

**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

In addition to the salary and pay schedule listed above, the City also shall contribute four percent (4%) of the salary of a fully paid firefighter at base pay (Firefighter 1<sup>st</sup> Class) with twenty-five years of longevity (equal to an additional \$12,500) to the Public Employees Retirement Fund on behalf of each sworn firefighter under the authority of I.C. §§ 36-8 *et seq.*

**SECTION I B. Additional Specialty Pay.**

Effective January 1, 2025, increases to the base salary described above on the basis of longevity, professional assignment, certification, and education shall be paid as reflected below.

**Longevity**

Additional pay for longevity shall be credited on the firefighter’s anniversary date of hire after the completion of years of service as reflected in the chart below.

<u>Years of Service</u>	<u>Amount</u>	<u>Years of Service</u>	<u>Amount</u>	<u>Years of Service</u>	<u>Amount</u>	<u>Years of Service</u>	<u>Amount</u>
1	\$0	6	\$1,500	11	\$3,000	16	\$5,000
2	\$400	7	\$2,000	12	\$3,000	17	\$5,000
3	\$500	8	\$2,000	13	\$4,000	18	\$5,000
4	\$800	9	\$2,000	14	\$4,000	19	\$6,000
5	\$1,500	10	\$3,000	15	\$4,000	20	\$6,000

<u>Years of Service</u>	<u>Amount</u>
21	\$7,000
22	\$7,000
23	\$10,000
24	\$10,000
25+	\$12,500*

\*Longevity is capped at \$12,500; however, pension contributions are made at the full 25+ longevity rate of \$12,500.

**Certification**

Firefighters who have achieved one or more of the 51 qualifying certifications listed in the Department’s Professional Standards and Promotion Guide shall be eligible for additional compensation in accordance with the table set forth below:

<b><u>Number of Certifications</u></b>	<b><u>Amount per Certification</u></b>
1	\$100
2	\$200
3	\$300

4	\$400
5	\$500
6	\$600
7	\$700
8	\$800
9	\$900
10	\$1,000
11	\$1,100
12	\$1,200
13	\$1,300
14	\$1,400
15	\$1,500

Maximum of fifteen (15) certificates or one thousand, five hundred dollars (\$1,500.00) shall apply. Any and all certifications must be current and on file at Headquarters to receive certification pay.

**Professional & Command Classifications**

Additional pay for professional and command appointments shall be as follows:

Headquarters Captain	\$	1,000
Station Captain	\$	1,000
Engineer	\$	900
Sergeant	\$	900
Shift Training Instructor	\$	800
Shift Logistics Technician	\$	500
Rescue Technician	\$	200
Station 1 Differential	\$	100

**Education**

Education Pay shall be paid to firefighters with advanced degrees from accredited institutions at two levels:

Level 1	Associate 2-year degree	\$	500
Level 2	Bachelor 4-year or higher level degree	\$	1,200

**Other**

Unscheduled Duty Pay*	Paid at employee's regular hourly rate. Minimum 2 hours. No maximum.
Holdover Pay	Paid at employee's regular hourly rate. Minimum .5 hours. No maximum.
Mandatory Training Pay	Paid at employee's regular hourly rate. Minimum 2 hours and maximum 8 hours.
Holiday Pay**	\$100 per day
Clothing Allotment	\$500
Reassignment Pay	\$10 per tour of duty
On-Call Pay***	\$100 per week spent on on-call status.
Acting Pay	Base salary increased to the base salary of the higher rank if time spent in acting capacity exceeds fifteen (15) consecutive calendar days.

\* Unscheduled Duty Pay shall also be paid to Probationary Officers.

\*\* Holiday Pay shall also be paid to Battalion Chiefs of Operations and Probationary Officers.

\*\*\*On-Call Pay shall be paid only to the Fire Marshal, Deputy Fire Marshals, and Community Engagement Officer.

