

Passed 5-0-1 (Volau)
 Ref. Gruesz, Specter
 Absent.

ORDINANCE 14-18

**AN ORDINANCE FIXING THE SALARIES OF OFFICERS OF THE POLICE AND
 FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA,
 FOR THE YEAR 2015**

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, 2015, 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	\$51,384	\$104,328
<u>Job Title</u>			
<u>Base Salary</u>			
Deputy Chief—Administration		\$65,266.00	
Deputy Chief—Operations		\$65,266.00	
Fire Prevention Officer		\$56,670.00	
Battalion Chief		\$60,429.00	
Captain		\$55,086.00	
Sergeant		\$51,172.00	
Firefighter 1 st Class		\$49,227.00	
Probationary Officer		\$43,690.00	

* 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, 2015, 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</u>	<u>Amount</u>	<u>Years of</u>	<u>Amount</u>	<u>Years of</u>	<u>Amount</u>	<u>Years of</u>	<u>Amount</u>
<u>Service</u>	<u>Amount</u>	<u>Service</u>	<u>Amount</u>	<u>Service</u>	<u>Amount</u>	<u>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 certificate	\$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, 2015, 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 A. From and after January 1, 2015, 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:

Signed Copies to:
 Controller
 HR
 Legal (B)
 Chief Kerr BFD

POLICE DEPARTMENT

Job Title	Grade	Minimum	Maximum
Chief*	12	\$51,384	\$104,328
Job Title	Base Salary		
Deputy Chief	\$67,207		
Captain	\$64,494		
Lieutenant	\$62,826		
Supervisory Sergeant	\$61,151		
Senior Police Officer	\$53,080		
Officer First Class	\$50,605		
Probationary Officer First Class	\$45,545		

* 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, 2015, 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 \$4,800.00.

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, Motorcycle Patrol, Civil Disturbance Unit, Accident Reconstructionist, Honor Guard, and Drug Recognition Expert

Category 2 = Field Training Officer

Category 3 = Detective

Value of each level:

Category 1 = 5 units

Category 2 = 7 units

Category 3 = 14 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	\$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
Senior Shift Assignment	\$30/week


SECTION II C. Salary Increases for Non-Union Employees

Effective January 1, 2015, 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 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 8th day of OCTOBER, 2014.


 DARRYL NEHER, President
 Bloomington Common Council

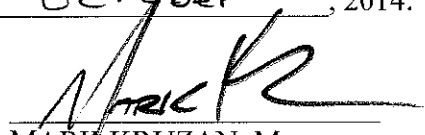
ATTEST:


 REGINA MOORE, Clerk
 City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this day of OCTOBER, 2014.


 REGINA MOORE, Clerk
 City of Bloomington

SIGNED and APPROVED by me upon this 9th day of October, 2014.


 MARK KRUZAN, Mayor
 City of Bloomington

SYNOPSIS

This ordinance sets the maximum salary rates for all sworn fire and police personnel for the year 2015 in accordance with Council-approved collective bargaining agreements.

Signed Copies to:
Controller
HR
Legal (5)

Chief Kerr - BFD
Chief Detkoff - BPD