Passed 8-0-1 (Diekhoff)

ORDINANCE 01-26

AN ORDINANCE FIXING THE SALARIES OF OFFICERS OF THE POLICE AND FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA, FOR THE YEAR 2002

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, 2002, pursuant to I.C. 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

*Chief	$60,000.00
Chief of Operations	$47,170.00
Chief Inspector	$40,956.00
Fire Inspection Officer	$38,852.00
Battalion Chief	$43,672.00
Captain	$39,813.00
Sergeant	$36,984.00
Fire Fighter 1st Class	$35,577.00
Probationary Officer	$31,575.00

*Non-tenured policy-making position. Salary is subject to a market and merit adjustment. 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 Fire Fighter 1st Class to the Public Employees Retirement Fund on behalf of each fire fighter under the authority of Indiana Code 36-8-6-4 and 36-8-8-8.

SECTION I B. Additional pay for all job positions.

Effective January 1, 2002, 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
1	$0.00	11	$900.00
2	$300.00	12	$900.00
3	$300.00	13	$900.00
4	$600.00	14	$1,200.00
5	$600.00	15	$1,200.00
6	$900.00	16	$1,200.00
7	$900.00	17	$1,200.00
8	$900.00	18	$1,200.00
9	$900.00	19	$1,200.00
10	$900.00	20	$1,200.00
		21+	$1,500.00

Certification:

1st Master Firefighter or NFPA Advanced certification	$300.00
Each additional certificate	$100.00

Maximum of 8 certificates, or $1,000.00 shall apply. Additionally, firefighters who have achieved EMT certification 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	$400.00
Air Mask Technician, Shift Investigator, Headquarters Captain	$600.00
Engineer	$700.00
Training Officer	$800.00
Aerial Technician, Rescue Technician	$1,200.00

Education:

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

Level 1	Associate 2-year degree	$400.00
Level 2	Associate 2-year degree in Fire Science, Fire Technology or Building Trades	$500.00
Level 3	Bachelor 4-year or higher level degree	$600.00
Level 4	Bachelor Bachelor degree limited to Chemistry, Business, SPEA, and Fire Management, Fire Science or Fire Technology	$1,200.00

Other:

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

Unscheduled Duty Pay	$20.00 per hour Minimum 2 hours - no maximum
Holdover Pay	$10.00 per half-hour Minimum increment 0.5 hours – no maximum
Mandatory Training Pay	$20.00 per hour while off duty Minimum 2 hours - maximum 8 hours
Holiday Pay	$75.00/day
Clothing Allotment	$1,600

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

Effective January 1, 2002 the non-union Pay Plan shall provide an increase to base salary based on position in the salary range and the individual's 2001 year end performance evaluation.

SECTION II. From and after January 1, 2002, 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

*Chief	$60,000.00
Deputy Chief	$45,903.00
Captain	$43,778.00
Lieutenant	$42,476.00
Supervisory Sergeant	$41,166.00
Senior Police Officer	$36,351.00
Officer First Class	$35,138.00
Probationary Officer First Class	$28,522.00

*Non-tenured policy-making position. Salary is subject to a market and merit adjustment. See Section II C.

In addition to the salary and pay schedule listed above, the City shall also contribute two percent (2%) 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 Indiana Code 36-8-6-4 and 36-8-8-8.

Effective January 1, 2002 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 2 levels:

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

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 3 levels:

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

Other:

Maximum of 40 units total.

Unscheduled Duty Pay	$22.00/hour with a one & one half hour minimum
Clothing Allotment	$1,200
Shift Pay Differential:	
Afternoon Shift	$13/week
Night Shift	$15/week
Senior Shift Assignment	$25/week

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

Effective January 1, 2002 the non-union Pay Plan shall provide an increase to base salary based on position in the salary range and the individual's 2001 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 23rd day of July, 2001.

Patricia Cole
PATRICIA COLE, President
Bloomington Common Council

ATTEST:

Regina Moore
REGINA MOORE, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 24th day of July, 2001.

Regina Moore
REGINA MOORE, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 24 day of July, 2001.

JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum salary rates for all sworn fire and police personnel for the year 2002.

Signed copies to:
Police
Fire
Controller

legal (5)
Employee Svcs