**SECTION I C.** Increases for salaries not set by the contract

Effective January 1, 2024, subject to the maximum salaries set by this ordinance, an increase may be included in those salaries not set by a collective bargaining agreement, and this increase is based on the compensation plan for non-union employees.

**SECTION I D.** Retention Pay - Base Salary

Retention pay has been permanently added to the base pay. The previously paid amounts are factored in and included in the salaries listed in section I(A).

**SECTION I E.** Premium Payments for Battalion Chiefs

In addition to their regular compensation, Battalion Chiefs who work a non-scheduled, 24-hour shift will receive \$100 for each such non-scheduled 24-hour shift.

**SECTION II A.** From and after January 1, 2025, pursuant to I.C. § 36-8-3-3 (d), the salary and pay schedule for the officers of the Police Department of the City of Bloomington, Indiana, shall be fixed as follows, to wit:

<b><u>POLICE DEPARTMENT</u></b>	
<b><u>Job Title</u></b>	<b><u>Grade or Max Base Salary</u></b>
Chief	14
Deputy Chief	12
Captain of Operations	11
Captain of Administration	11
Lieutenant (4)	10
Sergeant (13)	9
Probationary Police Officer (10)	7
<b><u>Administration</u></b>	
Director of Civilian Operations	10
Senior Social Worker	9
Crime Scene Technician and Property Manager (2)	8
Social Worker (2)	8
Office and Accreditation Manager	8
Executive Assistant	7
CAD/RMS Administrator	8
Data Analyst (2)	8
Community Service Specialist (11)	5
Office Assistant and Outreach Specialist	6
Evidence Room Clerk	4
Custodian	3
<b><u>CEDC</u></b>	
Telecommunications Manager	9
Social Worker	8
Telecommunications Assistant Manager	8
Telecommunications Supervisor (6)	7

Telecommunicators (32)	6
<b><u>Records</u></b>	
Records Supervisor	8
Records Assistant Supervisor	6
Special Investigations Clerk	5
Records Clerk (11)	5
Front Desk Clerk I	4
<b><u>CONTRACTUAL SALARIES</u></b>	
Senior Police Officer	\$85,267
Officer First Class	\$82,161

In addition to the salary and pay schedule listed above, the City shall also contribute four percent (4%) of the salary of a fully paid office at base pay (Officer First Class) plus \$5,000 (equal to \$87,161) to the Public Employees Retirement Fund on behalf of each sworn police officer under the authority of I.C. §§ 36-8-6-4 and 36-8-8-8.

**SECTION II B.** Additional pay for Sergeants, Senior Police Officers, Officers First Class, and Probationary Officers, if eligible.

Effective January 1, 2025, additional pay shall be added to the base salary described above on the basis of longevity, specialty pay, training, and education as reflected below. The maximum additional annual pay total except for longevity and other pay, under Section II B. is \$4,800.00.

**Longevity**

Longevity pay shall be credited on a member's anniversary date of hire after the completion of years of service as reflected in the table below.

<b>Years of Service</b>	<b>Longevity Pay</b>		<b>Years of Service</b>	<b>Longevity Pay</b>
1	\$200		11	\$2,200
2	\$400		12	\$2,400
3	\$600		13	\$2,600
4	\$800		14	\$2,800
5	\$1,000		15	\$3,000
6	\$1,200		16	\$3,200
7	\$1,400		17	\$3,400
8	\$1,600		18	\$3,600
9	\$1,800		19	\$3,800
10	\$2,000		20 or more	\$5,000

**Training**

For every 20 hours per year in training = \$100

Training must be completed during the year for credit on next year’s pay. Credit for training is not cumulative.

**Specialty Pay**

Specialty pay is divided into three levels:

Category 1 = School Liaison Officer, Training Instructor, Breath Analyzer, Canine Officer, Bike Patrol, Motorcycle Patrol, Civil Disturbance Unit, Accident Reconstructionist, Honor Guard, Downtown Resources Officer, and Drug Recognition Expert

Category 2 = CIRT Officer, Hostage Negotiator, Dive Team

Category 3 = Field Training Officer and/or Detective

Category 1 = \$500 in pay

Category 2 = \$1,000 in pay

Category 3 = \$1,600

Employee must maintain and/or hold classification to keep associated pay.

