



## MEMO FROM COUNCIL OFFICE ON:

### **Resolution 21-27** - Calling for an Increase to Salaries for Members of the Police Department

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#### **Synopsis**

This resolution is sponsored by Councilmembers Dave Rollo, Susan Sandberg, and Ron Smith. It expresses the Common Council's desire to increase salaries for sworn officers of the Bloomington Police Department and to provide further market rate salary adjustments for deputy chief, captain, and lieutenant positions. In that regard, the resolution requests that the Mayor and City bargaining team pursue appropriate action to modify the collective bargaining agreement currently in place and pursue any other necessary and appropriate action to effectuate the increases.

#### **Relevant Materials**

- Resolution 21-27
- Additional materials may be provided in a Packet Addendum

#### **Summary**

Resolution 21-27 would express the Council's support for an increase to salaries for all sworn officers within the Bloomington Police Department, as well as for further market rate adjustments to deputy chief, captain, and lieutenant salaries.

Indiana Code 36-8-3-3<sup>1</sup> provides that "[t]he annual compensation of all members of the police and fire departments and other appointees shall be fixed by ordinance of the legislative body not later than November 1 of each year for the ensuing budget year."

Ordinance 20-22<sup>2</sup>, adopted by the Council on October 14, 2020, set the minimum and maximum salary rates for all sworn police personnel for the year 2021 in accordance with a Council-approved collective bargaining agreement. That collective bargaining agreement, entered into by the City and the Fraternal Order of Police, Don Owens Memorial Lodge 88, was approved by the Council in 2019 via Resolution 19-18<sup>3</sup>. While state code gives the Common Council the authority to fix police salaries, the Bloomington Municipal Code ("BMC") includes provisions that govern the process to be used by the City and the Fraternal Order of Police to carry out collective bargaining. These sections can be found at BMC 2.32<sup>4</sup>.

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<sup>1</sup> <http://iga.in.gov/legislative/laws/2020/ic/titles/036#36-8-3-3>

<sup>2</sup> [https://bloomington.in.gov/onboard/legislationFiles/download?legislationFile\\_id=5553](https://bloomington.in.gov/onboard/legislationFiles/download?legislationFile_id=5553)

<sup>3</sup> [https://bloomington.in.gov/onboard/legislationFiles/download?legislationFile\\_id=5514](https://bloomington.in.gov/onboard/legislationFiles/download?legislationFile_id=5514)

<sup>4</sup> [https://library.municode.com/in/bloomington/codes/code\\_of\\_ordinances?nodeId=TIT2ADPE\\_CH2.32POCOBA](https://library.municode.com/in/bloomington/codes/code_of_ordinances?nodeId=TIT2ADPE_CH2.32POCOBA)



**City of Bloomington Indiana**

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Resolution 21-27 calls on the Mayor and city bargaining team to pursue appropriate action to modify the collective bargaining agreement to provide for the requested increases in salaries as part of the 2022 budget proposal. It also expresses support for further market rate adjustments to the positions of deputy chief, captain, and lieutenant positions as part of the 2022 budget proposal to encourage service in these leadership positions.

At the September 3, 2021 Council Work Session, the sponsors of this resolution provided a preview of it for other councilmembers. Members asked for several items of information or data that the sponsors may work to provide ahead of the September 8 Special Session in a Packet Addendum or to provide when presenting this item on September 8.

**Contact**

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**RESOLUTION 21-27**

**CALLING FOR AN INCREASE TO SALARIES FOR MEMBERS OF THE  
POLICE DEPARTMENT**

- WHEREAS, the preservation of public peace and safety for the community is a fundamental obligation of government; and
- WHEREAS, the City of Bloomington has an interest in maintaining a well-trained and well-equipped police force in order to maintain a safe and civil city; and
- WHEREAS, although Bloomington is the 7<sup>th</sup> most populous city in Indiana, the base salary of officers of the Bloomington Police Department (BPD) ranks 68<sup>th</sup> in the state; and
- WHEREAS, a 2019 Organizational Assessment of the BPD conducted at the request of the City of Bloomington by the Novak Consulting Group prescribed increasing sworn officers to 121; and
- WHEREAS, the current number of sworn officers authorized to be hired is 105, but the number of sworn officers hired is 92 and the number of sworn officers available is 76, requiring police officers to work mandatory overtime to meet minimum staffing requirements in place to ensure the safety of the force; and
- WHEREAS, adding sworn officers is an urgent priority, but doing so has proven difficult as recruitment is low and attrition is high as officers leave to work elsewhere for better compensation; and
- WHEREAS, during the past 5 years, the BPD has hired 66 officers but has lost 67; and
- WHEREAS, considerable taxpayer investments have been made to fund training and accreditation programs, and the City has an interest in retaining the highly skilled and trained officers that contribute to the BPD's excellent record; and
- WHEREAS, the Common Council has the deepest respect for the Bloomington Police Department, and believes that the difficulties experienced by the City in attracting and retaining officers is related to providing proper compensation; and,
- WHEREAS, Indiana Code § 36-8-3-3 provides that the annual compensation of all members of the police and fire departments and other appointees shall be fixed by ordinance of the legislative body; and
- WHEREAS, the salaries for officers of the BPD include both non-contractual and contractual salaries; and
- WHEREAS, Chapter 2.32 of the Bloomington Municipal Code establishes a procedure for Police Collective Bargaining between the City of Bloomington and members of the Fraternal Order of Police, which represents the city's police employees in the bargaining unit; and
- WHEREAS, the City and the Fraternal Order of Police, Don Owens Memorial Lodge 88, previously negotiated and reached agreement on provisions for a collective bargaining agreement covering calendar years 2019, 2020, 2021, and 2022; and

WHEREAS, the collective bargaining agreement between the City of Bloomington and the Fraternal Order of Police, Don Owens Memorial Lodge 88 was approved and authorized by the Common Council via Resolution 19-18 on December 4, 2019; and

WHEREAS, while the collective bargaining agreement extends to the end of 2022, the Common Council believes, given the challenges described above, that it is in the best interests of the City that the base salaries for all sworn officers of the police department, both union and non-union, be raised by \$5,000 to bring the BPD into a better position relative to other Indiana peer communities; and

WHEREAS, the Common Council believes that further market rate adjustments to non-contractual salaries for deputy chief, captain, and lieutenant positions are warranted to address wage compression and to encourage service in these leadership positions;

NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, THAT:

Section 1. The Common Council hereby expresses its support for an increase to salaries for all sworn officers of the Bloomington Police Department by \$5,000 and requests that the Mayor and city bargaining team pursue appropriate action to modify the collective bargaining agreement accordingly and pursue any other necessary and appropriate action to effectuate this increase as part of the 2022 budget proposal.

Section 2. The Common Council also expresses its support for further market rate adjustments to the salaries for the positions of deputy chief, captain, and lieutenant positions as part of the 2022 budget proposal to encourage service in these leadership positions.

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
JIM SIMS, President  
Bloomington Common Council

ATTEST:

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NICOLE BOLDEN, Clerk  
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

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

SIGNED and APPROVED by me upon this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

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JOHN HAMILTON, Mayor  
City of Bloomington

## SYNOPSIS

This resolution is sponsored by Councilmembers Dave Rollo, Susan Sandberg, and Ron Smith. It expresses the Common Council's desire to increase salaries for sworn officers of the Police Department. In that regard, the resolution requests that the Mayor and City bargaining team pursue appropriate action to modify the collective bargaining agreement currently in place and pursue any other necessary and appropriate action to effectuate the increases.