PASSED: 6-3 (JB, RY, DS)

ORDINANCE 99-27

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 2000

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

SECTION I. From and after the first day of January 2000, the salary and pay schedule for the following appointed officers and employees of the City of Bloomington, be fixed as follows:

SALARY SCHEDULE AS PRESENTED BY
MAYOR JOHN FERNANDEZ
TO THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON:

I, the undersigned, John Fernandez, Mayor of the City of Bloomington, Indiana as required by Ind. Code 36-4-7-3, hereby fix the salaries and pay schedule for the following appointed officers and employees of the City of Bloomington, Indiana, beginning January 1, 2000, and continuing thereafter until duly changed, and request that such salary rates be approved by the Common Council of said city.

For positions in the Clerical, Technical, Professional, and Managerial and the Appointed job families, the maximum rates listed below reflect the maximum salary for each job grade for a regular full-time employee excluding merit pay. These rates may be adjusted based on the hours worked of a part-time employee. Where more than one person occupies a position in the department indicated, the number of persons who occupy that position is given in parentheses after the job title.

For positions in the Labor, Trades and Crafts job family, the maximum rates listed below reflect the maximum longevity-based wage rate for each job grade in accordance with the Step Charts contained in the Work Agreement and Memorandum of Understanding Between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E.

Department / Job Title	Grade	Maximum
Animal		
Director	9	50,975
Shelter Manager	6	42,420
Volunteer Program Director	5	39,481
Secretary (2)	2	26,462
Animal Control Officer (3)	107	13.51
Kennel Worker (6)	103	13.11
Board of Public Safety		
Board Members		635
Secretary		1,500
Community and Family Resources		
Director	11-A	56,615
Community Development Analyst	8	41,835
Community Services Liaison	8	41,835
Organizational Development Analyst	8	41,835
Community Projects Coordinator	7	43,566
Manager, Child Care Services	7	43,566
Program Coordinator - BVN	7	43,566
Special Projects Coordinator	7	43,566
CACFP, Program Coordinator	6	42,420
Children's Health Insurance Coordinator	6	42,420
Accounts Processor (3)	4	31,053
Program Assistant - CCRR	4	31,053
Program Assistant (3)	4	31,053
Administrative Assistant	3	30,995
Secretary (2)	2	26,462

Clerk		
Deputy City Clerk	2	26,462
Controller		
Controller	12-A	62,760
Deputy Controller	9	50,975
Budget & Research Manager	8	41,835
Accounting & Procurement Manager	8	41,835
Financial Analyst	7	43,566
Systems Manager	6	42,420
Accounts Processor	5	39,481
Accounts Coordinator	3	30,995
Council		
Council/Administrator Attorney	11-A	56,615
Council Assistant	2	26,462
Employee Services		
Director	11-A	56,615
Assistant Director	7	43,566
Health Care Manager	7	43,566
Office Manager	3	30,995
Clerk Typist (2)	1	26,154
Engineering		
City Engineer	11-A	56,615
Deputy City Engineer	9	50,975
Traffic Control Specialist	7	43,566
Project Inspector (3)	5	39,481
Assistant Traffic Control Specialist	4	31,053
Engineering Field Specialist	4	31,053
Engineering Technician	3	30,995
Clerk Typist (2)	1	26,154
Laborer I (2)	102	13.01
Fire		
Fire Prevention Officer	7	43,566
Secretary	3	30,995
Fire Pension		
Pension Secretary		3,200
Fleet		
Office Manager	3	30,995
Shop Foreman	113	15.67
Master Mechanic (3)	112	14.96
App. Master Mechanic (2)	109	13.71
HAND		
Director	11-A	56,615
Assistant Director	9	50,975
Program Manager (6)	6	42,420
Neighborhood Compliance Officer (5)	5	39,481
Office Manager	4	31,053
Secretary (3)	2	26,462
Information & Technology Services		
Chief Information Officer & Director	12-A	62,760
Systems Engineer, Lead	11	56,615
Lead User Support & Systems Specialist	10	50,694
Senior Engineer, Data Base Systems	10	50,694
Senior Systems Engineer	9	50,975
Systems Engineer (2)	8	41,835
Communication Coordinator	7	43,566
GIS Coordinator	7	43,566

