PASSED 7-1

ORDINANCE 92-34

SALARY ORDINANCE FOR APPOINTED UTILITIES OFFICERS AND EMPLOYEES

AN ORDINANCE FIXING THE SALARIES OF UTILITIES EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 1993.

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

SECTION I. Pursuant to 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, 1993 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 1993, the employee hired into that position will be paid in accordance with his/her 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	Type	Grade	1993 Pay
Utility Service Board Members				3,824
Blucher Poole	Superintendent		423	36,227
	Plant Service Mechanic		312	31,656
	Solids Handling Specialist		306	27,452
	WW Plant Operator III		K	10.87
	WW Plant Operator II		J	10.77
	WW Plant Operator I		H	10.57
	WW Plant Operator		E	10.27
	MEO II		F	10.37
	MEO I		D	10.17
	Laborer I		B	9.97
	Seasonal Labor			6.18
Dillman Road	Plant Manager		432	43,191
	Chemist		427	31,580
	Superintendent		425	33,698
	Maintenance Coordinator		422	33,673
	Chief Operator		421	34,835
	Chief Operators (2)		421	31,103
	Chief Operator		421	32,347
	Assistant Chemist		416	26,797
	Plant Service Mechanic		312	32,410
	Plant Service Mechanic		312	30,908
	Solids Handling Specialist		306	28,138
	Clerk/Typist		203	9.77
	WW Plant Operator III		K	10.87
	WW Plant Operator II		J	10.77
	WW Plant Operator I		H	10.57
	WW Plant Operator		E	10.27
	Lab Technician II		J	10.77
	Lab Technician I		I	10.67
	MEO III		H	10.57
	MEO II		F	10.37
	MEO I		D	10.17
	Plant Maintenance Mechanic		K	10.87
	Plant Maintenance Helper		G	10.47

	Seasonal Labor			6.18
General	Director		507	50,687
	Assistant Director/Engineering		435	46,596
	Assistant Director/Treatment		435	45,457
	Assistant Director/Finance		435	42,479
	PCB Project Coordinator		432	40,982
	Information Services Manager		429	35,494
	Asst. Information Services Mgr.		425	34,403
	Purchasing Agent		420	33,224
	Accountant		420	32,978
	GIS Coordinator		418	29,507
	Project Engineer		415	29,251
	Customer Service Coordinator		415	30,126
	Project Engineer		415	28,126
	Project Engineer		415	26,157
	Computer Programer		415	28,126
	Computer Programer		415	27,000
	Computer Programer		415	26,157
	Computer Programer		415	26,157
	Computer Programer		415	25,313
	Hardware Technician		415	28,126
	Assistant Purchasing Agent		411	27,813
	Computer Operator		408	24,844
	Utilities Inspector		406	23,673
	Utilities Inspector		406	23,673
	Safety/Security Supervisor		306	29,510
	Associate Account		208	9.86
	Secretary/Director's Office		206	10.39
	Office Manager/Director's Office		206	10.39
	Asst. Customer Service Coord.		205	11.02
	Customer Service Secretary		205	11.05
	Customer Service Secretary		205	10.28
	Account Clerk II/Business Office		204	10.18
	Customer Service Secretary		205	10.28
	Collections Clerk/Business Office		204	10.18
	Purchasing Secretary		204	10.42
	Accounts Payable Clerk/Business Office		204	9.87
	Communication Operator		203	10.58
	Communication Operator		203	10.86
	Communication Operator		203	10.87
	Data Entry Clerk/Customer Service		203	10.07
	Communication Operator (3)	RPT	203	9.77
	Communication Operator (2)	RPT	203	9.37
	Account Clerk I		203	9.77
	Cashier/Customer Service		203	9.78
	Microfilm Clerk		202	9.27
	Account Clerk	RPT	201	9.17
	Cashier	RPT	201	9.17
	Laborer I	RPT	B	9.97
	Custodian	RPT	A	9.87
	Seasonal Labor			6.18
Griffy	Superintendent		423	34,778
	W Plant Operator III		K	10.87
	W Plant Operator I		H	10.57
Monroe	Superintendent		425	37,049
	Plant Service Mechanic		312	30,963
	W Plant Operator III		K	10.87
	W Plant Operator III	RPT	K	10.87
	W Plant Operator II		J	10.77
	W Plant Operator I		H	10.57
	W Plant Operator		E	10.27
	W Plant Operator	TPT	E	10.27
	W Plant Operator	RPT	E	10.27

	Plant Maintenance Mechanic	K	10.87
	Seasonal Labor		6.18
T&D	Superintendent	424	36,557
	Assistant Superintendent (3)	310	31,598
	Assistant Superintendent	310	30,863
	Assistant Superintendent	310	29,394
	Secretary	206	10.91
	Engineering Field Specialist	302	24,859
	Engineering Field Specialist	302	26,635
	Plant Maintenance Mechanic	K	10.87
	MEO II	F	10.80
	MEO II	F	10.37
	MEO I	D	10.17
	Working Foreman	H	10.57
	Water Lineman	H	10.57
	Meter Service Technician II	G	10.64
	Meter Service Technician II	G	10.47
	Meter Service Technician I	E	10.27
	Meter Serviceman	E	10.70
	Meter Reader	C	10.36
	Meter Reader	C	10.07
	Laborer II	D	10.17
	Laborer I	B	9.97

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 new 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 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, 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 L, employees working on the evening or night shift shall receive a twenty-five cent (.25) per hour shift premium. Employees working on a swing shift shall receive a thirty cent (.30) per hour premium.

