



TOWN COUNCIL REGULAR MEETING

Thursday, July 03, 2025 at 7:00 PM

Council Chamber Bristol Municipal Complex

AGENDA

This meeting is held in the Bristol Municipal Complex is open for in-person participation.

The meeting is live streamed on Town of Bristol YouTube channel.

Livestream link is available on the Town Website

Bristol Indiana - YouTube

1. **CALL MEETING TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **ROLL CALL**
4. **APPROVAL OF AGENDA**
5. **APPROVAL OF INVOICES**

REPORTS

6. **TOWN MANAGER**

- a. Sign Crafters - Adam Skrzyszewski Town Hall signage presentation.

Town Hall sign funding options : North TIF 132 current balance =\$8,480

Cum Cap Dev 4424 projected EOY balance = \$453,409

EDIT 4436 projected EOY balance =\$ 317,944

- b. Welcome to Bristol signs survey update

- c. SRF - funding request. # 27 \$35,561 JPR for engineering services

- d. SRF payment request # 28 for Phoenix Fabricators

\$449,540.00 to Phoenix Fabricators

\$ 26,660.00 to retainage fund

- e. Face Book policy | Mike/ Alex Decide how Bristol's Facebook page will be used.

1. As a public forum. We establish a comments policy (packet includes Amnesty International's policy)
2. As a Government Communication page. No comments allowed.

Note: Bristol's Facebook page is monitored by Archive Social. By state statute our social media account is constantly archived. All posts and comments are archived for retrieval for use in litigation or public records requests. All posts and comments are archived including deleted and hidden comments.

f. Project Updates

1. Water Tower

2. Water Main work on North River Road -

Niblock successfully completed the connection to the existing main on the east end of CR 8, just east of Swan. Additionally, the connection into the Riverwatch neighborhood on Turtle has been completed. For the remainder of the week, Niblock will focus on restoration work along CR 8. The asphalt patches that were removed on Turtle have been temporarily filled with crushed concrete until an asphalt crew becomes available. A pressure test was conducted from Turtle to the end of the line at station #344+50, which passed successfully.

3. Waste Water Plant

4. Development Standards - Scheduling a meeting with business owners in the downtown area and the transition area at 10:00 am and then follow with an evening meeting for the general public at 6:00 pm. The day will be July 21.

7. CLERK-TREASURER

- a. software services - Boyce Cloud approx \$9,585 includes annual fee, implementation and training

- b.** Salary Ordinance amendment 7.3.2025-12 . Increase Street department employee \$1 per hour.

Motion to approve in one reading (needs unanimous support)

Motion to approve amended salary ordinance 7.3.2025-12

8. TOWN ATTORNEY

- a. Status of I& M easement title

9. PRIVILEGE OF THE FLOOR (Public Comments to Council)

- a. Please state your name and address | 3-minute guideline for comments

10. TOWN COUNCIL DISCUSSION ITEMS

- a. Doug DeSmith

- b.** Dean Rentfrow
- c.** Cathy Burke
- d.** Gregg Tuholski
- e.** Jeff Beachy

NEXT MEETINGS:

July 15 7:00 pm: Work session. B/T water sewer rate study

July 17 7:00 pm: Regular Council meeting

11. MOTION TO ADJOURN



VALUE
INNOVATION
COMMUNICATION
EXPERIENCE



800.659.6319
574.674.5055



216 LINCOLNWAY EAST
OSCEOLA, IN 46561



USSIGNCRAFTERS.COM
INFO@USSIGNCRAFTERS.COM

| SINCE 1993

Date: 6.30.2025

To: Town of Bristol – Mike Yoder

Location: Town of Bristol

Artwork: Bristol town hall(06-23-2025).pdf

Completion Date: 6 to 8 weeks

Scope or Description of Work: Fabricate and install one (1) double sided illuminated monument sign and one (1) double sided non-illuminated monument sign.

Price of Sign & Installation:

Sign A: All inclusive Brick Base Illuminated: \$30,000.00

Sign B: All inclusive Brick Base Non-illuminated: \$13,500.00

Total: \$43,500.00

Sign A: Brick base and concrete pad by others – Illuminated: \$18,500.00

Sign B: Brick base and concrete pad by others – Non-illuminated: \$9,300.00

Total: \$27,800.00

Sign A: Faux Brick Base – Illuminated: \$24,000.00

Sign B: Faux Bric Base – Non-illuminated: \$14,100.00

Total: \$38,100.00

Thank you for this opportunity to be of service.

ACCEPTANCE OF PROPOSAL

This project will go to production once the contract is accepted and signed, a down payment is received, and the permit is acquired. To secure a permit we may require a provided site plan. Ensure all artwork & colors are correct before signing proposal. Changes of any kind will require new proposal, artwork and signature. Once deposit and proposal is secured by US Signcrafters any changes made are subject to additional cost. Progress billings shall be submitted based on completion of work. Each billing shall be certified by US Signcrafters to be true and accurate, shall be based on the percentage of projects completion as of the date of billing, and shall include all project related expenses. Payments shall be due upon receipt.

INITIAL HERE

Private utilities on your property will NOT be marked by Indiana 811, MISS DIG 811 or other 811 DIG services because they are not owned by 811 members. These can include underground lines like an electric line or water line, lines to septic tanks, electric lines to out buildings or landscape lighting, lawn sprinkler systems and more. If you think you might have a private utility on your property, you should contact a private utility locator company to locate any additional privately-owned utilities.

INITIAL HERE

Any sign(s) that are illuminated and require new primary electric to be run and/or connected must be done by a qualified electrician. This is not included in our proposal. We can provide hookup if electric is within ten feet.

INITIAL HERE

Any alteration or deviation from the above specifications involving extra costs, will be executed only upon written orders, and will become an extra charge over and above the agreement. All agreements are contingent upon strikes, accidents, or delays beyond our control. It is agreed that this contract shall be construed according to the State of Indiana. The sign contractor will not be responsible for errors in plans, designs, specifications, or drawings furnished by the customer.

INITIAL HERE

When a duly authorized person of each party signs this contract, all provisions contained herein become binding part of this contract, and there is no other agreement or understanding of any nature unless specifically incorporated within the contract. The above prices, specifications, and conditions are satisfactory and hereby accepted. The sign contractor is authorized and responsible to execute the work as specified and shall retain title of the goods until payment of the full purchase price, subject to allocation of payments and release security interest as required by law. Customer agrees to make the payments as outlined above and agrees to safely keep the goods free other liens and encumbrances. The full balance shall become due upon default, with customer paying all reasonable attorney fees and cost of collection. Upon default, the sign contractor is entitled to retain all payments by the customer together with any deficiency due from the customer and sign contractor shall have the right to retake possession of the goods contracted in this agreement.

INITIAL HERE

Artwork developed for this proposal is a courtesy included at no charge. However, should this design be requested for other outside uses other than the sign contractor, it would be available at an additional cost of \$125.00 which includes converting the artwork to other usable files.

INITIAL HERE

The balance is due Net 30 days upon receipt of the final invoice. All late payments are subject to an additional 20% charge and possible filing of a lien. Should litigation be necessary for collection customer agrees to pay legal fees. This document constitutes the full agreement. Any additional changes must be agreed in writing. Verbal agreements shall not be deemed binding.

INITIAL HERE

Price is valid for 14 days and is subject to change with a revised proposal. Price assumes adequate access, timeline and normal site condition, otherwise price is subject to change.

Sign Down Payment Requirements: 50% down payment required with acceptance of this proposal/contract.

INITIAL HERE

The final invoice will include the following as applicable once the project is completed. These items are in addition to the above price and your choice of down payment.

Permit and Admin Costs: N/A

Sales Tax: N/A

Engineering: N/A

Acceptance of Project Description and Cost

Job Title & Company Name (Printed)

Date

Contract respectfully submitted on

behalf of US Signcrafters by:

Adam Skrzyszewski

WARRANTIES

Life of a sign is defined as 5 to 7 years. Please check with your insurance company.

Note: Many marketing companies do not manufacture or control the manufacturing of the products they sell. In the recent years there has been a trend among some of these marketing firms to offer initially impressive warranties to assist in securing sales. Such warranties are typically based upon nationwide statistics of end user apathy and severely limited by ambiguous definitions of warranty coverage. We take great measures to ensure high quality in our offered signs. However, every sign is a “durable” product that will deteriorate over time. Therefore we offer the following warranty:

US Signcrafters warrants the following to the purchaser of our signs subject to the following conditions:

All workmanship and materials are guaranteed for 1 year.

Sign Structure, Sign, Canopy & Archway: Under normal use and service should the sign structure or identification or changeable copy area malfunction within the first year (1) from date of shipment or installation due to defects in workmanship or materials US Signcrafters will at its option repair or replace any of the defective materials.

LED Electronic Display: US Signcrafters is not the manufacturer of LED Display signs, instead they are purchased from our LED sign vendors and we pass along the standard manufacturer’s warranties. Damage caused from abuse, misuse, misapplication or accidental damage outside of our control is excluded from this warranty. US Signcrafters will at its option replace or repair the malfunctioning part(s) with the help of our component suppliers.

Additional Warranty Terms: Warranty claims must be registered with US Signcrafters within 30 days of damage or malfunction. US Signcrafters reserves the right to visit the site of the installation or to require documentation from a third party before assuming responsibility. Damaged or defective parts will be covered under this warranty. Removing and reinstalling these parts prior to our authorization terminates the warranty coverage. All signs must have a primary electric disconnect switch and must be installed by a licensed electrician.

Service to a damaged or malfunctioning sign purchased from US Signcrafters without authorization from US Signcrafters is not covered under this warranty.

In the event of damage from shipping it is the responsibility of the buyer to refuse delivery that will cause the sign to be returned for repairs.

The foregoing warranty is exclusive and in lieu of all other warranties whether written, oral or implied.

US SIGNCRAFTERS, Inc. | Building Impressions

P 574.674.5055 / F 574.674.5255 / 800.659.6319216

Lincolnway East - Osceola, Indiana 46561

www.ussigncrafters.com



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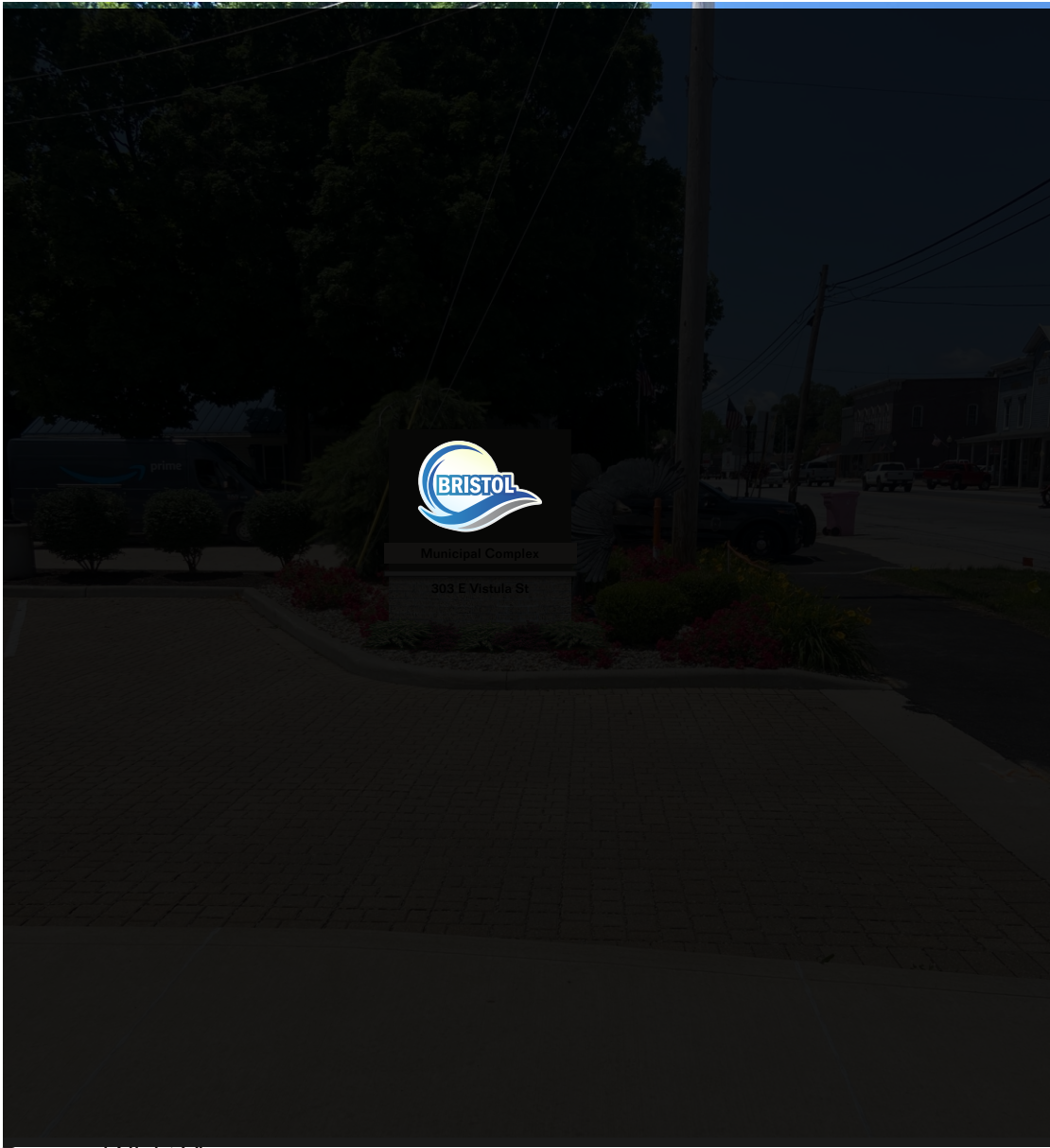


