

ORDINANCE 21-39

AN ORDINANCE TO AMEND ORDINANCE 20-22, WHICH FIXED SALARIES FOR OFFICERS OF THE POLICE AND FIRE DEPARTMENTS FOR THE YEAR 2021 -Re: Pay Grade Changes for Police Lieutenants and Captains, Additional Pay, and Retention Pay

- WHEREAS, IC § 36-8-3-3(d) authorizes the Council to fix by ordinance the annual compensation of all members of the police and fire departments and other appointees; and
- WHEREAS, salaries for certain City of Bloomington employees of the Police and Fire departments were set by Ordinance 20-22; and
- WHEREAS, the Mayor desires to allow Police Captains and Police Lieutenants to be compensated at a higher rate; and
- WHEREAS, the Mayor desires to limit the additional pay in Section II B of Ordinance 20-22 to Senior Police Officers, Officers First Class, and any eligible Probationary Officers; and
- WHEREAS, the Mayor desires to pay Supervisory Sergeants, Officers First Class, and Senior Police Officers a \$1,000 retention payment during the 4th quarter of 2021.

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

SECTION 1A. Ordinance 20-22 fixed salaries for Officers of the Police and Fire Departments and shall be amended by deleting the following in Section II A of Ordinance 20-22:

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
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

SECTION 1B. Ordinance 20-22 fixed salaries for Officers of the Police and Fire Departments and shall be amended by adding the following in Section II A of Ordinance 20-22:

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

SECTION 1C. Ordinance 20-22 fixed salaries for Officers of the Police and Fire Departments and shall be amended by deleting Section II B through Section II D of Ordinance 20-22 and replacing it with the below:

SECTION II B. Additional pay for Senior Police Officers, Officers First Class, and Probationary Officers, if eligible.

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 three 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

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. Clothing Allotment

All sworn officers will receive a clothing allotment of \$1,600.

SECTION II D. 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 E. 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

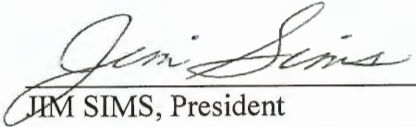
SECTION II F. Retention Pay

Supervisory Sergeants, Officers First Class, and Senior Police Officers will receive an additional \$1,000 in Retention Pay at the beginning of the fourth quarter.


SECTION 2. If any section, sentence or provision of this ordinance, or the application thereof to any person or circumstances shall be declared invalid, such invalidity shall not affect any of the other sections, sentences, provisions, or applications of this ordinance which can be given effect without the invalid provision or application, and to this end the provisions of this ordinance are declared to be severable.

SECTION 3. This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.


PASSED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 27 day of October, 2021.


JIM SIMS, President
Bloomington Common Council

ATTEST:


NICOLE BOLDEN, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 28 day of October, 2021.


NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 2nd day of November, 2021.


JOHN HAMILTON, Mayor
City of Bloomington

SYNOPSIS

This ordinance amends Ordinance 20-22, which fixed the salaries for officers of the Police and Fire departments for the year 2021. The ordinance changes Police Lieutenant and Captain pay grades and provides Retention Pay for certain sworn police.

Note: This ordinance was revised after distribution in the Legislative Packet but before introduction at the September 29, 2021 Special Session to correct the year listed in Section II D, from 2022 to 2021.

Note: At the October 27, 2021 Special Session, the Council adopted the following amendments:

- Amendment 01 - to list the position of Supervisory Sergeant as eligible for additional pay under Section II B and to clarify the timing of retention payments under Section II F; and
- Amendment 02 - to correct the longevity pay listed under Section II A.

Distributed to: Clerk, Council Attorney, Legal, Mayor, Controller, Human Resources, Fire, Police