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

ORDINANCE 98-34

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 1999

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, 1999, 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 I.C. 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, 1999, and continuing thereafter until duly changed, and request that such salary rates be approved by the Common Council of said city.

The rates shown as hourly wages and salaries for the positions listed below reflect the actual and maximum rates to be paid to current employees in the positions. However, in the event an employee leaves a position in 1999, the employee hired into that position will be paid in accordance with Section II B for that position.

Department	Job Title	Grade	1999 Pay
Animal			
	Director	9	42,286
	Shelter Manager	6	31,164
	Secretary (RPT)	2	17,873
	Secretary (RPT)	2	17,443
	Volunteer Program Director (RPT)	5	13,105
	Animal Control Officer	107	13.09
	Animal Control Officer	107	12.81
	Animal Control Officer	107	12.53
	Kennel Worker	103	12.13
	Kennel Worker (RPT)	103	11.85
	Kennel Worker (2)	103	11.05
	Kennel Worker (RPT)	103	11.05
Board of Public Safety			
	Board Members		635
	Secretary		1,500
Clerk			
	Deputy City Clerk (RPT)	2	11,442
Community and Family Resources			
	Director	11-NT	47,746
	Community Development Analyst	8	33,979
	Organizational Development Analyst	8	33,979
	Director Community Services Division	8	33,360
	Special Projects Coordinator	7	34,927
	Community Projects Coordinator	7	33,584

Department	Job Title	Grade	1999 Pay
	Program Coordinator - BVN	7	33,584
	Manager, Child Care Services	7	30,476
	CACFP, Program Coordinator	6	30,221
	Accounts Processor	4	29,896
	Program Assistant	4	26,582
	Accounts Processor (RPT)	4	19,216
	Accounts Processor (RPT)	4	13,902
	Program Assistant (RPT)	4	13,120
	Program Assistant - CCRR (RPT)	4	13,120
	Administrative Assistant	3	24,486
	Secretary (2)	2	22,425
Controller			
	Controller	12-NT	55,324
	Deputy Controller	9	46,330
	Budget & Research Manager	8	37,346
	Accounting & Procurement Manager	8	37,067
	Financial Analyst	7	33,360
	Systems Manager	6	34,440
	Accounts Processor	5	27,122
	Accounts Coordinator	3	24,796
Council			
	Council/Adm Atty	11-NT	47,746
	Council Assistant (RPT)	2	11,641
Department of Public Works			
	Board Members		2,100
	Director	12-NT	50,354
	Assistant Director	9	44,722
	Facilities Management Coordinator	8	36,582
	Citizen Services Coordinator	7	34,977
	Office Manager	4	26,396
	Secretary	2	24,796
	Communications Operator	1	25,184
	Maintenance/Custodian	107	12.25
	Parking Enforcement Division		
	Manager	7	37,756
	Parking Enforcement Supervisor	5	28,306
	Parking Enforcement Officer	3	25,673
	Parking Enforcement Officer (2)	3	25,037
	Parking Enforcement Officer (2)	3	24,270
	Parking Enforcement Officer (2)	3	23,726
	Account Clerk	2	25,344
	Account Clerk	2	22,425
	Garage Attendant	1	22,823
	Parking Garage Technician (RPT)	1	12,054
	Parking Attendant (RPT)	1	11,890
	Crossing Guard		13.00 / day
Employee Services			
	Director	11-NT	47,746
	Health Care Manager	7	35,112
	Assistant Director	7	35,112

