

**ORDINANCE 22-17**

**AN ORDINANCE TO AMEND ORDINANCE 21-36, AS AMENDED BY ORDINANCE 22-03, WHICH FIXED SALARIES FOR OFFICERS OF THE POLICE AND FIRE DEPARTMENTS FOR THE YEAR 2022**

**- Re: Incentives for Police officers and increasing Probationary Officer base pay instead of providing 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 21-36 and amended in Ordinance 22-03;

WHEREAS, the Mayor desires to provide additional pay to new police officers and those police officers who refer new officers; and

WHEREAS, the Mayor desires to increase Probationary Officer base pay instead of providing quarterly retention pay under Section II G of the ordinance.

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

SECTION 1. Section II G of Ordinance 21-36 as amended by Ordinance 22-03 fixed salaries for Officers of the Police and Fire Departments and shall be amended by deleting the section in its entirety and replacing it with the following language:

SECTION II G. Retention Pay

Active Officers First Class, Senior Police Officers, and Supervisory Sergeants who perform at least four-hundred (400) hours in-person work for the City during the COVID-19 public health emergency are deemed to have performed essential work as essential workers and shall receive an additional premium payment of one-thousand dollars (\$1,000) once per quarter. In order to be eligible for premium pay, officers must be active qualifying officers during the pay period during which the premium pay is issued. Said premium shall be calculated as four-hundred (400) hours paid at ten dollars (\$10.00) per hour.

SECTION 2. Ordinance 21-36 as amended by Ordinance 22-03 fixed salaries for Officers of the Police and Fire Departments and shall be amended by inserting a new Section II H after Section II G as follows:

Section II H. Recruitment Incentives

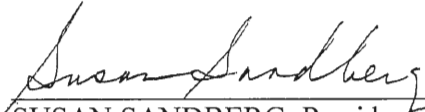
Eligible officers who refer a candidate who is hired as a police officer will receive \$1,000 in accordance with the procedures and requirements outlined in the Employee Referral Program.

Newly hired certified police officers will receive \$5,000 within the first year of employment. Those newly hired officers who are not certified police officers will receive \$3,000 within the first year of employment. Those who have previously been employed by the City must have a year gap in full time employment with the City to be eligible for this incentive.


SECTION 3. 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 4. 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 15 day of June, 2022.

  
SUSAN SANDBERG, President  
Bloomington Common Council

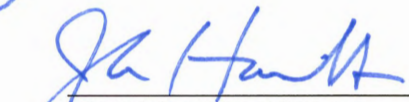
ATTEST:

  
NICOLE BOLDEN, Clerk  
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 17 day of June, 2022.

  
NICOLE BOLDEN, Clerk  
City of Bloomington

SIGNED and APPROVED by me upon this 21<sup>st</sup> day of June, 2022.

  
JOHN HAMILTON, Mayor  
City of Bloomington

#### SYNOPSIS

This ordinance amends Ordinance 21-36, as amended by Ordinance 22-03, which fixed the salaries for officers of the Police and Fire departments for the year 2022. The ordinance provides for incentives for new and existing officers in order to recruit more officers. It also removes quarterly retention pay for Probationary Officers as a result of a corresponding increase to base pay for those positions.

Distributed to: Clerk, Council, Legal, Mayor, Controller, APD, AFD