

## 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

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### 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**

<b><u>Job Title</u></b>	<b><u>Grade</u></b>
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**

<b><u>Job Title</u></b>	<b><u>Grade</u></b>
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 <sup>st</sup> Class	\$78,503