

Passed 8-0 (Flaherty absent)

Bloomington Common Council Ordinance Number 2026-16 To Amend An Ordinance Fixing The Salaries Of Officers And Employees Of The Police And Fire Departments For The City Of Bloomington, Indiana, For The Year 2026

Preamble

Whereas, IC 36-4-7-3 authorizes the Council to fix the compensation of appointed officers, non-union, and A.F.S.C.M.E employees; and

Whereas, IC 36-8-3-3(d) authorizes the Council to fix the compensation of safety officers; and

Whereas, salaries for 2026 for City of Bloomington Safety Officers were set by Ordinance 25-38 which was passed by the City of Bloomington Common Council (“Council”) on October 23, 2025; and

Whereas, the Mayor has determined that it is in the best interest of the City to amend Ordinance 25-38 to add a fifth Lieutenant position within the Police department; and

Whereas, in the interest of including all relevant salaries and positions in one document, these changes are incorporated into Ordinance 25-38 by deleting and replacing the text of the entire ordinance, but such deletion and replacement is not intended to change the status of unaffected job titles or provisions.

NOW, THEREFORE, be it hereby ordained by the Common Council of the City of Bloomington, Monroe County, Indiana, Ordinance 2025-38, which fixed salaries for Officers and Employees of the Police and Fire Departments, is hereby deleted in its entirety and replaced as follows:

SECTION I A. From and after January 1, 2026, pursuant to Indiana Code § 36-8-3-3(d), the salary and pay schedule for the officers and employees of the Fire Department of the City of Bloomington, Indiana, shall be fixed as follows, to wit:

Civilian Non-Sworn positions are assigned a grade pursuant to the same structure as Non-Union Appointed Officers. Sworn Administrative positions are non-union but are assigned specific salaries. If a position is followed by a parenthesis containing a decimal, the position is part-time and at least thirty (30) hours per week, making it a benefits-eligible position. All positions below thirty hours per week are paid hourly, pursuant to Section III.

The amounts for each grade are further described in Section III. The maximum rates listed in Section III reflect the maximum annual salary for each job grade for a regular full-time employee. Where a position is followed by a parenthesis containing a decimal, the amount listed for that position is prorated based on the position’s hours.

Where more than one (1) position shares the same job title in the department indicated, the number of positions that share the job title is given in parentheses after the job title in the form of a whole number.

Civilian Non-Sworn

<u>Job Title</u>	<u>Grade</u>
Chief	14
Fire Marshal	9
Deputy Fire Marshal (2)	8
Program Manager	9
Community EMT/Paramedic (6)	6
Office Manager	6

Sworn Administrative Fire Department Employees

<u>Job Title</u>	<u>Grade or Max Base Salary</u>
Deputy Chief	\$121,000.10
Assistant Chief of Administration and Planning	\$113,000.16
Assistant Chief of Operations	\$113,000.16
Battalion Chief of Operations (3)	\$110,000.02
Battalion Chief of Training	\$110,000.02
Community Engagement Officer	\$93,440.00
Fire Logistics Officer	\$93,440.00
Probationary Officer	\$78,503.00

Sworn Contractual Positions

<u>Job Title</u>	<u>Max Base Salary</u>
Captain (19)	\$93,440.00
Chauffeur/Lieutenant (42)	\$86,760.00
Firefighter 1 st Class (38)	\$83,503.00

In addition to the salary and pay schedule listed above, the City also shall contribute four percent (4%) of the salary of a fully paid firefighter at base pay (Firefighter 1st Class) with twenty-five (25) years of longevity (equal to an additional \$12,500) to the Public Employees Retirement Fund on behalf of each sworn firefighter under the authority of I.C. §§ 36-8 *et seq.*

Section I B. Additional Specialty Pay.

Effective January 1, 2026, 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.

Longevity Chart:

Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
1	\$0	6	\$1,500	11	\$3,000	16	\$5,000
2	\$400	7	\$2,000	12	\$3,000	17	\$5,000
3	\$500	8	\$2,000	13	\$4,000	18	\$5,000
4	\$800	9	\$2,000	14	\$4,000	19	\$6,000
5	\$1,500	10	\$3,000	15	\$4,000	20	\$6,000

Years of Service	Amount
21	\$7,000

22	\$7,000
23	\$10,000
24	\$10,000
25+	\$12,500*

*Longevity is capped at \$12,500; however, pension contributions are made at the full 25+ longevity rate of \$12,500.