Treatment Operations: treatment plant operators must maintain a current license for the classification which they hold.

This section does not include certification pay for employees in non-operator

classifications.

Incentive Pay: personnel in the Laboratory, Treatment Operations, Transmission and Distribution, and Meter Services sections who achieve state certification, but are in a non-operator classification shall receive a ten cent (.10) per hour incentive pay premium. These personnel must maintain a current license in order to continue receiving the incentive pay amount.

JOB FAMILY: LABOR, TRADES, AND CRAFTS (LTC)

Grade	Job Title	Pay	Range
A	Custodian	9.87	9.87
B	Laborer I	9.97	9.97
C	Meter Reader	10.07	10.36
D	MEO I	10.17	10.17
D	Laborer II	10.17	10.17
E	WW Plant Operator	10.27	10.27
E	W Plant Operator	10.27	10.27
E	Meter Serviceman	10.27	10.70
E	Meter Service Technician I	10.27	10.27
F	MEO II	10.37	10.80
G	Meter Service Technician II	10.47	10.64
G	Plant Maintenance Helper	10.47	10.47
G	Pump Station Mechanic	10.47	10.47
H	MEO III	10.57	10.57
H	WW Plant Operator I	10.57	10.57
H	W Plant Operator I	10.57	10.57
H	Working Foreman	10.57	10.57
H	Water Lineman	10.57	10.57
I	Lab Technician I	10.67	10.67
J	WW Plant Operator II	10.77	10.77
J	W Plant Operator II	10.77	10.77
J	Lab Technician II	10.77	10.77
J	Crew Leader	10.77	10.77
K	WW Plant Operator III	10.87	10.87
K	W Plant Operator III	10.87	10.87
K	Plant Maintenance Mechanic	10.87	10.87

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.

This section does not include certification pay for employees in non-operator classifications.

Incentive Pay: personnel in the Laboratory, Treatment Operations, General, Transmission and Distribution, and Meter Services sections who achieve state certification, but are in a non-operator classification shall receive a ten cent (.10) per hour incentive pay premium. These personnel must maintain a current license in order to continue receiving the incentive pay amount.

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

Grade	Job Title	Pay	Range
201	Cashier	8.01	10.60
202	Clerk	8.10	10.72
202	Microfilm Clerk	8.10	10.72
203	Accounts Clerk	8.18	10.83
203	Accounts Payable Clerk	8.18	10.83
203	Communication Operator	8.18	10.83
203	Communication Operator	8.18	10.83
203	Communication Operator	8.18	10.83
203	Data Entry Clerk	8.18	10.83
203	Payroll Clerk	8.18	10.83
203	Secretary	8.18	10.83
203	Purchasing Secretary	8.18	10.83
204	Collections Clerk	8.27	10.94
205	Account Clerk	8.35	11.05
205	Assistant Cust Serv Coord	8.35	11.05
205	Customer Service Secretary	8.35	11.05
205	Secretary	8.35	11.05
205	Secretary	8.35	11.05
205	Engineering Technician	8.35	11.05
206	Secretary	8.44	11.17
206	Office Manager	8.44	11.17
208	Associate Account	8.61	11.40

JOB FAMILY: SUPERVISORY,ADMINISTRATION, MANAGERIAL (SAM)

Grade	Job Title	Pay	Range
302	Engineering Field Specialist	23,465	27,269
306	Safety/Security Supervisor	25,394	29,510
306	Solids Handling Specialist	25,394	29,510
310	Assistant Superintendent	27,190	31,598
312	Plant Service Mechanic	27,888	32,410

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

Grade	Job Title	Pay	Range
406	Utilities Inspector	20,833	26,513
408	Computer Operator	21,863	27,825

411	Assistant Purchasing Agent	23,535	29,953
413	Project Engineer/Draftsman	24,347	30,985
414	Customer Service Coordinator	24,548	31,242
415	Project Engineer	24,751	31,501
415	Computer Programmer	24,751	31,501
415	Hardware Technician	24,751	31,501
415	Computer Programmer(PT)	12,656	15,750
416	Assistant Chemist	25,358	32,272
418	GIS Coordinator	25,967	33,047
420	Accountant	26,872	34,200
420	Purchasing Agent	26,872	34,200
421	Chief Operator	27,371	34,835
422	Maintenance Coordinator	28,146	35,820
423	Superintendent	28,338	36,066
424	Superintendent	28,725	36,557
425	Asst. Information Services Mgr.	29,111	37,049
425	Superintendent	29,111	37,049
427	Chemist	29,883	38,031
429	Information Services Mgr.	31,235	39,753
432	PCB Project Coordinator	32,781	41,721
432	Plant Manager	32,781	41,721
432	Business Manager	32,781	41,721
435	Assistant Director	34,614	44,052

JOB FAMILY: NON-TENURED POSITIONS

Grade	Job Title	Pay	Range
507	Director	35,100	50,687

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 23rd day of September, 1992.

Pam Service, President
Bloomington Common Council

ATTEST:

Patricia Williams, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington upon the 24th day of September, 1992

Patricia Williams, Clerk
City of Bloomington

APPROVED AND SIGNED by me on this 24th day of September, 1992

Tomilea Allison, Mayor
City of Bloomington

SYNOPSIS

This ordinance, approved by the Utilities Service Board sets the maximum salaries for Utilities Department employees for 1993.

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Signed copies to:
Controller
Utilities
Personnel
File - 2
Auditor