



City of Bloomington Common Council

Legislative Packet – Addendum

(Issued on Wednesday, 08 September 2021)

Wednesday, 08 September 2021

Committee of the Whole - 6:30 pm
Special Session - 7:45 pm

For a schedule of upcoming meetings of the Council and the City's boards and commissions, please consult the City's [Calendar](#).



MEMO FROM COUNCIL OFFICE ON:

Resolution 21-27 - Calling for an Increase to Salaries for Members of the Police Department

Synopsis

This resolution is sponsored by Councilmembers Dave Rollo, Susan Sandberg, and Ron Smith. It expresses the Common Council's desire to increase salaries for sworn officers of the Bloomington Police Department and to provide further market rate salary adjustments for deputy chief, captain, and lieutenant positions. In that regard, the resolution requests that the Mayor and City bargaining team pursue appropriate action to modify the collective bargaining agreement currently in place and pursue any other necessary and appropriate action to effectuate the increases.

Relevant Materials

- Resolution 21-27
- Comparative salary data provided by sponsors

Summary

Resolution 21-27 would express the Council's support for an increase to salaries for all sworn officers within the Bloomington Police Department, as well as for further market rate adjustments to deputy chief, captain, and lieutenant salaries.

Indiana Code 36-8-3-3¹ provides that "[t]he 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."

Ordinance 20-22², adopted by the Council on October 14, 2020, set the minimum and maximum salary rates for all sworn police personnel for the year 2021 in accordance with a Council-approved collective bargaining agreement. That collective bargaining agreement, entered into by the City and the Fraternal Order of Police, Don Owens Memorial Lodge 88, was approved by the Council in 2019 via Resolution 19-18³. While state code gives the Common Council the authority to fix police salaries, the Bloomington Municipal Code ("BMC") includes provisions that govern the process to be used by the City and the Fraternal Order of Police to carry out collective bargaining. These sections can be found at BMC 2.32⁴.

¹ <http://iga.in.gov/legislative/laws/2020/ic/titles/036#36-8-3-3>

² https://bloomington.in.gov/onboard/legislationFiles/download?legislationFile_id=5553

³ https://bloomington.in.gov/onboard/legislationFiles/download?legislationFile_id=5514

⁴ https://library.municode.com/in/bloomington/codes/code_of_ordinances?nodeId=TIT2ADPE_CH2.32POCOBA



City of Bloomington Indiana

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Resolution 21-27 calls on the Mayor and city bargaining team to pursue appropriate action to modify the collective bargaining agreement to provide for the requested increases in salaries as part of the 2022 budget proposal. It also expresses support for further market rate adjustments to the positions of deputy chief, captain, and lieutenant positions as part of the 2022 budget proposal to encourage service in these leadership positions.

At the September 3, 2021 Council Work Session, the sponsors of this resolution provided a preview of it for other councilmembers. Members asked for several items of information or data, some of which has been added in this packet addendum (see Comparative salary data spreadsheets). The sponsors note that this resolution alone would not have a fiscal impact. However, the resolution calls for increases to salaries that, if carried out, would have a fiscal impact, which should be calculated and provided alongside any future legislation to effectuate any increases.

