

ORDINANCE 99-25

AN ORDINANCE FIXING THE SALARIES OF OFFICERS OF THE POLICE AND FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA, FOR THE YEAR 2000

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, 2000, pursuant to Ind. Code 36-8-3-3(d), the salary and pay schedule for the officers of the Fire Department of the City of Bloomington, Indiana, be fixed as follows, to wit:

FIRE DEPARTMENT

*Chief	\$50,485.00
Chief of Operations	\$44,767.00
Chief Inspector	\$38,869.00
Fire Inspection Officer	\$36,872.00
Battalion Chief	\$40,470.00
Captain	\$37,784.00
Sergeant	\$35,098.00
Fire Fighter 1st Class	\$33,764.00
Fire Fighter 2nd Class	\$33,073.00
Probationary Officer	\$29,966.00

*Non-tenured policy-making position. Salary reflects a 3% market adjustment.

SECTION I B. Unit Pay Plan for all job positions.

Effective January 1, 2000, 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.

1 unit = \$100.00

Longevity:

2 years = 3 units.

Units are added after completion of each two calendar year block of employment.

Maximum of 9 units from year 7 through year 20.

Maximum of 12 units after year 20.

Certification:

1st Master Firefighter or NFPA Advanced certification = 3 units.

Each additional certificate = 1 unit.

Maximum of 5 certificates.

First Responder certification = 2 units (which is not included in the above maximum of 5 certificates).

Any or all certifications must be current to keep units and associated pay.

Professional & Command Classifications:

Professional Pay divided into 5 levels:

- Category 1 = Headquarters Sergeant
- Category 2 = Air Mask Technician, Headquarters Captain, Shift Investigator
- Category 3 = Engineer (not Rescue Technician)
- Category 4 = Snorkel Technician, Rescue Technician & Hazard Material Training Officer
- Category 5 = Radio Technician

Value of each level:

- Category 1 = 4 units
- Category 2 = 6 units
- Category 3 = 7 units
- Category 4 = 12 units
- Category 5 = 14 units

Maximum of 21 units.

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

Education:

Education Pay divided into 2 levels:

- 2 year degree = 4 units
- 4 year degree = 12 units

Other:

Maximum of 36 units total.

- Unscheduled Duty Pay \$20.00 per hour
Minimum 2 hours - no maximum
- Mandatory Training Pay \$20.00 per hour while off duty
Minimum 2 hours - maximum 8 hours
- Holiday Pay \$75.00/day
- Clothing Allotment \$1,600

SECTION I C. Merit Pay Plan for the position of Chief.

Effective January 1, 2000 a Merit Pay Plan shall provide a lump sum increase in addition to the increase to base salary described above. This lump sum increase will be calculated as a % of the year-end 1999 salary and will be based on the individual's 1999 year-end performance evaluation rating as reflected below:

<u>Performance Evaluation Rating</u>	<u>% Increase</u>	<u>\$ Value</u>
1	0	0
2	0	0
3	1.5	735.25
4	2.5	1,225.38
5	3.5	1,715.53

SECTION II A. From and after January 1, 2000, pursuant to Ind. Code 36-8-3-3(d), the salary and pay schedule for the officers of the Police Department of the City of Bloomington, Indiana, be fixed as follows, to wit:

POLICE DEPARTMENT

*Chief	\$50,485.00
Deputy Chief	\$44,077.00
Captain	\$42,037.00
Lieutenant	\$40,786.00
Supervisory Sergeant	\$39,528.00
Senior Police Officer	\$34,498.00
Officer First Class	\$33,740.00
Probationary Officer First Class	\$27,387.00

*Non-tenured policy-making position. Salary reflects a 3% market adjustment.

In addition to the salary and pay schedule listed above, the City shall also contribute two percent (2%) 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 Ind. Code 36-8-6-4 and 36-8-8-8.

SECTION II B. Unit Pay Plan for all job positions.

Effective January 1, 2000 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.

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 2 levels:

Category 1 = Training Instructor, School Liaison Officer, Field Training Officer, CIRT Officer, Hostage Negotiator, Breath Analyzer, Canine Officer, Bike Patrol, Dive Team, Narcotics Officer.

Category 2 = Detective

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 3 levels:

- 2 year degree = 6 units
- 4 year degree = 12 units
- Masters, Law, or Doctorate degree = 16 units

Other:

Maximum of 40 units total.

Unscheduled Duty Pay \$22.00/hour with a one & one half hour minimum

Clothing Allotment \$1,200

Shift Pay Differential:

- Afternoon Shift \$13/week
- Night Shift \$15/week
- Senior Shift Assignment \$25/week

SECTION II C. Merit Pay Plan for the position of Chief.

Effective January 1, 2000 a Merit Pay Plan shall provide a lump sum increase in addition to the increase to base salary described above. This lump sum increase will be paid as a % of the year-end 1999 salary and will be based on the individual's 1999 year-end performance evaluation rating as reflected below:

<u>Performance Evaluation Rating</u>	<u>% Increase</u>	<u>\$ Value</u>
1	0	0
2	0	0
3	1.5	735.25
4	2.5	1,225.38
5	3.5	1,715.53

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 26th day of July, 1999.


TIMOTHY MAYER, President
Bloomington Common Council

ATTEST:

Patricia Williams
PATRICIA WILLIAMS, Clerk
City of Bloomington

PRESENTED by me to Mayor of the City of Bloomington, Monroe County, Indiana, upon this
27th day of July, 1999.

Patricia Williams
PATRICIA WILLIAMS, Clerk
City of Bloomington

SIGNED AND APPROVED by me upon this 27th day of July, 1999.

John Fernandez
JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum salary rates for all sworn fire and police personnel for the year 2000.

Signed copies to:

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Personnel
Employer Service
Police
Fire
Clerk