Proposed

Eagle to be relocated to landscaping area in front of Municipal Complex Building

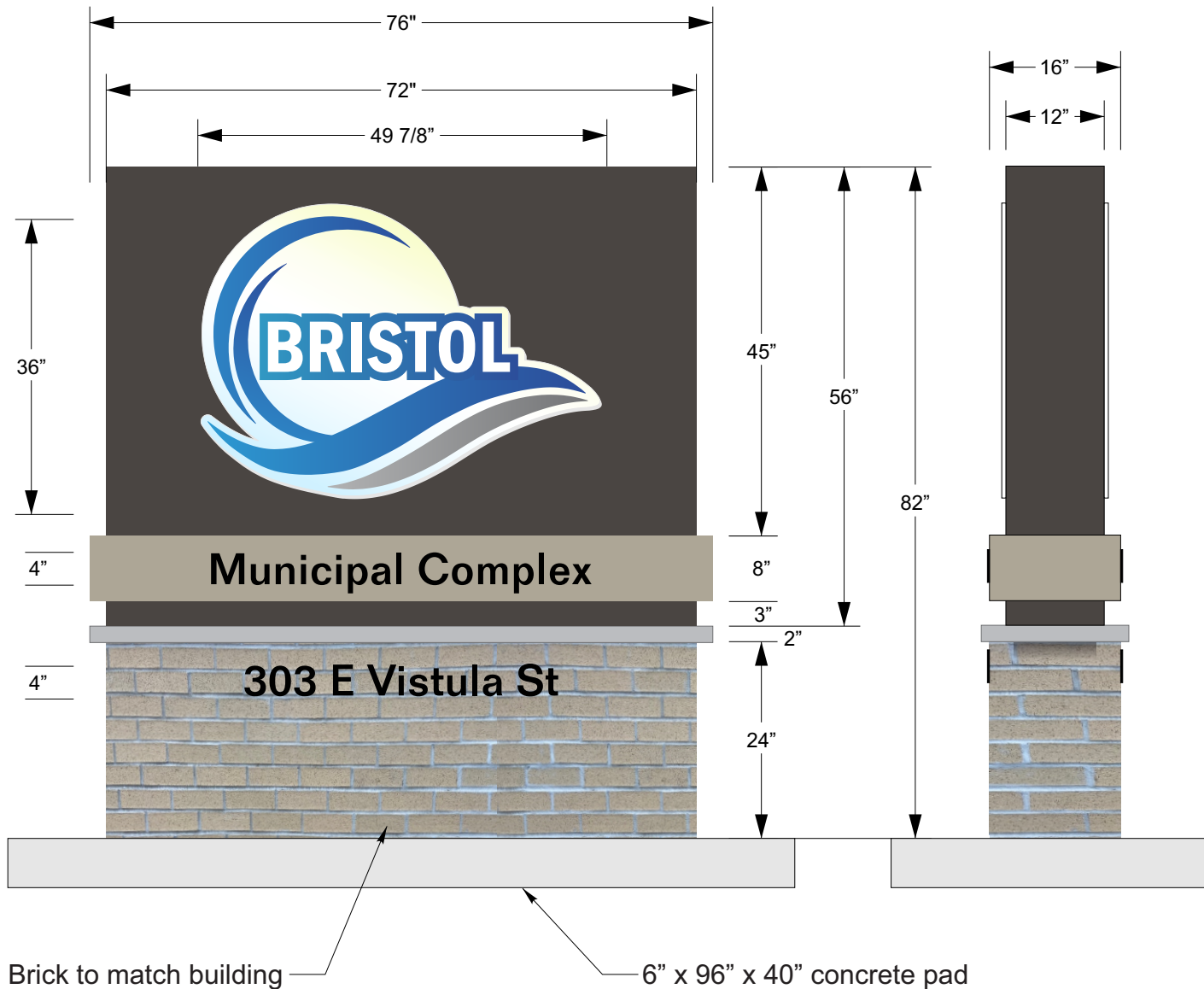
One (1) double sided illuminated monument sign. Painted 56" high x 72" wide x 12" deep cabinet routed with push thru logo. 8" high painted aluminum band with 4" high x 1/4" thick black acrylic letters "Municipal Complex." Brick base with a limestone cap. 4" high x 1/4" thick address mounted to base.

Scale = 1:20



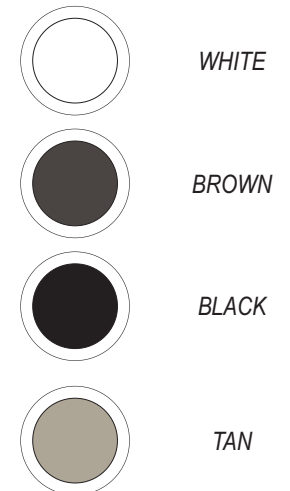
Proposed Night View

Scale = 1:20



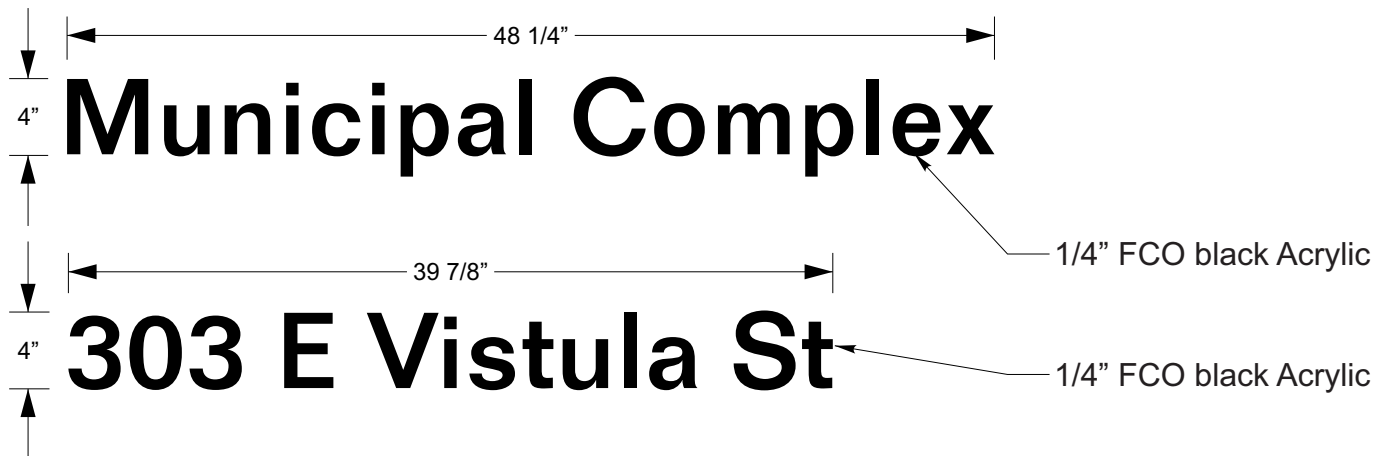
Scale = 1:20

• SPECIFICATIONS: COLORS

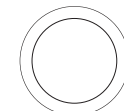


• SPECIFICATIONS: FABRICATION

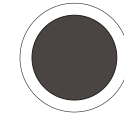
- Quantity: One (1) double face
- Overall Height: 82"
- Overall Width: 76"
- Faces: aluminum cabinet
- Total Square Feet: 42.2sq'



• SPECIFICATIONS: COLORS



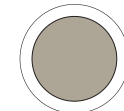
WHITE



BROWN



BLACK



TAN

Scale = 1:10

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CLIENT APPROVAL & D

12

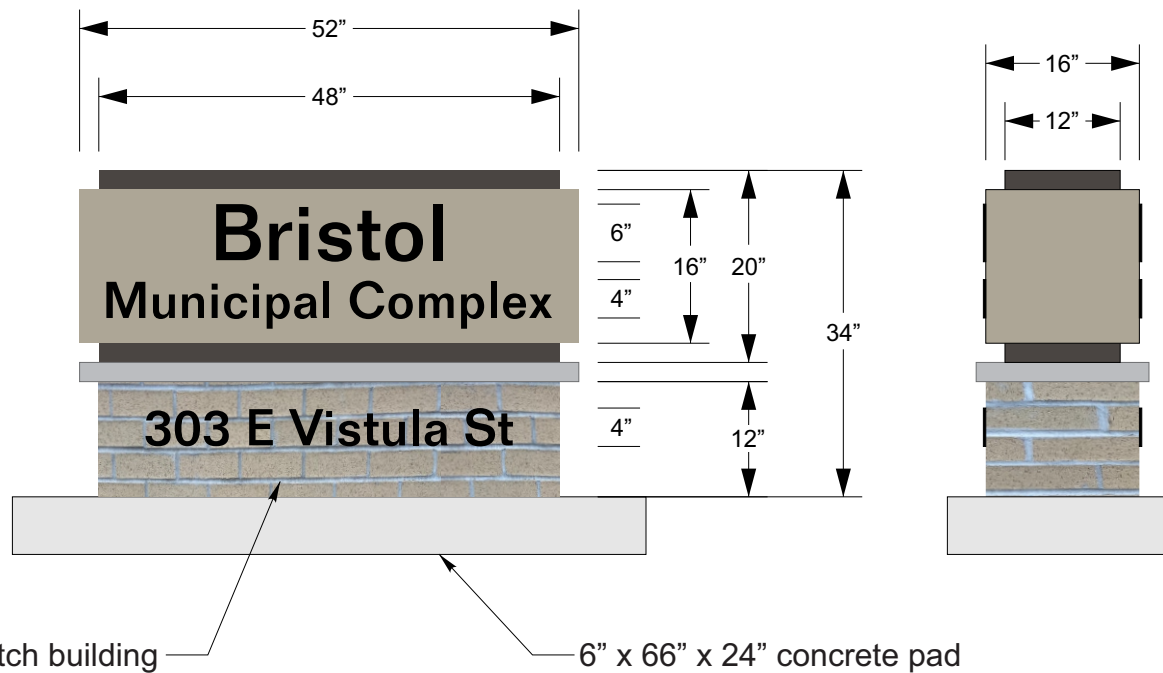


Proposed

One (1) double sided non illuminated monument sign. Painted 20" high x 48" wide x 12" deep cabinet. 16" high painted aluminum band with 6" high x 1/2" thick "Bristol" black acrylic letters and 4" high x 1/2" thick "Municipal Complex" black acrylic letters. Brick base with a limestone cap. 4" high x 1/4" thick black acrylic address attached to base.