Contact

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RESOLUTION 21-27

**CALLING FOR AN INCREASE TO SALARIES FOR MEMBERS OF THE
POLICE DEPARTMENT**

- WHEREAS, the preservation of public peace and safety for the community is a fundamental obligation of government; and
- WHEREAS, the City of Bloomington has an interest in maintaining a well-trained and well-equipped police force in order to maintain a safe and civil city; and
- WHEREAS, although Bloomington is the 7th most populous city in Indiana, the base salary of officers of the Bloomington Police Department (BPD) ranks 68th in the state; and
- WHEREAS, a 2019 Organizational Assessment of the BPD conducted at the request of the City of Bloomington by the Novak Consulting Group prescribed increasing sworn officers to 121; and
- WHEREAS, the current number of sworn officers authorized to be hired is 105, but the number of sworn officers hired is 92 and the number of sworn officers available is 76, requiring police officers to work mandatory overtime to meet minimum staffing requirements in place to ensure the safety of the force; and
- WHEREAS, adding sworn officers is an urgent priority, but doing so has proven difficult as recruitment is low and attrition is high as officers leave to work elsewhere for better compensation; and
- WHEREAS, during the past 5 years, the BPD has hired 66 officers but has lost 67; and
- WHEREAS, considerable taxpayer investments have been made to fund training and accreditation programs, and the City has an interest in retaining the highly skilled and trained officers that contribute to the BPD's excellent record; and
- WHEREAS, the Common Council has the deepest respect for the Bloomington Police Department, and believes that the difficulties experienced by the City in attracting and retaining officers is related to providing proper compensation; and,
- WHEREAS, Indiana Code § 36-8-3-3 provides that the annual compensation of all members of the police and fire departments and other appointees shall be fixed by ordinance of the legislative body; and
- WHEREAS, the salaries for officers of the BPD include both non-contractual and contractual salaries; and
- WHEREAS, Chapter 2.32 of the Bloomington Municipal Code establishes a procedure for Police Collective Bargaining between the City of Bloomington and members of the Fraternal Order of Police, which represents the city's police employees in the bargaining unit; and
- WHEREAS, the City and the Fraternal Order of Police, Don Owens Memorial Lodge 88, previously negotiated and reached agreement on provisions for a collective bargaining agreement covering calendar years 2019, 2020, 2021, and 2022; and

WHEREAS, the collective bargaining agreement between the City of Bloomington and the Fraternal Order of Police, Don Owens Memorial Lodge 88 was approved and authorized by the Common Council via Resolution 19-18 on December 4, 2019; and

WHEREAS, while the collective bargaining agreement extends to the end of 2022, the Common Council believes, given the challenges described above, that it is in the best interests of the City that the base salaries for all sworn officers of the police department, both union and non-union, be raised by \$5,000 to bring the BPD into a better position relative to other Indiana peer communities; and

WHEREAS, the Common Council believes that further market rate adjustments to non-contractual salaries for deputy chief, captain, and lieutenant positions are warranted to address wage compression and to encourage service in these leadership positions;

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

Section 1. The Common Council hereby expresses its support for an increase to salaries for all sworn officers of the Bloomington Police Department by \$5,000 and requests that the Mayor and city bargaining team pursue appropriate action to modify the collective bargaining agreement accordingly and pursue any other necessary and appropriate action to effectuate this increase as part of the 2022 budget proposal.

Section 2. The Common Council also expresses its support for further market rate adjustments to the salaries for the positions of deputy chief, captain, lieutenant, and supervisory sergeant as part of the 2022 budget proposal to encourage service in these leadership positions.

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this _____ day of _____, 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 _____ day of _____, 2021.

NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this _____ day of _____, 2021.

JOHN HAMILTON, Mayor
City of Bloomington

SYNOPSIS

This resolution is sponsored by Councilmembers Dave Rollo, Susan Sandberg, and Ron Smith. It expresses the Common Council's desire to increase salaries for sworn officers of the Bloomington Police Department and to provide further market rate salary adjustments for deputy chief, captain, lieutenant and supervisory sergeant positions. In that regard, the resolution requests that the Mayor and City bargaining team pursue appropriate action to modify the collective bargaining agreement currently in place and pursue any other necessary and appropriate action to effectuate the increases.

Note: This resolution was revised after distribution in the Legislative Packet but before introduction at the September 8, 2021 Special Session to call for market rate salary adjustments for supervisory sergeants in addition to the positions already listed.