Certification

Firefighters who have achieved one or more of the 51 qualifying certifications listed in the Department’s Professional Standards and Promotion Guide shall be eligible for additional compensation in accordance with the table set forth below:

Certification

Pay Chart:

Number of Certifications	Amount per Certification
1	\$100
2	\$200
3	\$300
4	\$400
5	\$500
6	\$600
7	\$700
8	\$800
9	\$900
10	\$1,000
11	\$1,100
12	\$1,200
13	\$1,300
14	\$1,400
15	\$1,500

Maximum of fifteen (15) certificates or one thousand, five hundred dollars (\$1,500.00) shall apply. Any and all certifications must be current and on file at Headquarters to receive certification pay.

Professional & Command Classifications Chart

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

Position	Amount
Squad Officer	\$1,800
Headquarters Captain	\$1,000
Station Captain	\$1,000
Squad Driver	\$900
Engineer	\$900
Shift Training Instructor	\$800
Sergeant	\$500
Shift Logistics Technician	\$500
Rescue Technician	\$200
Headquarters Station Differential	\$100

Education Pay Chart

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

Level	Degree	Pay
Level 1	Associate 2-year degree	500
Level 2	Bachelor 4-year or higher level degree	1,200

Other Pay Chart

Pay	Amount and maximum
Unscheduled Duty Pay*	Paid at employee's regular hourly rate. Minimum 2 hours. No maximum.
Holdover Pay	Paid at employee's regular hourly rate. Minimum .5 hours. No maximum.
Mandatory Training Pay	Paid at employee's regular hourly rate. Minimum 2 hours and maximum 8 hours.
Holiday Pay**	\$100 per day
Clothing Allotment	\$500
Reassignment Pay	\$10 per tour of duty
On-Call Pay***	\$100 per week spent on on-call status.
Acting Pay	Base salary increased to the base salary of the higher rank if time spent in acting capacity exceeds 15 consecutive calendar days.

* Unscheduled Duty Pay shall also be paid to Probationary Officers.
** Holiday Pay shall also be paid to Battalion Chiefs of Operations and Probationary Officers.
***On-Call Pay shall be paid only to the Fire Marshal, Deputy Fire Marshals, and Community Engagement Officer.

SECTION I C. Increases for salaries not set by the contract

Subject to the maximum salaries set by this ordinance, an increase may be included in those salaries not set by a collective bargaining agreement, and this increase is based on the compensation plan for non-union employees.

SECTION I D. Retention Pay - Base Salary

Retention pay has been permanently added to the base pay. The previously paid amounts are factored in and included in the salaries listed in section I(A).

SECTION I E. Premium Payments for Battalion Chiefs

In addition to their regular compensation, Battalion Chiefs who work a non-scheduled, twenty-four (24) hour shift will receive one hundred dollars (\$100) for each such non-scheduled twenty-four (24) hour shift.

SECTION II A. From and after January 1, 2026, 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:

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 at base pay (Officer First Class) plus \$5,000 (equal to \$89,626) to the Public Employees Retirement Fund on behalf of each sworn police officer under the authority of I.C. §§ 36-8-6-4 and 36-8-8-8.

SECTION II B. Additional pay for Sergeants, Senior Police Officers, Officers First Class, and Probationary Officers, if eligible.

Effective January 1, 2025, the City added specialty pay, training pay, and education pay as reflected below to the base salary described above. The maximum additional annual pay total *except for* longevity and other pay, under Section II B. is \$4,800.00.

Longevity Pay Chart

Longevity pay shall be credited on a member’s anniversary date of hire after the completion of years of service as reflected in the table below.

<u>Years of Service</u>	<u>Longevity Pay</u>		<u>Years of Service</u>	<u>Longevity Pay</u>
1	\$200		11	\$2,200
2	\$400		12	\$2,400
3	\$600		13	\$2,600
4	\$800		14	\$2,800
5	\$1,000		15	\$3,000
6	\$1,200		16	\$3,200
7	\$1,400		17	\$3,400
8	\$1,600		18	\$3,600
9	\$1,800		19	\$3,800
10	\$2,000		20 or more	\$5,000

Training

For every twenty (20) hours per year in training = One hundred dollars (\$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 three (3) levels:

Category 1 = School Liaison Officer, Training Instructor, Breath Analyzer, Canine Officer, Bike Patrol, Motorcycle Patrol, Civil Disturbance Unit, Accident Reconstructionist, Honor Guard, Downtown Resources Officer, and Drug Recognition Expert

Category 2 = CIRT Officer, Hostage Negotiator, Dive Team

Category 3 = Field Training Officer and/or Detective

Category 1 = \$500 in pay

Category 2 = \$1,000 in pay

Category 3 = \$1,600

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

Education

Education pay divided into three (3) levels:

Two (2) year degree = Six Hundred Dollars (\$600) in pay

Four (4) year degree = Twelve Hundred Dollars (\$1200) in pay

Masters, Law or Doctorate degree = Sixteen Hundred Dollars (\$1600) in pay

Other Pay Chart

Off-Duty pay is received at a minimum of two (2) hours.