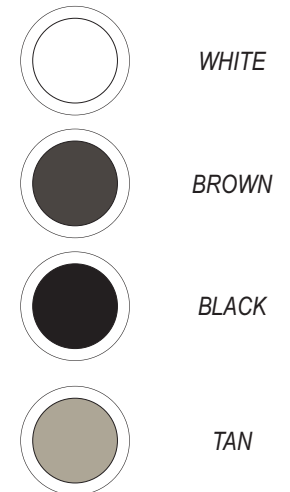
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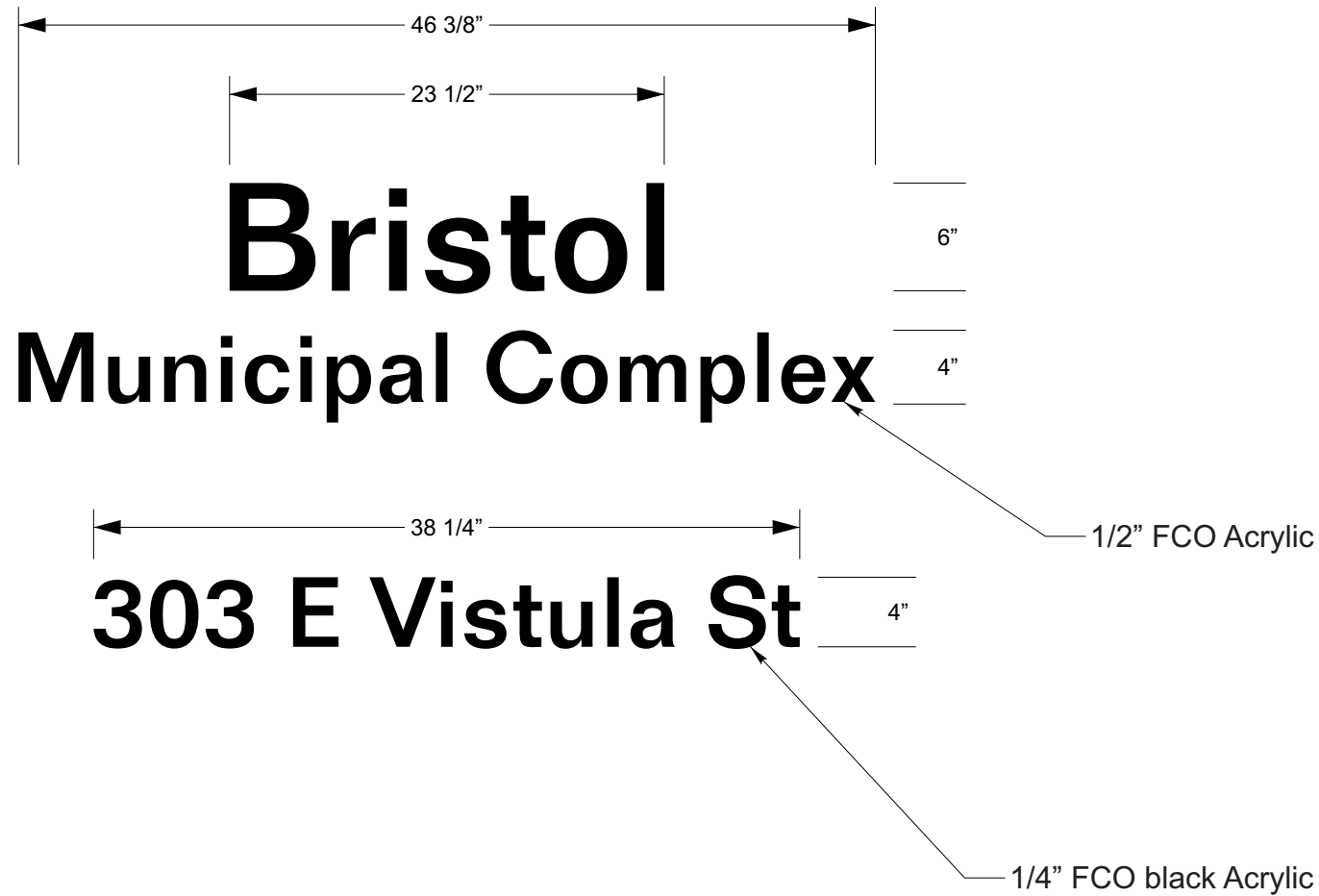
Scale = 1:20

• SPECIFICATIONS: COLORS



• SPECIFICATIONS: FABRICATION

- Quantity: One (1) double face
- Overall Height: 34"
- Overall Width: 52"
- Faces: aluminum cabinet
- Total Square Feet: 12.2sq'



• SPECIFICATIONS: COLORS



BLACK

Scale = 1:10

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CLIENT APPROVAL & D

1	anonymous	I love the dark sign! Really pops!
2	anonymous	Need several distinct different designs to choose from-the blue and grey “wave” is not good at all- consider a river etc modern look....
3	anonymous	#3— bright colors !
4	anonymous	I miss the old sign. Maybe an updated version of the old sign to give some nostalgia?
5	anonymous	Do Not spend \$\$\$ on new signs just touch up the old ones .
6	anonymous	The current design has a personal, small town charm. It really feels welcoming! All of the new designs are very commercialized and look like a logo that would be on a factory building. While they are modern and may be good for a business, they do not convey the same warm, hospitable feeling that the current sign does.
7	anonymous	I love the look of the old sign. It represents our town heritage.
8	anonymous	I like the original and many of the new. The darker (option 6) looks most contemporary. And will probably fair the weather and years better. Nice to include both slogan and charter year. I like that option 2 has swoop up and not just plain rectangle. Thanks!!
9	anonymous	My favorite is the last, but I would love it more if chartered 1835 was on the sign itself and great place to visit, wonderful place to live was under the sign.
10	anonymous	The old sign feels more "hometown" friendly. The design for the town of Bristol logo doesn't well reflect the way I personally view this town and the atmosphere in it. I'm all for updated and not falling apart, but the old sign is more than nostalgic, it's us ❤️
11	anonymous	I think #6 and make the BRISTOL reflective....
12	anonymous	Please keep the original. It has so much more character. The others are generic.
13	anonymous	Make the sign out of carved wood and give it more of a historical look.
14	anonymous	All of the new signs look industrial and unwelcoming. Please keep the old style. It is much more charming and friendly.

15	anonymous	Stop spending money we don't have for things we don't want.
16	anonymous	where is the one for County Road 104????
17	anonymous	Unfortunately greed is making this less of a wonderful place to live and it makes many of us long time Bristol town and county Residents very sad (and disappointed with the powers making it what it is turning in to instead of the town we used to Love and be proud to call home). 😞
18	anonymous	Keep the original. A classic is a classic for a reason.
19	anonymous	Keep the old sign or #2.
20	anonymous	History doesn't need to be rewritten. Change isn't always a good thing.
21	anonymous	I love Bristol, been here most of my life. But truthfully what do we have that would cause people to want to visit? That's why I can't go with some of the signs.
22	anonymous	Can we fix the apartments by the golf course instead
23	anonymous	6
24	anonymous	Do the signs really need replaced? Seems like there are more important things to spend our money on.
25	anonymous	Keep the one we have
26	anonymous	When were the signs last replaced? I feel like they aren't super old, that it has been pretty recent. If they are already in need of replacing, then maybe a more hearty wood, or maybe the option to put sealant over every so often as needed would be better option, going forward. I think the current design is much more appealing than the other options given, no need to change it.
27	anonymous	I like the nostalgia of this one.

28	anonymous	The new signs are all too postmodern, reductionistic/ there isn't enough character as the old. Either keep the old or maybe do a sign making contest and let the best design win. I'd probably enter
29	anonymous	Honestly, none of these truly capture Bristol as well as the original. The contrast on option 6 is poor. The man on 7? Really? Way to exclude women and children. If you use the silhouette, you need it be a family- but please be inclusive of those with exceptional needs like the ADEC clients.
30	anonymous	Keep it old school it's my childhood memory of small town Bristol I know we are growing but let not modernize a historical town
31	anonymous	The new design and all its variations are very bland and have a dated feel. The old version has more charm in my opinion.
32	anonymous	The tagline small typeface is too small to read Like the dark background for overall rereadability but a dark background may require more upkeep due to fading.
33	anonymous	Option 2 Bristol sign, along with adding option 3 bottom small sign great place to visit sign.
34	anonymous	Keep it nostalgic
35	anonymous	Keep the old sign
36	anonymous	I think the Bristol logo is bad. Needs a rebrand. The swishes for swishes sake? Let's work on that first.
37	anonymous	Let people have their chickens and keep data centers out of Bristol.
38	anonymous	We really need to put Indiana in there
39	anonymous	Save the money
40	anonymous	#3
41	anonymous	9

42	anonymous	Don't change what isn't broken. Minimalism is fine but let's keep the same design elements and details, chartered 1835, "great place to..."
43	anonymous	I feel like the original sign keeps the friendly neighborhood vision of Bristol, but the brown/black sign also looks rustic and charming. Most of the white signs feel too bland and unwelcoming, especially the ones with only the year and not the tagline.
44	anonymous	Don't put Bristol in all caps
45	anonymous	Keep what we have. These others are extremely underwhelming.
46	anonymous	Better designs needed. These are very impersonal.
47	anonymous	Either keep what we've got or the round/oval-ish one. Not much choice, just color change. DO NOT get one with texture, it will look worse sooner. Eight choices.....hahahahahahaha!!
48	anonymous	The new designs are bland and lacking vibrancy and character. The old signs are part of town history. If we have to replace them, at least use the same design.
49	anonymous	Find new designs. These look like white washed 80s versions
50	anonymous	Stop changing everything about Bristol !
51	anonymous	I like the current design.

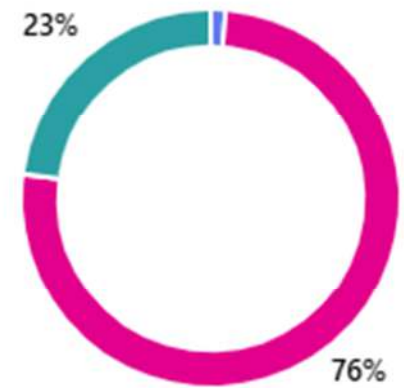


June 23, 2025 at 2:30 pm 257 responses

July 2, 2025 at 11:03 am 274 responses

● My Favorite	2
● No	119
● I like it	36

OPTION 1



No = 119

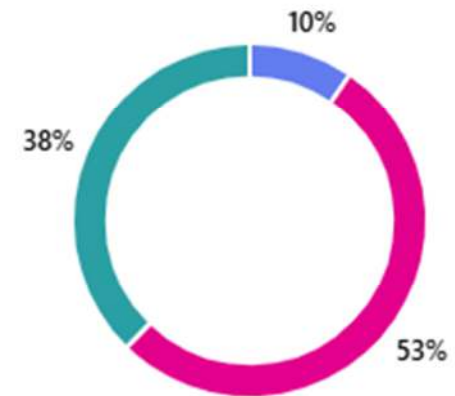
Favorite = 2

Like it = 36

Total favorable = 38

● My Favorite	16
● No	88
● I like it	63

OPTION 2



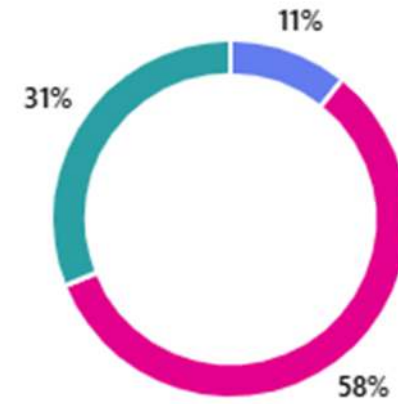
No = 88

Favorite = 16

Like it = 63

Total favorable = 79

● My Favorite	18
● No	97
● I like it	52



OPTION 3



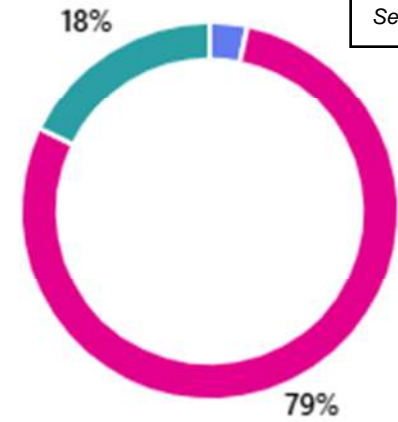
No = 97

Favorite = 18

Like it = 52

Total favorable = 70

● My Favorite	5
● No	124
● I like it	28



OPTION 4



No = 124

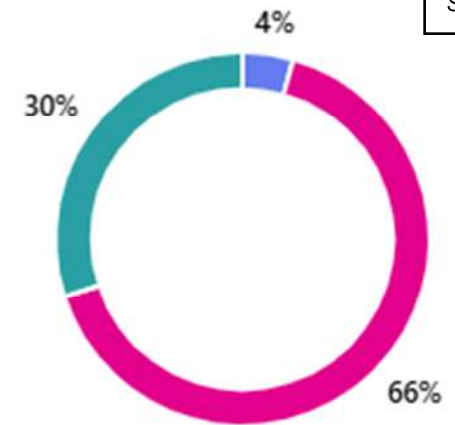
Favorite = 5

Like it = 28

Total favorable = 33

● My Favorite	7
● No	105
● I like it	48

OPTION 5



No = 105

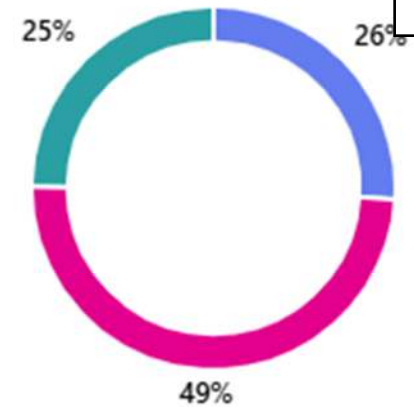
Favorite = 7

Like it = 48

Total favorable = 55

● My Favorite	46
● No	87
● I like it	44

OPTION 6



Section 6, Item b.