	UNIT NAME	BASE SALARY	LONGEVITY	PERF	SALARY EFFECTIVE DATE
1	PORTER-POLICE	\$ 84,490.00	\$ 2,500.00	\$ 86,990.00	01-JAN-21
2	HAMMOND-POLICE DEPT	\$ 80,000.00	\$ 3,732.00	\$ 83,732.00	01-JAN-21
3	CHESTERTON-POLICE DEPT	\$ 80,000.00	\$ 2,500.00	\$ 82,500.00	01-JAN-21
4	CARMEL-POLICE DEPT	\$ 75,971.00	\$ 5,600.00	\$ 81,571.00	1-Mar-21
5	INDIANAPOLIS-POLICE DEPT	\$ 75,171.00	\$ 6,390.00	\$ 81,561.00	01-JAN-21
6	CROWN POINT-POLICE DEPT	\$ 78,000.00	\$ 1,000.00	\$ 79,000.00	01-JAN-21
7	DYER-POLICE DEPT	\$ 73,851.40	\$ 5,000.00	\$ 78,851.40	01-JAN-21
8	ST. JOHN-POLICE DEPT	\$ 78,121.68	\$ -	\$ 78,121.68	01-JAN-21
9	CEDAR LAKE-POLICE DEPT	\$ 76,131.51	\$ 1,950.00	\$ 78,081.51	01-JAN-21
10	LOWELL-POLICE DEPT	\$ 75,004.80	\$ 2,912.00	\$ 77,916.80	01-JAN-21
11	LAKE STATION-POLICE DEPT	\$ 74,982.18	\$ 2,500.00	\$ 77,482.18	01-JAN-21
12	GRIFFITH-POLICE DEPT	\$ 73,014.50	\$ 4,100.04	\$ 77,114.54	01-JAN-21
13	HIGHLAND-POLICE DEPT	\$ 74,930.39	\$ 2,059.20	\$ 76,989.59	01-JAN-21
14	HOBART-POLICE DEPT	\$ 74,436.00	\$ 2,375.00	\$ 76,811.00	01-JAN-21
15	PORTAGE-POLICE DEPT	\$ 73,904.24	\$ 2,586.65	\$ 76,490.89	01-JAN-21
16	MERRILLVILLE-POLICE DEPT	\$ 73,500.00	\$ 2,000.00	\$ 75,500.00	01-JAN-21
17	MUNSTER-POLICE DEPT	\$ 72,321.60	\$ 2,790.00	\$ 75,111.60	01-JAN-21
18	FISHERS-POLICE DEPARTMENT	\$ 70,299.00	\$ 4,000.00	\$ 74,299.00	01-JAN-21
19	SCHERERVILLE-POLICE DEPT	\$ 71,606.08	\$ 1,800.00	\$ 73,406.08	01-JAN-21
20	ELKHART-POLICE DEPT	\$ 66,515.04	\$ 5,700.00	\$ 72,215.04	01-JAN-21
21	BEECH GROVE-POLICE DEPT	\$ 68,503.59	\$ 3,080.00	\$ 71,583.59	01-JAN-21
22	NOBLESVILLE-POLICE DEPT	\$ 66,497.60	\$ 5,000.00	\$ 71,497.60	01-JAN-21
23	SPEEDWAY-POLICE DEPT	\$ 67,661.50	\$ 3,300.00	\$ 70,961.50	01-JAN-21
24	LAFAYETTE-POLICE DEPT	\$ 66,009.32	\$ 4,750.00	\$ 70,759.32	01-JAN-21
25	LAWRENCE-POLICE DEPT	\$ 65,750.40	\$ 4,953.46	\$ 70,703.86	01-JAN-21
26	WESTFIELD POLICE DEPARTMENT	\$ 66,003.00	\$ 4,500.00	\$ 70,503.00	01-JAN-21
27	Walkerton Police Department	\$ 66,250.00	\$ 3,750.00	\$ 70,000.00	01-JAN-21
28	VALPARAISO-POLICE DEPT	\$ 67,036.00	\$ 2,000.00	\$ 69,036.00	01-JAN-21
29	EVANSVILLE-POLICE DEPARTMENT	\$ 57,130.61	\$ 11,881.08	\$ 69,011.69	01-JAN-21