<u>Shift Pay Differential:</u>	Amount
Afternoon Shift	\$16/week
Night Shift and High Intensity Patrol	\$20/week
Afternoon Shift*	\$50/week*

*The Fifty Dollars (\$50) per-week shift differential shall only apply to (1) senior police officers who (2) successfully bid for afternoon shift as their first or second choice in accordance with Section VIII of the Collective Bargaining Agreement between the City of Bloomington and the Fraternal Order of Police, Don Owens Memorial Lodge 88. For non-senior police officers or senior police officers who do not bid for afternoon shift as their first or second choice, the standard Sixteen Hour (\$16) per-week afternoon shift differential shall apply.

SECTION II C. Clothing Allotment

All sworn officers will receive a clothing allotment of Five Hundred Dollars (\$500).

SECTION II D. Recruitment Incentives

Eligible officers who refer a candidate who is hired as a police officer will receive One Thousand Dollars (\$1,000) in accordance with the procedures and requirements outlined in the Employee Referral Program. Newly hired certified police officers will receive Five Thousand Dollars (\$5,000) within the first year of employment. Those newly-hired officers who are not certified police officers will receive Three Thousand Dollars (\$3,000) within the first year of employment. Those who have previously been employed by the City must have a one (1) year gap in full time employment with the City to be eligible for this incentive.

SECTION II E. Police Shift Differential

Employees working in the Police Department and Central Dispatch, who are assigned to work after 1:30 p.m., shall receive a twenty-six cents (\$0.26) per hour premium shift differential for working the evening shift.

SECTION II F. Dispatch Trainer Incentive Pay

During pay periods when a dispatcher is designated as a trainer, dispatchers shall earn a

Certain non-contractual positions have a maximum salary listed, while others are assigned a grade pursuant to the same structure as Non-Union Appointed Officers. If a position is followed by a parenthesis containing a decimal, the position is part-time and at least thirty hours per week, making it a benefits-eligible position. All positions below thirty (30) hours per week are paid hourly, pursuant to Section III.

The amounts for each grade are further described in Section III. The maximum rates listed in Section III reflect the maximum annual salary for each job grade for a regular full-time employee. Where a position is followed by a parenthesis containing a decimal, the amount listed for that position is prorated based on the position’s hours.

Where more than one position shares the same job title in the department indicated, the number of positions that share the job title is given in parentheses after the job title in the form of a whole number.

<u>POLICE DEPARTMENT</u>	
<u>Job Title</u>	<u>Grade or Max Base Salary</u>
Chief	14
Deputy Chief	\$124,128.09
Captain of Operations	\$119,319.95
Captain of Administration	\$119,319.95
Lieutenant (5)	\$114,513.00
Sergeant (13)	\$98,161.86
Probationary Police Officer (11)	\$81,234 - \$84,626
<u>Administration</u>	
Senior Social Worker	9
Crime Scene Technician and Property Manager (3)	8
Social Worker (2)	8
Office and Accreditation Manager	8
Executive Assistant	7
CAD/RMS Administrator	8
Data Analyst (2)	8
Community Service Specialist (11)	5
Office Assistant and Outreach Specialist	6
Custodian	3
<u>CEDC</u>	
Telecommunications Manager	9
Social Worker	8
Telecommunications Assistant Manager	8
Telecommunications Supervisor (6)	7
Telecommunicators (32)	6
Accreditation and Quality Assurance Specialist/Telecommunicator II	6
<u>Records</u>	
Records Manager/Administrative Manager III	9
Assistant Records Manager/Administrative Assistant II	7
Special Investigations Clerk	5
Records Clerk (11)	5
Front Desk Clerk I/Administrative Clerk II	5
<u>CONTRACTUAL SALARIES</u>	
Senior Police Officer	\$87,825
Officer First Class	\$84,626

shift differential of One Dollar (\$1.00) per hour for training other, less experienced dispatchers. Proper documentation shall be provided to Human Resources and the Controller’s Office to verify which Dispatchers are trainers.

