



City of Bloomington Common Council

Legislative Packet - Addendum

Containing legislation and materials related to:

Wednesday, 16 October 2024

Regular Session at 6:30pm

MEMO FROM COUNCIL OFFICE:

To: Members of the Common Council

From: Ash Kulak, Deputy Council Administrator/Attorney

Date: October 11, 2024 (updated October 15, 2024)

Re: Ordinance 2024-19 – An Ordinance Fixing the Salaries of Officers and Employees of the Police and Fire Departments for the City of Bloomington, Indiana, for the Year 2025

Synopsis

This ordinance sets the minimum and maximum salary rates for all sworn fire and police personnel for the year 2025 in accordance with Council-approved collective bargaining agreements.

Relevant Materials

- *[Updated Material]* Ordinance 2024-19
- *[Updated Material]* Staff Memo from Human Resources

Update after October 15, 2024

The council office received the most updated version of this item of legislation on October 15, 2024, which is now reflected in the Packet Addendum. The ordinance was modified after its release in the legislative packet on Friday, October 11, 2024, but before it will be introduced to Council for first reading on Wednesday, October 16, 2024.

Summary

Ordinance 2024-19 would fix the salaries for all members of the police and fire departments. This year, the Human Resources Department has implemented the results of the Crowe Classification and Compensation Study within this salary ordinance to reflect the updated job grades for each position listed. The new job grades were approved by the Council at the June 18, 2024 Regular Session in Ordinance 2024-15 and go into effect January 1, 2025.

State law details how salaries for all members of the police and fire departments and all other appointees should be fixed. Under I.C. 36-8-3-3, the annual compensation of all members of the police and fire departments and other appointees shall be fixed by ordinance of the legislative body not later than November 1 of each year for the ensuing budget year. The ordinance may grade the members of the departments and regulate their pay by rank as well as by length of service. If the Council fails to adopt an ordinance fixing the compensation of members of the police or fire department, the board of public safety may fix their compensation, subject to change by ordinance.

Please note that contracts in place with both police and fire unions (Fraternal Order of Police Lodge 88 and Bloomington Metropolitan Firefighters Local 586) impact the amount of compensation proposed in the salary ordinance (as described in the memo from Emily Fields). Unlike related provisions of state law that specify how salaries are fixed for elected officials and for appointed officers and employees (*except* members of the police and fire

department), the statute affecting public safety employees does not expressly restrict salary increases during the budget year.

This year, the collective bargaining agreements with both police and fire unions will be coming to council for approval via resolution at the same time as second reading for this ordinance. The [collective bargaining agreement between the City and the Bloomington Metropolitan IAFF Local 586](#) expires at the end of the year, and [the collective bargaining agreement between the City and the Fraternal Order of Police Lodge 88](#) was reopened. Both contracts have been approved by each union and are awaiting council approval via resolution, coming at the October 30 Special Session.

Contact

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ORDINANCE 2024-19

AN ORDINANCE FIXING THE SALARIES OF OFFICERS AND EMPLOYEES OF THE POLICE AND FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA, FOR THE YEAR 2025

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

SECTION I A. From and after January 1, 2025, pursuant to Indiana Code § 36-8-3-3(d), the salary and pay schedule for the officers and employees of the Fire Department of the City of Bloomington, Indiana, shall be fixed as follows, to wit:

CIVILIAN NON-SWORN

<u>Job Title</u>	<u>Grade</u>
Chief	14
Fire Marshal	9
Deputy Fire Marshal (2)	8
Program Manager	9
Community EMT/Paramedic (6)	6
Office Manager	6
Administrative Assistant	3

SWORN ADMINISTRATIVE FIRE DEPARTMENT EMPLOYEES

<u>Job Title</u>	<u>Grade</u>
Deputy Chief	12
Assistant Chief of Administration and Planning	11
Assistant Chief of Operations	11
Battalion Chief of Operations (3)	10
Battalion Chief of Training	10
Community Engagement Officer	8
Fire Logistics Officer	10
Probationary Officer	7

SWORN CONTRACTUAL POSITIONS

Captain	\$87,845
Chauffeur/Lieutenant	\$81,565
Firefighter 1 st Class	\$78,503

In addition to the salary and pay schedule listed above, the City also shall contribute four percent (4%) of the salary of a fully paid firefighter at base pay (Firefighter 1st Class) with twenty-five years of longevity (equal to an additional \$12,500) to the Public Employees Retirement Fund on behalf of each sworn firefighter under the authority of I.C. §§ 36-8 *et seq.*

SECTION I B. Additional Specialty Pay.

