

**ORDINANCE 20-32**

**AN ORDINANCE TO AMEND ORDINANCE 20-22, WHICH FIXED THE SALARIES OF OFFICERS OF THE POLICE AND FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA, FOR THE YEAR 2021**

- WHEREAS, Indiana Code § 36-8-3-3(d) authorizes the Common Council to fix the annual compensation of all members of the police and fire departments and other appointees; and
- WHEREAS, Salaries for members of the police and fire departments were set by Ordinance 20-22 which was adopted on October 14, 2020; and
- WHEREAS, Recent execution of a Collective Bargaining Agreement between the City of Bloomington and the Bloomington Metropolitan International Association of Fire Fighters, Local 586 should be reflected in Ordinance 20-22; and
- WHEREAS, In the interest of including all relevant salaries in one document, these changes are incorporated into Ordinance 20-22 by deleting and replacing the text of the entire ordinance;

NOW BE IT HEREBY ORDAINED BY THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, THAT:

Ordinance 20-22, which fixed annual compensation for all members of the police and fire departments and other appointees, is hereby deleted in its entirety and replaced as follows:

SECTION I A. From and after January 1, 2021, 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 EMPLOYEES**

<b><u>Job Title</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
Chief	12	\$74,017	\$133,231
Deputy Chief	10	\$53,193	\$95,746
Battalion Chief of Operations (3)	9	\$48,357	\$87,042
Battalion Chief of Training	9	\$48,357	\$87,042
Community Engagement Officer	7	\$41,085	\$65,735
Fire Inspection Officer	7	\$41,085	\$65,735
Fire Logistics Officer	7	\$41,085	\$65,735
Probationary Officer	5	\$37,265	\$59,624

**CONTRACTUAL SALARIES**

Captain	\$61,126
Chauffeur	\$56,784
Firefighter 1 <sup>st</sup> Class	\$54,625

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 1<sup>st</sup> Class with twenty years of longevity (equal to

an additional \$12,500) 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, 2021, increases to the base salary described above on the basis of longevity, professional assignment, certification, and education shall be paid as reflected below.

**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 Service</u>	<u>Amount</u>	<u>Years of Service</u>	<u>Amount</u>	<u>Years of Service</u>	<u>Amount</u>	<u>Years of Service</u>	<u>Amount</u>
1	\$0	6	\$800	11	\$1,300	16	\$1,800
2	\$400	7	\$900	12	\$1,400	17	\$1,900
3	\$500	8	\$1,000	13	\$1,500	18	\$2,000
4	\$600	9	\$1,100	14	\$1,600	19	\$2,100
5	\$700	10	\$1,200	15	\$1,700	20+	\$3,750/ \$12,500

\*

\*Longevity is capped at \$3,750; however, pension contributions are made at the full 20+ longevity rate of \$12,500.

**Certification:**

Firefighters who have achieved one or more of the 51 qualifying certifications listed in the Department’s Professional Standards and Promotion Guide shall be eligible for additional compensation in accordance with the table set forth below:

<u>Number of Certifications</u>	<u>Amount per Certification</u>
1	\$100
2	\$200
3	\$300
4	\$400
5	\$500
6	\$600
7	\$700
8	\$800
9	\$900
10	\$1,000
11	\$1,100
12	\$1,200
13	\$1,300
14	\$1,400
15	\$1,500

Maximum of fifteen (15) certificates or one thousand, five hundred dollars (\$1,500.00) 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:

Squad Officer	\$	1,800
Headquarters Captain	\$	1,000
Station Captain	\$	1,000
Squad Driver	\$	900
Engineer	\$	900
Shift Training Instructor	\$	800
Sergeant	\$	500
Shift Logistics Technician	\$	500
Rescue Technician	\$	200
Headquarters Station Differential	\$	100

**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 and maximum 8 hours.
Holiday Pay**	\$100 per day
Clothing Allotment	\$500
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 30 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, 2021, 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, 2021, 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**

<b><u>Job Title</u></b>	<b><u>Grade</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
Chief	12	\$74,017	\$133,231
Deputy Chief	10	\$53,193	\$95,746
Captain	9	\$48,357	\$87,042
Lieutenant	8	\$43,960	\$70,338
Supervisory Sergeant	8	\$43,960	\$70,338
Probationary Officer First Class	5	\$37,265	\$59,624

**CONTRACTUAL SALARIES**

Senior Police Officer	\$59,742
Officer First Class	\$56,956

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, 2021, 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 \$125 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, , Breath Analyzer, Canine Officer, Bike Patrol, , Motorcycle Patrol, Civil Disturbance Unit, Accident Reconstructionist, Honor Guard, Downtown Resources Officer, and Drug Recognition Expert

Category 2 = CIRT Officer, Hostage Negotiator, Dive Team

Category 3 = Field Training Officer and/or Detective

Category 1 = \$500 in pay

Category 2 = \$1,000 in pay

Category 3 = \$1,600

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                      \$36.00/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

Afternoon Shift\*                                 \$50/week\*

\*The \$50 per week shift differential shall only apply to (1) senior police officers who (2) successfully bid for afternoon shift as their first or second choice in accordance with Section VIII of the Collective Bargaining Agreement between the City of Bloomington and the Fraternal Order of Police, Don Owens Memorial Lodge 88. For non-senior police officers or senior police officers who do not bid for afternoon shift as their first or second choice, the standard \$16 per week afternoon shift differential shall apply.

**SECTION II C. Salary Increases for Non-Union Employees**

Effective January 1, 2021, 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 16<sup>th</sup> day of DECEMBER, 2020.

  
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 STEPHEN VOLAN, President  
 Bloomington Common Council

ATTEST:

  
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 NICOLE BOLDEN, Clerk  
 City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 21<sup>st</sup> day of December, 2020.

  
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 NICOLE BOLDEN, Clerk  
 City of Bloomington

SIGNED and APPROVED by me upon this 21<sup>st</sup> day of December, 2020.

  
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 JOHN HAMILTON, Mayor  
 City of Bloomington

SYNOPSIS

This ordinance sets the minimum and maximum salary rates for all sworn fire and police personnel for the year 2021 in accordance with Council-approved collective bargaining agreements.

Distributed to Clerk, Controller, Council Attorney, Fire Department, Human Resources, Legal, Mayor, and Police Department.