

MEMO FROM COUNCIL OFFICE:

To: Members of the Common Council

From: Ash Kulak, Deputy Council Administrator/Attorney

Date: October 11, 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

- [Ordinance 2024-19](#) [NOTE: DRAFT watermark]
- Draft Staff Memo from Human Resources

Summary

[Ordinance 2024-19](#) would fix the salaries for all members of the police and fire departments. The ordinance is still in “draft” form, as indicated in a watermark. The council office received the most updated version of this item of legislation in the afternoon on Friday, October 11, 2024, and we did not have ample time to fully review it before its release in the legislative packet. A few hours before we received this item, HR had not confirmed the changes with pertinent Police and Fire Chiefs and Union representative(s), whose approval is needed to move forward with a final version of the ordinance. The ordinance may therefore still be modified after its release in the legislative packet but before it comes to Council for first reading, in a forthcoming packet addendum.

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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