



City of Bloomington  
Human Resources Department

## MEMORANDUM

To: City Council members

From: Emily Fields, Interim Human Resources Director

CC: Mayor John Hamilton, Deputy Mayor Mary Catherine Carmichael, Controller Jeff Underwood, and Council Administrator Stephen Lucas

Date: May 29, 2023

Re: Amendment to Ordinance 22-25 which fixed the 2023 salaries for police officers and firefighters

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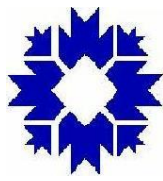
Attached for your review and approval is Ordinance 23-13. This ordinance amends and replaces Ordinance 22-25 which outlines the 2023 compensation for officers of the Police and Fire Departments.

Fire seeks to implement strategies to address staffing shortages, which are included in Sections IF, IG, and IH of Ordinance 23-13 and explained below. The fiscal impact of these strategies is approximately \$159,000.

Firefighters First Class, Chauffeurs, and Captains will receive two payments, so that they effectively receive an additional 3% of their position's 2022 base salary. Firefighter First Class, Chauffeur, and Captain base salaries increased by 2% from 2022 to 2023, and non-union, Civil City salaries increased by 5%. The additional 3% puts the firefighters' increase in line with other City staff increases.

Firefighters First Class, Chauffeurs, and Captains have paid, scheduled days off built into their work rotation, and these days are called Kelly Days. Because of staffing shortages, Fire calls out others to fill in for those taking a Kelly Day. The City wishes to buy-back these Kelly days at the firefighters' request, allowing them to work on their previously scheduled day(s) off, in addition to being paid for the hours that they work. This provides scheduling predictability for the firefighters.

Fire would like to compensate its three Battalion Chiefs with \$100 when they work non-scheduled shifts. Battalion Chiefs are exempt, grade 9 employees and do not earn overtime. Therefore, the city would like to give them \$100 for each non-scheduled shift that they take.



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In addition to these strategies, the department seeks to add an Assistant Chief of Operations (Grade 9). This position will assess safety risks to firefighters during structural fires in addition to administering the department's health and safety program, which includes tasks related to firefighter injuries, OSHA requirements, and firefighters who return to work from medical leave. The annual fiscal impact of adding this position is approximately \$118,000. To differentiate this position from the current Assistant Chief position, the current Assistant Chief's title will change to Assistant Chief of Administration and Planning.

Your approval of Ordinance 23-13 is requested. Please feel free to contact me if you have any questions at 349-3541.