No = 87

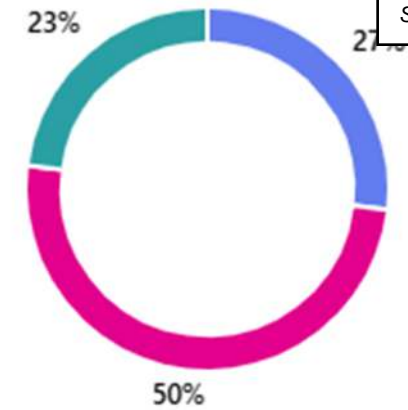
Favorite = 46

Like it = 44

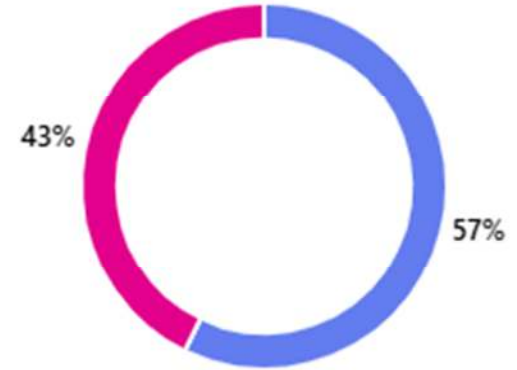
Total favorable = 90

OPTION 7

● My Favorite	47
● No	88
● I like it	40



● Keep this version	124
● Time to update the sign	93



SRF DISBURSEMENT REQUEST FORM

Section 6, Item c.

SECTION 1: PARTICIPANT INFORMATION				SRF LOAN NUMBER: DW22282001			
SRF Participant:	Town of Bristol Water Utility			UEI Number:	NF35QSFKCC57		
Participant's Mailing Address:	PO Box 122						
City:	Bristol			State:	IN	Zip Code:	46507-9489
Participant's Contact:	Mr. Mike Yoder	Contact Phone:	574.848.7007	Contact Email:	mikeyoder@bristol.in.gov		
Authorized Representative:	Ms. Cathy Antonelli			Auth. Rep. Email:	townclerk@bristol.in.gov		
Participant's Bank:				Mailing Address:			
City:				State:		Zip Code:	
Account Name:				Routing Number:			Account Number:

SECTION 2: DISBURSEMENT INFORMATION				REQUEST NUMBER: 27			
SRF Funding Source to be used for this Request (if multiple sources are being used to pay one invoice, submit a separate DRF for each source):							
<input checked="" type="checkbox"/> SRF Primary Funds	<input type="checkbox"/> SRF Secondary Funds	<input type="checkbox"/> Local Funds; TYPE:	<input type="checkbox"/> Other Funds; TYPE:				
Beginning Balance of this Funding Source:						\$ 10,797,873	
Total Amount of Previous Disbursements for this Funding Source:						\$ 4,911,127	
Is any part of this request being paid by a Non-SRF Funding Source? (OCRA, RD, etc):						<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If yes:		Non-SRF Source:				Non-SRF Amount:	\$

SECTION 3: CONTRACTOR INFORMATION							
Contractor:	Jones Petrie Rafinski			Mailing Address:	325 S Lafayette Blvd		
City:	South Bend			State:	IN	Zip Code:	46601
Contractor's Bank:	1st Source Bank			Mailing Address:	100 N Michigan St		
City:	South Bend			State:	IN	Zip Code:	46601
Account Name:	Jones Petrie Rafinski	Routing Number:	071212128	Account Number:	10001519		
Contractor's Escrow Bank:				Mailing Address:			
City:				State:		Zip Code:	
Account Name:				Routing Number:			Account Number:

SECTION 4: PAYMENT INFORMATION			
Amount of this request to be paid by SRF Funding Source identified in Section 2 (less retainage):			\$ 35,561
<ul style="list-style-type: none"> Participant has paid Contractor for this Request and is requesting SRF to reimburse payment to Participant 			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, Participant requests: <input type="checkbox"/> Check mailed to Participant's address above <input type="checkbox"/> Payment wired to Participant's Bank via wiring instructions above			
<ul style="list-style-type: none"> Participant has not paid Contractor for this Request and is requesting SRF to pay Contractor directly 			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If yes, Participant requests: <input type="checkbox"/> Check mailed to Contractor's address above <input checked="" type="checkbox"/> Payment wired to Contractor's Bank via wiring instructions above			

SECTION 5: RETAINAGE INFORMATION (if applicable)			
Retainage Amount for this Pay Application to be paid by SRF Funding Source identified in Section 2:			\$ 0
<ul style="list-style-type: none"> Participant requests that retainage for this Pay Application be held by SRF 			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<ul style="list-style-type: none"> Participant requests that retainage for this Pay Application be sent to Participant 			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, Participant requests: <input type="checkbox"/> Check mailed to Participant's address above <input type="checkbox"/> Retainage wired to Participant's Bank via wiring instructions above			
<ul style="list-style-type: none"> Participant requests that retainage for this Pay Application be sent to Contractor's Escrow Bank 			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, Participant requests: <input type="checkbox"/> Check mailed to Escrow Bank's address above <input type="checkbox"/> Retainage wired to Escrow Bank via wiring instructions above			

The undersigned hereby certifies this request for disbursement is, to the best of my knowledge and belief, true and accurate and made in accordance with the conditions of the project agreement(s); that the certified payrolls received in connection with any enclosed construction invoices are in compliance with the Davis Bacon Act / US Dept. of Labor requirements of 29 CFR 5.5(a)(1), and in compliance with SRF incentive programs.			
Authorized Representative Signature:			Date:

FOR INTERNAL USE ONLY:

Approved by:		Date:		GPR:	\$	Lead:	\$	EC:	\$	Other:	\$
Processed by:		Date:		DC Notes:							


South Bend & Fort Wayne / www.jpr1source.com

 Civil Engineering / Architecture / Landscape Architecture / Land Surveying
 Planning / GIS Consulting / Environmental / Utility Management

 Town of Bristol
 303 E. Vistula St.
 Bristol, IN 46507

May 31, 2025

Project No: 2023-00005

Invoice No: 0051262

Due Date: June 30, 2025

Invoice Total	35,561.08
----------------------	------------------

Project 2023-00005 Water System Improvements

Professional Services from May 01, 2025 to May 31, 2025

Phase 001 101 - Study & Report

Fee

Billing Phase	Fee	Percent Complete	Earned	Previous Fee Billing	Current Fee Billing
Study & Report	30,000.00	100.00	30,000.00	30,000.00	0.00
Preliminary Design	560,000.00	100.00	560,000.00	560,000.00	0.00
Final Design	300,000.00	100.00	300,000.00	300,000.00	0.00
Bidding	51,000.00	100.00	51,000.00	51,000.00	0.00
Construction Admin	324,000.00	50.9712	165,146.82	151,995.74	13,151.08
Post Construction Services	60,000.00	0.00	0.00	0.00	0.00
RPR (Inspection)	391,000.00	33.1598	129,655.00	107,930.00	21,725.00
Es'mt & Land Acquisition Assistance	135,000.00	33.1918	44,808.98	44,123.98	685.00
Direct Expenses	40,000.00	100.00	40,000.00	40,000.00	0.00
Total Fee	1,891,000.00		1,320,610.80	1,285,049.72	35,561.08
Total Fee					35,561.08
Total this Phase					35,561.08
Total this Invoice					35,561.08

Outstanding Invoices

Number	Date	Balance
0050965	3/31/2025	36,295.69
0051127	4/30/2025	33,846.25
Total		70,141.94

 Please remit all payments to **Jones Petrie Rafinski Corp. 325 S. Lafayette Blvd. South Bend, IN 46601.**

 If you have any questions or would like to pay via ACH or credit card please call 574-232-4388 or email us at accounting@jpr1source.com.

 We appreciate the
 opportunity to be
 of service!

SERVICE CHARGE: A delinquency charge of 1.5% per month (which is an ANNUAL PERCENTAGE RATE of 18%) will be added to all amounts not paid 30 days after invoice date.

SRF DISBURSEMENT REQUEST FORM

Section 6, Item d.

SECTION 1: PARTICIPANT INFORMATION				SRF LOAN NUMBER: DW22282001			
SRF Participant:	Town of Bristol Water Utility			UEI Number:	NF35QSFKCC57		
Participant's Mailing Address:	PO Box 122						
City:	Bristol			State:	IN	Zip Code:	46507-9489
Participant's Contact:	Mr. Mike Yoder	Contact Phone:	574.848.7007	Contact Email:	mikeyoder@bristol.in.gov		
Authorized Representative:	Ms. Cathy Antonelli			Auth. Rep. Email:	townclerk@bristol.in.gov		
Participant's Bank:				Mailing Address:			
City:				State:		Zip Code:	
Account Name:				Routing Number:			Account Number:

SECTION 2: DISBURSEMENT INFORMATION				REQUEST NUMBER: 28			
SRF Funding Source to be used for this Request (if multiple sources are being used to pay one invoice, submit a separate DRF for each source):							
<input checked="" type="checkbox"/> SRF Primary Funds	<input type="checkbox"/> SRF Secondary Funds	<input type="checkbox"/> Local Funds; TYPE:	<input type="checkbox"/> Other Funds; TYPE:				
Beginning Balance of this Funding Source:							\$ 10,762,312
Total Amount of Previous Disbursements for this Funding Source:							\$ 4,946,688
Is any part of this request being paid by a Non-SRF Funding Source? (OCRA, RD, etc):							<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes: Non-SRF Source:							Non-SRF Amount: \$

SECTION 3: CONTRACTOR INFORMATION							
Contractor:	Phoenix Fabricators and Erectors, LLC			Mailing Address:	182 S County Road 900 East		
City:	Avon			State:	IN	Zip Code:	46123
Contractor's Bank:	Enterprise Bank & Trust			Mailing Address:	150 N Meramec Ave		
City:	Clayton			State:	MO	Zip Code:	63105
Account Name:	Phoenix Fabricators and Erectors,	Routing Number:	081006162	Account Number:	1937516		
Contractor's Escrow Bank:				Mailing Address:			
City:				State:		Zip Code:	
Account Name:				Routing Number:			Account Number:

SECTION 4: PAYMENT INFORMATION			
Amount of this request to be paid by SRF Funding Source identified in Section 2 (less retainage):			\$ 449,540
• Participant has paid Contractor for this Request and is requesting SRF to reimburse payment to Participant			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, Participant requests:	<input type="checkbox"/> Check mailed to Participant's address above <input type="checkbox"/> Payment wired to Participant's Bank via wiring instructions above		
• Participant has not paid Contractor for this Request and is requesting SRF to pay Contractor directly			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If yes, Participant requests:	<input type="checkbox"/> Check mailed to Contractor's address above <input checked="" type="checkbox"/> Payment wired to Contractor's Bank via wiring instructions above		

SECTION 5: RETAINAGE INFORMATION (if applicable)			
Retainage Amount for this Pay Application to be paid by SRF Funding Source identified in Section 2:			\$ 23,660
• Participant requests that retainage for this Pay Application be held by SRF			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
• Participant requests that retainage for this Pay Application be sent to Participant			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, Participant requests:	<input type="checkbox"/> Check mailed to Participant's address above <input type="checkbox"/> Retainage wired to Participant's Bank via wiring instructions above		
• Participant requests that retainage for this Pay Application be sent to Contractor's Escrow Bank			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, Participant requests:	<input type="checkbox"/> Check mailed to Escrow Bank's address above <input type="checkbox"/> Retainage wired to Escrow Bank via wiring instructions above		

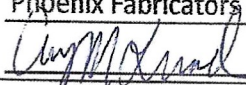
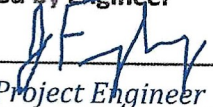
The undersigned hereby certifies this request for disbursement is, to the best of my knowledge and belief, true and accurate and made in accordance with the conditions of the project agreement(s); that the certified payrolls received in connection with any enclosed construction invoices are in compliance with the Davis Bacon Act / US Dept. of Labor requirements of 29 CFR 5.5(a)(1), and in compliance with SRF incentive programs.