30	WHITESTOWN POLICE	\$ 65,000.00	\$ 4,000.00	\$ 69,000.00	01-JAN-21
31	NEW ALBANY-POLICE DEPT	\$ 57,054.84	\$ 11,410.97	\$ 68,465.81	01-JAN-21
32	JEFFERSONVILLE-POLICE DEPT	\$ 56,833.51	\$ 11,366.70	\$ 68,200.21	01-JAN-21
33	FORT WAYNE-POLICE DEPT	\$ 62,994.10	\$ 5,000.00	\$ 67,994.10	01-JAN-21
34	FRANKLIN-POLICE DEPT	\$ 56,574.00	\$ 11,314.80	\$ 67,888.80	01-JAN-21
35	BROWNSBURG-POLICE DEPT	\$ 58,910.63	\$ 8,836.60	\$ 67,747.23	01-JAN-21
36	CITY OF SOUTH BEND-POLICE DEPT	\$ 63,358.00	\$ 4,250.00	\$ 67,608.00	01-JAN-21
37	CRAWFORDSVILLE-POLICE DEPT	\$ 53,320.05	\$ 14,179.27	\$ 67,499.32	01-JAN-21
38	TOWN OF NEW CHICAGO PD	\$ 27,040.00	\$ 39,520.00	\$ 66,560.00	01-JAN-21
39	GREENCASTLE-POLICE DEPT	\$ 63,835.20	\$ 2,553.41	\$ 66,388.61	01-JAN-21
40	SEYMOUR-POLICE DEPT	\$ 55,212.00	\$ 11,042.40	\$ 66,254.40	01-JAN-21
41	ZIONSVILLE POLICE DEPARTMENT	\$ 65,782.29	\$ -	\$ 65,782.29	01-JAN-21
42	SHELBYVILLE-POLICE DEPT	\$ 65,527.65	\$ -	\$ 65,527.65	01-JAN-21
43	GREENWOOD-POLICE DEPT	\$ 63,521.12	\$ 1,500.00	\$ 65,021.12	01-JAN-21
44	MICHIGAN CITY-POLICE DEPT	\$ 54,000.00	\$ 10,800.00	\$ 64,800.00	01-JAN-21
45	PITTSBORO POLICE DEPT	\$ 56,142.00	\$ 8,421.30	\$ 64,563.30	01-JAN-21
46	CICERO-POLICE DEPT	\$ 62,261.42	\$ 2,200.00	\$ 64,461.42	01-JAN-21
47	COLUMBUS-POLICE DEPT	\$ 53,984.00	\$ 10,476.00	\$ 64,460.00	01-JAN-21
48	TOWN OF SYRACUSE PD	\$ 53,575.34	\$ 10,717.20	\$ 64,292.54	01-JAN-21
49	RICHMOND-POLICE DEPT	\$ 50,604.92	\$ 13,651.23	\$ 64,256.15	01-JAN-21
50	MADISON-POLICE DEPT	\$ 53,977.30	\$ 9,715.91	\$ 63,693.21	01-JAN-21
51	PLAINFIELD-POLICE DEPT	\$ 60,359.80	\$ 3,000.00	\$ 63,359.80	01-JAN-21
52	HUNTINGTON-POLICE DEPT	\$ 52,678.62	\$ 10,535.72	\$ 63,214.34	01-JAN-21
53	BREMEN-POLICE DEPT	\$ 59,185.40	\$ 4,000.00	\$ 63,185.40	01-JAN-21
54	TERRE HAUTE-POLICE DEPT	\$ 50,405.00	\$ 12,601.60	\$ 63,006.60	01-JAN-21
55	WEST LAFAYETTE-POLICE DEPT	\$ 62,754.12	\$ -	\$ 62,754.12	01-JAN-21
56	KOKOMO-POLICE DEPT	\$ 59,444.00	\$ 3,300.00	\$ 62,744.00	01-JAN-21
57	MARTINSVILLE-POLICE DEPT	\$ 60,037.00	\$ 2,500.00	\$ 62,537.00	01-JAN-21
58	WARSAW-POLICE DEPT	\$ 52,015.08	\$ 10,403.02	\$ 62,418.10	01-JAN-21

