Passed: 7-0

ORDINANCE 94-38

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE UTILITES DEPARTMENT OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 1995

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, 1995 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 1995, the employee hired into that position will be paid in accordance with their placement within the step pay plan for that position. Provided however, positions within the Labor, Trades and Crafts job family shall not be subject to pay grade ranges or steps, and shall be paid in accordance with the job rate reflected in Section IIA, or for certain employees hired prior to July 1, 1977, at the maximum grandfather rate provided in Section IIA.

Department	Job Title	Grade	1995 Pay
Utility Service Board Members			3,908
Blucher Poole	Superintendent	423	37,394
	Plant Service Mechanic	312	33,454
	Solids Handling Specialist	306	29,044
	MEO II	F	10.71
	Wastewater Plant Operator	E	10.61
	MEO I	D	10.51
	Laborer I	B	10.31
	Seasonal Laborer		6.43
Dillman Road	Plant Manager	432	44,583
	Chemist	427	33,648
	Superintendent	425	35,093
	Maintenance Coordinator	422	34,758
	Chief Operator	421	35,957
	Chief Operator	421	32,581
	Chief Operator (2)	421	33,389
	Assistant Chemist	416	28,812
	Plant Service Mechanic	312	33,454
	Plant Service Mechanic	312	31,904
	Solids Handling Specialist	306	29,044
	Secretary	204	21,861
	Plant Maintenance Mechanic	K	11.21
	Lab Technician II	J	11.11
	Lab Technician I	I	11.01
	MEO III	H	10.91
	Plant Maintenance Helper	G	10.81
	MEO II	F	10.71
	Wastewater Plant Operator	E	10.61
	MEO I	D	10.51
	Seasonal Laborer		6.43
General	Director	507	52,320
	Assistant Director/Engineering	435	48,097
	Assistant Director/Treatment	435	40,600
	Assistant Director/Finance	435	43,847
	PCB Project Coordinator	432	42,303

Department	Job Title	Pay Grade	1995 Pay
	Business Manager	432	34,605
	Information Services Manager	429	38,102
	Asst. Information Services Mgr	425	36,877
	Purchasing Agent	420	34,294
	Accountant	420	34,041
	GIS Coordinator	418	31,676
	Network Manager	418	29,503
	Systems Manager	418	29,238
	Project Inspector	415	30,194
	Project Inspector	415	29,032
	Project Inspector	415	27,870
	Computer Programmer	415	30,194
	Computer Programmer	415	29,032
	Computer Programmer	415	26,609
	Computer Programmer	415	26,128
	Computer Programmer (RPT)	415	20,250
	Hardware Technician	415	29,032
	Customer Service Coordinator	414	32,248
	Assistant Purchasing Agent	411	29,814
	Computer Operator	408	26,004
	Utilities Inspector	406	25,241
	Utilities Inspector	406	25,412
	Safety/Security Supervisor	306	30,461
	Associate Account	208	22,090
	Secretary/Director's Office	206	22,859
	Office Manager/Director's Office	206	22,298
	Asst. Customer Service Coord.	205	23,733
	Customer Service Secretary	205	20,509
	Customer Service Secretary	205	22,610
	Customer Service Secretary	205	22,069
	Accounting Clerk	204	21,861
	Collections Clerk/Business Office	204	19,632
	Accounts Payable Clerk/Bus Office	204	21,856
	Purchasing Secretary	203	22,693
	Data Entry Clerk/Customer Service	203	21,612
	Communication Operator	203	23,234
	Communication Operator	203	23,317
	Communication Operator	203	23,338
	Communication Operator (2)(RPT)	203	10,806
	Communication Operator (RPT)	203	10,057
	Communication Operator (RPT)	203	10,177
	Account Clerk	203	21,611
	Account Clerk (RPT)	203	10,057
	Microfilm Clerk (RPT)	202	10,702
	Cashier/Customer Service	201	20,467
	Account Clerk (RPT)	201	9,762
	Cashier (RPT)	201	15,430
	Laborer I (2)(RPT)	B	10.31
	Custodian (RPT)	A	10.21
	Seasonal Laborer		6.43
Griffy	Superintendent	423	36,469
	Water Plant Operator	E	10.61
	Seasonal Laborer		6.43
Lake Lemon	Resident Director	306	29,044
	Patrol Officer (TPT)		12.50
	Weed Harvester (TPT)		10.25
	Beach Manager (TPT)		7.05
	Beach Guard (TPT)		6.20
	Park Ranger (TPT)		6.75
	Gate Attendant/Cashier (TPT)		5.25
	Seasonal Laborer		6.43
Monroe	Superintendent	425	38,242
	Plant Service Mechanic	312	31,962
	Plant Maintenance Mechanic	K	11.21
	Water Plant Operator	E	10.61
	Water Plant Operator (RPT)	E	10.61
	Water Plant Operator (TPT)	E	10.61
	Seasonal Laborer		6.43
T & D	Superintendent	424	37,735
	Assistant Superintendent (3)	310	32,616

