

## MEMO FROM COUNCIL OFFICE:

**To:** Members of the Common Council

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

**Date:** November 25, 2024

**Re:** Ordinance 2024-26 – An Ordinance to Fix the Salaries of Elected Officers of the City of Bloomington, Monroe County, Indiana for the Year 2025

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### Synopsis

Ordinance 2024-26 sets the maximum 2025 salary rate for the elected offices of Mayor, Council and Clerk of the City of Bloomington, Indiana.

### Relevant Materials

- Ordinance 2024-26
- Memorandum and attachments from the Ad Hoc Salary Committee (the “Committee”)

### Summary

Ordinance 2024-26 would fix the salaries for the Mayor, the Clerk and all Common Councilmembers (the “Elected Officers”) for the year 2025. State law details how compensation for Elected Officers should be fixed. Pursuant to [I.C. 36-4-7-2](#), Council, as the city’s legislative body, is responsible for fixing the annual compensation, including the salaries, of elected city officers.

Earlier this year, Council passed Ordinance 2024-20 which fixed the salaries of appointed officers and non-union and A.F.S.C.M.E employees of the City of Bloomington for the year 2025. Likewise Council passed Ordinance 2024-19 which fixed the salaries of officers and employees of the Police and Fire Departments of the City of Bloomington for the year of 2025. Council delayed the passage of a salary ordinance for elected officers, pending the findings of the Committee.

The Committee was formed to make recommendations for fixing the salaries of elected officers in the City of Bloomington, culminating in Ordinance 2024-26. The Committee consisted of Councilmembers Sydney Zulich (Chair), Kate Rosenbarger, Hopi Stosberg, and Matt Flaherty. Additional support was provided by Crowe LLP consulting team, Clerk Nicole Bolden, and city staff including Sharr Pechac, Sam Roll, and Taylor Brown.

Guided in the development process by the Crowe team, the Committee developed the Framework to create a values-based and repeatable method for setting salaries, departing from the recent past practice of making minor adjustments to salaries based primarily on the prior year’s salary plus a cost of living adjustment (COLA).

As explained in the Committee’s Memorandum and its attachments, the Framework led the Committee to recommend the salary increases in Ordinance 2024-26.

### Contact

Councilmember Sydney Zulich, Email: [sydney.zulich@bloomington.in.gov](mailto:sydney.zulich@bloomington.in.gov)

Lisa Lehner, (812)349-3562, Email: [lisa.lehner@bloomington.in.gov](mailto:lisa.lehner@bloomington.in.gov)

Council Office, (812)349-3409, Email: [council@bloomington.in.gov](mailto:council@bloomington.in.gov)