59	MISHAWAKA-POLICE DEPT	\$ 61,473.00	\$ -	\$ 61,473.00	01-JAN-21
60	JASPER-POLICE DEPT	\$ 60,051.16	\$ 1,000.00	\$ 61,051.16	01-JAN-21
61	LEBANON-POLICE DEPT	\$ 59,359.00	\$ 1,500.00	\$ 60,859.00	01-JAN-21
62	PLYMOUTH-POLICE DEPT	\$ 56,145.60	\$ 4,500.00	\$ 60,645.60	01-JAN-21
63	SELLERSBURG-POLICE DEPT	\$ 50,000.08	\$ 10,000.00	\$ 60,000.08	01-JAN-21
64	LAPORTE-POLICE DEPT	\$ 52,631.57	\$ 7,368.42	\$ 59,999.99	01-JAN-21
65	EAST CHICAGO-POLICE DEPT	\$ 54,977.78	\$ 5,000.00	\$ 59,977.78	01-JAN-21
66	AVON POLICE DEPARTMENT	\$ 57,969.60	\$ 2,000.00	\$ 59,969.60	01-JAN-21
67	MUNCIE-POLICE DEPT	\$ 53,586.40	\$ 6,000.00	\$ 59,586.40	01-JAN-21
68	BLOOMINGTON-POLICE DEPT	\$ 56,956.00	\$ 2,500.00	\$ 59,456.00	01-JAN-21
69	ANGOLA-POLICE DEPT	\$ 57,348.46	\$ 1,440.00	\$ 58,788.46	01-JAN-21
70	BUTLER-POLICE DEPT	\$ 56,888.00	\$ 1,820.00	\$ 58,708.00	01-JAN-21
71	FRANKFORT-POLICE DEPT	\$ 56,365.61	\$ 2,000.00	\$ 58,365.61	01-JAN-21
72	NAPPANEE-POLICE DEPT	\$ 54,350.40	\$ 4,000.00	\$ 58,350.40	01-JAN-21
73	Cumberland Police Department	\$ 52,350.00	\$ 6,000.00	\$ 58,350.00	01-JAN-21
74	RISING SUN-POLICE DEPT	\$ 50,190.84	\$ 8,030.53	\$ 58,221.37	01-JAN-21
75	GREENSBURG-POLICE DEPT	\$ 48,212.32	\$ 9,642.46	\$ 57,854.78	01-JAN-21
76	WABASH-POLICE DEPT	\$ 49,319.00	\$ 8,384.40	\$ 57,703.40	01-JAN-21
77	BLUFFTON-POLICE DEPT	\$ 52,260.00	\$ 5,000.00	\$ 57,260.00	01-JAN-21
78	LAWRENCEBURG-POLICE DEPT	\$ 54,121.60	\$ 3,120.00	\$ 57,241.60	01-JAN-21
79	COLUMBIA CITY-POLICE DEPT	\$ 56,205.90	\$ 1,000.00	\$ 57,205.90	01-JAN-21
80	WHITING-WHITING POLICE DEP	\$ 56,952.22	\$ -	\$ 56,952.22	01-JAN-21
81	HUNTINGBURG-POLICE DEPT	\$ 55,889.60	\$ 1,000.00	\$ 56,889.60	01-JAN-21
82	RENSSELAER-POLICE DEPT	\$ 53,212.64	\$ 3,666.00	\$ 56,878.64	01-JAN-21
83	NEW HAVEN-POLICE DEPT	\$ 54,776.51	\$ 1,600.00	\$ 56,376.51	01-JAN-21
84	GOSHEN-POLICE DEPT	\$ 52,791.00	\$ 3,400.00	\$ 56,191.00	01-JAN-21
85	DELPHI-POLICE DEPT	\$ 54,600.00	\$ 1,000.00	\$ 55,600.00	01-JAN-21
86	CHARLESTOWN-POLICE DEPT	\$ 46,284.00	\$ 9,256.80	\$ 55,540.80	01-JAN-21
87	Brownstown Police Department	\$ 41,715.00	\$ 13,802.00	\$ 55,517.00	01-JAN-21
