Passed: 8-1 (RY)

ORDINANCE 98-35

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 1999

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

SECTION I. Pursuant to I.C. 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, 1999, shall be as follows:

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
	Utility Service Board Members		4,296
Blucher Poole			
	Superintendent	8	40,982
	Plant Service Mechanic	5	37,871
	Solids Handling Specialist	5	35,237
	Lab Technician I	110	12.55
	Plant Maintenance Helper	107	11.85
	MEO II (2)	106	12.43
	Wastewater Plant Operator (3)	106	12.71
	Wastewater Plant Operator (3)	106	12.43
	Wastewater Plant Operator (3)	106	12.15
	Standby Operator (RPT)	106	11.75
	Standby Operator (RPT)	106	11.35
	Laborer I	102	11.75
	Laborer I	102	10.95
Dillman Road			
	Plant Manager	9	50,470
	Superintendent	9	44,135
	Chemist	8	40,451
	Maintenance Coordinator	7	41,146
	Solids Handling Specialist	5	39,251
	Plant Service Mechanic	5	37,871
	Plant Service Mechanic	5	36,110
	Secretary	2	25,958
	Plant Maintenance Mechanic (2)	111	13.21
	Plant Maintenance Mechanic	111	12.93
	Lab Technician I	109	13.29
	Lab Technician I	109	12.73
	Plant Maintenance Helper	107	12.25
	Wastewater Plant Operator	106	19.38
	Wastewater Plant Operator	106	18.30
	Wastewater Plant Operator (2)	106	12.71
	Wastewater Plant Operator (2)	106	12.43
	Wastewater Plant Operator (3)	106	12.15
	Wastewater Plant Operator	106	11.35

Department	Job Title	Grade	1999 Pay
General	Director	12	61,529
	Assistant Director - Operations	11	55,505
	Assistant Director-Engineering	11	48,953
	Assistant Director-Finance	11	47,746
	Environmental Projects Coordinator	10	49,700
	Property Acquisition Specialist	10	43,045
	Assistant Engineer	9	47,268
	Assistant Engineer	9	42,152
	MIS Manager	7	43,135
	Water Quality Coordinator	7	42,143
	Accounting Manager	7	40,740
	Senior Project Coordinator	7	39,894
	Senior Project Coordinator	7	36,184
	GIS Coordinator	7	35,819
	Finance Manager	6	42,201
	Project Coordinator	6	37,524
	Customer Service Coordinator	6	37,216
	Project Coordinator	6	32,776
	Purchasing Manager	6	31,752
	Utilities Inspector	5	31,771
	Safety/Security Supervisor	5	31,393
	Utilities Inspector	5	31,177
	Engineering Field Specialist	5	30,794
	Utilities Inspector	5	29,977
	Associate Accountant	5	26,324
	Assistant GIS Coordinator (RPT)	5	25,277
	Engineering Field Specialist (RPT)	5	15,396
	Administrative Assistant	4	27,953
	Computer Operator	3	30,995
	Office Manager	3	26,484
	Assistant Customer Service Coordinator	3	26,484
	Accounting Clerk	3	26,200
	Accounts Payable Clerk	3	26,200
	Accounting Clerk	3	24,241
	Customer Service Representative	2	26,200
	Cashier (2)	2	25,036
	Inventory Clerk	2	24,796
	Purchasing Clerk	2	24,796
	Customer Service Representative (4)	2	23,788
	Payroll Clerk (RPT)	2	19,837
	Communications Operator	1	26,154
	Communications Operator (2)	1	24,559
	Assistant Accounts Payable Clerk (RPT)	1	19,046
	Communications Operator (RPT)	1	12,592
	Communications Operator (RPT) (2)	1	11,557
	Communications Operator (RPT) (2)	1	11,420
	Laborer I	102	11.75
	Laborer I (RPT)	102	11.75
	Laborer (TPT)		7.75
	Intern (TPT)		8.00
Monroe			
	Superintendent	9	44,135
	Plant Service Mechanic	5	36,990
	Plant Maint Mechanic	111	13.49
	Water Plant Operator (3)	106	12.99

Department	Job Title	Grade	1999 Pay
	Water Plant Operator (2)	106	12.71
	Water Plant Operator (2)	106	12.43
	Water Plant Operator	106	12.15
	Water Plant Operator	106	11.35
	Standby Water Plant Operator (TPT)		10.95
	Laborer (TPT)		7.75
T & D			
	Superintendent	10	44,790
	Assistant Superintendent (3)	6	37,640
	Assistant Superintendent (3)	6	35,889
	Engineering Field Technician	5	32,485
	Engineering Field Technician	5	30,794
	Secretary (2)	3	27,778
	Plant Maintenance Mechanic	111	13.49
	Plant Maintenance Mechanic	111	12.93
	Plant Maintenance Mechanic	111	12.65
	Plant Maintenance Mechanic	111	11.85
	Lineman (5)	110	12.55
	Lineman	110	12.15
	Lineman	110	11.75
	MEO III (3)	108	13.19
	MEO III	108	12.63
	MEO III (2)	108	12.35
	MEO III	108	11.95
	MEO III (2)	108	11.55
	Working Foreman	108	11.55
	Plant Maintenance Helper	107	12.53
	Meter Serviceman	105	12.89
	Meter Serviceman	105	12.33
	Meter Technician I	105	12.33
	Meter Serviceman	105	12.05
	Meter Serviceman	105	11.25
	Laborer II	104	12.23
	Laborer II (3)	104	11.95
	Laborer II (4)	104	11.55
	Laborer II (2)	104	11.15
	Meter Reader	103	12.69
	Meter Reader	103	12.13
	Meter Reader (2)	103	11.85
	Meter Reader	103	11.05
	Laborer I	102	12.31
	Laborer (TPT)		7.75

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 101-111, 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 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 cents (.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 Operations: Treatment plant operators must maintain a current license for the classification which they hold in order to receive the certification pay.

Incentive Pay: All union-eligible employees who achieve state certification, but are in non-operator or 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.

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	19.89
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 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.

The minimum and maximum rates listed below reflect the hourly wage and salary ranges for each job classification.

JOB FAMILY: CLERICAL, TECHNICAL, PROFESSIONAL AND MANAGERIAL POSITIONS

Grade	Range	
1	16,544	26,154
2	18,578	30,995
3	19,391	30,329
4	20,760	33,162
5	24,151	39,404
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	
12-NT	40,952	77,749

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, upon this 16th day of September, 1998.

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, 1998.

PATRICIA WILLIAMS, Clerk
City of Bloomington

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

JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance, approved by the Utilities Service Board, sets the maximum 1999 salary for all appointed officers and employees of the City of Bloomington Utilities Department.

Signed copies to:
Controller 2
Utilities
Employee Services