Effective January 1, 2025, 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.

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

Years of	
<u>Service</u>	<u>Amount</u>
21	\$7,000
22	\$7,000
23	\$10,000
24	\$10,000
25+	\$12,500*

*Longevity is capped at \$12,500; however, pension contributions are made at the full 25+ 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</u> <u>Certifications</u>	<u>Amount per</u> <u>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:

Headquarters Captain	\$	1,000
Station Captain	\$	1,000
Engineer	\$	900
Sergeant	\$	900
Shift Training Instructor	\$	800
Shift Logistics Technician	\$	500
Rescue Technician	\$	200
Station 1 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 fifteen (15) 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 the Fire Marshal, Deputy Fire Marshals, and Community Engagement Officer.

SECTION I C. Increases for salaries not set by the contract

Effective January 1, 2024, 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. Retention Pay - Base Salary

Retention pay has been permanently added to the base pay. The previously paid amounts are factored in and included in the salaries listed in section I(A).

SECTION I E. 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 II A. From and after January 1, 2025, 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	14
Deputy Chief	12
Captain of Operations	11
Captain of Administration	11
Lieutenant (4)	10
Sergeant (13)	9
Probationary Police Officer (10)	7
<u>Administration</u>	
Director of Civilian Operations	10
Senior Social Worker	9
Crime Scene Technician and Property Manager (2)	8
Social Worker (2)	8
Office and Accreditation Manager	8
Executive Assistant	7
CAD/RMS Administrator	8
Data Analyst (2)	8
Community Service Specialist (11)	5
Office Assistant and Outreach Specialist	6
Evidence Room Clerk	4
Custodian	3
<u>CEDC</u>	
Telecommunications Manager	9
Social Worker	8
Telecommunications Assistant Manager	8
Telecommunications Supervisor (6)	7

Telecommunicators (32)	6
<u>Records</u>	
Records Supervisor	8
Records Assistant Supervisor	6
Special Investigations Clerk	5
Records Clerk (11)	5
Front Desk Clerk I	4
<u>CONTRACTUAL SALARIES</u>	
Senior Police Officer	\$85,267
Officer First Class	\$82,161

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 office at base pay (Officer First Class) plus \$5,000 (equal to \$87,161) to the Public Employees Retirement Fund on behalf of each sworn police officer under the authority of I.C. §§ 36-8-6-4 and 36-8-8-8.

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

Effective January 1, 2025, 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, 2025, subject to the maximum salaries set by this ordinance, an increase may be included in those salaries not set by a collective bargaining agreement. 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. 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 II F. Police Shift Differential.

Employees working in the Police Department and Central Dispatch, who are assigned to work after 1:30 p.m., shall receive a twenty-six cents (\$0.26) per hour premium shift differential for working the evening shift.

SECTION II G. Dispatch Trainer Incentive Pay.

During pay periods when a dispatcher is designated as a trainer, dispatchers shall earn a shift differential of One Dollar (\$1.00) per hour for training other, less experienced dispatchers. Proper documentation shall be provided to Human Resources and the Controller’s Office to verify which Dispatchers are trainers.

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.

Grade	Minimum	Maximum
1	\$35,430	\$42,516
2	\$37,204	\$44,644
3	\$39,808	\$47,771
4	\$42,105	\$54,737
5	\$48,953	\$63,640
6	\$55,802	\$72,542
7	\$62,650	\$81,444
8	\$69,498	\$90,347
9	\$76,347	\$99,251
10	\$83,194	\$108,153
11	\$90,043	\$117,056
12	\$98,745	\$128,370
13	\$112,852	\$146,708
14	\$131,661	\$171,159

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 _____ day of _____, 2024.

Isabel Piedmont-Smith, 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 _____ day of _____, 2024.

NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this _____ day of _____, 2024.

Kerry Thomson, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the minimum and maximum salary rates for all sworn fire and police personnel for the year 2025 in accordance with Council-approved collective bargaining agreements.

Note: This ordinance was modified after distribution in the Legislative Packet but before introduction at the October 16, 2024 Regular Session. The modifications reflect various fixes and changes incorporated by the Human Resources Department after confirming with pertinent representatives from the Police and Fire Departments.



TO: City Council members

FROM: Sharr Pechac, Human Resources Director

CC: Mayor Kerry Thomson, Deputy Mayor Gretchen Knapp, Controller Jessica McClellan, and Council Attorney/Administrator Lisa Lehner

DATE: October 11, 2024

SUBJECT: 2024 Salary Ordinance 2024-19 for Officers of the Police and Fire Departments.

Ordinance 2024-19 fixes the salaries of officers within both the Police and Fire Departments.

The requested changes and new positions are explained below.

We are requesting to move all positions within the Fire and Police Departments into this salary ordinance for convenience, as well as to correct a prior omission. In the past, some Fire and Police positions were listed in a separate ordinance for appointed officers, non-union, and A.F.S.C.M.E. employees. Similarly, we are also requesting to move other provisions related to these positions from the other salary ordinance into one document. Condensing them all to one ordinance makes it easier to easily understand the makeup of these critical departments.

We request to update the base salaries for Fire personnel to reflect the significant pay increases promised via their collective bargaining agreement, and also request a 1.2% increase in the Public Employees Retirement Fund (PERF) for sworn public safety personnel. Additionally, we request to update the Professional & Command Classifications section to match the Fire Collective Bargaining Agreement.

All other changes made to Fire position grades were the result of the Classification and Compensation Study implementation. Consistent with past practice, the grade classification was determined through the job evaluation committee¹ (now rebranded the Workforce Evaluation and Realignment Committee (WERC.)) Additionally, all graded positions have been level-set across the City as a whole for consistency and fairness, and have been confirmed by external consultants assisting on the project. The estimated fiscal impact of these changes was presented as part of the Budget presentations earlier this year.

Similarly, we request to update the base salaries for Police personnel to reflect the significant pay increase promised to these positions. The salaries you now see listed for their positions represent salaries mutually determined by the Office of the Mayor, Office of the Controller, Fire Department, and Fire union and are deemed necessary to attract and retain these critical positions.

Additionally, we request to increase the Dispatch Trainer Incentive Pay to One Dollar (\$1.00) per hour for training other less experienced dispatchers. This will better attract and retain individuals to accept these more strenuous assignments.

All other changes made to Police position grades were the result of the Classification and Compensation Study implementation, though some sworn officer grades were inflated to ensure the City is able to compensate individuals in those positions at the salaries discussed between Police and Administration. Consistent with past practice, the grade classification was determined through the job evaluation committee¹ (now rebranded the Workforce Evaluation and Realignment Committee (WERC.)) Additionally, all graded positions have been level-set across the City as a whole for consistency and fairness, and have been confirmed by external consultants assisting on the project. The estimated fiscal impact of these changes was presented as part of the Budget presentations earlier this year.

We further request that the existing 12-grade Pay Grades and Salary Ranges be replaced with an expanded 14-grade Pay Grade structure starting on January 1, 2025. This expanded structure was recommended as part of the Classification and Compensation Study conducted in 2023 in order to relieve pay compression between mid-level employees and their supervisors, as well as to better differentiate between grades. Please note that this updated chart already reflects the 3% cost of living increase being given to City personnel in 2025.

Finally, we are requesting to remove the \$500 payment given to the Fire Captains, Chauffeurs, First Class Firefighters, and Probationary Firefighters, as well as to the Police Chief, Deputy Chief, Captains, Lieutenants, and Probationary Officers in 2024. Further, we request to remove the Recruitment Incentive for newly hired firefighters, Retention Pay given to active First Class Firefighters in 2024 and the Longevity Retention Pay given to employees. All of these additional payments are being retired by the new administration to permanently increase the base salary of Fire and Police personnel.

Your approval of Ordinance 2024-19 is requested. Please feel free to contact me if you have any questions.