

**Carmel**

**Police**

Foreign Language	\$2,000.00
Investigator*	UP TO \$2500.00 PER YEAR
School Resource Officer*	UP TO \$2500.00 PER YEAR
Personnel Specialist/Fto Coordinator*	UP TO \$2500.00 PER YEAR
Firearms Range/Training Coordinator*	UP TO \$2500.00 PER YEAR
Special Weapons And Tactics (Swat)	UP TO \$ 1500.00 PER YEAR
Emergency Response Group (Erg)	UP TO \$ 1500.00 PER YEAR
Advanced Accident Investigator**	UP TO \$ 1500.00 PER YEAR
Motorcycle/Traffic Officer*	UP TO \$ 1500.00 PER YEAR
Field Evidence Technician*	UP TO \$ 1000.00 PER YEAR
Drug Recognition Officer*	UP TO \$ 1000.00 PER YEAR
IDACs Coordinator*	UP TO \$ 1000.00 PER YEAR
Child Safety Seat Technician*	UP TO \$ 1000.00 PER YEAR

\* Non -Supervisory Personnel Only

\*\* Officers Receiving Accident Investigator Hourly Pay Are Not Eligible For This Specialty  
Each Police Department Employee Shall Be Entitled To Receive Only One ( 1) Type Of Specialty  
Pay At Any Given Time. The Employee Shall Receive The Highest Specialty Pay For Which He Or She  
Is Eligible. All Specialty Pay Shall Cease When An Employee No Longer Performs The Duties  
Associated With The Pay Or No Longer Meets The Qualifications For Such Pay, Whether The Change  
Results From The Decision/ Action Of The City Or Of The Employee.

**MAXIMUM: \$4,500**

**Evansville**

**Police**

Associates Degree	\$500.00
Baccalaureate Degree	\$1,000.00
Master's Degree	\$1,500.00
Specialty Bonus Is To Be Paid To Officers And Corporals Assigned To The Field Training Office	\$1,200.00

**MAXIMUM: \$2,700**

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**Fishers**

**Police**

Detective	\$1,500.00
Dive Team (Police)	\$1,000.00
Emergency Response Team (ERT) - PD Only	\$1,000.00
Evidence Technician (ET)	\$1,000.00
Field Training Officer (FTO)	\$80/Shift
Paramedic (Police)	\$4,500.00

**Greenwood**

**Police**

Detective	\$2,000.00
K-9	\$10,500.00
Boat/Bike Patrol	\$40/Hour
FTO	\$1.5/Hour When Assigned

**MAXIMUM: \$10,500**

Draft

**Jeffersonville**

<b>Police</b>	\$3,000.00
Breathalyzer Certification	\$1,000.00
Field Training Officer (FTO)	\$1,000.00
SWAT	\$750.00
SWAT Commander	

**MAXIMUM: \$5,750**

Draft

**Kokomo**

**Police**

(A) Special Weapons & Tactics Team (SWAT)	\$400.00
(B) Hazardous Device Unit	\$400.00
(C) Field Training Officer	\$927.00
(D) Range Officer	\$250.00
(E) Radar Instructor	\$200.00
(F) Impact Weapons/Defensive Tactics Instructor	\$300.00
(G) Dog Handlers	\$600.00
(H) Evoc Instructor	\$200.00
(I) Hostage Negotiator	\$250.00
(J) Polygraph Operator	\$250.00
(K) Breathalyzer Test Administrator	\$10.00/TEST

An officer may elect additional compensation for not more than three special training areas in letters A through J

**DRAFT**

Draft

Lafayette

**Police**

Special Weapons And Tactics Team (SWAT)	\$500.00
Field Training Officer (FTO)	\$500.00
Tactical Intervention Platoon (TIP)	\$500.00
Evidence Technician	\$500.00
Polygraph Examiner	\$500.00
Accident Reconstruction Specialist	\$500.00
Indiana Law Enforcement Certified Instructor (Psychomotor, Generalist)	\$500.00
K-9 Unit	\$500.00
Street Crime Unit	\$500.00
Bicycle Patrol	\$500.00
Civil Disturbance Unit	\$500.00
Spanish Speaking Unit	\$500.00
Dive Team	\$500.00
Honor Guard	\$500.00
Armorer	\$500.00
Any Other Certifiable Specialty Approved By Chief	\$500.00

