ORDINANCE 17-36

AN ORDINANCE FIXING THE SALARIES OF OFFICERS OF THE POLICE AND FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA, FOR THE YEAR 2018

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, 2018, 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 ADMINISTRATION

Job Title	Grade	Minimum	Maximum
Chief*	12	$54,529	$110,714
Deputy Chief			$73,817
Battalion Chief of Training			$68,709
Battalion Chief of Operations (3)			$68,709
Fire Prevention Officer			$64,025
Fire Inspection Officer			$59,182
Probationary Officer			$46,594

FIRE DEPARTMENT EMPLOYEES

Captain	$58,171
Chauffeur	$54,038
Firefighter 1st Class	$51,984

* 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 with twenty years of longevity (equal to an additional $3,750) 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 Fire Department Administration.

Effective January 1, 2018, 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	$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+	$3,750

Certification:

Firefighters who hold the following current certifications shall be eligible for additional compensation in accordance with the table set forth below:

(1) Airport Firefighter
(2) Automobile Extrication Technician
(3) Confined Space Rescue Technician
(4) Driver/Operator Aerial
(5) Driver/Operator Mobile Water Supply
(6) Driver/Operator Pumper
(7) Fire Inspector I
(8) Fire Inspector II
(9) Fire Instructor I
(10) Fire Instructor II/III
(11) Fire Investigator
(12) Fire Officer I
(13) Fire Officer II
(14) Fire Officer III
(15) Fire Officer IV
(16) Fire Officer Strategy and Tactics*
(17) Fire Prevention/Inspection
(18) Fire Service Management
(19) Fire/Arson Investigation
(20) HAZMAT Technician
(21) Rope Rescue Technician
(22) Safety Officer*
(23) Structural Collapse Rescue Technician
(24) Surface Ice Rescue Technician
(25) Swift Water Rescue Technician
(26) Trench Rescue Technician*
(27) Vehicle and Machinery Rescue Technician
(28) Wilderness Rescue Technician
(29) Wildland Fire Suppression

Number of Certifications	Amount per Certification
1	$300
2	$400
3	$500
4	$600
5	$700
6	$800
7	$900
8	$1,000

*The names of these certifications have changed over the years. Firefighters shall be eligible for compensation for equivalent certifications with different names (i.e. Master Strategy and Tactics, Incident Safety Officer, and Trench Technician), but only for either the new or the old certification where the names have changed.

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:

Senior Headquarters Captain	$ 1,400
Rescue Technician	$ 1,200
Headquarters Captain	$ 900
Headquarters Sergeant	$ 900
Engineer	$ 900
Shift Training Instructor	$ 800
Shift Investigator	$ 600
Air Mask Technician	$ 600
Station Captain	$ 500
Sergeant	$ 500

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*	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. No maximum.
Holiday Pay**	$100 per day
Clothing Allotment	$450
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 60 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 Fire Prevention Officers and Fire Inspection Officers.

SECTION I C. Salary Increase for Chief

Effective January 1, 2018, 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, 2018, 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	$54,529	$110,714

Job Title	Base Salary
Deputy Chief	$70,449
Captain	$67,606
Lieutenant	$65,856
Supervisory Sergeant	$64,100
Senior Police Officer	$55,504
Officer First Class	$52,916
Probationary Officer First Class	$47,625

* 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 with twenty years of longevity (equal to an additional $2,000) 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, 2018, 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:

Contractual Overtime Pay	$35.00/hour with a two hour minimum
Clothing Allotment	$1,600
Shift Pay Differential:	
Afternoon Shift	$16/week
Night Shift and High Intensity Patrol	$20/week

SECTION II C. Salary Increases for Non-Union Employees

Effective January 1, 2018, 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 11th day of October, 2017.

Susan Sandberg
SUSAN SANDBERG, President
Bloomington Common Council

ATTEST:

N Bolden
NICOLE BOLDEN, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 13th day of October, 2017.

NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 13th day of October, 2017.

JOHN HAMILTON, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum salary rates for all sworn fire and police personnel for the year 2018 in accordance with Council-approved collective bargaining agreements.

Distributed to: Mayor, Clerk, Council Administrator, Legal, Controller