User Support/ System Specialist (3)	7	43,566
Training Manager / User Support Specialist	6	42,420
User Support Specialist / Business Manager	5	39,481
Assistant GIS Coordinator	5	39,481
Legal		
Corporation Counsel	12-A	62,760
City Attorney	11	56,615
Hum. Rights Director/Attorney	10	50,694
Assistant City Attorney (4)	10	50,694
Legal Secretary/Paralegal	5	39,481
Secretary	2	26,462
Secretary - Human Rights	2	26,462
Mayor		
Deputy Mayor	12-A	62,760
Economic Development Assistant	10	50,694
Safe & Civil City Coordinator	7	43,566
Administrative Assistant	5	39,481
Staff Assistant	3	30,995
Parking Enforcement		
Manager	7	43,566
Parking Enforcement Supervisor	5	39,481
Account Clerk (2)	3	30,995
Parking Enforcement Officer (7)	3	30,995
Garage Attendant (2)	1	26,154
Parking Garage Technician	1	26,154
Parks		
Administrator	11-A	56,615
Director of Operations & Development	9	50,975
Director Sports Services Division	8	41,835
Recreation Services Director	8	41,835
Adult Sports & Facilities Area Manager	7	43,566
Adult/Family Services Manager	7	43,566
Maintenance Superintendent	7	43,566
Manager Youth Services	7	43,566
Marketing Coordinator	7	43,566
Supervisor Community Events	7	43,566
Area Manager FSC/Youth Sports	6	42,420
Business/Special Projects Manager	6	42,420
Coordinator Community Events	6	42,420
Facility/Program Coordinator (3)	6	42,420
Natural Resources Coordinator	6	42,420
PBA - Recreation Coordinator	6	42,420
Program Supervisor Aquatics/Sports & Fitness	6	42,420
Sports Coordinator	6	42,420
Facility Maintenance Supervisor	5	39,481
Golf Course Superintendent	5	39,481
Park Maintenance Supervisor	5	39,481
Special Services Coordinator	5	39,481
Bookkeeper	4	31,053
Office Manager	4	31,053
Specialist	4	31,053
Specialist - Community Events	4	31,053
Specialist - Golf Course (2)	4	31,053
Specialist - Multi-Generational	4	31,053
Specialist - Youth Services	4	31,053
Administrative Secretary	2	26,462
Registration Clerk/Customer Service	2	26,462
Clerk Typist (2)	1	26,154
Secretary	1	26,154
Working Foreman (5)	108	13.61
Equipment Maintenance Mechanic	108	13.61

MEO II	106	13.41
Laborer II (3)	104	13.21
MEO I (2)	104	13.21
Custodian	101	12.91
Planning		
Director	11-A	56,615
Development Review Manager	9	50,975
Transportation Manager	9	50,975
Zoning & Enforcement Manager	9	50,975
Special Projects Coordinator	8	41,835
Senior Environmental Planner	7	43,566
Senior Long Range Planner	7	43,566
Senior Planner	7	43,566
Transportation Planner	5	39,481
Zoning Compliance Planner	5	39,481
Zoning Planner	5	39,481
Executive Assistant	3	30,995
Secretary	2	26,462
Police		
Crime Scene Technician & Property Manager (2)	8	41,835
Telecommunications Supervisor	8	41,835
Training Coordinator	6	42,420
Records Supervisor	5	39,481
Telecommunicator (10)	5	39,481
Office Manager	4	31,053
Records Clerk (9)	3	30,995
Special Investigations Clerk	3	30,995
Custodian	1	26,154
Police Pension		
Pension Secretary		1,815
Public Works		
Board Members		2,100
Director	12-A	62,760
Assistant Director	9	50,975
Facilities Management Coordinator	8	41,835
Citizen Services Coordinator	7	43,566
Office Manager	4	31,053
Secretary	2	26,462
Communications Operator	1	26,154
Maintenance/Custodian	107	13.51
Risk Management		
Risk Manager	10	50,694
Assistant City Attorney	10	50,694
Director of Safety & Training	6	42,420
Claims Administrator	4	31,053
Rosehill		
Urban Forester	6	42,420
City Landscaper/Sexton	4	31,053
MEO II	106	13.41
Laborer II	104	13.21
MEO I	104	13.21
Sanitation		
Director	8	41,835
Assistant Director	5	39,481
Crew Leader	110	13.81
MEO II (12)	106	13.41
Laborer I (5)	102	13.01

