

Passed 7-0
(Flaherty & Sims Out)

ORDINANCE 23-13

**AN ORDINANCE TO AMEND ORDINANCE 22-25, WHICH FIXED THE SALARIES OF OFFICERS OF THE POLICE AND FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA FOR THE YEAR 2023 -
Re: To Reflect Increases in Compensation to Certain Firefighters**

WHEREAS, Indiana Code § 36-8-3-3(d) authorizes the Council to fix by ordinance the annual compensation of members of the Police and Fire Departments; and

WHEREAS, salaries for Police and Fire officers for all were fixed by Ordinance 22-25, which was adopted on October 12, 2022; and

WHEREAS, the Mayor seeks to add a new position in the Fire Department, to increase the compensation of certain firefighters, to allow the City to buy-back Kelly Days, and to compensate Battalion Chiefs for working extra shifts; and

WHEREAS, in the interest of including all relevant salaries in one document, these changes are incorporated into Ordinance 23-13 by deleting and replacing the text of the entire ordinance, but such deletion and replacement is not intended to change the status of unaffected job titles or provisions;

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

Ordinance 22-25, which fixed salaries for officers of the Police and Fire departments, is hereby deleted in its entirety and replaced as follows:

SECTION I A. From and after January 1, 2023, 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

<u>Job Title</u>	<u>Grade</u>
Chief	12
Deputy Chief	10
Assistant Chief of Administration and Planning	9
Battalion Chief of Operations (3)	9
Battalion Chief of Training	9
Community Engagement Officer	7
Deputy Fire Marshal (2)	7
Fire Logistics Officer	7
Probationary Officer	5

CONTRACTUAL SALARIES

Captain	\$63,596
Chauffeur	\$59,078
Firefighter 1 st Class	\$56,832

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 1st 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, 2023, 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. Increases for salaries not set by the contract

Effective January 1, 2023, subject to the maximum salaries set by this ordinance, an increase may be included in those salaries not set by a collective bargaining agreement, and this increase is based on the compensation plan for non-union employees.

SECTION I D. \$1,000 Payment

Fire personnel will receive \$1,000 which will be distributed in two, \$500 payments. Those who are current employees at the time of payment are eligible to receive the payment.

SECTION I E. Longevity Recognition Pay

Any sworn fire personnel with the City of Bloomington who have 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 I F. Retention Pay

Active Firefighters 1st Class, Chauffeurs, and Captains who performed at least one-hundred fifty (150) 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 up to the equivalent of three percent (3%) the 2022 base salary of their position as of July 1, 2023. In order to be eligible for premium pay, officers must be active qualifying Firefighters 1st Class, Chauffeurs, and Captains during the pay period when the premium pay is issued. Said premium shall be calculated as one-hundred fifty (150) hours paid at an hourly rate indicated in the table below.

Position	Premium Rate
Firefighter First Class	\$11.14
Chauffeur	\$11.58
Captain	\$12.47

SECTION I G. Kelly Day Vacation Buyback

Firefighters must provide notice of their intent and must receive approval to work on any of their scheduled Kelly Days. Firefighters who work on a scheduled Kelly Day will receive (1) compensation for hours worked on the Kelly Day at their normal hourly rate of pay, plus any overtime required pursuant to the Fair Labor Standards Act; and (2) a year-end buyback payment for each Kelly Day worked. The year-end buyback payment will equal the number of Kelly Days worked multiplied by five hundred dollars (\$500). In order to be eligible for the year-end buyback, a firefighter must remain employed by the Department through December 15, 2023. The year-end buyback for Kelly Days shall be issued on the City's final 2023 pay date.

SECTION I H. Premium Payments for Battalion Chiefs

In addition to their regular compensation, Battalion Chiefs who work a non-scheduled, 24-hour shift will receive \$100 for each such non-scheduled 24-hour shift.

SECTION I I. Recruitment Incentives

Newly hired firefighters will receive \$5,000 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 II A. From and after January 1, 2023, 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:

<u>POLICE DEPARTMENT</u>	
<u>Job Title</u>	<u>Grade or Max Base Salary</u>
Chief	12
Deputy Chief	10
Captain	10
Lieutenant	9
Supervisory Sergeant	\$78,750
Probationary Officer First Class	5
<u>CONTRACTUAL SALARIES</u>	
Senior Police Officer	\$69,263
Officer First Class	\$66,327

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 plus \$5,000 (equal to \$71,327) 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 Supervisory Sergeants, Senior Police Officers, Officers First Class, and Probationary Officers, if eligible.

