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

ORDINANCE 99-28

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE UTILITIES DEPARTMENT 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. Pursuant to Ind. Code 36-4-7-3 and the resolution of the Utilities Service Board of the City of Bloomington, Indiana, the salary and pay schedule for the employees of the said Board from and after the first day of January 2000 shall be as follows:

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 minimum and maximum rates listed below reflect the range of longevity-based wage rates 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 / Title	Grade	Maximum
Utilities		
Board Member		4,279
Blucher Poole		
Superintendent	9	50,975
Plant Service Mechanic	5	39,481
Solids Handling Specialist	5	39,481
Lab Technician I	110	13.81
Plant Maintenance Apprentice / Mechanic	107 / 111	13.51 / 13.91
Wastewater Plant Operator (9)	106	13.41
MEO II (2)	106	13.41
Standby Operator (2)	106	13.41
Laborer I (2)	102	13.01
Dillman Road		
Plant Manager	9	50,975
Chemist	8	41,835
Superintendent	8	41,835
Maintenance Coordinator	7	43,566
Plant Service Mechanic (2)	5	39,481
Secretary	2	26,462
Plant Maintenance Apprentice / Mechanic (5)	107 / 111	13.51 / 13.91
Lab Technician I (2)	109	13.71
Wastewater Plant Operator	106	19.28 *
Wastewater Plant Operator	106	18.20 *
Wastewater Plant Operator (7)	106	13.41
General		
Director	12-A	62,760
Assistant Director - Operations	11	56,615
Assistant Director - Engineering	11	56,615
Assistant Director - Finance	11	56,615
Environmental Projects Coordinator	10	50,694
Property Acquisition Specialist (2)	10	50,694
Assistant Engineer (2)	9	50,975
Accounting Manager	7	43,566
GIS Coordinator	7	43,566
MIS Manager	7	43,566
Senior Project Coordinator (2)	7	43,566

Solids Handling Supervisor	7	43,566
Water Quality Coordinator	7	43,566
Customer Service Coordinator	6	42,420
Finance Manager	6	42,420
Project Coordinator (2)	6	42,420
Purchasing Manager	6	42,420
Assistant GIS Coordinator	5	39,481
Associate Accountant	5	39,481
Engineering Field Specialist (2)	5	39,481
Safety/Security Supervisor	5	39,481
Utilities Inspector (3)	5	39,481
Administrative & Project Coordinator	4	31,053
Accounting Clerk (2)	3	30,995
Accounts Payable Clerk	3	30,995
Assistant Customer Service Coordinator	3	30,995
Computer Operator	3	30,995
Inventory Coordinator	3	30,995
Office Manager	3	30,995
Purchasing Buyer	3	30,995
Cashier (2)	2	26,462
Customer Service Representative (5)	2	26,462
Payroll Clerk	2	26,462
Assistant Accounts Payable Clerk	1	26,154
Communications Operator (8)	1	26,154
Laborer I (2)	102	13.01
Monroe Plant		
Superintendent	9	50,975
Plant Service Mechanic	5	39,481
Plant Maintenance Apprentice / Mechanic (2)	107 / 111	13.51 / 13.91
Water Plant Operator (10)	106	13.41
Transmission & Distribution		
Assistant Director T&D	11	56,615
Assistant Superintendent (6)	6	42,420
Engineering Field Technician (2)	5	39,481
Secretary (2)	3	30,995
Plant Maintenance Apprentice / Mechanic (5)	107 / 111	13.51 / 13.91
Lineman (7)	110	13.81
MEO III (9)	108	13.61
Working Foreman	108	13.61
Meter Technician II	107	13.51
Meter Serviceman (4)	105	13.31
Meter Technician I	105	13.31
Laborer II (10)	104	13.21
Meter Reader (5)	103	13.11
Laborer I	102	13.01

* Wage set in accordance with Memorandum of Understanding in Regard to the Elimination of the Position of "Chief Operator."

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.

Water Plant Operators who obtain (CT) certifications, Wastewater Plant Operators who obtain (Class 1) certifications and T&D Working Foremen and T&D Water Linemen who obtain (DS-L) certifications, issued by the State of Indiana Department of Environmental Management, shall receive an additional forty cents (.40) per hour certification pay in addition to the position's hourly rate of pay. T&D Plant Maintenance Mechanics and T&D Pump Station Mechanics who obtain Collection System Class II certifications, issued by the State of Indiana Water Pollution Control Association, shall receive an additional twenty-five cents (.25) per hour certification pay in addition to the position's hourly rate of pay.

Wastewater Plant Operators who obtain Class II, Class III or Class IV license(s) shall receive an additional twenty-five (.25) per hour per certification obtained and Water Plant Operators who obtain PF or AT certification(s) shall receive an additional twenty-five cents (.25) per hour per certification obtained for a maximum of four (4) certifications total for Wastewater and Water Plant Operators.

Treatment Operators: Treatment plant operators must maintain a current license for the classification which the y hold in order to receive the certification pay.

Incentive Pay: All union-eligible employees who achieve state certification, but are in non-operator of T&D Working Foremen or Water Linemen classifications, shall receive a twenty-five cent (.25) per hour incentive pay premium. These personnel must maintain a current license/certification in order to continue receiving the incentive pay.

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

he 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
Clerical Assistant	5.15	8.00

Instructor	5.75	25.00
Intern	5.15	12.00
Laborer I	9.50	11.00
Laborer II	10.00	12.00
Law Clerk	5.15	12.00
Leader	5.75	8.50
Manager	7.00	9.00
MEO II	10.00	11.50
MEO III	10.50	12.00
Specialist	6.50	25.00
Staff Assistant	8.00	8.70
Supervisor	6.50	8.35

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 15th 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, approved by the Utilities Service Board, sets the maximum 2000 salary for all appointed officers and employees of the City of Bloomington Utilities Department.

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
Utilities