88	GREENFIELD-POLICE DEPT	\$ 52,496.08	\$ 3,000.00	\$ 55,496.08	01-JAN-21
89	SCOTTSBURG-POLICE DEPT	\$ 46,005.96	\$ 9,201.40	\$ 55,207.36	01-JAN-21
90	AUBURN-POLICE DEPT	\$ 55,062.02	\$ -	\$ 55,062.02	01-JAN-21
91	BATESVILLE-POLICE DEPT	\$ 50,017.00	\$ 5,001.70	\$ 55,018.70	01-JAN-21
92	TOWN OF BARGERSVILLE POLICE	\$ 54,818.40	\$ -	\$ 54,818.40	01-JAN-21
93	ANDERSON-POLICE DEPT	\$ 50,735.00	\$ 4,000.00	\$ 54,735.00	01-JAN-21
94	DANVILLE POLICE DEPT	\$ 54,591.68	\$ -	\$ 54,591.68	01-JAN-21
95	ARGOS-POLICE	\$ 51,476.88	\$ 3,000.00	\$ 54,476.88	01-JAN-21
96	DECATUR-POLICE DEPT	\$ 48,076.60	\$ 6,249.96	\$ 54,326.56	01-JAN-21
97	PERU-PERU POLICE DEPT	\$ 43,802.36	\$ 10,512.48	\$ 54,314.84	01-JAN-21
98	KENDALLVILLE-POLICE DEPT	\$ 51,250.00	\$ 2,000.00	\$ 53,250.00	01-JAN-21
99	Fortville Police Department	\$ 53,071.20	\$ -	\$ 53,071.20	01-JAN-21
100	ROCHESTER-POLICE DEPT	\$ 50,850.00	\$ 2,000.00	\$ 52,850.00	01-JAN-21
101	TOWN OF OSSIAN-POLICE	\$ 50,388.00	\$ 2,000.02	\$ 52,388.02	01-JAN-21
102	PRINCETON-POLICE DEPT	\$ 50,828.96	\$ 1,440.00	\$ 52,268.96	01-JAN-21
103	BEDFORD-POLICE DEPT	\$ 49,107.06	\$ 3,159.00	\$ 52,266.06	01-JAN-21
104	LIGONIER-POLICE DEPT	\$ 48,152.00	\$ 4,000.00	\$ 52,152.00	01-JAN-21
105	MOORESVILLE-PD	\$ 50,107.20	\$ 2,000.00	\$ 52,107.20	01-JAN-21
106	NORTH VERNON-POLICE DEPT	\$ 45,323.20	\$ 6,760.00	\$ 52,083.20	01-JAN-21
107	WOODBURN POLICE	\$ 49,500.00	\$ 2,500.00	\$ 52,000.00	01-JAN-21
108	MCCORDSVILLE PD	\$ 49,000.00	\$ 3,000.00	\$ 52,000.00	01-JAN-21
109	MONTPELIER-POLICE DEPT	\$ 51,404.00	\$ -	\$ 51,404.00	01-JAN-21
110	GARRETT-POLICE DEPT	\$ 50,220.00	\$ 1,040.00	\$ 51,260.00	01-JAN-21
111	MONTICELLO-POLICE DEPT	\$ 51,102.00	\$ -	\$ 51,102.00	01-JAN-21
112	GARY-POLICE DEPT	\$ 49,304.00	\$ 1,700.00	\$ 51,004.00	01-JAN-21
113	LOGANSPOUT-POLICE DEPT	\$ 48,000.00	\$ 3,000.00	\$ 51,000.00	01-JAN-21
114	AUSTIN-POLICE DEPT	\$ 46,280.00	\$ 4,628.00	\$ 50,908.00	01-JAN-21
115	MITCHELL-POLICE DEPT	\$ 39,478.40	\$ 11,000.00	\$ 50,478.40	01-JAN-21
116	TOWN OF NEWBURGH - POLICE	\$ 50,393.00	\$ -	\$ 50,393.00	01-JAN-21
117	KNOX-POLICE DEPT	\$ 48,341.00	\$ 2,000.00	\$ 50,341.00	01-JAN-21

