



## MEMO FROM COUNCIL OFFICE ON:

### **Ordinance 23-13 – An Ordinance to Amend Ordinance 22-25, Which Fixed the Salaries of Officers of the Police and Fire Departments for the City of Bloomington, Indiana for the Year 2023 - Re: To Reflect Increases in Compensation to Certain Firefighters**

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#### **Synopsis**

This ordinance amends and replaces Ordinance 22-25, which set the minimum and maximum salary rates for all sworn fire and police personnel for the year 2023 in accordance with Council-approved collective bargaining agreements, by adding an Assistant Chief of Operations position and amending one other job title within the Fire Department and by adding Sections I F (Retention Pay), I G (Kelly Day Vacation Buyback), and I H (Premium Payments for Battalion Chiefs) to the ordinance.

#### **Relevant Materials**

- Ordinance 23-13
- Staff Memo from Emily Fields, Interim Human Resources Director

#### **Summary**

Ordinance 23-13 proposes to amend Ordinance 22-25, which fixed the salaries of officers of the police and fire departments for the City of Bloomington for 2023. Indiana Code 36-8-3-3 provides that the annual compensation of police and fire department members and other appointees shall be fixed by ordinance of the legislative body. Ordinance 22-25 was adopted in October 2022 as part of the 2023 budget process.

The staff memo provided in this packet describes the proposed updates to the salary ordinance and their expected fiscal impact, which include one new position and one job title revision in the Fire Department and the addition of Sections I F (Retention Pay), I G (Kelly Day Vacation Buyback), and I H (Premium Payments for Battalion Chiefs) to the ordinance.

The new sections reflect efforts to improve retention of Fire Department employees by:

- providing additional premium pay to qualifying Firefighters 1<sup>st</sup> Class, Chauffeurs, and Captains who performed essential work during the COVID-19 public health emergency;
- providing an opportunity for the city to “buy back” paid, scheduled days off (Kelly Days) when firefighters request and get approval to work on those days, and
- by providing \$100 premium payments to Battalion Chiefs who work a non-scheduled 24-hour shift.

#### **Contact**

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