Department	Job Title	Grade	1999 Pay
	Office Manager	3	27,119
	Clerk Typist	1	22,823
	Clerk Typist (RPT)	1	11,411
Engineering			
	Director of Engineering	11-NT	47,977
	Deputy City Engineer	9	44,252
	Project Inspector	5	33,503
	Project Inspector (2)	5	31,159
	Engineering Technician	4	26,475
	Engineering Technician	3	22,655
	Clerk Typist	1	23,085
	Traffic Division		
	Traffic Control Specialist	7	35,698
	Assistant Traffic Control Specialist	4	29,511
	Clerk Typist (RPT)	1	15,201
	Laborer I	102	11.75
	Laborer I	102	10.95
	Laborer (TPT)		7.75
	Laborer (with CDL) (TPT)		9.00
Fire			
	Fire Prevention Officer	7	37,611
	Secretary	3	26,835
Fleet			
	Office Manager	3	30,384
	Shop Foreman	113	15.25
	Master Mechanic	112	13.98
	Master Mechanic (2)	112	13.70
	App. Master Mechanic	109	12.45
	App. Master Mechanic	109	11.65
HAND			
	Director	11-NT	51,567
	Neighborhood Development Manager	8	36,889
	Housing Development Manager	8	33,311
	Housing Coordinator (2)	6	32,956
	Neighborhood Coordinator	6	32,838
	Housing Coordinator	6	32,239
	Housing Coordinator	6	31,233
	Neighborhood Compliance Officer	5	32,111
	Neighborhood Compliance Officer	5	30,866
	Neighbor Compliance Officer (2)	5	30,331
	Code Enforcement Inspector	4	28,409
	Code Enforcement Inspector	4	27,525
	Office Manager	4	27,053
	Secretary	2	25,563
	Secretary	2	24,050
	Secretary (RPT)	2	14,428
Information Services			
	Chief Information Officer & Director	12-NT	54,228
	Systems Engineer, Lead	11	51,367
	Sr. Engineer, Database Systems	10	46,254

Department	Job Title	Grade	1999 Pay
	Lead User Support & Systems Specialist	10	46,254
	Senior Systems Engineer	9	43,964
	Systems Engineer (2)	8	38,751
	User Support/ System Specialist	7	37,127
	User Support/ System Specialist (2)	7	37,080
	Communication Coordinator	7	37,080
	GIS Coordinator	7	37,080
	Training Manager	6	36,374
	User Support Specialist / Business Manager	5	34,843
	Assistant GIS Coordinator	5	31,778
Legal			
	Corporation Counsel	12-NT	57,712
	City Attorney	11	48,727
	Assistant City Attorney (2)	10	45,419
	Hum. Rights Dir/Atty (RPT)	10	34,070
	Assistant City Attorney (RPT)	10	22,709
	Legal Secretary/Paralegal	5	27,731
	Secretary	2	25,980
	Secretary - Human Rights (RPT)	2	11,774
	Risk Management Division		
	Risk Manager	10	44,433
	Assistant City Attorney	10	43,045
	Director Training & Communications	6	37,069
	Claims Administrator	4	26,396
Mayor			
	Deputy Mayor	12-NT	42,329
	Economic Development Assistant	10	44,404
	Administrative Assistant	5	31,778
	Staff Assistant	3	24,486
Parks			
	Administrator	11-NT	54,228
	Director of Operations & Development	9	44,375
	Recreation Services Director	8	40,451
	Director Sports Services Division	8	40,451
	Maintenance Superintendent	7	42,032
	Adult/Family Services Manager	7	35,982
	Manager Youth Services	7	33,848
	Adult Sports & Facilities Area Mngr	7	32,790
	Supervisor Community Events	7	31,233
	Business/Special Projects Manager	6	35,698
	Program Supervisor Aquatics/Sports & Fitness	6	34,274
	Area Manager FSC/Youth Sports	6	33,216
	Facility/Program Coordinator	6	30,465
	Sports Coordinator	6	30,465
	Natural Resources Coordinator	6	29,246
	Facility/Program Coordinator	6	29,246
	Marketing Coordinator	6	28,333
	Coordinator Community Events	6	28,333
	PBA - Recreation Coordinator	6	28,333
	Facility/Program Coordinator	6	27,931

