



## MEMO FROM COUNCIL OFFICE:

**To:** Members of the Common Council

**From:** Lisa Lehner, Council Administrator/Attorney

**Date:** October 25, 2024

**Re:** Resolution 2024-19 – To Approve and Authorize the Execution of Amended Collective Bargaining Agreement between the City of Bloomington and the Fraternal Order of Police, Don Owens Memorial Lodge 88

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### Synopsis

This Resolution approves and authorizes an amendment to the current four-year Collective Bargaining Agreement between the City of Bloomington and the Fraternal Order of Police, Don Owens Memorial Lodge 88, and increases the base pay for Officer First Class and Senior Police Officers by \$12,000 each.

### Relevant Materials

- Resolution 2024-19
- 2024 Collective Bargaining Agreement between the City of Bloomington and the Fraternal Order of Police, Don Owens Memorial Lodge 88
- Staff Memo

### Summary

Resolution 2024-19 approves and authorizes the execution of an Amended Collective Bargaining Agreement (“CBA”) between the City of Bloomington and the Fraternal Order of Police, Don Owens Memorial Lodge 88. Resolution 2024-19 is being presented concurrently with Ordinance 2024-19, which fixes the salaries for all sworn police and fire personnel for the year 2025.

The CBA was adopted in 2022 and was intended to cover the years 2023, 2024, 2025 and 2026. Although it expires in 2026, the CBA was opened 2 years early to amend certain base salary provisions with the intention of making the salaries more competitive.

[Bloomington Municipal Code Chapter 2.32](#) sets forth the procedures for police collective bargaining and the appropriate subjects for bargaining. Those subjects generally include salary and pay schedules, shift pay, overtime, clothing allowance, grievance procedures, and group medical and life insurance, among others. However, the proposed amended CBA only increases base salary and other related provisions affected by those increases.

Issues not subject to bargaining under Chapter 2.32 of the BMC are addressed through the established chain of command of the police department or through other procedures created by statute or ordinance.



**City of Bloomington Indiana**

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The CBA takes effect upon the approval of the Common Council. Because the CBA is negotiated between the City and the bargaining unit, the Common Council does not have a direct means to amend it.

**Contact**

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