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**Muncie**

**Police**

Master Officer After Year 11	\$2,310.65
Certified Tech. 1	\$410.00
Certified Tech. 2	\$575.00
Certified Tech. 3	\$740.00
Certified Tech. 4	\$905.00

**MAXIMUM: \$3,217**

Noblesville

Police  
Detective  
K-9  
Boat/Bike Patrol  
FTO

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\$2,000.00  
\$10,500.00  
\$40/Hour

\$1.5/Hour When Assigned



## Salary Survey Results for BLOOMINGTON, IN

### OFFICER FIRST CLASS

**Descrip** Maintain law and order, protect members of the public and their properties, prevent crime and improve citizens' quality of life. The goal is to achieve community safety and crime reduction.

**Quals** The Officer First Class will have attained that rank after satisfactorily completing the probationary period of employment and upon approval from the Bloomington Board of Public Safety. Upon attaining that rank, the Officer First Class will be expected to demonstrate a higher degree of skill and knowledge, and will be held to a higher level of accountability and responsibility, than that of a Probationary Officer.

Respondent	Matching Title	Min	Mid	Max	Range Width	Actual Pay
CARMEL	PATROL OFFICER					\$69,063
FRANKLIN	POLICE OFFICER					\$51,004
GREENWOOD	FIRST CLASS PATROLMAN					\$59,310
KOKOMO	FIRST CLASS PATROLMAN					\$51,245
LAFAYETTE	1ST CLASS PATROL OFFICER					\$62,100
MARTINSVILLE	FIRST CLASS PATROLMEN					\$46,605
MOORESVILLE	PATROLMAN					\$43,618
MUNCIE	POLICE OFFICER FIRST CLASS			\$46,213		
NOBLESVILLE	PATROL OFFICER FIRST CLASS					\$62,379
COLUMBUS	PATROL OFFICER	\$34,600	\$42,014	\$49,428	42.9%	
FISHERS	PATROL OFFICER	\$44,407	\$54,370	\$64,333	44.9%	
EVANSVILLE	PATROLMAN	\$50,789	\$57,522	\$64,255	26.5%	
<b>Average</b>		\$43,265	\$51,302	\$56,057	29.6%	\$55,665

BLOOMINGTON	OFFICER FIRST CLASS	\$52,916
	\$ Difference	\$1,614
	% Difference	3.1%

## Salary Survey Results for BLOOMINGTON, IN

### POLICE CAPTAIN

**Descrip** The Captain of Operations represents the Department and the City of Bloomington. Therefore, his/her demeanor must be one of dedication to duty and to public service. As a policy maker within the Department, the Captain of Operations is expected to serve as a role model by setting a positive example for the officers under his/her command and he/she should perform the duties of Captain of Operations in a professional manner.

The Captain of Operations will be immediately subordinate to the Deputy Chief and will carry out all instructions and duties assigned by the Deputy Chief. The Captain of Operations will relieve the Deputy Chief of as many routine administrative matters as possible.

The Captain of Operations will command the Operations of both the Patrol and Detective divisions of the department and will have the authority, responsibilities and privileges of such a command.

**Quals** The Captain of Operations will have a thorough knowledge and understanding of the policies, rules, regulations, and procedures of the Department and will be knowledgeable in the laws and ordinances relating to law enforcement.

Respondent	Matching Title	Min	Mid	Max	Range Width	Actual Pay
CARMEL	POLICE MAJOR					\$101,559
GREENWOOD	POLICE CAPTAIN					\$71,602
KOKOMO	POLICE CAPTAIN					\$61,356
LAFAYETTE	POLICE CAPTAIN					\$75,404
MARTINSVILLE	POLICE CAPTAIN			\$49,165		
MOORESVILLE	POLICE CAPTAIN					\$51,168
MUNCIE	POLICE CAPTAIN					\$55,918
COLUMBUS	POLICE CAPTAIN	\$45,775	\$55,584	\$65,392	42.9%	
FISHERS	POLICE CAPTAIN	\$62,847	\$75,571	\$88,294	40.5%	
EVANSVILLE	POLICE CAPTAIN	\$69,098	\$76,217	\$83,337	20.6%	
<b>Average</b>		\$59,240	\$69,124	\$71,547	20.8%	\$69,501
<b>BLOOMINGTON</b>	<b>POLICE CAPTAIN</b>		\$67,606			
			<b>\$ Difference</b>			(\$1,518)
			<b>% Difference</b>			-2.2%