Authorized Representative Signature: _____ Date: _____

FOR INTERNAL USE ONLY:

Approved by:		Date:		GPR:	\$	Lead:	\$	EC:	\$	Other:	\$
Processed by:		Date:		DC Notes:							

Contractor's Application for Payment

Owner: <u>Town of Bristol</u> Engineer: <u>Jones Petrie Rafinski, Corp.</u> Contractor: <u>Phoenix Fabricators & Erectors, LLC</u> Project: <u>Water System Improvements Project</u> Contract: <u>Contract B - Water Tower Construction</u>	Owner's Project No.: <u>n/a</u> Engineer's Project No.: <u>2023-0005</u> Contractor's Project No.: <u>4030</u>																								
Application No.: <u>SEVEN</u> Application Date: <u>6/30/2025</u> Application Period: From <u>6/1/2025</u> to <u>6/30/2025</u>																									
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">1. Original Contract Price</td> <td style="width: 30%; text-align: right;">\$ 5,750,000.00</td> </tr> <tr> <td>2. Net change by Change Orders</td> <td style="text-align: right;">\$ -</td> </tr> <tr> <td>3. Current Contract Price (Line 1 + Line 2)</td> <td style="text-align: right;">\$ 5,750,000.00</td> </tr> <tr> <td>4. Total Work completed and materials stored to date (Sum of Column G Lump Sum Total and Column J Unit Price Total)</td> <td style="text-align: right;">\$ 2,365,580.63</td> </tr> <tr> <td>5. Retainage</td> <td></td> </tr> <tr> <td> a. <u>5%</u> X <u>\$ 2,347,300.00</u> Work Completed</td> <td style="text-align: right;">\$ 117,365.00</td> </tr> <tr> <td> b. <u>5%</u> X <u>\$ 18,280.63</u> Stored Materials</td> <td style="text-align: right;">\$ 914.03</td> </tr> <tr> <td> c. Total Retainage (Line 5.a + Line 5.b)</td> <td style="text-align: right;">\$ 118,279.03</td> </tr> <tr> <td>6. Amount eligible to date (Line 4 - Line 5.c)</td> <td style="text-align: right;">\$ 2,247,301.60</td> </tr> <tr> <td>7. Less previous payments (Line 6 from prior application)</td> <td style="text-align: right;">\$ 1,797,761.60</td> </tr> <tr> <td>8. Amount due this application</td> <td style="text-align: right;">\$ 449,540.00</td> </tr> <tr> <td>9. Balance to finish, including retainage (Line 3 - Line 4 + Line 5c)</td> <td style="text-align: right;">\$ 3,502,698.40</td> </tr> </table>		1. Original Contract Price	\$ 5,750,000.00	2. Net change by Change Orders	\$ -	3. Current Contract Price (Line 1 + Line 2)	\$ 5,750,000.00	4. Total Work completed and materials stored to date (Sum of Column G Lump Sum Total and Column J Unit Price Total)	\$ 2,365,580.63	5. Retainage		a. <u>5%</u> X <u>\$ 2,347,300.00</u> Work Completed	\$ 117,365.00	b. <u>5%</u> X <u>\$ 18,280.63</u> Stored Materials	\$ 914.03	c. Total Retainage (Line 5.a + Line 5.b)	\$ 118,279.03	6. Amount eligible to date (Line 4 - Line 5.c)	\$ 2,247,301.60	7. Less previous payments (Line 6 from prior application)	\$ 1,797,761.60	8. Amount due this application	\$ 449,540.00	9. Balance to finish, including retainage (Line 3 - Line 4 + Line 5c)	\$ 3,502,698.40
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Contractor's Certification The undersigned Contractor certifies, to the best of its knowledge, the following: (1) All previous progress payments received from Owner on account of Work done under the Contract have been applied on account to discharge Contractor's legitimate obligations incurred in connection with the Work covered by prior Applications for Payment; (2) Title to all Work, materials and equipment incorporated in said Work, or otherwise listed in or covered by this Application for Payment, will pass to Owner at time of payment free and clear of all liens, security interests, and encumbrances (except such as are covered by a bond acceptable to Owner indemnifying Owner against any such liens, security interest, or encumbrances); and (3) All the Work covered by this Application for Payment is in accordance with the Contract Documents and is not defective.																									
Contractor: <u>Phoenix Fabricators & Erectors, LLC</u> Signature: <u></u> Date: <u>6/30/2025</u>																									
Recommended by Engineer By: <u></u> Title: <u>Sr Project Engineer</u> Date: <u>2025-06-30</u>	Approved by Owner By: _____ Title: _____ Date: _____																								
Approved by Funding Agency By: _____ Title: _____ Date: _____	By: _____ Title: _____ Date: _____																								

Total number of weather days for project: 0

Progress Estimate - Lump Sum Work

Contractor's Application for Payment

Owner:	Town of Bristol	Owner's Project No.:	n/a
Engineer:	Jones Petrie Rafinski, Corp.	Engineer's Project No.:	2023-0005
Contractor:	Phoenix Fabricators & Erectors, LLC	Contractor's Project No.:	4030
Project:	Water System Improvements Project		
Contract:	Contract B - Water Tower Construction		

Application No.:		SEVEN		Application Period:		From		06/01/25		to		06/30/25		Application Date:		06/30/25	
A		B		C		D		E		F		G		H		I	
Item No.	Description	Scheduled Value (\$)	Work Completed		Materials Currently Stored (not in D or E) (\$)	Work Completed and Materials Stored to Date (D + E + F) (\$)	% of Scheduled Value (G / C) (%)	Balance to Finish (C - G) (\$)									
			(D + E) From Previous Application (\$)	This Period (\$)													
Original Contract																	
1	PROPOSED WATER TOWER CONSTRUCTION																
1.1	ENGINEERING	345,000.00	345,000.00	-		345,000.00	100%	-									
1.2	PILES / DEEP FOUNDATION	335,000.00	335,000.00	-		335,000.00	100%	-									
1.3	FOUNDATION	908,000.00	908,000.00	-		908,000.00	100%	-									
1.4	YARD PIPING	200,000.00	-	-		-	0%	200,000.00									
1.5	TANK SHAFT	1,026,000.00	102,600.00	461,700.00		564,300.00	55%	461,700.00									
1.7	TANK DELIVERY	582,000.00	-	-	18,280.63	18,280.63	3%	563,719.37									
1.8	TANK ERECTION	38,000.00	-	-		-	0%	38,000.00									
1.9	TANK PAINTING	456,000.00	-	-		-	0%	456,000.00									
2	EXISTING WATER TOWER DEMOLITION	298,000.00	-	-		-	0%	298,000.00									
3	DEWATERING	120,000.00	-	-		-	0%	120,000.00									
4	WATER TOWER INTERIOR IMPROVEMENTS	65,000.00	-	-		-	0%	65,000.00									
4.1	TANK MIXING SYSTEM	504,500.00	-	-	-	-	0%	504,500.00									
4.2	ELECTRICAL / CONTROLS	12,500.00	-	-		-	0%	12,500.00									
4.3	DISINFECTION / TESTING / STARTUP	231,000.00	-	-		-	0%	231,000.00									
5	EXISTING TOWER SITE RESTORATION	2,000.00	-	-		-	0%	2,000.00									
6	FREEDOM POWDER SITE IMPROVEMENTS	45,000.00	-	-		-	0%	45,000.00									
7	FREEDOM POWDER SITE RESTORATION	220,000.00	-	-		-	0%	220,000.00									
8	MOBILIZATION / DEMOBILIZATION	75,000.00	-	-		-	0%	75,000.00									
8.1	BONDS / INSURANCE	115,000.00	11,500.00	11,500.00		23,000.00	20%	92,000.00									
Original Contract Totals		\$ 5,750,000.00	\$ 1,874,100.00	\$ 473,200.00	\$ 18,280.63	\$ 2,365,580.63	41%	\$ 3,384,419.37									
Change Orders																	
				-		-	0%	-									
				-		-	0%	-									
Change Order Totals		\$ -	\$ -	\$ -	\$ -	\$ -	0%	\$ -									
Original Contract and Change Orders																	
Project Totals		\$ 5,750,000.00	\$ 1,874,100.00	\$ 473,200.00	\$ 18,280.63	\$ 2,365,580.63	41%	\$ 3,384,419.37									
Total number of weather days for project: 0																	

Amnesty International – Facebook Page Comments Policy

Welcome to the Facebook page of Amnesty International Australia. We're so glad you're here! This is a place to participate in meaningful conversations about human rights. We won't always agree with each other, and that's okay. We encourage lively debate and a variety of opinions. At the same time, we expect members of this community to express themselves in a way that's respectful and constructive.

Your comment may be removed if:

- It is racist, sexist, homophobic, or otherwise discriminatory or defamatory
- It is abuse, threatening, encourages violence or incites hatred
- It involves swearing, name-calling, personal attacks or other anti-social behavior
- It includes video or images that our community may find distressing (graphic violence, pornography, etc.)
- It is wildly off-topic, designed to sell something, or generally spammy (like the same comment posted repeatedly)
- It is written in a language other than English (we can't always vouch for the suitability of these comments, so we'll sometimes remove them to be on the safe side).

Repeated failure to stick to these rules may see you blocked from our page without warning.

(TL;DR: Please don't be a jerk).

We understand that social media is a 24/7 medium — but our moderation capabilities are not. We may not see every dodgy post right away, so we trust our community to ignore inappropriate comments (or report them to Facebook by clicking the x in the top right-hand corner).

When inappropriate comments are deleted, so are all replies to that comment — so don't waste your time arguing with rude people. **Feel free to reach out with comments, concerns or feedback about this page.**

Send us a direct message and we'll do our best to respond in a helpful, timely manner. That said, specific or detailed enquiries (particularly regarding Amnesty membership) are best directed to our friendly supporter relations team.



Phoenix will not have any crews on site this week. Before departing, they completed the Ring 9 concrete pour and installed the final two sections of the center shaft. They are now prepared to begin work on Ring 10 starting July 7. Total of 15 rings.



Control panel



Control room door



Pipe room next to SBR units



West wall of 3 SBR tanks. Last wall poured Tuesday this week.



New generator weighs 12 tons



Pouring cement for treated water discharge chute

TOWN OF BRISTOL, INDIANA
Amendment ORD. NO. 07.03.2025-12
SALARY ORDINANCE NO. 12-19-2024-28

Section 7, Item b.

WHEREAS the Town of Bristol is desirous of establishing a schedule of total compensation to include the salaries and benefits for its employees for the year 2025; and

WHEREAS the Town of Bristol Town Council has reviewed the financial condition of the Town for purposes of arriving at proposed total compensation to include salaries and benefits that are fiscally responsible, and which are fair, just, and equitable to its employees.

