Passed: 9 - 0

ORDINANCE 97-30

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 1998

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, 1998, 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 1998, the employee hired into that position will be paid in accordance with their placement within the step pay plan for that position.

Department	Job Title	Grade	1998 Pay
Utility Service Board Members			4,296
Blucher Poole	Superintendent	425	39,030
	Plant Service Mechanic	309	36,768
	Solids Handling Specialist	309	33,559
	Lab Technician	110	12.20
	Plant Maintenance Helper	107	11.10
	MEO II (2)	106	12.08
	Wastewater Plant Operator (2)	105	12.26
	Wastewater Plant Operator (3)	105	11.98
	Wastewater Plant Operator (4)	105	11.70
	Wastewater Plant Operator (RPT)	105	10.90
	Wastewater Plant Operator (RPT)	105	11.30
	Laborer I	102	11.40
	Laborer I	102	10.60
	Seasonal Laborer		7.50
Dillman Road	Plant Manager	432	49,000
	Chemist	427	38,525
	Superintendent	423	42,033
	Maintenance Coordinator	422	39,187
	Plant Service Mechanic	309	36,768
	Plant Service Mechanic	309	35,058
	Solids Handling Specialist	309	38,108
	Secretary	204	24,722
	Plant Maintenance Mechanic (2)	111	12.86
	Plant Maintenance Mechanic	111	12.30
	Lab Technician I	109	12.94
	Lab Technician I	109	12.38
	Plant Maintenance Helper	107	11.10
	Wastewater Plant Operator	105	19.00
	Wastewater Plant Operator	105	17.57
	Wastewater Plant Operator	105	12.26
	Wastewater Plant Operator	105	12.00
	Wastewater Plant Operator (2)	105	11.98
	Wastewater Plant Operator (3)	105	11.70
	Wastewater Plant Operator	105	10.90
	Seasonal Laborer		7.50
Monroe	Superintendent	425	42,033
	Plant Service Mechanic	309	35,913
	Plant Maintenance Mechanic	111	13.14
	Water Plant Operator (3)	105	12.54
	Water Plant Operator	105	12.26
	Water Plant Operator (2)	105	11.98
	Water Plant Operator (2)	105	11.70
	Water Plant Operator (RPT)	105	11.30
	Water Plant Operator (RPT)	105	10.90
	Water Plant Operator (TPT)	105	10.50

Department	Job Title	Pay Grade	1998 Pay
	Seasonal Laborer		7.50
T & D	Superintendent	430	45,938
	Assistant Superintendent (3)	310	35,848
	Assistant Superintendent (2)	310	34,180
	Engineering Field Specialist	302	30,938
	Engineering Field Specialist	302	28,779
	Secretary (2)	206	26,455
	Plant Maintenance Mechanic	111	13.14
	Plant Maintenance Mechanic	111	12.86
	Plant Maintenance Mechanic (2)	111	12.30
	Plant Maintenance Mechanic	111	11.50
	Lineman	110	12.48
	Lineman (5)	110	12.20
	Working Foreman	108	11.20
	MEO III (2)	108	12.84
	MEO III	108	12.56
	MEO III	108	12.28
	MEO III (3)	108	12.00
	MEO III	108	11.20
	Meter Serviceman	105	12.26
	Meter Serviceman	105	11.98
	Meter Serviceman (2)	105	11.70
	Meter Service Technician I	105	11.70
	Laborer II	104	11.88
	Laborer II (4)	104	11.60
	Laborer II (4)	104	10.80
	Meter Reader	103	12.34
	Meter Reader (2)	103	11.50
	Meter Reader (2)	103	10.70
	Laborer I	102	11.96
	Seasonal Laborer		7.50
General	Director	507	57,504
	Assistant Director/Engineering	435	46,622
	Assistant Director/Treatment	435	52,862
	Assistant Director/Finance	435	44,622
	Acquisition & Const. Specialist	433	43,256
	Environmental Project Coord.	432	47,333
	Deputy Engineer	430	45,017
	Data Analyst	425	41,879
	Business Manager	428	40,972
	Water Quality Coordinator	423	40,916
	Senior Project Coordinator	423	37,994
	Accountant	420	38,800
	GIS Coordinator	418	33,476
	Purchasing Agent	415	34,461
	Programmer	415	29,675
	Project Coordinator	415	35,737
	Project Coordinator	415	34,461
	Project Coordinator	415	30,632
	Customer Service Coordinator	414	35,444
	Asst. GIS Coordinator	412	24,073
	Utilities Inspector (3)	406	29,137
	Safety/Security Supervisor	306	29,898
	Engineering Field Specialist	302	27,628
	Engineering Field Specialist (RPT)	302	14,389
	Administrative Assistant	209	26,622
	Associate Account	208	23,386
	Office Manager/Director's Office	206	25,223
	Asst. Customer Service Coord.	206	25,223
	Accounting Clerk	205	24,952
	Accounting Clerk	205	23,615
	Accounting Clerk (RPT)	205	18,892
	Customer Service Rep.	205	24,952
	Customer Service Rep.	205	23,615
	Customer Service Rep.(3)	205	22,655
	Inventory Clerk	205	23,615
	Accounts Payable Clerk/Bus Office	205	24,952
	Purchasing Secretary	205	23,615
	Communication Operator	203	25,641
	Communication Operator (2)	203	23,844
	Communication Operator (RPT)	203	12,225
	Communication Operator (RPT) (3)	203	11,087
	Cashier (2)	203	23,845
	Asst. Accounts Payable Clerk (RPT)	203	11,557

