\$ 44.54	NA
Employee & Family	\$ 132.97	\$ 68.17	\$ 138.29	\$ 106.29	\$ 74.29
Employee & Spouse Surcharge	\$ 156.00	\$ 91.20	\$ 166.04	\$ 134.04	\$ 102.04
Employee & Family Surcharge	\$ 162.97	\$ 98.17	\$ 173.29	\$ 141.29	\$ 109.29

Retiree Cost Share Per Month-Active Union Member				
	2016-PPO	2017-PPO	2016-HRA	2017-HRA
Employee	\$200.00	\$210.00	\$125.00	\$132.00
Employee & Spouse	\$600.00	\$630.00	\$375.00	\$394.00
Employee & Children	\$435.00	\$457.00	\$280.00	\$294.00
Employee & Family	\$835.00	\$877.00	\$530.00	\$557.00

Retiree Cost Share Per Month-Non Active Union Member				
	2016-PPO	2017-PPO	2016-HRA	2016- HRA
Employee	\$250.00	\$260.00	\$175.00	\$182.00
Employee & Spouse	\$650.00	\$680.00	\$425.00	\$444.00
Employee & Children	\$485.00	\$507.00	\$325.00	\$344.00
Employee & Family	\$885.00	\$927.00	\$580.00	\$607.00