

SALARY ORDINANCE No. 75-1

SALARY ORDINANCE FIXING SALARIES OF OFFICERS AND EMPLOYEES OF THE
POLICE AND FIRE DEPARTMENTS OF THE CITY OF BLOOMINGTON, INDIANA,
FOR THE YEAR 1975

BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON,
INDIANA, THAT:

SECTION I. From and after the first day of January, 1975,
the salary and pay schedule for the officers and employees of the
Police and Fire Departments of the City of Bloomington, Indiana,
be fixed as follows, to-wit:

POLICE DEPARTMENT

GRADE	RATES WITHIN GRADE									
	1	2	3	4	5	6	7	8	9	10
Chief	15,300	15,550	15,800	16,050	16,300	16,550	16,800	17,050	17,300	17,550
Deputy Chief	13,300	13,550	13,800	14,050	14,300	14,550	14,800	15,050	15,300	15,550
Captain	11,500	11,750	12,000	12,250	12,500	12,750	13,000	13,250	13,500	13,750
Lieutenant	11,000	11,250	11,500	11,750	12,000	12,250	12,500	12,750	13,000	13,250
Det. Sgt.	10,500	10,750	11,000	11,250	11,500	11,750	12,000	12,250	12,500	12,750
Senior Off.	10,000	10,250	10,500	10,750	11,000	11,250	11,500	11,750	12,000	12,250
Off. 1st Cl.	9,500	9,550	9,600	9,650	9,700	9,750	9,800	9,850	9,900	9,950
Prob. Off.	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000

GRADE	1	2	3	4	5	6	7
- Civilian Supervisory Clerk	7,040	7,190	7,340	7,490	7,640	7,790	7,940
- Civilian Executive Secretary	7,280	7,430	7,580	7,730	7,880	8,030	8,180
- Civilian Records Clerks	6,600	6,750	6,900	7,050	7,200	7,350	7,500
- Civilian Radio Operators	7,000	7,150	7,300	7,450	7,600	7,750	7,900

Civilian School Guards \$35.00 @ Wk.
 Civilian Traffikettes \$ 6,400. @ yr.
 Parking Meter Records Clerk 6,600 @ yr.
 Parking Meter Attendant 6,600 @ yr.

FIRE DEPARTMENT

Chief	\$ 16,000
Deputy Chief	13,350
Chief Inspector	13,037
Deputy Chief Inspector	12,512
Captain Inspector	11,441
Assistant Chief	11,009
Captain	10,680
Lieutenant	10,511
Emergency Medical Technicians	10,179
Seargeant	10,179
Chauffeur	9,679
Corporal	9,514
Fireman First Class	9,189
Probationary Fireman	8,050
Office Manager	6,448

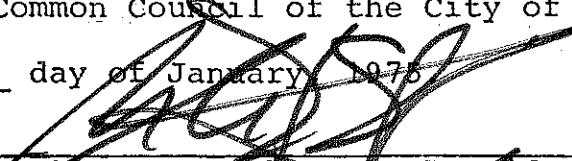
Longevity Rates:

After 3 years	5.00 Wk.
After 5 years	6.50 "
After 10 years	8.50 "
After 15 years	10.50 "

SECTION II. The rates shown as wages and salaries for the positions listed above are the maximum rates.

SECTION III. This Ordinance shall be in full force and effect from add after its passage by the Common Council and approved by the Mayor.

PASSED and ADOPTED by the Common Council of the City of Bloomington, Indiana, this ____ day of January, 1975



 James S. Ackerman, President
 Common Council

ATTEST:



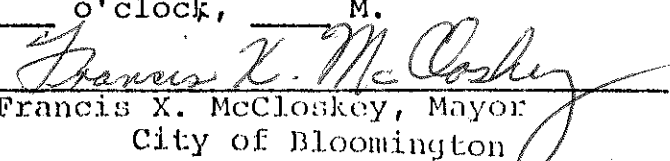
 Karel Dolnick, City Clerk

Presented by me to the Mayor of the City of Bloomington, this ____ day of January, 1975, at the hour of ____ o'clock, ____ M.



 Karel Dolnick, City Clerk

This Ordinance approved and signed by me on this ____ day of January, 1975, at the hour of ____ o'clock, ____ M.



 Francis X. McCloskey, Mayor
 City of Bloomington

I HEREBY MOVE THAT ORDINANCE 75-1
BE INTRODUCED AND READ AT FIRST READING AT THE *SPECIAL*
COUNCIL MEETING ON January 6, 1975

Jack Morrison
(Signature)

INCENTIVE SYSTEM

In consideration of the increased skills that an officer of the Bloomington Police Department acquires during his tenure coupled with time on the department, the following award system is established. This system is based upon the acquisition of points which will serve to make the officer aware of additional salary possibilities without the necessity of receiving a promotion. A total of fifteen (15) points plus a satisfactory performance record makes an officer eligible to be raised to the next step within his salary grade. Points may be accumulated in the following manner:

1. Each year of service = 4 points
2. Each hour of earned academic credit in criminal justice = 1 point
3. Each week of an approved service school (excluding LETB Academy) = 1 point
4. Each eight hour day of an approved service seminar = .2 point

In addition to points accumulated while employed by the Bloomington Police Department, any officer already holding credits that are equatable to points will be upgraded to the appropriate step level within his salary grade. New officers will be given credit for academic credit earned prior to their appointment on the following basis:

1. For each hour of academic credit earned towards a degree (the criminal justice area) - one half point, for a maximum of \$1,200
2. For each hour of academic credit earned towards a degree in any other area - one fourth point for a maximum of \$600

These points will be applicable after completion of the one year probationary officer requirement. The maximum step advantage that any newly appointed police officer may receive is four.

Each salary grade will contain ten (10) steps. Each step increase is worth \$250. A fixed dollar amount was determined more equitable than a percentage increase. The wisdom of this decision can be seen in the following example. A sergeant and captain attend the same training

school. Under a percentage system the captain would receive a higher monetary reward for completing the school than would the sergeant. The fixed dollar increase attached each step will apply an equal reward to all officers.

Upon recommendation of the Chief of Police points may be awarded an officer by the Board of Public Safety for exceptionally meritorious performance.