118	BRAZIL-POLICE DEPT	\$ 42,507.53	\$ 7,808.18	\$ 50,315.71	01-JAN-21
119	MARION-POLICE DEPT	\$ 49,034.96	\$ 1,000.00	\$ 50,034.96	01-JAN-21
120	GREENDALE-POLICE DEPT	\$ 47,902.40	\$ 1,820.00	\$ 49,722.40	01-JAN-21
121	BOONVILLE-POLICE DEPT	\$ 48,468.68	\$ 1,000.00	\$ 49,468.68	01-JAN-21
122	CONNERSVILLE-POLICE DEPT	\$ 45,759.76	\$ 3,500.00	\$ 49,259.76	01-JAN-21
123	PORTLAND-POLICE DEPT	\$ 48,176.10	\$ 840.00	\$ 49,016.10	01-JAN-21
124	MT. VERNON-POLICE DEPT	\$ 44,929.00	\$ 4,080.00	\$ 49,009.00	01-JAN-21
125	TIPTON-POLICE DEPT	\$ 46,225.00	\$ 2,500.00	\$ 48,725.00	01-JAN-21
126	WASHINGTON-POLICE DEPT	\$ 47,112.00	\$ 1,235.00	\$ 48,347.00	01-JAN-21
127	TELL CITY-POLICE DEPT	\$ 44,966.24	\$ 3,147.63	\$ 48,113.87	01-JAN-21
128	AURORA-POLICE DEPT	\$ 45,448.00	\$ 2,454.40	\$ 47,902.40	01-JAN-21
129	ATTICA-POLICE DEPT	\$ 47,793.31	\$ -	\$ 47,793.31	01-JAN-21
130	RUSHVILLE-POLICE DEPT	\$ 43,637.62	\$ 4,000.00	\$ 47,637.62	01-JAN-21
131	LINTON-POLICE DEPT	\$ 46,350.00	\$ 1,200.00	\$ 47,550.00	01-JAN-21
132	BERNE-POLICE DEPT	\$ 46,918.00	\$ -	\$ 46,918.00	01-JAN-21
133	NEW CASTLE-POLICE DEPT	\$ 44,122.00	\$ 2,730.00	\$ 46,852.00	01-JAN-21
134	VINCENNES-POLICE DEPT	\$ 46,304.00	\$ 400.00	\$ 46,704.00	01-JAN-21
135	TRAFALGAR POLICE	\$ 46,350.00	\$ -	\$ 46,350.00	01-JAN-21
136	PETERSBURG-POLICE DEPT	\$ 45,881.64	\$ -	\$ 45,881.64	01-JAN-21
137	SALEM-POLICE DEPT	\$ 41,531.82	\$ 4,160.00	\$ 45,691.82	01-JAN-21
138	ALEXANDRIA-POLICE DEPARTMENT	\$ 42,038.36	\$ 3,500.00	\$ 45,538.36	01-JAN-21
139	COVINGTON-POLICE DEPT	\$ 44,500.00	\$ -	\$ 44,500.00	01-JAN-21
140	JASONVILLE-POLICE DEPT	\$ 41,499.20	\$ 2,000.00	\$ 43,499.20	01-JAN-21
141	GAS CITY-POLICE DEPT	\$ 43,461.60	\$ -	\$ 43,461.60	01-JAN-21
142	ELWOOD-POLICE DEPT	\$ 41,447.38	\$ 2,000.00	\$ 43,447.38	01-JAN-21
143	HARTFORD CITY-POLICE DEPT	\$ 41,333.60	\$ 2,000.00	\$ 43,333.60	01-JAN-21
144	JONESBORO POLICE	\$ 43,229.42	\$ -	\$ 43,229.42	01-JAN-21
145	UNION CITY-POLICE DEPT	\$ 35,880.00	\$ 4,664.40	\$ 40,544.40	01-JAN-21
146	LOOGOOTEE-POLICE DEPT	\$ 40,456.00	\$ -	\$ 40,456.00	01-JAN-21
147	WINCHESTER-POLICE DEPT	\$ 38,340.00	\$ 2,000.00	\$ 40,340.00	01-JAN-21
148	CITY OF SOUTHPORT POLICE	\$ 37,000.00	\$ 3,000.00	\$ 40,000.00	01-JAN-21
149	CLINTON-POLICE DEPT	\$ 36,931.44	\$ 1,107.95	\$ 38,039.39	01-JAN-21
150	SULLIVAN-POLICE DEPT	\$ 37,924.64	\$ -	\$ 37,924.64	01-JAN-21
151	Rockville Police Department	\$ 36,000.00	\$ -	\$ 36,000.00	01-JAN-21
152	CANNELTON-POLICE DEPT	\$ 35,000.16	\$ -	\$ 35,000.16	01-JAN-21
153	DUNKIRK-PD, CLERK OFFICE	\$ 34,715.20	\$ -	\$ 34,715.20	01-JAN-21