Job Title	Grade	1995 Pay
Assistant Superintendent	310	31,858
Assistant Superintendent	310	30,341
Engineering Field Specialist	302	26,172
Engineering Field Specialist	302	28,098
Secretary	206	23,400
Account Clerk	203	20,966
Plant Maintenance Mechanic	K	11.21
Water Lineman	H	10.91
Working Foreman	H	10.91
MEO II	F	11.14
MEO II	F	10.71
Meter Serviceman	E	11.04
Meter Service Technician I	E	10.61
Meter Serviceman	E	10.61
MEO I	D	10.51
Laborer II	D	10.51
Meter Reader	C	10.70
Meter Reader	C	10.41
Laborer I	B	10.31

SECTION IIA. 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:

Maximum grandfather rates reflect the actual wage for certain employees hired prior to July 1, 1977.

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 the letter-designated pay grades A through K, 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	
A	10.21	10.21
B	10.31	10.31
C	10.41	10.70
D	10.51	10.51
E	10.61	11.04
F	10.71	11.14
G	10.81	10.81
H	10.91	10.91
I	11.01	11.01
J	11.11	11.11
K	11.21	11.21

SECTION IIB. 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	8.25	10.95
202	8.34	11.07
203	8.42	11.22
204	8.51	11.29
205	8.60	11.41
206	8.69	11.53
208	8.87	11.76

JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)

Grade	Range	
302	24,221	28,148
306	26,212	30,461
310	28,066	32,616
312	28,787	33,454

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

Grade	Range	
406	21,504	27,367
408	22,568	28,721
411	24,293	30,919
414	25,338	32,248
415	25,549	32,516
416	26,175	33,312
418	26,804	34,111
420	27,738	35,302
421	28,253	35,957
422	29,052	36,974
423	29,251	37,228
424	29,650	37,735
425	30,049	38,242
427	30,846	39,256
429	32,241	41,034
432	33,837	44,583
435	35,729	48,097

JOB FAMILY: NON-TENURED POSITIONS

Grade	Range	
507	36,231	52,320

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, Indiana, this 27th day of July, 1994.

JIM SHERMAN, President
Bloomington Common Council

ATTEST:

PATRICIA WILLIAMS, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington upon the 28th day of July, 1994.

PATRICIA WILLIAMS, Clerk
City of Bloomington

APPROVED and SIGNED by me upon this 28th day of July, 1994.

TOMILEA ALLISON, Mayor
City of Bloomington

SYNOPSIS

This ordinance, approved by the Utilities Service Board, sets the maximum 1995 salary for all appointed officers and employees of the City of Bloomington Utilities Department.

COMES TO: UTILITIES
CONTROLLER (2)
PERSONNEL (2)
BRAD
LEGAL