
ORDINANCE No. 10684-19

Passed by the Common Council of the City of South Bend, Indiana _____

October 14, 20 19

Attest: Dawn M. Jones City Clerk
Dawn M. Jones

Attest: [Signature] President of Common Council

Presented by me to the Mayor of the City of South Bend, Indiana _____

October 14, 20 19

Dawn M. Jones City Clerk
Dawn M. Jones

Approved and signed by me October 15 20 19

[Signature] Mayor

BILL NO. 44-19

ORDINANCE NO. 10684-19

**AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND,
INDIANA FIXING MAXIMUM WAGES OF TEAMSTER EMPLOYEES FOR
CALENDAR YEARS 2017-2020**

STATEMENT OF PURPOSE AND INTENT

This Ordinance sets forth the monetary aspects of the agreement reached between the City Negotiating Team and the Teamster's Negotiating Team on October 19, 2016.

The overall guidelines used in this Ordinance are consistent with the overall negotiating criteria used for all City employees.

This Ordinance is in the best interest of the City and the affected Teamster employees.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA, as follows:

Section I. Maximum Compensation

- (a) The maximum amounts to be paid as compensation for Teamster employees for the City of South Bend, Indiana are hereby established as set forth in the attachment, which is incorporated herein by reference. The amounts set forth are consistent with the recommended procedure of the State Board of Accounts dated March 1993. Accordingly, wages are set and paid on a Bi-Weekly basis. Amounts by department and alphabetical position are set forth as well as the hourly wage for each position.

Section II. Holidays, Vacations and Other Monetary and Fringe Benefits Incorporated by Reference.

- (a) **Holidays.** Holidays for Teamster employees shall be as set forth in the Collective Bargaining Agreement, incorporated herein by reference.
- (b) **Vacations.** Vacation for Teamster employees shall be as set forth in the Collective Bargaining Agreement, incorporated herein by reference

(c) **Insurance.**

- (1) **Comprehensive Major Medical Insurance Program/Preferred Provider Organization (PPO).** The City shall maintain a comprehensive major medical insurance program that all Teamster employees may participate in.
- (2) **Short and Long-Term Disability.** Short and Long-Term Disability shall be as set forth in the Collective Bargaining Agreement and the City's Personnel Policies and Procedures Manual, as it may be amended from time to time, which is incorporated herein by reference.
- (3) **Payment for Election to Leave Employer's Comprehensive Major Medical Insurance Program.** The City shall pay one hundred and thirty dollars (\$130) per month to any Employee who elects to leave the City's comprehensive major medical insurance program to be covered by another program for which the City makes no contribution. This election shall not be mandatory, and the Employee who made such election may return to the City's comprehensive major medical Insurance Program, provided that the conditions of the City's Comprehensive Major Medical Insurance Program are met, and the contributions specified herein are made, but in such event said Employee shall forfeit the one hundred and thirty dollars (\$130) payment per month thereafter.
- (4) **Life Insurance.** The City shall provide term life insurance coverage in an amount not less than Fifteen Thousand Dollars (\$15,000) for each Teamster employee. Such insurance shall become effective upon the award of a group life insurance bid by the Board of Public Works, or upon the beginning of the plan year, whichever is later.
- (5) **Benefit Waiting Period.** The City notes that life insurance, comprehensive major Medical Insurance, and short-term disability programs require a minimum of sixty (60) day eligibility period; and that the long-term disability program requires a minimum of a ninety (90) day eligibility period which Teamster employees must meet.

(d) **PERF Contribution.** The City shall contribute one- and one-half percent (1.5%) of the Employee's required three percent (3%) contribution to the Indiana Public Employee Retirement Fund ("PERF") under Ind. Code 5-10.2-3-2. Employees are responsible for the remaining one- and one-half percent (1.5%) contribution to PERF.

(e) **Longevity.** In recognition of certain Employee's dedicated service to the City, the following Longevity Bonus Plan is provided according to the contract terms and conditions:

0-5 Years	= \$0
6-10 Years	= \$150
11-15 Years	= \$200
16-20 Years	= \$250
21+ Years	= \$350

(f) **Other Monetary Fringe Benefits.** All other fringe benefits shall be as set forth in the City's Personnel Policies and Procedures Manual as it may be amended from time to time and the Collective Bargaining Agreement. If there is a conflict between Policy and the Bargaining Agreement, the Bargaining Agreement shall prevail.

(g) **Early Retirement Incentives.** The Mayor shall have discretion to offer an early retirement incentive program that may take the form of a bonus upon retirement for years of service or assistance with health insurance for a retiree who isn't Medicare eligible. Such assistance shall not exceed one (1) year. Any such bonus or assistance must be approved by the Mayor and Controller and are subject to appropriation by the Common Council before any such bonus or assistance may be paid.

I.C. 5-10.2-3-1.2 permits employers to purchase one year for every five years of service for employees in PERF covered positions under certain conditions. The Mayor shall have discretion to offer such early retirement incentive program, pursuant to statute, after consultation with the Controller and after appropriation by the Common Council.

(h) **Definition of Full-Time Employee.** Full-time employees are those employees who are not in a part time status and who are regularly scheduled to work the City of South Bend's full-time scheduled, forty (40) hours per week, or a reduced full-time schedule of thirty (30) hours or more per week as approved by the Mayor on a voluntary basis. Such employees are eligible for the Employer's Benefits Package subject to the terms and conditions and limitations of each benefit program.

(i) **Definition of Part-Time Employee.** Part-time employees are those employees who are not assigned to a full-time status and who are scheduled to work less than the City of South Bend's full-time schedule, not to exceed one thousand five hundred eight (1,508) hours per year. While they do receive certain mandated benefits (such as worker's compensation and social security benefits), they are not eligible for other City benefit programs.

Section III.

Additional Appropriation and State of Indiana Approval

Any appropriation for 2020 PERF contributions required by this ordinance are approved by the Common Council, and the Mayor or his designee is authorized to execute any documents related thereto required by any agency of the State of Indiana.

Section IV.

Effective Date

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



Tim Scott, Council President
South Bend Common Council

Attest:

Dawn M. Jones

Dawn M. Jones, City Clerk
Office of the City Clerk

Presented by me, the undersigned Clerk of the City of South Bend, to the Mayor of the City of South Bend, Indiana on the 14th day of October, 2019, at 2 o'clock P.m.

Dawn M. Jones

Dawn M. Jones, City Clerk
Office of the City Clerk

Approved and signed by me on the 15th day of October, 2019, at 2 o'clock P.m.

Pete Buttigieg

Pete Buttigieg, Mayor
City of South Bend, Indiana

1st READING 9/23/19
PUBLIC HEARING 10/14/19
2nd READING 10/14/19
NOT APPROVED
~~REFERRED~~
PASSED 8/0