Passed 9-0

ORDINANCE 10-09
AN ORDINANCE FIXING THE SALARIES OF OFFICERS OF THE POLICE AND FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA, FOR THE YEAR 2011

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, 2011, 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

Job Title	Grade	Minimum	Maximum
Chief *	12	50,376	102,282

Job Title	Base Salary
Deputy Chief – Administration	60,911
Deputy Chief – Operations	60,911
Fire Prevention Officer	52,888
Battalion Chief	56,396
Captain	51,411
Sergeant	47,757
Firefighter 1st Class	45,943
Probationary Officer	40,774

* 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 (4.0%) 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, 2011, 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.

Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
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+	$2,000

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 Coordinator 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
Chauffeur	$ 900
Rescue Technician	$ 1,200
Shift Fire Inspector	$ 1,710

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, 2011, 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, 2011, 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

Job Title	Grade	Minimum	Maximum
Chief *	12	50,376	102,282

Job Title	Base Salary
Deputy Chief	60,285
Captain	57,850
Lieutenant	56,355
Supervisory Sergeant	54,853
Senior Police Officer	48,566
Officer First Class	46,300

Probationary Officer First Class	41,670

* 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, 2011 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, 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	$33.00/hour with a one & one half hour minimum
Clothing Allotment	$1,600
Shift Pay Differential:	
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, 2011, 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 15th day of SEPTEMBER, 2010.

ISABEL PIEDMONT-SMITH, 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 SEPTEMBER, 2010.

REGINA MOORE, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 15th day of SEPTEMBER, 2010.

MARK KRUZAN, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum salary rates for all sworn fire and police personnel for the year 2011 in accordance with Council-approved collective bargaining agreements.

Signed copies to:
legal
controller
Chief BPD
Human Resources
Chief FIRE
electronic

CA/CA (2)
Clerk (2)
paper