Department	Job Title	Pay Grade	1998 Pay
	Laborer I (2)(RPT)	102	11.40
	Seasonal Laborer		7.50
	Intern		8.00

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 class in a pay grade higher than that of the class from which the employee is transferred shall be paid the job rate of the new class, 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 class 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 classification. An employee who is transferred to a position in a pay grade lower than that of the class 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 classification shall, upon transfer, be paid at a rate which is the sum of the job rate of the new class 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 classification. An employee who, for disciplinary reasons or, at his/her election in lieu of a layoff, is demoted to a class 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 position classifications assigned to pay grades 101-111, employees working on the evening or night shift shall receive a thirty cent (.30) per hour premium. Employees working on a swing shift shall receive a thirty-five cent (.35) 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 thirty cents (.30) 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 cents (.20) 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 cents (.20) per hour per certification obtained and Water Plant Operators who obtain PF or AT certification(s) shall receive an additional twenty cents (.20) 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 cent (.20) 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	9.70	12.14
102	9.80	12.24
103	9.90	12.34
104	10.00	12.44
105	10.10	19.00
106	10.20	12.64
107	10.30	12.74
108	10.40	12.84
109	10.50	12.94
110	10.60	13.04
111	10.70	13.14
112	11.75	14.19
113	12.46	14.90

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 hourly wage and salary ranges for each job classification. Placement within each range is based upon years of service in accordance with the step pay plans for each job family. Said step pay plans are on file in the Personnel Department.

Any employee who transfers laterally or is promoted shall be paid at the wage or salary for the new position in accordance with the ranges contained in the step pay plan. 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 or salary for the relevant step within the job classification to which the employee is demoted.

JOB FAMILY: CLERICAL, OFFICE MACHINE OPERATORS, TECHNICIANS (COMOT)

Grade	Range	
201	9.08	12.04
202	9.16	12.16
203	9.25	12.28
204	9.36	12.42
205	9.45	12.53
206	9.54	12.67
207	9.64	12.79
208	9.74	12.94
209	9.84	13.05
210	9.94	13.19
211	20,992	27.861

JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)

Grade	Range	
302	26,621	30,938
306	28,808	33,480
309	30,286	36,769
310	30,847	35,848

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

Grade	Range	
406	24,654	31,379
411	26,725	34,014
412	27,160	34,566
414	27,849	35,444
415	28,079	35,737
416	28,766	36,613
418	29,459	37,492
419	29,918	38,078
420	30,484	38,800
422	31,930	40,638
423	32,149	42,033
425	33,025	42,033
427	33,902	43,149
428	34,668	44,124
429	35,436	45,101
430	36,094	45,938
432	37,190	49,000
435	39,268	52,863

JOB FAMILY: NON-TENURED POSITIONS

Grade	Range	
507	39,919	57,504

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

SECTION IV. Market adjustments for certain professional positions. To assist in the recruitment and retention in the positions of City Engineer, Deputy City Engineer, Assistant Utilities Director/Operations or Assistant Utilities Director/Engineer, Assistant Engineer/Utilities, Utilities Project Coordinator, the hiring department has the option of offering the successful applicant a monetary market adjustment amount in order to have the starting salary be in line with current market rate for the position.

The market adjustment amount shall be given in addition to the relevant step and grade of the position. A market adjustment up to $2000.00 may be given for an EIT (Engineering In Training Certificate) and up to $4000.00 for a PE license (Professional Engineer). A person who originally is hired with an EIT and obtains a PE may be entitled to the additional market adjustment allocation allowed for the PE license. The maximum market adjustment shall not exceed $4000.00.

The market adjustment shall be evaluated periodically and adjusted up or down depending on the market rate for the positions specified.

SECTION V. 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 10th day of September, 1997.

ANTHONY PIZZO, President
Bloomington Common Council

ATTEST:

PATRICIA WILLIAMS, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, upon this 10th day of September, 1997.

PATRICIA WILLIAMS, Clerk
City of Bloomington

APPROVED and SIGNED by me upon this 10 day of September, 1997.

JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance, approved by the Utilities Service Board, sets the maximum 1998 salary for all appointed officers and employees of the City of Bloomington Utilities Department.

Signed copies to:
Utilities
Personnel
Controller