CALEA Accredited Agencies in Indiana

(that are in same retirement as Bloomington PD {PERF})

Agency	<u>2021 Salary Numbers</u>		<u>PERF Salary = OFC + Longevity</u> (20 yr Salary)				
	<u>Officer First Class</u>	<u>Longevity</u>		<u>(1 year)</u>	<u>(5 year)</u>	<u>(10 year)</u>	<u>(15 year)</u>
1 Carmel PD	\$75,971.00	\$5,600.00	\$81,571.00	\$76,251.00	\$77,371.00	\$78,771.00	\$80,171.00
2 Indianapolis Metro PD	\$75,171.00	\$6,390.00	\$81,561.00	\$75,490.50	\$76,768.50	\$78,366.00	\$79,963.50
3 St. John PD	\$78,121.00	\$0.00	\$78,121.00	\$78,121.00	\$78,121.00	\$78,121.00	\$78,121.00
4 Munster PD	\$72,321.60	\$2,790.00	\$75,111.60	\$72,461.10	\$73,019.10	\$73,716.60	\$74,414.10
5 Fishers PD	\$70,299.00	\$4,000.00	\$74,299.00	\$70,499.00	\$71,299.00	\$72,299.00	\$73,299.00
6 Schererville PD	\$71,606.08	\$1,800.00	\$73,406.08	\$71,696.08	\$72,056.08	\$72,506.08	\$72,956.08
7 Noblesville PD	\$66,497.60	\$5,000.00	\$71,497.60	\$66,747.60	\$67,747.60	\$68,997.60	\$70,247.60
8 Speedway PD	\$67,661.50	\$3,300.00	\$70,961.50	\$67,826.50	\$68,486.50	\$69,311.50	\$70,136.50
9 Westfield PD	\$66,003.00	\$4,500.00	\$70,503.00	\$66,228.00	\$67,128.00	\$68,253.00	\$69,378.00
10 Valparaiso PD	\$67,036.00	\$2,000.00	\$69,036.00	\$67,136.00	\$67,536.00	\$68,036.00	\$68,536.00
11 Evansville PD	\$57,130.61	\$11,881.08	\$69,011.69	\$57,724.66	\$60,100.88	\$63,071.15	\$66,041.42
12 Shelbyville PD	\$65,527.65	\$0.00	\$65,527.65	\$65,527.65	\$65,527.65	\$65,527.65	\$65,527.65
13 Columbus PD	\$53,984.00	\$10,476.00	\$64,460.00	\$54,507.80	\$56,603.00	\$59,222.00	\$61,841.00
14 Plainfield PD	\$60,359.80	\$3,000.00	\$63,359.80	\$60,509.80	\$61,109.80	\$61,859.80	\$62,609.80
15 Terre Haute PD	\$50,405.00	\$12,601.60	\$63,006.60	\$51,035.08	\$53,555.40	\$56,705.80	\$59,856.20
16 West Lafayette PD	\$62,754.12	\$0.00	\$62,754.12	\$62,754.12	\$62,754.12	\$62,754.12	\$62,754.12
17 Kokomo PD	\$59,444.00	\$3,300.00	\$62,744.00	\$59,609.00	\$60,269.00	\$61,094.00	\$61,919.00
18 Bloomington PD	\$56,956.00	\$2,500.00	\$59,456.00	\$57,081.00	\$57,581.00	\$58,206.00	\$58,831.00
Average	\$65,402.72	\$4,396.59	\$69,799.31	\$65,622.55	\$66,501.87	\$67,601.02	\$68,700.17
BPD Rank	16th	13th	18th	16th	16th	17th	18th

<u>2021 Population Size</u>		<u>2019 PERF#</u>		<u>2021 PERF#</u>	
City	Population	City	Salary	City	Salary
Indianapolis	887,232	Carmel	\$78,758	Carmel	\$81,571
Fort Wayne	276,282	Indianapolis	\$76,101	Indianapolis	\$81,561
Evansville	117,817	Fishers	\$70,263	Fishers	\$74,299
Carmel	104,918	Noblesville	\$69,251	Noblesville	\$71,497
South Bend	102,136	Lawrence	\$66,762	Lafayette	\$70,759
Fishers	99,116	Lafayette	\$65,462	Lawrence	\$70,703
Bloomington	86,987	Franklin	\$64,304	Evansville	\$69,011
Lafayette	70,697	Evansville	\$63,805	Jeffersonville	\$68,200
Muncie	67,767	Greenwood	\$63,775	Fort Wayne	\$67,994
Noblesville	67,398	Jeffersonville	\$63,667	Franklin	\$67,888
Jeffersonville	62,945	Seymour	\$62,451	South Bend	\$67,608
Greenwood	60,972	South Bend	\$62,408	Seymour	\$66,254
Terre Haute	60,316	Columbus	\$62,129	Greenwood	\$65,021
Kokomo	58,216	Fort Wayne	\$60,474	Columbus	\$64,460
Columbus	50,886	Terre Haute	\$58,702	Terre Haute	\$63,006
Lawrence	48,268	Bloomington	\$54,916	Kokomo	\$62,744
Franklin	26,414	Kokomo	\$54,545	Martinsville	\$62,537
Seymour	20,389	Martinsville	\$50,037	Muncie	\$59,586
Martinsville	11,707	Muncie	\$49,437	Bloomington	\$59,456
Mooresville	9,938	Mooresville	\$46,616	Mooresville	\$52,107
		(Average \$62,193)		(Average \$67,313)	

RANK: 7th

RANK: 16th

RANK: 19th

** In 2018, the Management Advisory Group International, Inc (MAG) was requested to assist in a salary survey of Union positions within the city. The other 19 agencies in this comparison were selected cooperatively between the City of Bloomington and MAG.