Street		
Street Superintendent	9	50,975
Assistant Street Superintendent	7	43,566
Sidewalk Supervisor	6	42,420
Account Clerk	3	30,995
Clerk Typist	1	26,154
Crew Leader	110	13.81
MEO III (4)	108	13.61
Working Foreman	108	13.61
MEO II (3)	106	13.41
MEO I (6)	104	13.21
Laborer II (5)	104	13.21
Laborer I (6)	102	13.01

SECTION II A. Job rates and Maximum Grandfather rates for Labor, Trades and Crafts job family.

Any employee who transfers laterally or is promoted to another position in the Pay Plan shall be paid at the wage for the new position in accordance with the relevant longevity step as determined by the Step Charts contained in the Work Agreement and Memorandum of Understanding Between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E. Provided however, no current employee shall receive a pay reduction upon lateral transfer or promotion, but will not receive an additional increase due to promotion or longevity until so merited within the step pay system for the job classification. An employee who is demoted for disciplinary reasons or in lieu of layoff shall receive the wage for the relevant step within the job classification to which the employee is demoted. Also, the employee's longevity of service is "carried" to the new position. Internal promotions shall be paid at ninety-five percent (95%) of the salary of the relevant grade and step for the first thirty (30) days after promotion. If the ninety-five percent (95%) payment would result in a loss of pay from the previous position, the employee will receive the pay of the previous position for the initial thirty (30) days after promotion. Employees who transfer to a pay grade below their current pay grade shall be paid at the relevant grade and step for the new position.

Employees whose present rate of pay is higher than indicated by the Step Charts, based on the employee's pay grade and longevity, will not receive a pay cut, but will not receive any increase due to longevity until the step chart for the year in question shows an amount greater than the employee's current wage rate plus any across-the-board increase for the year in question.

Employees working on the evening or night shift shall receive a thirty-seven cent (.37) per hour premium. Employees working on a swing shift shall receive a forty-two cent (.42) per hour premium.

The rates shown below for the pay grades and job classification within the Labor, Trades and Crafts job family are the minimum and maximum rates:

JOB FAMILY: LABOR, TRADES AND CRAFTS (LTC)

Grade	Range	
101	10.47	12.91
102	10.57	13.01
103	10.67	13.11
104	10.77	13.21
105	10.87	13.31
106	10.97	13.41
107	11.07	13.51
108	11.17	13.61
109	11.27	13.71
110	11.37	13.81
111	11.47	13.91
112	12.52	14.96
113	13.23	15.67

SECTION II B. All job families, with the exception of the Labor, Trades and Crafts job family.

Any employee who transfers laterally shall be paid at their current wage or salary as long as the budgeted wage or salary for the position they are transferring to is equal to the employee's current wage or salary. If the budgeted wage or salary for the new position is higher than the employee's current wage or salary, the employee may be paid up to a maximum of the new position's budgeted salary or wage with the approval of the relevant Department Head and the Director of Employee Services. If the budgeted wage or salary is less than the employee's current wage or salary, they will be paid at the lower wage or salary or they may be paid at their current wage or salary with approval of the relevant Department Head and the Director of Employee Services so long as there are sufficient budgeted funds to pay the higher wage or salary. Any employee who is promoted shall be paid up to the budgeted wage or salary for the new position, provided that no employee shall receive a pay reduction upon promotion. An employee who is demoted for disciplinary reasons or in lieu of layoff shall receive the wage or salary as budgeted for that position to which the employee is demoted. However, no employee shall be paid more than their current wage or salary. New hires to these positions shall generally be paid below the midpoint of that grade.

