

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

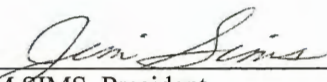
WHEREAS, the Common Council believes that further market rate adjustments to non-contractual salaries for deputy chief, captain, and lieutenant positions are warranted to address wage compression and to encourage service in these leadership positions;

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.

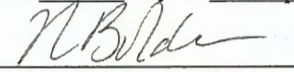
PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 8 day of September, 2021.


JIM SIMS, President
Bloomington Common Council

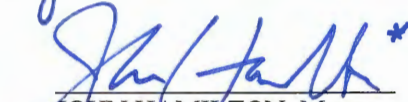
ATTEST:


NICOLE BOLDEN, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 9 day of September, 2021.


NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 16th day of September, 2021.


JOHN HAMILTON, Mayor
City of Bloomington

* I sign this document only to affirm that it declares the Common Council's support for certain matters. There are several factual statements in the WHEREAS clauses that are not accurate including in the third clause.

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.

Distributed to: Clerk, Council Attorney, Legal, Mayor, Controller, BPD