NOW THEREFORE BE IT ORDAINED by the Town of Bristol Town Council, that the total compensation for its elected officials and employees **for January 1, 2025, through December 31, 2025, or from the date amended through December 31, 2025, shall be as follows:**

2025 BASE PAY RATE SCHEDULE

TITLE	CLASSIFICATION	BASE PAY RATE	BUDGETED FUNDS
Town Council President	Elected Official Stipend	\$2,383.50 paid in June and December	100% General Fund
Town Council Member(s)	Elected Official Stipend	\$2,121.00 paid in June and December	100% General Fund
Park Board Member(s)	Appointed Official Stipend	\$975.00 paid in December	100% Park Fund
Town Manager [MY]	Exempt Full-Time	\$2,947.67 biweekly	100% General Fund
Clerk-Treasurer [CA]	Elected Official Exempt Full-Time	\$2,718.93 biweekly	100% General Fund
Deputy Clerk / Assistant Town Manager [JS]	Nonexempt Full-Time	\$31.50 per hour	100% General Fund
Utility Clerk [DT]	Nonexempt Full-Time	18.58 per hour	100% Water Fund
Town Marshal [SP]	Exempt Full-Time	\$3,651.69 biweekly	100% Police Fund
Sergeant [AD]	Nonexempt Full-Time	\$43.17 per hour	100% Police Fund
Chief Deputy [DL]	Nonexempt Full-Time	\$44.65 per hour	100% Police Fund
Detective [NR]	Nonexempt Full-Time	\$39.69 per hour	100% Police Fund
Corporal [KH]	Nonexempt Full-Time	\$42.18 per hour	100% Police Fund
Deputy Police Officer [JL]	Nonexempt Full-Time	\$34.23 per hour	100% Police Fund
Deputy Police Officer [CP]	Nonexempt Full-Time	\$31.72 per hour	100% Police Fund
Deputy Police Officer [VA]	Nonexempt Full-Time	\$31.72 per hour	100% Police Fund
Deputy Police Officer [CS]	Nonexempt Full-Time	\$32.75 per hour	100% Public Safety Fund
Deputy Police Officer [GS]	Nonexempt Full-Time	\$38.70 per hour	100% Public Safety Fund

TOWN OF BRISTOL, INDIANA
Amendment ORD. NO. 07.03.2025-12
SALARY ORDINANCE NO. 12-19-2024-28

TITLE	CLASSIFICATIO	BASE PAY RATE	BUDGETED FUNDS
Deputy Police Officer [JD]	Nonexempt Full-Time	\$30.76 per hour	100% Public Safety Fund
Ordinance Officer [RC]	Nonexempt Part-Time	\$24.04 per hour	100% Police Fund
Police Department Clerical Personnel [AA]	Nonexempt Full-Time	\$24.81 per hour	100% Police Fund
Street Department Employee – 1 [WB]	Nonexempt Full-Time	\$32.68 per hour	100% General Fund
Street Department Superintendent [EF]	Nonexempt Full-Time	\$32.68 per hour	100% General Fund
Street Department Employee – 3 [MG]	Nonexempt Full-Time	\$27.50 per hour	100% General Fund
Utility Superintendent [TM]	Nonexempt Full-Time	\$38.27 per hour	65% Wastewater 35% MS4
Utility Employee-3 [KB]	Nonexempt Full-Time	\$29.65 per hour	100% Wastewater Fund
Utility Employee 4 [JM]	Nonexempt Full-Time	\$33.58 per hour	100% Water fund
Utility Employee 5 [DD]	Nonexempt Full-Time	\$31.50 per hour	100% Water Fund
Office Support Assistant [PE]	Nonexempt Part-Time	\$10.50 per hour	100% Water Fund
Utility Department 1 Seasonal Employee	Nonexempt Seasonal	\$15.00 per hour	100% Water Fund
2 Seasonal Employee(s) Various departments	Nonexempt Part-Time	\$18.00 per hour \$21.00 per hour	25% MVH Fund 75% Cemetery

GUIDELINES FOR THE PAYMENT OF BASE RATES

The Clerk-Treasurer and all full-time and part-time employees shall be paid bi-weekly in 2025 with the first biweekly pay date of January 10, 2025, based on the pay period designated as Sunday, December 24, 2024, through Saturday, January 04, 2025. The standard workweek is from Sunday through Saturday. All employees are paid biweekly which equates to 26 pays during 2025.

Exempt (EX) employees are paid to “get the job done” and their pay does not vary from week to week. Nonexempt (NE) employees are paid by the hour for all hours worked during each workweek.

The Town Council President and the Town Council members will be paid on May 30, 2025, and on November 29, 2025, for the pay rates as listed in the 2025 Base Pay Rate Schedule above. Park Board members are paid on November 28, 2025, for the amount listed in the 2025 Base Pay Rate Schedule above.

Work Schedules/Hours/Breaks

The Town of Bristol will establish the standard workday, workweek, and starting and ending times for each department, considering current and anticipated workloads, public service needs, and other factors. Each department is responsible for communicating these work parameters to their employees. No established schedule will be construed as a guarantee of work hours or as a restriction of the Town of Bristol’s right to restructure the workday or workweek.

TOWN OF BRISTOL, INDIANA
Amendment ORD. NO. 07.03.2025-12
SALARY ORDINANCE NO. 12-19-2024-28

Street Department employees will work from 7:00 a.m. until 3:00 p.m. Monday through Friday with two 15-minute paid breaks.

Water and Wastewater Department employees will work four 10-hour days per week. Either Monday through Thursday or Tuesday through Friday. Work hours are 6:30 am to 4:30 pm with two 15-minute paid breaks. An optional schedule is four 10-hour workdays with work hours of 6:30 am to 5:00 pm, with two 15-minute breaks and a 30-minute lunch break. Each employee is required to work a minimum of 1 weekend per month to perform IDEM-mandated testing. The weekend shift will be aligned with on-call duty schedules.

Police Department employees are assigned to one of the following seven shifts:

- | | | | | | |
|---|---|---------|------------|---|------------|
| - | - | Shift A | 6:00 a.m. | - | 2:00 p.m. |
| - | - | Shift B | 8:00 a.m. | - | 4:00 p.m. |
| - | - | Shift C | 10:00 a.m. | - | 6:00 p.m. |
| - | - | Shift D | 2:00 p.m. | - | 10:00 p.m. |
| - | - | Shift E | 4:00 p.m. | - | 12:00 a.m. |
| - | - | Shift F | 6:00 p.m. | - | 2:00 a.m. |
| - | - | Shift M | 10:00 p.m. | - | 6:00 a.m. |

Police officers may be assigned to a non-routine shift beyond the shifts listed above.

The Town Manager, Assistant Town Manager, Clerk-Treasurer, Deputy Clerk, and Park Coordinator work from 8:00 a.m. until 4:00 p.m. Monday through Friday with two 15-minute paid breaks.

At the discretion of the Town of Bristol, nonexempt employees may be authorized to take break periods during each shift. Such breaks may not interfere with the proper performance of the employee's work responsibilities and may be set by Supervisors, or the Department Head.

Base wages are set by this salary ordinance for 2025, and any changes will require approval from the Town Council.

Employees of the Town of Bristol must meet the following guidelines in order to receive the base rates listed above per each department's guidelines.

PAY CONSIDERATIONS

Civilian Employees

All full-time civilian employees may be scheduled to work 40-hours per work week based upon 2,080 hours per calendar year. Five 8-hour days or four 10-hour days depending upon the department's established work schedule.

All seasonal and/or part-time civilian employees may be scheduled to work less than the normal 40-hour workweek, or eight-hour shifts. However, there is no set schedule for these employees.

The Town Manager, or the Clerk-Treasurer, will determine the pay rate for their direct report employees who are hired mid-year for a position listed in the chart above, with the approval from the Town Council.

Police Department Employees

Full-time Police Department employees may be scheduled to work 40 hours in a seven-day work period.

Full-time Police Department employees voluntarily participating in the Indiana Criminal Justice Institute Selective Enforcement program will be compensated at double time ~~one and one-half times~~ their hourly rate for all hours worked in the Selective Enforcement program, beyond their normal daily duties. In 2025, there will be approximately 10 hours per month for all Police

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Department employees collectively. The total hours worked will be paid from the Police Fund, based on an approved Elkhart County grant.

Overtime/Compensatory Time/Flextime

Overtime compensation will be paid to nonexempt employees at time and one-half of the employee's hourly pay rate for all hours worked over 40 in a standard workweek and in accordance with the Fair Labor Standards Act (FLSA). An employee's time off while using vacation, personal leave time, holidays, bereavement leave, jury or witness duty leave, or any other leave of absence will not be considered hours worked for purposes of performing overtime calculations. Overtime is generally discouraged and must be approved by an employee's Supervisor in advance, except in an unusual or emergency situation.

The Town of Bristol may allow compensatory time in lieu of overtime pay for nonexempt employees. Compensatory time is earned at the rate of one and one-half times the actual time worked. For example, a nonexempt employee who works one hour of overtime will receive one and one-half hours of compensatory time. Compensatory time may be accrued to a maximum of 40-hours and employees should use banked time as soon as possible after it has been earned. Upon termination of employment, the nonexempt employee is entitled to receive payment for earned and unused compensatory time at the regular hourly wage rate in effect at the date of termination, or the average of the past three-years, whichever is greater.

It may be possible for employees in certain situations, with the permission of their supervisor, to work an adjusted or flexible work schedule. The schedule must not cause a reduction in the ability of that employee's department to properly perform its duties and responsibilities. The establishment of a flexible schedule may not result in the need to hire other employees or the use of overtime to cover those "traditional" hours not worked by the employee working a flexible schedule. A flexible schedule may allow for nonexempt employees to work more than eight hours in a day but must not exceed 40-hours in a workweek.

"Call-In" Pay – Civilian and Police Department Employees

Nonexempt civilian employees who are called-in to work during nonworking hours will be paid a minimum of one-hour at their normal rate of pay for all hours worked and the hours worked will be used in the calculation of overtime for all hours worked over 40 in a workweek payable from the appropriate departmental budget.

Nonexempt civilian employees who are called-in to work during an approved scheduled vacation or personal leave time will be paid a minimum of one-hour at a rate of time and one-half their normal rate of pay for all hours worked. The hours worked will be paid from the appropriate departmental budget.

Nonexempt employees who are called-in to work during a holiday will be paid a minimum of one-hour at a rate of time and one-half their normal rate of pay for all hours worked in addition to their holiday pay, payable from the appropriate departmental budget.

Nonexempt employees in the Police Department who provide supervisorial consultation will be paid in blocks of 15-minutes which will be counted towards the 40-hours in a seven-day work period payable from the Police Department budget. Nonexempt employees in the Police Department who are "called-in" to work will be paid a minimum of one-hour. If they work beyond one hour, the amount of time will be rounded up in 15-minute increments and will be counted towards the 40-hours in a seven-day work period payable from the Police Department budget.

ADDITIONAL PAY CONSIDERATIONS

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Training and Professional Development

On-the-job training (OTJ) prepares employees to perform the responsibilities required of his or her position. The Clerk-Treasurer and regular full-time and part-time employees may obtain training or education leave without loss of pay for the purpose of participating in training that will increase the knowledge and efficiency in their jobs. Employees may be paid straight-time pay for eight-hours per day while attending seminars, conferences, or training classes. Time spent in training and professional development will be considered hours worked. Employees may utilize flex-time or be compensated with overtime or compensatory time for any hours over 40 in a training workweek. Expenses involved in attending training shall be paid for in advance, if possible, from the applicable departmental budget.

Certifications

Full-time employees in the Water and Wastewater Departments will receive pay for certifications that are required for the duties of their jobs. The total amount paid will be considered hours worked for purposes of performing overtime calculations and will be paid from the Water and Wastewater budgets.

Clothing Allowances

Members of the Town of Bristol Police Department Reserve Officer program, to include: Chaplain Officers, Reserve Officers, and Probationary Reserve Officers will receive a clothing allowance two times in 2025: one distribution in June of 2025 and one distribution in December of 2025 in the amounts listed below. Probationary Reserve Officers are not eligible for the clothing allowance until they satisfactorily complete the Pre-Basic Academy training and the Field Training Officer (FTO) program.

- Chaplain Officer = Up to \$400.00 per distribution
- Reserve Officer = Up to \$500.00 per distribution
- Probationary Reserve Officer = Up to \$500.00 per distribution after completion of required training. If required training is completed between distributions, the clothing allowance shall be prorated.

All clothing allowances will be taxed according to IRS rules and included on the employee's W-2.

Tenure Incentive Pay (TIP)

Tenure Incentive Pay (TIP) is available to regular full and part-time employees as a reward and recognition in response to their continued acceptable level of job performance after two years of service. Any full-time civilian employee is eligible for TIP under the civilian employee guidelines at a rate of \$100.00 per year of employment, not to exceed \$2,000.00. Any part-time employee is eligible for TIP under the civilian employee guidelines at a rate of \$50.00 per year of employment, not to exceed \$1,000.00. TIP compensation will be paid on the first available pay date in December. Any eligible employee employed by the Town on that date shall receive the TIP. Any employee who terminates employment prior to this date, they will not be eligible for the TIP. The total amount paid will be considered hours worked for purposes of performing overtime calculations and will be paid from the budgetary funds as noted in the 2025 Base Pay Rate Schedule above.

Police officers should refer to Appendix #1 - TIP Full-Time Sworn Law Enforcement Compensation Matrix at the end of the Salary Ordinance for information on Tenure Incentive Pay.

Emergency Closings

Non-critical service employees are expected to report for their regular work unless the County Emergency Management issues a media broadcast statement requiring that citizens are to remain off Town streets, or their Department Head contacts them prior to the start of the workday with alternate instructions. When the decision to close is made prior to the workday, or when the

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decision to close is made after the workday has begun, time off from scheduled work will be paid.

Critical service employees are expected to report for their regular shift assignment during emergency closings unless their Department Head has contacted the employees personally with alternate instructions. In these circumstances, employees who work will receive regular pay. A critical service employee may request to use vacation or personal leave time. However, the request may be denied with no recourse available to the employee except to report to work for his or her regular full-time employees who do not report to work on a day in which the workplace is open may use available vacation, personal leave time, or compensatory time, or the time will be unpaid. The Department Head may allow the employee to make up time missed, provided that the time is documented. Regular part-time employees who cannot report to work due to a weather or civil emergency will receive no pay for the day.

