



To: City Council Members

From: Emily Fields, Interim Human Resources Director

CC: Mayor John Hamilton, Deputy Mayor Larry Allen, Controller Jeff Underwood, and Council Administrator Stephen Lucas

Date: September 22, 2023

Re: 2024 Salary Ordinance 23-24 for Public Safety Employees

Attached for your review and approval is Ordinance 23-24 which outlines the salaries for officers of the Police and Fire Departments. The ordinance also includes unit compensation for longevity, education, certification, training, and other qualifications defined by and provided for in the respective collective bargaining agreements. Changes from 2023 pay are briefly explained below.

FIRE

Salaries for Fire Captains, Chauffeurs, and Firefighters 1st Class, are listed according to the salaries outlined in the contract between the City of Bloomington and the Bloomington Metropolitan Firefighters Local 586 and represent a 2% increase. Other Fire personnel will receive a 5% increase.

The Assistant Chief changed to Assistant Chief of Administration and Planning to differentiate the position from the added Assistant Chief of Operations (Grade 9) and to better reflect the duties. The fiscal impact of the new position is \$108,950.

The job titles listed in the note about On-Call Pay under Other in Section 1B have been updated. In the past, the Fire Prevention Officers were split into two different positions—Fire Marshal, which is accounted for in another salary ordinance, and Deputy Fire Marshals. The Fire Prevention Officer was changed to Community Engagement Officer.

The retention bonus awarding certain firefighters for work performed during the COVID-19 pandemic has been modified in Section IF, Retention Pay. The amounts listed plus the position's 2024 base pay represent a 5% increase to that position's 2023 adjusted pay (where adjusted pay is equal to the 2023 base salary plus the COVID retention bonus).

Because it was just a temporary measure to assist with staffing concerns, the Kelly Day buy-back benefit has been removed.

POLICE

Salaries for Officers First Class and Senior Police Officers are set in accordance with the negotiations between the City and the Fraternal Order of Police Lodge 88 and represent a 2.8% increase. Supervisory Sergeant pay will increase by the same percentage as pay for Senior Police Officers (2.8%). The other police personnel listed will receive a 5% pay increase.

Certified Probationary Officer starting pay is at the same rate as Officer First Class pay. Because that rate is outside of a pay grade 5, the starting pay range has replaced the pay grade.

Like non-union and AFSCME employees, eligible Police and Fire personnel will receive an additional \$500.

Your approval of Ordinance 23-24 is requested. Please feel free to contact me if you have any questions.