## Salary Survey Results for BLOOMINGTON, IN

### POLICE LIEUTENANT

Descrip	<p>As a line supervisor within the Department, the Lieutenantis expected to serve as a role model by setting a positive example for the officers under his/her command and he/she should perform the duties of Lieutenant in a professional manner.</p> <p>The Lieutenant will be immediately subordinate to the Captain of Operations and will carryout all instructions and duties assigned by the Captain. The Lieutenant will relieve the Captain of as many routine administrative matters as possible.</p> <p>The Lieutenant will command the shift to which he/she is assigned and will have the authority, responsibilities and privileges of such a command.</p>
Quals	<p>The Lieutenant will have a working knowledge of police administrative and supervisory techniques and may be required to attend formal training at the Southern Police Institute or other training facilities.</p> <p>The Lieutenant will have attained a thorough knowledge and mastery of the positions subordinate to him/her in order to effectively supervise the officers in those ranks.</p> <p>The Lieutenant will have a thorough knowledge and understanding of the policies, rules, regulations, and procedures of the Department and will be knowledgeable in the laws and ordinances relating to law enforcement.</p>

Respondent	Matching Title	Min	Mid	Max	Range Width	Actual Pay
CARMEL	POLICE LIEUTENANT					\$87,631
FRANKLIN	POLICE LIEUTENANT					\$57,365
GREENWOOD	POLICE LIEUTENANT					\$67,503
KOKOMO	POLICE LIEUTENANT					\$60,469
LAFAYETTE	POLICE LIEUTENANT					\$71,831
MARTINSVILLE	POLICE LIEUTENANT					\$48,145
MOORESVILLE	POLICE LIEUTENANT 3					\$46,696
MUNCIE	POLICE LIEUTENANT					\$54,069
NOBLESVILLE	POLICE LIEUTENANT					\$74,610
COLUMBUS	POLICE LIEUTENANT	\$34,600	\$42,014	\$49,428	42.9%	
FISHERS	POLICE LIEUTENANT	\$53,978	\$66,272	\$78,566	45.6%	
EVANSVILLE	POLICE LIEUTENANT	\$63,979	\$70,572	\$77,164	20.6%	
<b>Average</b>		\$50,852	\$59,619	\$68,386	34.5%	\$63,146
<b>BLOOMINGTON</b>	<b>POLICE LIEUTENANT</b>		\$65,856			
			\$ Difference			\$6,237
			% Difference			9.5%

# Salary Survey Results for BLOOMINGTON, IN

## PROBATIONARY POLICE OFFICER FIRST CLASS

<b>Descrip</b>	Maintain law and order, protect members of the public and their properties, prevent crime and improve citizens' quality of life. The goal is to achieve community safety and crime reduction.
<b>Quals</b>	<p>Probationary Officers are required to have a working knowledge of all laws and ordinances, both criminal and traffic, and to be thoroughly familiar with laws and statutes that govern or limit their authority.</p> <p>It is the responsibility of each Probationary Officer to be thoroughly familiar with the Department rules and regulations, policies, procedures, and general orders.</p> <p>Probationary Officer will receive scheduled in-service training and instruction at outside locations at the direction of the Department Training Officer, but are also encouraged to increase their knowledge through continuous study.</p>

Respondent	Matching Title	Min	Mid	Max	Range Width	Actual Pay
EVANSVILLE	PROBATIONARY PATROLMAN					\$47,229
GREENWOOD	PROBATIONARY PATROL OFFICER					\$45,395
LAFAYETTE	RECRUIT/PROBATIONARY OFFICER					\$52,839
MARTINSVILLE	PROBATIONARY PATROLMEN					\$44,605
MOORESVILLE	PROBATIONARY PATROLMAN					\$42,619
NOBLESVILLE	PROBATIONARY PATROL OFFICER					\$49,920
<b>Average</b>						\$47,101

BLOOMINGTON	PROBATIONARY OFFICER FIRST CLASS		\$47,625
		<b>\$ Difference</b>	
		<b>% Difference</b>	

# Salary Survey Results for BLOOMINGTON, IN

## SENIOR POLICE OFFICER

**Descrip** Maintain law and order, protect members of the public and their properties, prevent crime and improve citizens' quality of life. The goal is to achieve community safety and crime reduction.

