

Passed 9-0

ORDINANCE 15-18

AN ORDINANCE FIXING THE SALARIES OF OFFICERS OF THE POLICE AND FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA, FOR THE YEAR 2016

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, 2016, 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	\$52,412	\$106,415

<u>Job Title</u>	<u>Base Salary</u>
Deputy Chief—Administration	\$66,245.00
Deputy Chief—Operations	\$66,245.00
Fire Prevention Officer	\$57,520.00
Battalion Chief	\$61,335.00
Captain	\$55,912.00
Sergeant	\$51,940.00
Firefighter 1 st Class	\$49,965.00
Probationary Officer	\$44,784.00

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

In addition to the salary and pay schedule listed above, the City also shall contribute four percent (4.0%) 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, 2016, 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 \$4,800.00.

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	\$1,400	11	\$1,400	16	\$1,700
2	\$800	7	\$1,400	12	\$1,400	17	\$1,700
3	\$800	8	\$1,400	13	\$1,400	18	\$1,900
4	\$1,100	9	\$1,400	14	\$1,700	19	\$1,900
5	\$1,100	10	\$1,400	15	\$1,700	20+	\$3,250

Certification:

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

<u>Number</u>	<u>Amount</u>
1	\$300
2	\$400
3	\$500

4	\$600
5	\$700
6	\$800
7	\$900
8	\$1,000

Maximum of eight (8) certificates or one thousand dollars (\$1,000.00) shall apply. 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
Headquarters Captain	\$ 600
Air Mask Technician, Shift Investigator	\$ 600
Engineer	\$ 700
Training Officer	\$ 800
Chauffeur	\$ 900
Rescue Technician	\$ 1,200

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	\$25.00 per hour Minimum 2 hours. No maximum.
Holdover Pay	\$12.50 per half-hour Minimum 0.5 hours. No maximum.
Mandatory Training Pay	\$25.00 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, 2016, subject to the maximum salaries set by this ordinance; an increase may be included in the Chief's base salary based on the compensation plan for non-union employees.

SECTION I D. Longevity Recognition Pay

Any sworn fire personnel with the City of Bloomington who has completed upon their anniversary date said years of service as outlined below, shall receive the below compensation. This compensation is in addition to their regular pay as outlined in this ordinance.

Five (5) years	\$25.00
Ten (10) years	\$50.00
Fifteen (15) years	\$75.00

Twenty (20) years	\$100.00
Twenty-five (25) years	\$150.00
Thirty (30) years	\$200.00
Thirty-five (35) years	\$250.00
Forty (40) years	\$300.00
Forty-five (45) years	\$350.00
Fifty (50) years	\$400.00

SECTION II A. From and after January 1, 2016, 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	\$52,412	\$106,415

<u>Job Title</u>	<u>Base Salary</u>
Deputy Chief	\$68,047
Captain	\$65,300
Lieutenant	\$63,611
Supervisory Sergeant	\$61,915
Senior Police Officer	\$53,744
Officer First Class	\$51,238
Probationary Officer First Class	\$46,114

* 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, 2016, additional pay shall be added to the base salary described above on the basis of longevity, specialty pay, training, and education as reflected below. The maximum additional annual pay total except for longevity and other pay, under Section II B. is \$4,800.00.

Longevity:

Every year of employment equals \$100 pay
Credit for years of service is added after completion of each calendar year of employment.

Training:

For every 20 hours per year in training = \$100
Training must be completed during the year for credit on next year's pay. Credit for training is not cumulative.

Specialty Pay

Specialty 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, Motorcycle Patrol, Civil Disturbance Unit, Accident Reconstructionist, Honor Guard, Downtown Resources Officer, and Drug Recognition Expert

Category 2 = Field Training Officer and/or Detective

Category 1 = \$500 in pay
 Category 2 = \$1400 in pay
 Employee must maintain and/or hold classification to keep associated pay.

Education:

Education pay divided into three levels:

2 year degree = \$600 in pay
 4 year degree = \$1200 in pay
 Masters, Law or Doctorate degree = \$1600 in pay

Other:

Unscheduled Duty Pay	\$35.00/hour with a two hour minimum
Clothing Allotment	\$1,600
<u>Shift Pay Differential:</u>	
Afternoon Shift	\$16/week
Night Shift and High Intensity Patrol	\$20/week

SECTION II C. Salary Increases for Non-Union Employees

Effective January 1, 2016, subject to the maximum salaries set by this ordinance; an increase may be included in the Chief's base salary based on the compensation plan for non-union employees.

SECTION II D. Longevity Recognition Pay

Any sworn police personnel with the City of Bloomington who has completed upon their anniversary date said years of service as outlined below, shall receive the below compensation. This compensation is in addition to their regular pay as outlined in this ordinance.

Five (5) years	\$25.00
Ten (10) years	\$50.00
Fifteen (15) years	\$75.00
Twenty (20) years	\$100.00
Twenty-five (25) years	\$150.00
Thirty (30) years	\$200.00
Thirty-five (35) years	\$250.00
Forty (40) years	\$300.00
Forty-five (45) years	\$350.00
Fifty (50) years	\$400.00

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

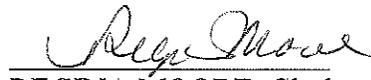
SECTION IV. This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 14th day of OCTOBER, 2015.



DAVE ROLLO, 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 15th day of OCTOBER, 2015.



REGINA MOORE, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 15th day of OCTOBER, 2015.



MARK KRUZAN, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum salary rates for all sworn fire and police personnel for the year 2016 in accordance with Council-approved collective bargaining agreements.

Note: This ordinance was revised after it was distributed in the Weekly Legislative Packet (on Friday, September 25th, and introduced at the Special Session (on September 30th). The revisions reflect that the Collective Bargaining Agreement with the Fraternal Order of Police for 2015-2018 no longer refers to the Unit Pay Plan where 1 unit was equal to \$100 in compensation. The dollar amounts are now included in the ordinance.

Signed copies to:
controller
legal
NK
FOP
Police
clerk