Effective January 1, 2023, 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:

Longevity pay shall be credited on a member's anniversary date of hire after the completion of years of service as reflected in the table below.

Years of Service	Longevity Pay	Years of Service	Longevity Pay
1	\$200	11	\$2,200
2	\$400	12	\$2,400
3	\$600	13	\$2,600
4	\$800	14	\$2,800
5	\$1,000	15	\$3,000
6	\$1,200	16	\$3,200
7	\$1,400	17	\$3,400
8	\$1,600	18	\$3,600
9	\$1,800	19	\$3,800
10	\$2,000	20 or more	\$5,000

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:

Off-Duty pay is received at a minimum of 2 hours.

<u>Shift Pay Differential:</u>	
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 \$500.

SECTION II D. Increases for salaries not set in the contract

Effective January 1, 2023, subject to the maximum salaries set by this ordinance, an increase may be included in those salaries not set by a collective bargaining agreement. Supervisory Sergeants will receive the same percentage increase as Senior Police Officers, and other staff will receive an increase based on the compensation plan for non-union employees.

SECTION II E. \$1,000 Payment

The Chief, Deputy Chief, Captains, Lieutenants, and Probationary Officers will receive \$1,000 which will be distributed in two, \$500 payments. Those who are current employees at the time of payment are eligible to receive the payment.

SECTION II F. Longevity Recognition Pay

Any sworn police personnel with the City of Bloomington who have 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 G. 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 III. Pay Grades and Salary Ranges

The minimum and maximum rates listed below reflect the salary ranges for each job grade for a full-time officer of the Police and Fire departments. These ranges are based on full time hours worked and will be prorated for part-time employees.

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
1	\$35,721.22	\$46,437.58
2	\$36,792.85	\$47,830.94
3	\$37,896.54	\$49,265.51
4	\$39,033.44	\$62,453.75
5	\$40,204.69	\$64,326.81
6	\$42,215.15	\$67,544.01
7	\$44,325.23	\$70,920.36
8	\$47,427.92	\$75,885.83
9	\$52,171.30	\$93,907.87
10	\$57,388.65	\$103,298.43
11	\$65,996.09	\$118,793.65
12	\$79,855.24	\$143,740.12

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 21st day of June, 2023.


SUE SGAMBELLURI, President
Bloomington Common Council

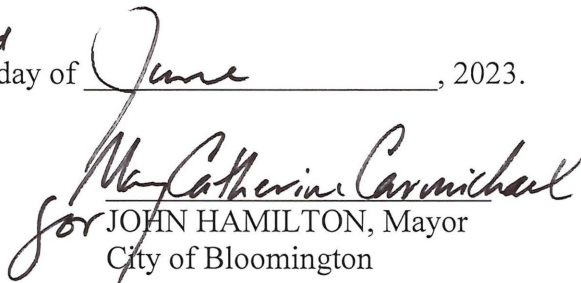
ATTEST:


NICOLE BOLDEN, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 22nd day of June, 2023.


NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 22nd day of June, 2023.


for JOHN HAMILTON, Mayor
City of Bloomington

SYNOPSIS

This ordinance amends and replaces Ordinance 22-25, which set the minimum and maximum salary rates for all sworn fire and police personnel for the year 2023 in accordance with Council-approved collective bargaining agreements, by adding an Assistant Chief of Operations position and amending one other job title within the Fire Department and by adding Sections I F (Retention Pay), I G (Kelly Day Vacation Buyback), and I H (Premium Payments for Battalion Chiefs) to the ordinance.

Note: At the June 21, 2023 Regular Session, the Council adopted Amendments 01 and 02 to the ordinance. Am 01 added Section I I (Recruitment Incentives) as a new section to the ordinance. Am 02 removed a proposed new Assistant Chief of Operations position from within the Fire Department.

Distributed to: Clerk, Council, Mayor, Legal, Controller, Fire