

Passed 7-0 (Rollo, Rosenbarger absent)

Bloomington Common Council Ordinance Number 2026-25 Fixing the Salaries of Officers and Employees of the Police and Fire Departments for the City of Bloomington, Indiana, for the Year 2027

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, 2027, pursuant to Indiana Codes §§ 36-8-3-3(d) and 36-4-7-3, 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	\$124,629.96
Assistant Chief of Administration and Planning	\$116,390.04
Assistant Chief of Operations	\$116,390.04
Battalion Chief of Operations (3)	\$113,299.94
Battalion Chief of Training	\$113,299.94

Community Engagement Officer	\$96,243.00 ¹
Probationary Firefighter	\$81,008.00

Sworn Contractual Positions

<u>Job Title</u>	<u>Max Base Salary</u>
Captain (19)	\$96,243.00
Logistics Officer	\$96,243.00
Chauffeur/Lieutenant (42)	\$91,168.00
Firefighter 1 st Class (38)	\$86,008.00

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 Speciality Pay.

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.

¹ The individual in this position will earn \$102,330 in 2027 because at the time the Salary Study was implemented in 2025, the individual was grandfathered in at a higher rate. If and when matriculation occurs, this position will be paid at the rate indicated in the applicable Salary Ordinance.

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

Additional pay for professional and command appointments shall be made in accordance with the following chart.

Professional and Command Classification Chart:

Position	Amount
Logistics Officer	\$3,000
Training Officer	\$3,000
Station Captain	\$1,000
Battalion Captain	\$1,000
Engineer	\$900
Sergeant	\$900
Shift Training Instructor	\$800
Shift Logistics Technician	\$500
Rescue Technician	\$200
Station 1 Differential	\$100

Education Pay Chart

Education Pay shall be paid to firefighters with advanced degrees from accredited institutions at two levels per the chart.

Education Pay Chart:

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

Other Pay Chart

<u>Pay</u>	<u>Amount and maximum</u>
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**	\$300 per day
Clothing Allotment	\$500 per year
Reassignment Pay	\$25 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.

* 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 I F. Retiree Health Care

As outlined in the Collective Bargaining Agreement, if a retired City firefighter in a Sworn Contractual position elects to maintain continuous coverage under the City’s health insurance, the City shall contribute up to \$5,000 per calendar year towards the retiree’s insurance premiums.

This benefit shall be available for up to ten years after retirement, or until the retiree is eligible for Medicare, whichever occurs sooner.

Section I G. Post Employment Healthcare Plan

For all current City firefighters in a Sworn Contractual position, the City will deposit \$150 quarterly into a Post Employment Healthcare Plan (“PEHP”). Employees eligible for this benefit may sell back up to four vacation days annually for additional funds to be deposited into their PEHP.

Section II A.

From and after January 1, 2027, pursuant to I.C. § 36-8-3-3(d) and 36-4-7-3, 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:

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 not benefits-eligible and 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.

Civilian Non-Contractual Positions

Leadership

<u>Job Title</u>	<u>Grade or Max Base Salary</u>
Chief	14
Deputy Chief	\$127,851.09
Captain of Operations	\$122,898.95
Captain of Administration	\$122,898.95
Lieutenant (5)	\$117,948.00
Sergeant (13)	\$101,105.86
Probationary Police Officer (11)	\$83,671-\$87,164.78

Administration

<u>Job Title</u>	<u>Grade or Max Base Salary</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

CEDC

<u>Job Title</u>	<u>Grade or Max Base Salary</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

Records

<u>Job Title</u>	<u>Grade or Max Base Salary</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

Contractual

<u>Job Title</u>	<u>Grade or Max Base Salary</u>
Officer First Class	\$90,459.75
Officer Second Class	\$87,164.78

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 \$12,500 (equal to \$102,959.75) 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, Officers First Class, Officers Second 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.

Longevity Pay

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.

Longevity Pay Chart

<u>Years of Service</u>	<u>Longevity Pay</u>	<u>Years of Service</u>	<u>Longevity Pay</u>
1	\$200	11	\$4,400
2	\$400	12	\$4,800
3	\$600	13	\$5,200
4	\$800	14	\$5,600
5	\$1,500	15	\$7,500
6	\$1,800	16	\$8,000
7	\$2,100	17	\$8,500
8	\$2,400	18	\$9,000
9	\$2,700	19	\$9,500
10	\$4,000	20 or more	\$12,500

Training

An employee under this Section shall receive training pay at the rate of \$100.00 for every twenty (20) hours of training completed during the previous calendar year. Training must be completed during the year for credit on next year’s pay. Credit for training is not cumulative.

