(passed 8-0-1 Dierkhoff)

ORDINANCE 03-22
AN ORDINANCE FIXING THE SALARIES OF OFFICERS OF THE POLICE AND FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA, FOR THE YEAR 2004

NOW BE IT HEREBY ORDAINED BY THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, THAT:

SECTION I A. From and after January 1, 2004, pursuant to Indiana Code § 36-8-3-3 (d), the salary and pay schedule for the officers of the Fire Department of the City of Bloomington, Indiana, shall be fixed as follows, to wit:

FIRE DEPARTMENT

Job Title	Grade	Minimum	Maximum
Chief *	12-A	45,262	91,897

Job Title	Base Salary
Deputy Chief – Administration	50,019
Deputy Chief – Operations	50,019
Fire Prevention Officer	43,429
Battalion Chief	46,309
Captain	42,217
Sergeant	39,217
Firefighter 1st Class	37,726
Probationary Officer	33,481

* Non-tenured, appointed, policy-making position. Salaries shown are the minimum and maximum for the job grade. See Section I C.

In addition to the salary and pay schedule listed above, the City shall also contribute one and one half percent (1.5%) of the salary of a fully paid Firefighter 1st Class to the Public Employees Retirement Fund on behalf of each firefighter under the authority of I.C. § 36-8-7-8 and 36-8-8-8.

SECTION I B. Additional pay for all job positions except Chief.

Effective January 1, 2004, increases to the base salary described above on the basis of longevity, professional assignment, certification, and education shall be paid as reflected below.

Longevity:

Additional pay for longevity shall be credited on the firefighter's anniversary date of hire after the completion of years of service as reflected in the chart below.

Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
1	$0	8	$900	15	$1,200
2	$300	9	$900	16	$1,200
3	$300	10	$900	17	$1,200
4	$600	11	$900	18	$1,200
5	$600	12	$900	19	$1,200
6	$900	13	$900	20	$1,200
7	$900	14	$1,200	21+	$1,500

Certification:

1st Master Firefighter or NFPA Advanced certification	$300
Each additional certificate	$100

Maximum of eight (8) certificates, or $1,000.00 shall apply. Additionally, firefighters who have achieved EMT certification shall receive an additional $500.00 per year. Firefighters who have completed training for and are members of the Confined Space Rescue Team shall receive an additional $300.00 per year, except for the Team Leader of the Confined Space Rescue Team who shall receive an additional $500.00 per year. Any and all certifications must be current and on file at Headquarters to receive certification pay.

Professional & Command Classifications:

Additional pay for professional and command appointments shall be as follows:

Headquarters Sergeant	$400
Air Mask Technician, Shift Investigator, Headquarters Captain	$600
Engineer	$700
Training Officer	$800
Aerial Technician, Rescue Technician	$1,200
Shift Fire Inspector	$1,490

Education:

Education Pay shall be paid to firefighters with advanced degrees from accredited institutions at four levels:

Level 1	Associate 2-year degree	$400
Level 2	Associate 2-year degree in Fire Science, Fire Technology or Building Trades	$500
Level 3	Bachelor 4-year or higher level degree	$600
Level 4	Bachelor degree limited to Chemistry, Business, SPEA, and Fire Management, Fire Science or Fire Technology	$1,200

Other:

Unscheduled Duty Pay	$22.50 per hour Minimum 2 hours - no maximum
Holdover Pay	$11.25 per half-hour Minimum 0.5 hours - no maximum
Mandatory Training Pay	$22.50 per hour while off duty Minimum 2 hours - maximum 8 hours
Holiday Pay	$75.00/day
Clothing Allotment	$1,600

Maximum additional pay under Section I B. is $4,400.00.

SECTION I C. Merit Pay plan for the position of Chief.

Effective January 1, 2004 the non-union Pay Plan shall provide an increase to base salary based on position in the salary range and the individual's 2003 year end performance evaluation.

SECTION II A. From and after January 1, 2004, pursuant to I.C. § 36-8-3-3 (d), the salary and pay schedule for the officers of the Police Department of the City of Bloomington, Indiana, shall be fixed as follows, to wit:

POLICE DEPARTMENT

Job Title	Grade	Minimum	Maximum
Chief *	12-A	45,262	91,897

Job Title	Base Salary
Deputy Chief	50,162
Captain	47,999
Lieutenant	46,671
Supervisory Sergeant	45,336
Senior Police Officer	39,751
Officer First Class	38,138
Probationary Officer First Class	34,324

* Non-tenured, appointed, policy-making position. Salaries shown are the minimum and maximum for the job grade. See Section II C.

In addition to the salary and pay schedule listed above, the City shall also contribute three percent (3%) of the salary of a fully paid Officer First Class to the Public Employees Retirement Fund on behalf of each police officer under the authority of I.C. § 36-8-6-4 and 36-8-8-8.

SECTION II B. Additional pay for all job positions except Chief.

Effective January 1, 2004 a Unit Pay Plan shall provide increases to the base salary described above on the basis of longevity, professional assignment, certification, and education as reflected below.

1 unit = $100.00

Longevity:

1 year = 1 unit.
Units are added after completion of each calendar year of employment.
Maximum of 30 units.

Training:

20 hours per year = 1 unit.
Training must be completed during the year for credit on next year's pay. Credit for training is not cumulative.

Professional & Command Classifications:

Professional pay is divided into two levels:

Category 1 = School Liaison Officer, Training Instructor, CIRT Officer, Hostage Negotiator, Breath Analyzer, Canine Officer, Bike Patrol, Dive Team, Narcotics Officer.
Category 2 = Detective, Field Training Officer

Value of each level:
Category 1 = 5 units
Category 2 = 7 units

Employee must maintain and/or hold classification to keep units and associated pay.

Education:

Education pay divided into three levels:

2 year degree = 6 units
4 year degree = 12 units
Masters, Law, or Doctorate degree = 16 units

Other:

Unscheduled Duty Pay	$26.00/hour with a one & one half hour minimum
Clothing Allotment	$1,400
Shift Pay Differential:	
Afternoon Shift	$13/week
Night Shift and High Intensity Patrol	$15/week
Senior Shift Assignment	$25/week

Maximum additional pay under Section II B. is $4,200.00

SECTION II C. Merit Pay Plan for the position of Chief

Effective January 1, 2004 the non-union Pay Plan shall provide an increase to base salary based on position in the salary range and the individual's 2003 year end performance evaluation.

SECTION III. The rates shown as wages and salaries for the positions listed above are maximum rates.

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

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 10th day of September, 2003.

CHRIS GAAL, President
Bloomington Common Council

ATTEST:

REGINA MOORE, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 10th day of September, 2003.

REGINA MOORE, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 10th day of September, 2003.

JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum salary rates for all sworn fire and police personnel for the year 2004 in accordance with Council-approved collective bargaining agreements.

Signed copies to: legal(5) controller employee svcs. CA/CA(2) clerk file police fire