Section III A. Pay Grades and Salary Ranges

The minimum and maximum rates listed below reflect the salary ranges for each job grade for a full-time officer of the Police and Fire departments. These ranges are based on full time hours worked and will be prorated for part-time, benefits-eligible employees.

Grade Pay Range Chart

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
1	\$36,387	\$43,664
2	\$38,209	\$45,850
3	\$40,883	\$49,061
4	\$43,242	\$56,215
5	\$50,275	\$65,358
6	\$57,309	\$74,501
7	\$64,342	\$83,644
8	\$71,374	\$92,786
9	\$78,408	\$101,931
10	\$85,440	\$111,073
11	\$92,474	\$120,217
12	\$101,411	\$131,836
13	\$115,899	\$150,669
14	\$135,216	\$175,780

Section III B. Non-union Pay Steps Within Grades. The amount earned within each grade shall be determined by the employee’s tenure within the City and, if applicable, prior relevant experience. These amounts are based on full time hours worked and will be prorated for part-time employees. Employees whose 2026 salary is higher than the maximum of the salary range due to past merit/market increases or attraction/retention, shall nonetheless continue to receive their total salary.

Chart of steps within grade:

Grade	Minimum/ Hire	After Year 1	After Year 3	After Year 5	Maximum/After Year 10
1	\$36,387	\$38,205	\$40,025	\$41,844	\$43,664
2	\$38,209	\$40,119	\$42,029	\$43,939	\$45,850
3	\$40,883	\$42,928	\$44,972	\$47,016	\$49,061
4	\$43,242	\$46,485	\$49,728	\$52,972	\$56,215
5	\$50,275	\$54,046	\$57,816	\$61,587	\$65,358

6	\$57,309	\$61,607	\$65,905	\$70,203	\$74,501
7	\$64,342	\$69,167	\$73,992	\$78,818	\$83,644
8	\$71,374	\$76,728	\$82,081	\$87,434	\$92,786
9	\$78,408	\$84,288	\$90,169	\$96,049	\$101,931
10	\$85,440	\$91,849	\$98,257	\$104,666	\$111,073
11	\$92,474	\$99,409	\$106,345	\$113,281	\$120,217
12	\$101,411	\$109,017	\$116,624	\$124,230	\$131,836
13	\$115,899	\$124,592	\$133,284	\$141,977	\$150,669
14	\$135,216	\$145,357	\$155,498	\$165,640	\$175,780

SECTION III C. Part-time and Temporary Positions All positions that are filled on an ad hoc basis and are of temporary or seasonal nature are considered “Temporary Positions.” Temporary Positions and part-time positions below thirty (30) hours per week are benefits-eligible are subject to the hourly rates table, listed below. The rate ranges in the table are hourly rates, except as otherwise listed.

HOURLY RATES TABLE

<u>Job Title</u>	<u>Minimum</u>	<u>Maximum</u>
Administrative Assistant/Office Manager	\$16.66	\$23.50
Attendant	\$16.66	\$17.15
Intern/Law Clerk	\$16.66	\$17.15
Laborer	\$16.66	\$22.17
Law Clerk	\$16.66	\$17.15
Leader/Coordinator	\$16.66	\$30.50
Motor Equipment Operator	\$16.66	\$22.82
Specialist	\$16.66	\$50.00
Staff Assistant	\$17.96	\$18.71
Supervisor/Manager	\$16.66	\$38.00
Support Specialist	\$16.66	\$20.50

All temporary positions and hourly rates must be separately approved by Human Resources and the Controller’s office.

SECTION IV. If any section, sentence, or provision of this Ordinance, or the application thereof to any person or circumstances shall be declared invalid, such invalidity shall not affect any of the other sections, sentences, provisions, or applications of this Ordinance which can be given effect without the invalid provision or application, and to this end the provisions of this Ordinance are declared to be severable.

SECTION V. 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 05 day of August, 2026.

Signature Page

Council Approval Signature and Date: August 13, 2026



Isak Nti Asare
President, Bloomington Common Council

Attestation of Bloomington City Clerk:

Signature and Date: August 13, 2026



Nicole Bolden
Clerk, City of Bloomington

Presentation by Bloomington City Clerk:

Presented by me to the Mayor of Bloomington, Monroe County, Indiana, upon this 13 of August, 2026:

Signature and Date: August 13, 2026



Nicole Bolden
Clerk, City of Bloomington

Approval by Mayor

Signed and approved by me upon this upon the 14 day of August, 2026:

Signature and Date:



Kerry Thomson
Mayor, City of Bloomington

Synopsis

Ordinance 2026-16 amends Ordinance 2025-38 by adding a Lieutenant position within the Police department.