Specialty Pay

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

Specialty Pay Chart

<u>Category</u>	<u>Positions Included</u>	<u>Annual Pay Amount</u>
1	School Liaison Officer, Training Instructor, Breath Analyzer, K9 Officer, Bike Patrol, Motorcycle Patrol, Civil Disturbance Unit, Accident Reconstructionist, Honor Guard, Downtown Resources Officer, Drug Recognition Expert, Drone Operator, Rape Aggression Defense Instructor, and Voice Stress Operator	\$500
2	Hostage Negotiator, Dive Team	\$1,000
3	CIRT Officer and/or Detective	\$1,600
4	Field Training Officer	\$2,500

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>	<u>Amount</u>
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) officers first class 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-officers first class or officers first class s 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) per year.

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 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	\$37,369	\$44,843
2	\$39,241	\$47,088

3	\$41,987	\$50,386
4	\$44,410	\$57,733
5	\$51,632	\$67,123
6	\$58,856	\$76,513
7	\$66,079	\$85,902
8	\$73,301	\$95,291
9	\$80,525	\$104,683
10	\$87,747	\$114,072
11	\$94,971	\$123,463
12	\$104,149	\$135,396
13	\$119,028	\$154,737
14	\$138,867	\$180,526

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 2027 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:

<u>Grade</u>	<u>Minimum/ Hire</u>	<u>After Year 1</u>	<u>After Year 3</u>	<u>After Year 5</u>	<u>Maximum/After Year 10</u>
1	\$37,369	\$39,237	\$41,106	\$42,974	\$44,843
2	\$39,241	\$41,202	\$43,164	\$45,125	\$47,088
3	\$41,987	\$44,087	\$46,186	\$48,285	\$50,386
4	\$44,410	\$47,740	\$51,071	\$54,402	\$57,733
5	\$51,632	\$55,505	\$59,377	\$63,250	\$67,123
6	\$58,856	\$63,270	\$67,684	\$72,098	\$76,513
7	\$66,079	\$71,035	\$75,990	\$80,946	\$85,902
8	\$73,301	\$78,800	\$84,297	\$89,795	\$95,291
9	\$80,525	\$86,564	\$92,604	\$98,642	\$104,683
10	\$87,747	\$94,329	\$100,910	\$107,492	\$114,072
11	\$94,971	\$102,093	\$109,216	\$116,340	\$123,463
12	\$104,149	\$111,960	\$119,773	\$127,584	\$135,396

13	\$119,028	\$127,956	\$136,883	\$145,810	\$154,737
14	\$138,867	\$149,282	\$159,696	\$170,112	\$180,526

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 not benefits-eligible and 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	\$17.24	\$24.32
Attendant	\$17.24	\$17.97
Interim Program Manager	\$25.58	\$55.00
Laborer	\$17.24	\$22.99
Law Clerk	\$17.24	\$17.97
Leader/Coordinator	\$17.24	\$30.50
Motor Equipment Operator	\$17.24	\$23.64
Specialist	\$17.24	\$50.00
Staff Assistant	\$18.54	\$19.53
Supervisor/Manager	\$17.24	\$38.00
Support Specialist	\$17.24	\$21.32

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

Passed and Adopted by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 7th day of October, 2026.

Signature Page

Council Approval

Signature and Date:

Signed by:

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10/19/2026 | 5:51 PM EDT

Isak Nti Asare
President, Bloomington Common Council

Attestation of Bloomington City Clerk:

Signature and Date:

Signed by:
Nicole Bolden
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10/19/2026 | 6:09 PM EDT

Nicole Bolden
Clerk, City of Bloomington

Presentation by Bloomington City Clerk:

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

Signature and Date:

Signed by:
Nicole Bolden
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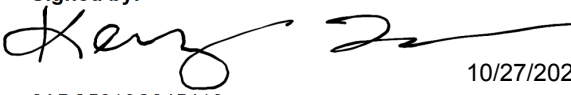
10/19/2026 | 6:09 PM EDT

Nicole Bolden
Clerk, City of Bloomington

Approval by Mayor

Signed and approved by me upon this upon the ____ day of October, 2026:

Signature and Date:

Signed by:

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10/27/2026 | 1:56 PM EDT

Kerry Thomson
Mayor, City of Bloomington

Synopsis

This ordinance sets the minimum and maximum salary rates for all sworn fire and police personnel for the year 2027 in accordance with Council-approved collective bargaining agreements.

Distributed to: Clerk, Council Attorney, Controller, Fire, HR, Legal, Mayor, and Police.