

*(Added 8-0-1
Diekhoff abstain.)*

**ORDINANCE 06-15
AN ORDINANCE FIXING THE SALARIES OF OFFICERS OF THE POLICE AND
FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA,
FOR THE YEAR 2007**

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, 2007, 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

| <u>Job Title</u> | <u>Grade</u> | <u>Minimum</u> | <u>Maximum</u> |
|------------------|--------------|----------------|----------------|
| Chief * | 12 | 47,978 | 97,411 |

| <u>Job Title</u> | <u>Base Salary</u> |
|-----------------------------------|--------------------|
| Deputy Chief – Administration | 53,340 |
| Deputy Chief – Operations | 53,340 |
| Fire Prevention Officer | 46,314 |
| Battalion Chief | 49,385 |
| Captain | 45,020 |
| Sergeant | 41,821 |
| Firefighter 1 st Class | 40,232 |
| Probationary Officer | 35,705 |

* Salaries shown are the minimum and maximum for the job grade.

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 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, 2007, increases to the base salary described above on the basis of longevity, professional assignment, certification, and education shall be paid as reflected below. The maximum annual total for longevity, professional assignment, certification, and education pay under Section I B. is \$4,400.00.

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.

| <u>Years of Service</u> | <u>Amount</u> |
|-------------------------|---------------|-------------------------|---------------|-------------------------|---------------|-------------------------|---------------|
| 1 | \$0 | 6 | \$900 | 11 | \$900 | 16 | \$1,200 |
| 2 | \$300 | 7 | \$900 | 12 | \$900 | 17 | \$1,200 |
| 3 | \$300 | 8 | \$900 | 13 | \$900 | 18 | \$1,200 |
| 4 | \$600 | 9 | \$900 | 14 | \$1,200 | 19 | \$1,200 |
| 5 | \$600 | 10 | \$900 | 15 | \$1,200 | 20+ | \$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:

| | |
|---|----------|
| Confined Space Rescue Team Member | \$ 300 |
| Confined Space Rescue Team Coordinator | \$ 500 |
| Headquarters Sergeant | \$ 400 |
| Air Mask Technician, Shift Investigator, Headquarters Captain | \$ 600 |
| Engineer | \$ 700 |
| Training Officer | \$ 800 |
| Rescue Technician | \$ 1,200 |
| Shift Fire Inspector | \$ 1,589 |

Education:

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

| | | |
|---------|--|----------|
| Level 1 | Associate 2-year degree | \$ 500 |
| Level 2 | Bachelor 4-year or higher level degree | \$ 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 | \$100 per day |
| Clothing Allotment | \$1,600 |
| Reassignment Pay | \$10 per tour of duty |

SECTION I C. Salary Increase for Chief

Effective January 1, 2007, subject to the maximum salaries set by this ordinance; an increase may be included in the Chief's base salary if funds permit. This increase may be some combination of market and merit components.

SECTION II A. From and after January 1, 2007, 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

| <u>Job Title</u> | <u>Grade</u> | <u>Minimum</u> | <u>Maximum</u> |
|------------------|--------------|----------------|----------------|
| Chief * | 12 | 47,978 | 97,411 |

| <u>Job Title</u> | <u>Base Salary</u> |
|----------------------------------|--------------------|
| Deputy Chief | 55,169 |
| Captain | 52,941 |
| Lieutenant | 51,573 |
| Supervisory Sergeant | 50,198 |
| Senior Police Officer | 44,446 |
| Officer First Class | 42,372 |
| Probationary Officer First Class | 38,135 |

* Salaries shown are the minimum and maximum for the job grade.

In addition to the salary and pay schedule listed above, the City shall also contribute four percent (4%) 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, 2007 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. The maximum annual total for Unit Pay under Section II B. is \$4,500.00.

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, Motorcycle Patrol, Civil Disturbance Unit, Accident Reconstructionist, Honor Guard, and Drug Recognition Expert.
- 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 | \$31.00/hour with a one & one half hour minimum |
| Clothing Allotment | \$1,600 |
| <u>Shift Pay Differential:</u> | |
| Afternoon Shift | \$16/week |
| Night Shift and High Intensity Patrol | \$20/week |
| Senior Shift Assignment | \$30/week |

SECTION II C. Salary Increases for Non-Union Employees

Effective January 1, 2007, subject to the maximum salaries set by this ordinance; an increase may be included in the Chief's base salary if funds permit. This increase may be some combination of market and merit components.

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

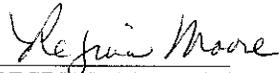
SECTION IV. This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 13th day of SEPTEMBER, 2006.



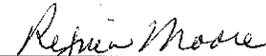
CHRIS STURBAUM, President
Bloomington Common Council

ATTEST:



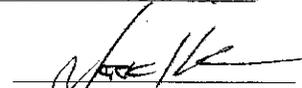
REGINA MOORE, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 14th day of SEPTEMBER, 2006.



REGINA MOORE, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 14th day of SEPTEMBER, 2006.



MARK KRIZAN, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum salary rates for all sworn fire and police personnel for the year 2007 in accordance with Council-approved collective bargaining agreements.

Signed copies to:
Legal (8)
Controller
Fire
Police
CS.

CA/CA (2)
Clerk
A/E