

MEMO FROM COUNCIL OFFICE:

To: Members of the Common Council

From: Ash Kulak, Deputy Council Administrator/Attorney

Date: October 11, 2024

Re: Ordinance 2024-20 – An Ordinance to Fix the Salaries of Appointed Officers, Non-Union, and A.F.S.C.M.E. Employees for All the Departments of the City of Bloomington, Monroe County, Indiana for the Year 2025

Synopsis

Ordinance 2024-20 sets the maximum 2025 salary for all appointed officers, non-union, and A.F.S.C.M.E. employees for all the departments of the City of Bloomington, Indiana.

Relevant Materials

- Ordinance 2024-20
- Staff Memo from Human Resources

Summary

Ordinance 2024-20 would fix the salaries for all appointed officers and all City employees, union and non-union, that are not fixed in another salary ordinance. This year, the Human Resources Department has implemented the results of the Crowe Classification and Compensation Study within this salary ordinance to reflect the updated job grades for each position listed. The new job grades were approved by the Council at the June 18, 2024 Regular Session in Ordinance 2024-15 and go into effect January 1, 2025.

This ordinance sets forth the title, grade, number, and salary ranges for city employee positions and board members not covered by other salary ordinances. It also covers other provisions affecting compensation, including shift differentials, treatment of transfers, gainsharing, emergency call out, on-call status, temporary reassignments, tool allowances, licenses and certifications, night and swing shifts, holiday pay, common law positions, employee recognition longevity payments, and incentive payments or reimbursements.

State law details how salaries for appointive officers, deputies, and other employees should be fixed. Under I.C. 36-4-7-3, the city executive shall fix the compensation of each appointive officer, deputy, and other employee of the city, subject to the approval of the city legislative body. The Council may reduce but may not increase any compensation fixed by the executive. Compensation must be fixed not later than November 1 of each year for the ensuing budget year.

The city clerk may, with the approval of the legislative body, fix the salaries of deputies and employees appointed under IC 36-4-11-4. This year, the salaries for the deputies and employees appointed by the Clerk appear in a separate salary ordinance (see materials for Ordinance 2024-22).

Contact

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