Employees working in the Police Department as dispatchers and clerks shall receive a twenty-five cent (.25) per hour premium shift differential for working the evening shift.

The minimum, midpoint, and maximum rates listed below reflect the salary ranges for each job grade for a regular full-time employee. These ranges may be adjusted based on the hours worked of a part-time employee.

JOB FAMILY: CLERICAL, TECHNICAL, PROFESSIONAL, AND MANAGERIAL

Grade	Minimum	Range Midpoint	Maximum
1	16,544	20,680	26,808
2	18,578	23,517	28,455
3	19,391	24,861	31,460
4	20,760	26,962	33,162
5	24,151	31,778	40,468
6	25,675	34,233	43,050
7	27,439	37,080	46,721
8	28,288	38,751	49,214
9	31,654	43,964	56,273
10	32,840	46,254	59,666
11	35,957	51,367	66,777
12	40,952	59,351	77,749

JOB FAMILY: APPOINTED

Grade	Minimum	Range Midpoint	Maximum
11A	35,957	51,367	66,777
12A	40,952	59,351	77,749

SECTION II C. Merit Pay Plan for the Clerical, Technical, Professional and Managerial and Appointed job families.

Effective January 1, 2000 a Merit Pay Plan shall provide a lump sum payment in addition to the budgeted base salary. This lump sum payment will be calculated as a percent (%) of the year-end 1999 salary and will be based on the individual's 1999 year-end performance evaluation rating as reflected below:

Performance Evaluation Rating	% Payment
1	0
2	0
3	1.5
4	2.5
5	3.5

SECTION II D. All positions which are filled on an ad hoc basis and are of a temporary or seasonal nature. The rates shown below are the maximum rates for employees within the job classifications.

JOB FAMILY: COMMON LAW

Job Title	Range	
Administrative Assistant	5.15	12.00
Attendant	5.75	7.00
Cashier	5.15	6.70
CITs/Interns	10.00/day	40.00/day
CITs/Interns	2.75	5.15
Clerical Assistant	5.15	8.00
Crossing Guards	12.00/day	14.00/day
Education Coordinator	10.00	12.00
Instructor	5.75	25.00
Intern	5.15	12.00
Laborer	6.75	12.00
Law Clerk	5.15	12.00
Leader	5.75	8.50
Lifeguards	6.25	7.00
Manager	7.00	9.00
Mechanical Equipment Operator	8.00	10.00
Specialist	6.50	25.00
Sports Official	10.00	20.00
Staff Assistant	8.00	8.70
Supervisor	6.50	8.35

SECTION II E. This section covers all positions that are filled under a contractual agreement with the employee and the city to provide employment services. These positions shall be non-tenured. The rate shown is the minimum and maximum range for employee(s) within the job classification(s) listed.

GOLF COURSE MANAGER 45,714 – 47,283

SECTION III. The rates shown as wages and salaries for the positions listed above are maximum rates.

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, this 15 day of September, 1999.

TIMOTHY MAYER, President
Bloomington Common Council

ATTEST:

PATRICIA WILLIAMS, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 17th day of September, 1999.

PATRICIA WILLIAMS, Clerk
City of Bloomington

SIGNED AND APPROVED by me on this 17th day of September, 1999.

JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum 2000 salaries for all appointed officers and employees of the City of Bloomington.

Note: The Council adopted Am 1 by a vote of 7 – 2. The amendment modified the first section of the ordinance by listing the number of employees serving under each job title and setting the maximum compensation at the highest salary budgeted for that grade in the year 2000. The record of the meeting also contains an understanding whereby the Controller's Office will provide certain salary information to the Council on a quarterly basis.

Signed copies to:
Controller -3
Employee Services