Department	Job Title	Grade	1999 Pay
	Facility Maintenance Supervisor	5	39,481
	Park Maintenance Supervisor	5	35,519
	Golf Course Superintendent	5	34,245
	Special Services Coordinator	5	30,465
	Office Manager	4	29,613
	Bookkeeper	4	26,396
	Specialist - Youth Services	4	23,694
	Specialist - Youth Services	4	22,930
	Specialist - Community Events	4	22,930
	Specialist - Golf Course (2)	4	22,421
	Specialist (RPT)	4	11,852
	Administrative Secretary	2	25,957
	Registration Clerk/Customer Service	2	25,344
	Secretary	1	26,154
	Clerk Typist	1	21,736
	Clerk Typist (RPT)	1	17,117
	Working Foreman	108	13.19
	Equip Maint Mechanic	108	12.91
	Working Foreman (2)	108	12.63
	Working Foreman	108	12.35
	Working Foreman	108	11.55
	MEO II	106	12.71
	Laborer II	104	12.79
	Laborer II (2)	104	12.51
	MEO I	104	11.95
	MEO I	104	11.15
	Custodian	101	11.93
Planning			
	Director	11-NT	53,476
	Zoning & Enforcement Manager	9	37,756
	Development Review Manager	9	34,386
	Transportation Manager	9	34,386
	Special Projects Coordinator (RPT)	8	17,829
	Senior Long Range Planner	7	33,584
	Senior Environmental Planner	7	32,239
	Senior Zoning Planner	7	30,225
	Zoning Compliance Planner	5	27,880
	Transportation Planner	5	26,979
	Zoning Planner	5	26,979
	Executive Assistant	3	25,827
	Secretary	2	22,632
Police			
	Telecommunications Supervisor	8	35,824
	Crime Scene Tech. & Property Mgr	8	28,401
	Crime Scene Tech. & Property Mgr (RPT)	8	14,201
	Records Supervisor	5	30,974
	Telecommunicator (3)	5	29,118
	Telecommunicator	5	28,425
	Telecommunicator (4)	5	27,731
	Telecommunicator	5	26,900

Department	Job Title	Grade	1999 Pay
	Telecommunicator	5	26,272
	Office Manager	4	30,352
	Special Investigations Clerk	3	27,470
	Records Clerk	3	26,835
	Records Clerk	3	26,200
	Records Clerk (2)	3	26,199
	Records Clerk	3	25,563
	Records Clerk	3	24,796
	Records Clerk	3	24,241
	Records Clerk	3	22,655
	Custodian	1	24,302
Rosehill			
	Urban Forester	6	37,367
	City Landscaper/Sexton	4	30,446
	MEO II	106	12.15
	MEO I	104	12.23
	Laborer II	104	11.15
	Supervisor (TPT)		8.35
	Laborer (TPT)		7.75
Sanitation			
	Director	8	41,015
	Assistant Director	5	34,336
	Crew Leader	110	12.83
	MEO II	106	12.43
	MEO II (5)	106	12.15
	MEO II (4)	106	11.75
	MEO II (2)	106	11.35
	Laborer I	102	12.31
	Laborer I	102	12.03
	Laborer I (2)	102	11.75
	Laborer (TPT)		7.75
Street			
	Street Superintendent	9	41,015
	Assistant Street Superintendent	7	34,968
	Sidewalk Supervisor	6	33,324
	Account Clerk	3	25,826
	Clerk Typist	1	23,085
	Crew Leader	110	13.39
	MEO III	108	13.19
	MEO III (2)	108	12.63
	Working Foreman (2)	108	12.63
	MEO III	108	11.55
	MEO II (3)	106	12.99
	MEO I (3)	104	12.79
	MEO I (2)	104	12.51
	MEO I	104	12.23
	Laborer II	104	12.23
	Laborer II	104	11.95
	Laborer II (2)	104	11.15
	Laborer I (2)	102	12.31