**Education**

Education pay divided into three levels:

2 year degree = \$600 in pay

4 year degree = \$1200 in pay

Masters, Law or Doctorate degree = \$1600 in pay

**Other**

Off-Duty pay is received at a minimum of 2 hours.

<u>Shift Pay Differential:</u>	
Afternoon Shift	\$16/week
Night Shift and High Intensity Patrol	\$20/week
Afternoon Shift*	\$50/week*

\*The \$50 per week shift differential shall only apply to (1) senior police officers who (2) successfully bid for afternoon shift as their first or second choice in accordance with Section VIII of the Collective Bargaining Agreement between the City of Bloomington and the Fraternal Order of Police, Don Owens Memorial Lodge 88. For non-senior police officers or senior police officers who do not bid for afternoon shift as their first or second choice, the standard \$16 per week afternoon shift differential shall apply.

**SECTION II C. Clothing Allotment**

All sworn officers will receive a clothing allotment of \$500.

**SECTION II D.** Increases for salaries not set in the contract

Effective January 1, 2025, subject to the maximum salaries set by this ordinance, an increase may be included in those salaries not set by a collective bargaining agreement. Sergeants will receive the same percentage increase as Senior Police Officers, and other staff will receive an increase based on the compensation plan for non-union employees.

**SECTION II E.** Recruitment Incentives

Eligible officers who refer a candidate who is hired as a police officer will receive \$1,000 in accordance with the procedures and requirements outlined in the Employee Referral Program. Newly hired certified police officers will receive \$5,000 within the first year of employment. Those newly hired officers who are not certified police officers will receive \$3,000 within the first year of employment. Those who have previously been employed by the City must have a year gap in full time employment with the City to be eligible for this incentive.

**SECTION II F.** Police Shift Differential.

Employees working in the Police Department and Central Dispatch, who are assigned to work after 1:30 p.m., shall receive a twenty-six cents (\$0.26) per hour premium shift differential for working the evening shift.

**SECTION II G.** Dispatch Trainer Incentive Pay.

During pay periods when a dispatcher is designated as a trainer, dispatchers shall earn a shift differential of One Dollar (\$1.00) per hour for training other, less experienced dispatchers. Proper documentation shall be provided to Human Resources and the Controller’s Office to verify which Dispatchers are trainers.

**SECTION III.** Pay Grades and Salary Ranges

The minimum and maximum rates listed below reflect the salary ranges for each job grade for a full-time officer of the Police and Fire departments. These ranges are based on full time hours worked and will be prorated for part-time employees.

<b>Grade</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	\$35,430	\$42,516
<b>2</b>	\$37,204	\$44,644
<b>3</b>	\$39,808	\$47,771
<b>4</b>	\$42,105	\$54,737
<b>5</b>	\$48,953	\$63,640
<b>6</b>	\$55,802	\$72,542
<b>7</b>	\$62,650	\$81,444
<b>8</b>	\$69,498	\$90,347
<b>9</b>	\$76,347	\$99,251
<b>10</b>	\$83,194	\$108,153
<b>11</b>	\$90,043	\$117,056
<b>12</b>	\$98,745	\$128,370
<b>13</b>	\$112,852	\$146,708
<b>14</b>	\$131,661	\$171,159



**SECTION IV.** This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Isabel Piedmont-Smith, 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 \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
NICOLE BOLDEN, Clerk  
City of Bloomington

SIGNED and APPROVED by me upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Kerry Thomson, Mayor  
City of Bloomington

#### 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.

*Note: This ordinance was modified after distribution in the Legislative Packet but before introduction at the October 16, 2024 Regular Session. The modifications reflect various fixes and changes incorporated by the Human Resources Department after confirming with pertinent representatives from the Police and Fire Departments.*