Refer to the Town of Bristol Employee Handbook for additional information regarding emergency closings.

BENEFITS SCHEDULE

Health Insurance

Medical, dental, and vision benefits are offered to the Clerk-Treasurer and eligible employees on the first day of employment. Eligible employees include:

- Regular full-time employees

The Town of Bristol contributes 90% of the medical insurance premium from the General, Water, and Sewer Fund on behalf of the employee and their dependents and the employee is required to contribute 10% of the medical insurance tiered-based premium through payroll deduction, as follows:

2025 United Health Care (UHC) Plans	AIM Option 1 Total Costs	AIM Option 1 Monthly Employer 90% Costs	AIM Option 1 Monthly Employee 10% Costs	AIM Option 2 Total Costs	AIM Option 2 Monthly Employer 90% Costs	AIM Option 2 Monthly Employee 10% Costs
Employee Only	\$1,029.14	\$926.23	\$102.91	\$849.21	\$764.29	\$84.92
Employee Plus Spouse	\$2,058.29	\$1,852.46	\$205.83	\$1,698.42	\$1,528.58	\$169.84
Employee Plus Children	\$1955.37	\$1,759.83	\$195.54	\$1,613.50	\$1,452.15	\$161.35
Family	\$2,984.52	\$2,686.07	\$298.45	\$2,462.70	\$2,216.43	\$246.27

The Town of Bristol contributes 100% for both the dental and vision insurance premiums from the General, Water, and Sewer Fund on behalf of eligible employees and their dependents, as follows:

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Delta Dental	Monthly Employer Contribution
Employee Only	\$26.32
Employee plus One	\$52.66
Employee plus Children	\$71.12
Employee plus Family	\$106.88

VSP Vision Care	Monthly Employer Contribution
Employee Only	\$6.15
Employee plus One	\$12.33
Employee plus Children	\$13.16
Employee plus Family	\$21.05

The renewal dates for the medical, dental, and vision insurance plans are on January 1, 2025. There may or may not be an increase in the premium totals after this date.

Refer to each Summary of Benefits and Coverage (SBC) document for additional information on medical, dental, and vision benefits offered by the Town of Bristol.

Life and AD&D Insurance

The Town of Bristol offers all eligible employees upon their date of hire participation in The Standard Life and AD&D insurance benefits. Eligible employees include:

- Regular full-time employees

Eligible employees will be provided with a policy equal to a \$50,000 benefit. The Town of Bristol pays 100% of the premium totaling \$8.00 per employee per month. The renewal date for life and AD&D insurance is on January 1, 2025, and there may or may not be an increase in the premium totals after this date. Refer to the Plan Document for additional information on the life and AD&D insurance plan.

Short-Term Disability Insurance

The Town of Bristol provides a short-term disability insurance plan through The Standard at no cost to the employees. Eligible employees include:

- Regular full-time

The Town of Bristol pays 100% of the employees’ salary-based premiums per month from the General, Water, and Sewer Fund, in the following amounts:

- Employee (1) – \$15.84
- Employee (1) – \$21.16
- Employee (1) – \$23.32
- Employee (1) – \$24.86
- Employees (2) – \$26.24
- Employees (3) – \$26.40
- Employee (1) – \$27.92
- Employee (1) – \$28.56
- Employee (1) – \$28.98
- Employee (1) – \$28.21
- Employee (1) – \$29.19
- Employee (1) – \$31.42

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| – Employee (1) | – \$32.63 |
| – Employees (6) | – \$33.00 |

The renewal date for short-term disability insurance is on January 1, 2025, and there may or may not be an increase in the premium totals after this date.

Employees may be eligible for short-term disability insurance on the first day of the month following 30-days of employment. Employer Paid Short Term - Elimination Period (Accident) – 0 days & Elimination Period (Sickness) – 7 days. Eligible employees may participate in the short-term disability insurance plan for one event each year. Benefits begin on the seventh day after the onset of a qualifying disability and may continue for up to 26-weeks at a rate of 60 percent of the eligible employee's pre-disability wages. The benefit may be reduced by other income benefits, disability earnings, and the employee's costs related to insurance benefits. All wages for short-term disability will be paid from the employee's budget lines as stated in the 2025 Base Pay Rate Schedule.

Refer to the Town of Bristol Employee Handbook for additional information on short-term disability insurance offered by the Town of Bristol.

Voluntary Benefits

The Town of Bristol offers eligible regular full-time employees upon their date of hire to elect to participate in voluntary benefits from Vimly Benefit Solutions, through the AIM Medical Trust benefits, to include:

- Life Insurance
- Accidental Death and Dismemberment (AD&D) Insurance

The employee is responsible for paying the full biweekly premium and premiums are dependent upon which benefit is elected. The Town of Bristol does not contribute to the premium of any of the benefits as elected. Refer to the Plan Document for additional information on voluntary benefits.

NationWide Retirement Plans – Civilian Employees and Police Department Sworn Officers

Civilian Employees

NationWide 457 and 401(a) plans offer eligible employees of the Town of Bristol a voluntary way to Save for their retirement through tax-deferred contributions to their own individual accounts. Eligible employees include:

- Regular full-time employees
- Regular part-time employees

Eligible employees may participate in the 457(b)-retirement savings plan or a Roth IRA plan from their first day of employment.

Upon hire and during an employee's first anniversary year, the Town of Bristol will give a \$1,500.00 match to the full-time employee and \$750.00 to the part-time employee if they contribute to the 457(b)-retirement savings plan or a Roth IRA from the General Fund. This match will be deposited into the employee's 401(a) account, divided into 26 or 27 bi-weekly amounts, given the particular year.

After an employee's first anniversary, the Town will contribute \$2,000.00 to the full-time employee's 401(a) account and \$1,000.00 to the part-time employee's account, divided into equal bi-weekly portions for the remainder of the calendar year from the General Fund. Each subsequent calendar year, the Town will contribute \$2,000 to the full-time employee's 401(a) account and

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\$1,000 to the part-time employee's account, divided into 26 or 27 bi-weekly amounts, given the particular year.

Police Department – Sworn Officers

Upon hire and during an employee's first anniversary year, the Town of Bristol will give a \$1,500.00 match to the full-time employee and \$750.00 to the part-time employee if they contribute to the 457(b)-retirement savings plan or a Roth IRA from the General Fund. This match will be deposited into the employee's 401(a) account, divided into 26 or 27 bi-weekly amounts, given the particular year.

After an employee's first anniversary, the Town will contribute \$3,000.00 to the full-time employee's 401(a) account and \$2,000.00 to the part-time employee's account, divided into equal bi-weekly portions for the remainder of the calendar year from the General Fund. Each subsequent calendar year, the Town will contribute \$3,000 to the full-time employee's 401(a) account and \$2,000 to the part-time employee's account, divided into 26 or 27 bi-weekly amounts, given the particular year.

The Clerk-Treasurer has been appointed as the administrator of the Plan and is authorized to make deductions from the pay of employees who voluntarily participate, and to make such other arrangements as are necessary to implement the plan. The Town of Bristol bears the incidental expense of collecting the employees' deferrals and other minor administrative expenses.

Refer to the Summary Plan Description (SPD) document for additional information on retirement savings benefits offered by the Town of Bristol.

Vacation Benefits

Vacation benefits with pay are available to eligible employees to provide opportunities for rest, relaxation, and personal pursuits. Elected officials are exempt from vacation benefits. Employees in the following employment classification(s) are eligible to earn and use vacation benefits as described in this policy:

- Regular full-time employees
- Regular part-time employees who work 30 or more hours per week

The amount of vacation benefits that employees receive each year increases with the length of their employment as shown in the following schedule:

Years of Continuous Service	Number of Vacation Hours Earned by Full-Time Employees	Number of Vacation Hours Earned by Part-Time Employees
Upon hire or transfer into an eligible employment classification	One-day (eight-hours) for every two-months (five-days or 40-hour maximum)	One-half day (four-hours) for every two-months (2.5 days or 20-hour maximum)
On January 1 st after an employee's first anniversary	Five-days (40-hours)	Two and one-half days (20-hours)
On the second January 1 st through the fourth January 1 st	Ten-days (80-hours)	Five-days (40-hours)
On January 1 st of years five through nine	15-days (120-hours)	Seven and one-half days (60-hours)
On January 1 st in year ten and thereafter	20-days (160-hours)	Ten-days (80-hours)

Nonexempt employees may use vacation benefits in minimum increments of 15-minutes. Exempt employees may use vacation benefits in minimum increments of four-hours. Vacation benefits are credited for all years of continuous service for eligible employees who are on an active pay status. Vacation benefits are not earned while an employee is in a non-paid status, e.g., leave under the Family and Medical Leave Act (FMLA).

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In the event that available vacation is not used by the end of the calendar year, the unused time will be forfeited. In certain situations, the Town Council may approve an extension of up to 40- hours of vacation benefits to be carried over into the next year to be used within the first 30-days of that year. Newly hired employees may carry over up to 40-hours of vacation benefits into the next year, but it must be used within the first 30-days of that year.

Upon voluntary termination of employment, employees will be paid for unused vacation benefits that have been earned through the last day of work. Upon involuntary termination of employment, employees will not be paid for unused vacation benefits that have been earned through the last day of work.

Vacation benefits are paid at the employee's base pay rate at the time of the day off times the number of hours the employee would normally have worked on that day. Vacation benefits are not considered hours worked for purposes of performing overtime calculations.

Refer to the Town of Bristol Employee Handbook for additional information on vacation benefits.

Personal Leave Time (PLT) Benefits

The Town of Bristol provides personal leave time (PLT) to all eligible employees for periods of temporary absence due to illnesses, injuries, or to take care of personal matters. Eligible employee classification(s):

- Regular full-time employees
- Regular part-time employees who work 30 or more hours per week

Newly hired eligible full-time employees will receive PLT at the rate of one working day (eight- hours) for every four months of employment (January 1, May 1, and September 1). Newly hired eligible part-time employees will receive PLT at the rate of four hours for every four months of employment. All other employees will receive five (5) PLT days on January 1st of each year. Employees will not receive PLT if they are on unpaid leave, or on a disability leave.

PLT may be used in one-half day increments. In the event that available PLT is not used by the end of the calendar year, it may be carried over to be used by the end of the following calendar year, or it will be paid out. Upon termination of employment, employees will not be paid for unused PLT that has been earned through the last day of work.

PLT is paid at the employee's base pay rate at the time of the day off times the number of hours the employee would normally have worked on that day. PLT is not considered hours worked for purposes of performing overtime calculations.

In the event that available PLT is not used by the end of the calendar year, full-time employees may carry over four-days and part-time employees may carry over one-half that amount to be used by the end of the following calendar year. Upon termination of employment, employees will not be paid for unused PLT that has been earned through their last day of work.

Refer to the Town of Bristol Employee Handbook for additional information on personal leave time (PLT) benefits.

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Holidays

The Town of Bristol may grant paid holidays to all eligible employees. Eligible employee classification(s) include:

- Regular full-time employees
- Regular part-time employees who work 30 or more hours per week

Paid holidays in 2025 include the following:

Holiday	Date
New Year's Day	01/01/2025
Martin Luther King Jr. Day	01/20/2025
Presidents Day	02/17/2025
Memorial Day	05/26/2025
Independence Day	07/04/2025
Labor Day	09/01/2025
Columbus Day	10/13/2025
Veterans Day	11/11/2025
Thanksgiving Day	11/27/2025
Day after Thanksgiving	11/28/2025
Christmas Eve Day	12/24/2025
Christmas Day	12/25/2025
New Year's Eve Day	12/31/2025

Newly hired employees are eligible to receive holiday pay as soon as their employment begins.

The holiday schedule is determined by the Town Council. However, the holiday schedule may be amended by a Department Head, with written notice distributed to all departments within the municipality. If the holiday falls on a Sunday, it will be observed on the following Monday. If a holiday falls on a Saturday, it will be observed on the preceding Friday.

If a recognized holiday falls during an eligible employee's approved paid absence such as vacation or personal leave time, holiday pay will be provided instead of the paid time off benefit that would otherwise have applied. If an employee is absent without authorization on the workday preceding or following a holiday will not receive holiday pay. An employee scheduled to return from an unpaid leave on the day after a holiday, or whose leave without pay is approved through the end of the last business day preceding a holiday will not be paid for the holiday.

All eligible civilian full-time nonexempt employees will receive the day off of work on the holiday and holiday pay for that day off of work. Eligible civilian full-time employees who work on a recognized holiday will receive holiday pay plus wages at a rate of time and one-half for all hours worked on the holiday.