Department	Job Title	Grade	1999 Pay
	Laborer I (3)	102	12.03
	Laborer I	102	10.95
	Laborer (TPT)		7.75
	Laborer (with CDL) (TPT)		9.00

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

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

An employee who is transferred, reallocated or promoted to a position in a pay grade higher than that of the grade from which the employee is transferred, shall be paid the job rate of the new grade, provided however, that an employee who, prior to transfer, was paid at a salary rate higher than his/her job rate shall upon transfer, be paid at a rate which is the sum of the job rate of the new grade plus the differential between the employee's former salary rate and the employee's former job rate; provided further, that no employee so transferred shall receive more than the highest paid employee in the city in the same grade. An employee who is transferred to a position in a pay grade lower than that of the grade from which the employee is transferred shall be paid at the job rate of the new classification; provided however, that an employee, prior to transfer, was paid at a salary rate higher than the job for his/her grade shall, upon transfer, be paid at a rate which is the sum of the job rate of the new grade plus the differential between the employee's former salary rate the employee's former job rate; provided further, that no employee so transferred shall receive more than the highest paid employee in the City in the same grade. An employee who, for disciplinary reasons or, at his/her election in lieu of a layoff, is demoted to a position in a lower pay grade shall be paid at the job rate for the position to which the employee is demoted.

In addition, effective for positions assigned to pay grades 101-113, 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. Also, 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.

JOB FAMILY: LABOR, TRADES AND CRAFTS (LTC)

Grade	Range	
101	10.05	12.49
102	10.15	12.59
103	10.25	12.69
104	10.35	12.79
105	10.45	12.89
106	10.55	12.99
107	10.65	13.09
108	10.75	13.19
109	10.85	13.29
110	10.95	13.39
111	11.05	13.49
112	12.10	14.54
113	12.81	15.25

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

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 as listed in Section I of this Ordinance with the approval of the relevant Department Head and the Director of Employee Services. If the budgeted wage or salary listed in Section I of this Ordinance 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 at the wage or salary for the new position up to the amount listed for that position in Section I of this ordinance, 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 be paid a minimum of the low end of the range for that grade and a maximum of the amount listed in Section I of this Ordinance for that position.

JOB FAMILY: CLERICAL, TECHNICAL, PROFESSIONAL AND MANAGERIAL POSITIONS

Grade	Range	
1	16,544	26,154
2	18,578	28,455
3	19,391	30,384
4	20,760	33,162
5	24,151	39,481
6	25,675	42,792
7	27,439	46,721
8	28,288	49,214
9	31,654	56,273
10	32,840	59,666
11	35,957	66,777
12	40,952	77,749

JOB FAMILY: NON-TENURED POSITIONS

Grade	Range	
13	35,957	67,777
14	40,952	77,749

SECTION II C. 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 EMPLOYEES

Job Title	Range	
CLERICAL ASSISTANT	5.15	8.00
INTERN	5.15	10.00
ADMIN. ASSISTANT	5.15	10.00
LAW CLERK	5.15	8.00
ATTENDANT	5.75	6.25
INSTRUCTOR	5.75	6.70
LEADER	6.00	6.70
LIFEGUARDS	6.25	6.75
SUPERVISOR	7.50	8.00
STAFF ASSISTANT	8.00	8.70

SPECIALIST	7.00	25.00
CITs/INTERNS	2.75	5.15
CITs/INTERNS	$10/day	$40/day

SECTION II D. This section covers all positions which 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 maximum rate for employee(s) within the job classification(s) listed.

GOLF COURSE MANAGER 44,818

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 16th day of September, 1998.

TIMOTHY MAYER, President
Bloomington Common Council

ATTEST:

Patricia Williams
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, 1998.

Patricia Williams
PATRICIA WILLIAMS, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 17 day of September, 1998.

JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum 1999 salary for all appointed officers and employees of the City of Bloomington.

Signed copies to:
Controller -2
Employee Services
Clerk 2