**Quals** Senior Police Officers are required to have a working knowledge of all laws and ordinances, both criminal and traffic, and to be thoroughly familiar with laws and statutes that govern or limit their authority.

It is the responsibility of each Senior Police Officer to be thoroughly familiar with the Department rules and regulations, policies, procedures and general orders.

Senior Police Officers will receive scheduled in-service training and instruction at outside locations at the direction of the Training Officer, but are also encouraged to increase their knowledge through their own continuous study.

Respondent	Matching Title	Min	Mid	Max	Range Width	Actual Pay
CARMEL	FIRST CLASS MASTER PATROL OFFICER					\$71,610
KOKOMO	SPECIALIST					\$55,857
MUNCIE	MASTER POLICE OFFICER					\$48,524
NOBLESVILLE	MASTER PATROL OFFICER					\$62,899
<b>Average</b>						\$59,722

BLOOMINGTON

SENIOR POLICE OFFICER

\$55,504

\$ Difference

% Difference

## Salary Survey Results for BLOOMINGTON, IN

### SUPERVISORY SERGEANT

**Descrip** As a line supervisor within the Department, the Sergeant is expected to serve as a role model by setting a positive example for the officers under his/her command and he/she should perform the duties of Sergeant in a professional manner. The Sergeant will be immediately subordinate to the Lieutenant and will carry out all instructions and duties assigned by the Lieutenant. The Sergeant will have a working knowledge of the duties of the Lieutenant and shall assume the command of the shift in the absence of the Lieutenant. When a shift has more than one Sergeant assigned to it, seniority will be determined first by date of rank, next by length of service to the Department, and finally by shift seniority. Seniority will be considered for administrative purposes, such as vacation scheduling, etc. and ordinarily will not be considered in field operations where one supervisor has arrived first at a scene.

**Quals** The Sergeant will have a working knowledge of police administrative and supervisory techniques and may be required to attend formal training at the Southern Police Institute or other training facilities.

The Sergeant will have attained a thorough knowledge and mastery of the positions subordinate to him/her in order to effectively supervise the officers in those ranks.

The Sergeant will have a thorough knowledge and understanding of the policies, rules, regulations, and procedures of the Department and will be knowledgeable in the laws and ordinances relating to law enforcement.

The Sergeant must possess considerable ability to supervise a group of employees. A Sergeant must also possess a sense of commitment and loyalty to the organization in order to accomplish the goals and mission of the shift and of the Department.

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Respondent	Matching Title	Min	Mid	Max	Range Width	Actual Pay
CARMEL	SERGEANT					\$78,347
FRANKLIN	SERGEANT					\$54,536
GREENWOOD	SERGEANT					\$63,407
KOKOMO	SERGEANT					\$58,419
LAFAYETTE	SERGEANT					\$68,428
MARTINSVILLE	SARGENT					\$47,768
MOORESVILLE	SERGEANT 3					\$45,074
MUNCIE	SERGEANT					\$51,758
NOBLESVILLE	SERGEANT					\$68,806
COLUMBUS	SERGEANT	\$41,519	\$50,416	\$59,312	42.9%	
FISHERS	SERGEANT	\$48,958	\$59,935	\$70,912	44.8%	
EVANSVILLE	SERGEANT	\$59,240	\$65,344	\$71,448	20.6%	

<b>Average</b>		\$49,906	\$58,565	\$67,224	34.7%	\$59,616
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<b>BLOOMINGTON</b>	<b>SUPERVISORY SERGEANT</b>		\$64,100			
		<b>\$ Difference</b>	\$5,535			
		<b>% Difference</b>	8.6%			