All eligible full-time nonexempt sworn-in Police Officers, whether or not they work on the holiday, will receive holiday pay for eight-hours at a rate of time and one-quarter their regular rate of pay. If eligible Police Officers work on the holiday, they will receive the holiday pay plus wages at their regular rate of pay for all hours worked on the holiday. Overtime compensation for Police Officers will be paid in accordance with federal and state wage and hour laws.

Paid time off for holidays is paid at the employee's base pay rate at the time of the day off. A holiday is considered an eight-hour day for civilian full-time employees and a four-hour day for civilian part-time employees. Paid time off for holidays is not considered hours worked for purposes of performing overtime calculations.

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Refer to the Town of Bristol Employee Handbook for additional information on holidays.

Bereavement Leave

Employees who wish to take time off due to the death of an immediate family member should notify their supervisor immediately. Employees in the following categories are eligible for bereavement leave:

- Regular full-time employees
- Regular part-time employees who work 30 or more hours per week

Up to five consecutive days of paid bereavement leave may be provided to eligible employees in the event of the death of a spouse, child, parent or parent-in-law, sibling, grandparent or another resident of the employee's household. In the event of the death of a family member not listed above, an employee may use vacation or personal leave time to cover the absence. In extenuating circumstances, a Department Head may approve an extended bereavement leave.

Bereavement leave is paid at the employee's base pay rate at the time of the day off. One day of bereavement leave is considered an eight-hour day for full-time employees and a four-hour day for part-time employees. Paid time off for bereavement leave is not considered hours worked for purposes of performing overtime calculations.

Refer to the Town of Bristol Employee Handbook for additional information on bereavement leave.

Jury Duty

Employees may request up to one-week of paid jury duty leave each time they receive a jury duty summons. Employee classifications that qualify for paid jury duty leave are:

- Regular full-time employees
- Regular part-time employees
- Temporary/seasonal employees

Jury duty pay will be calculated on the employee's base pay rate times the number of hours the employee would otherwise have worked on the day of absence. The employee shall turn in any compensation received for the jury duty, or employees may request vacation, or personal leave time and retain any compensation earned for jury duty.

Jury duty is paid at the employee's base pay rate at the time of the day off times the number of hours the employee would normally have worked on that day and is not considered hours worked for purposes of performing overtime calculations.

Refer to the Town of Bristol Employee Handbook for additional information on jury duty.

Witness Duty

If a civilian employee has been subpoenaed or otherwise requested to testify as witnesses by the Town of Bristol, they will receive paid time for the entire period of witness duty. Any employee who is called to testify in court by the Town of Bristol will be paid his or her normal rate of pay for the time expended. Police officers who have been subpoenaed will receive paid time for the entire period of witness duty plus one hour of preparation time.

Employees will be granted time off to appear as a witness when requested by a party in a court of law when subpoenaed to do so other than by the Town of Bristol. Employees may utilize any available vacation, personal leave time, or compensatory time to receive compensation for the period of the absence, however, are not required to do so.

Refer to the Town of Bristol Employee Handbook for additional information on witness duty.

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Time Off to Vote

Generally, employees can find time to vote either before or after their regular work schedule. If nonexempt employees are unable to vote in an election during their nonworking hours, the Town of Bristol may grant unpaid time off to vote.

Refer to the Town of Bristol Employee Handbook for additional information on time off to vote.

Military Leave

A military leave of absence will be granted to employees who are absent from work because of service in the U.S. Uniformed Services in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA). Advance notice of military service is required, unless military necessity prevents such notice, or it is otherwise impossible or unreasonable. Employees will continue to receive full pay while on leave for 15-day training assignments and shorter absences. The portion of any military leaves of absence in excess of 15-days will be unpaid. However, employees may use any available vacation, or personal leave time for the absence.

Continuation of health insurance benefits is available as required by USERRA based on the length of the leave and subject to the terms, conditions, and limitations of the applicable plans for which the employee is otherwise eligible.

Benefit accruals, such as vacation, personal leave time, or holidays, etc., will be suspended during the leave after the first 30-days and will resume upon the employee's return to active employment.

Refer to the Town of Bristol Employee Handbook for additional information on military leave.

Business Travel Expense Policy

The Town of Bristol may reimburse employees for reasonable business travel expenses incurred while on assignments away from the normal work location. All business travel must be approved in advance by the Town Marshal, the Clerk-Treasurer, or the Town Manager. Civilian employees whose travel plans have been approved are responsible for making their own travel arrangements. Arrangements for police officers will be made by the Police Department.

When approved, the actual costs of travel, meals, lodging, and other expenses directly related to accomplishing business travel objectives may be reimbursed by the Town of Bristol. Employees are expected to limit expenses to reasonable amounts. Expenses that generally will be reimbursed include the following:

- Airfare or train fare for travel in coach or economy class or the lowest available fare.
- Car rental fees, only for compact or mid-sized cars.
- Fares for shuttle or airport bus service, where available; costs of public transportation for other ground travel.
- Taxi, Uber, or Lyft fares, only when there is no less expensive alternative.
- Mileage costs for use of personal vehicles, only when less expensive transportation is not available, and payable at the current IRS rate cents per mile, provided the employee demonstrates proof that he or she carries motor vehicle liability insurance as required by law. No mileage reimbursement will be made for travel between an employee's home and their workplace.
- Parking costs and highway-related tolls when an employee is entitled to claim reimbursement for mileage (see above).
- Cost of standard accommodations in low to mid-priced hotels, or similar lodgings, to include room costs, associated local taxes, and necessary business-related charges.
- Reimbursement for meals at a rate of \$45.00 per diem per day.
- The Town of Bristol will not reimburse employees for the purchase of alcoholic beverages under any circumstance.

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- Tips not exceeding 15% of the total cost of a meal or 10% of a ground transportation fare.
- Charges for telephone calls, fax, and similar services required for business purposes.

Personal expenses incurred in traveling are not reimbursable, including but not limited to room service, personal telephone calls, laundry, entertainment, in-room movies, and alcoholic beverages.

Per diem rates paid in advance or by reimbursement on a claim form must document the name of the employee, the date(s) for reimbursement, and additional details, as required.

When travel is completed, employees should submit completed travel expense reports to include itemized receipts or other proper documentation, approved by his or her Department Head of the actual expenses incurred to the Clerk-Treasurer. Employees should contact their Department Head for guidance and assistance on procedures related to travel arrangements, expense reports, reimbursement for specific expenses, or any other business travel issues. The Town Council in its absolute and sole discretion shall make the final determination as to whether any such claim(s) will be paid.

Refer to the Town of Bristol Employee Handbook for additional information on business and travel expenses.

**PASSED by the Town Council of the Town of Bristol, Elkhart County, Indiana, this
___ day of March 2025**

YAY

NAY

_____	Jeff Beachy, Pres.	_____
_____	Cathy Burke	_____
_____	Gregg Tuholski	_____
_____	Doug DeSmith	_____
_____	Raymond D Rentfrow	_____

ATTEST: _____
Cathy Antonelli, Clerk-Treasurer, Town of Bristol, Indiana

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Appendix #1 - Tenure Incentive Pay (TIP)
Full-Time Sworn Law Enforcement Compensation Matrix

Year(s) of service	1	2	3	4	5	6	7	8	9	10	11	12	13
1 Point	\$ -	\$ 200.00	\$ 300.00	\$ 400.00	\$ 500.00	\$ 600.00	\$ 700.00	\$ 800.00	\$ 900.00	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00
2 Points	\$ -	\$ 300.00	\$ 400.00	\$ 500.00	\$ 600.00	\$ 700.00	\$ 800.00	\$ 900.00	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00
3 Points	\$ -	\$ 400.00	\$ 500.00	\$ 600.00	\$ 700.00	\$ 800.00	\$ 900.00	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00
4 Points	\$ -	\$ 500.00	\$ 600.00	\$ 700.00	\$ 800.00	\$ 900.00	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00
5 Points	\$ -	\$ 600.00	\$ 700.00	\$ 800.00	\$ 900.00	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00
6 Points	\$ -	\$ 700.00	\$ 800.00	\$ 900.00	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00
7 Points	\$ -	\$ 800.00	\$ 900.00	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00
8 Points	\$ -	\$ 900.00	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00
9 Points	\$ -	\$ 1,000.00	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00
10 Points	\$ -	\$ 1,100.00	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00
11 Points	\$ -	\$ 1,200.00	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00
12 Points	\$ -	\$ 1,300.00	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00
13 Points	\$ -	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00
14 Points	\$ -	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00
15 Points	\$ -	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00
16 Points	\$ -	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00
17 Points	\$ -	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00
18 Points	\$ -	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00
19 Points	\$ -	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00
20 Points	\$ -	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00
21 Points	\$ -	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00
22 Points	\$ -	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00
23 Points	\$ -	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00	\$ 3,500.00
Year(s) of service	14	15	16	17	18	19	20	21	22	23	24	25+	
1 Point	\$ 1,400.00	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	
2 Points	\$ 1,500.00	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	
3 Points	\$ 1,600.00	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	
4 Points	\$ 1,700.00	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	
5 Points	\$ 1,800.00	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	
6 Points	\$ 1,900.00	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	
7 Points	\$ 2,000.00	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	
8 Points	\$ 2,100.00	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	
9 Points	\$ 2,200.00	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	
10 Points	\$ 2,300.00	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00	
11 Points	\$ 2,400.00	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00	\$ 3,500.00	
12 Points	\$ 2,500.00	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00	\$ 3,500.00	\$ 3,600.00	
13 Points	\$ 2,600.00	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00	\$ 3,500.00	\$ 3,600.00	\$ 3,700.00	
14 Points	\$ 2,700.00	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00	\$ 3,500.00	\$ 3,600.00	\$ 3,700.00	\$ 3,800.00	
15 Points	\$ 2,800.00	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00	\$ 3,500.00	\$ 3,600.00	\$ 3,700.00	\$ 3,800.00	\$ 3,900.00	
16 Points	\$ 2,900.00	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00	\$ 3,500.00	\$ 3,600.00	\$ 3,700.00	\$ 3,800.00	\$ 3,900.00	\$ 4,000.00	
17 Points	\$ 3,000.00	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00	\$ 3,500.00	\$ 3,600.00	\$ 3,700.00	\$ 3,800.00	\$ 3,900.00	\$ 4,000.00	\$ 4,100.00	
18 Points	\$ 3,100.00	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00	\$ 3,500.00	\$ 3,600.00	\$ 3,700.00	\$ 3,800.00	\$ 3,900.00	\$ 4,000.00	\$ 4,100.00	\$ 4,200.00	
19 Points	\$ 3,200.00	\$ 3,300.00	\$ 3,400.00	\$ 3,500.00	\$ 3,600.00	\$ 3,700.00	\$ 3,800.00	\$ 3,900.00	\$ 4,000.00	\$ 4,100.00	\$ 4,200.00	\$ 4,300.00	
20 Points	\$ 3,300.00	\$ 3,400.00	\$ 3,500.00	\$ 3,600.00	\$ 3,700.00	\$ 3,800.00	\$ 3,900.00	\$ 4,000.00	\$ 4,100.00	\$ 4,200.00	\$ 4,300.00	\$ 4,400.00	
21 Points	\$ 3,400.00	\$ 3,500.00	\$ 3,600.00	\$ 3,700.00	\$ 3,800.00	\$ 3,900.00	\$ 4,000.00	\$ 4,100.00	\$ 4,200.00	\$ 4,300.00	\$ 4,400.00	\$ 4,500.00	
22 Points	\$ 3,500.00	\$ 3,600.00	\$ 3,700.00	\$ 3,800.00	\$ 3,900.00	\$ 4,000.00	\$ 4,100.00	\$ 4,200.00	\$ 4,300.00	\$ 4,400.00	\$ 4,500.00	\$ 4,600.00	
23 Points	\$ 3,600.00	\$ 3,700.00	\$ 3,800.00	\$ 3,900.00	\$ 4,000.00	\$ 4,100.00	\$ 4,200.00	\$ 4,300.00	\$ 4,400.00	\$ 4,500.00	\$ 4,600.00	\$ 4,700.00	

Rank	Police Officer	Corporal	Sergeant	Detective	Chief Deputy	Marshal
Points earned	1	2	3	3	4	5
Education		AA	BS/BA	MA	Ph.D.	
Points earned		2	4	6	8	
Specialized Training		1 Week	2 Weeks	3-10 Weeks	10-20 Weeks	
Points earned (Max 10 Points)		1	2	3	4	

TOWN OF BRISTOL, INDIANA
Amendment ORD. NO. 07.03.2025-12
SALARY ORDINANCE NO. 12-19-2024-28

Section 7, Item b.