Passed: 9-0

ORDINANCE 95-33

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 1996

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, 1996 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 1996, 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	1996 Pay
Utility Service Board Members			4,029
Blucher Poole	Superintendent	425	39,598
	Plant Service Mechanic	309	34,492
	Solids Handling Specialist	309	31,482
	MEO II	106	11.23
	Wastewater Plant Operator	105	11.41
	Wastewater Plant Operator	105	11.13
	Wastewater Plant Operator	105	10.85
	MEO I	104	9.55
	Laborer I	102	10.55
	Seasonal Laborer		6.63
Dillman Road	Plant Manager	432	45,965
	Chemist	427	34,983
	Superintendent	423	36,968
	Maintenance Coordinator	422	36,499
	Chief Operator	419	34,424
	Chief Operator	419	37,072
	Chief Operator (2)	419	34,424
	Assistant Chemist	416	30,665
	Plant Service Mechanic	309	34,491
	Plant Service Mechanic	309	32,894
	Solids Handling Specialist	309	31,481
	Secretary	204	22,547
	Plant Maintenance Mechanic	111	11.73
	Plant Maintenance Mechanic	111	11.45
	Lab Technician II	110	11.35
	Lab Technician I	109	12.09
	Lab Technician I	109	11.53
	MEO III	108	9.95
	Plant Maintenance Helper	107	11.61
	Plant Maintenance Helper	107	11.05
	MEO II	106	9.75
	Wastewater Plant Operator	105	11.13
	Wastewater Plant Operator	105	10.85
	MEO I	104	9.55
	Seasonal Laborer		6.63
General	Director	507	53,942
	Assistant Director/Engineering	435	49,588
	Assistant Director/Treatment	435	38,929
	Assistant Director/Finance	435	45,207
	Environmental Project Coord.	432	43,613

Department	Job Title	Pay Grade	1996 Pay
	Assistant Engineer	430	34,628
	Information Services Manager	429	39,285
	Asst. Information Services Mgr	425	38,021
	Purchasing Agent	420	35,357
	Accountant	420	36,396
	GIS Coordinator	418	32,659
	Network Manager	418	31,402
	Systems Manager	418	31,182
	Project Coordinator	415	31,129
	Project Coordinator	415	29,932
	Project Coordinator	415	29,018
	Project Coordinator	415	27,837
	Project Coordinator	415	26,939
	Computer Programmer	415	31,129
	Computer Programmer	415	29,932
	Computer Programmer	415	27,836
	Computer Programmer	415	27,836
	Computer Programmer	415	27,957
	Hardware Technician	415	29,932
	Customer Service Coordinator	414	33,250
	Asst. GIS Coordinator	412	26,057
	Assistant Purchasing Agent	411	30,768
	Computer Operator	408	28,229
	Utilities Inspector	406	27,333
	Utilities Inspector	406	27,333
	Safety/Security Supervisor	306	31,406
	Associate Account	208	23,140
	Secretary/Director's Office	206	23,558
	Office Manager/Director's Office	206	23,025
	Asst. Customer Service Coord.	206	22,984
	Customer Service Secretary	205	21,250
	Customer Service Secretary	205	23,324
	Customer Service Secretary	205	22,755
	Engineering Technician	205	11,034
	Accounting Clerk	204	20,969
	Collections Clerk/Business Office	204	20,969
	Accounts Payable Clerk/Bus Office	204	20,969
	Purchasing Secretary	203	19,157
	Data Entry Clerk/Customer Service	203	22,276
	Communication Operator	203	23,947
	Communication Operator	203	21,609
	Communication Operator	203	24,065
	Communication Operator (2)(RPT)	203	11,138
	Communication Operator (RPT)	203	10,712
	Communication Operator (RPT)	203	10,348
	Account Clerk	203	22,277
	Account Clerk (RPT)	203	14,502
	Microfilm Clerk (RPT)	202	11,035
	Cashier/Customer Service	201	21,184
	Account Clerk (RPT)	201	10,155
	Cashier (RPT)	201	16,380
	Laborer I (2)(RPT)	102	10.55
	Custodian (RPT)	101	10.45
	Seasonal Laborer		6.63
Griffy	Superintendent	423	38,383
	Water Plant Operator	105	11.41
	Water Plant Operator	105	11.13
	Seasonal Laborer		6.63
Lake Lemon	Resident Director	306	29,946
	Patrol Officer (TPT)		12.85
	Weed Harvester (TPT)		10.59
	Gate Attendant/Cashier (TPT)		6.63
	Seasonal Laborer		6.63
Monroe	Superintendent	425	39,430
	Plant Service Mechanic	309	32,954
	Plant Maintenance Mechanic	111	12.01
	Water Plant Operator	105	11.69
	Water Plant Operator	105	11.41
	Water Plant Operator	105	10.85
	Water Plant Operator (RPT)	105	9.65
	Water Plant Operator (TPT)	105	9.65
	Seasonal Laborer		6.63
T & D	Superintendent	430	43,093
	Assistant Superintendent (3)	310	33,628

Job Title	Grade	1996 Pay
Assistant Superintendent	310	32,846
Assistant Superintendent	310	31,282
Engineering Field Specialist	302	29,022
Engineering Field Specialist	302	26,997
Secretary	206	24,133
Secretary	206	24,731
Plant Maintenance Mechanic	111	12.29
Plant Maintenance Mechanic	111	12.01
Plant Maintenance Mechanic	111	11.73
Water Lineman	108	11.15
Working Foreman	108	11.43
MEO II (2)	106	11.79
MEO II	106	11.51
MEO II	106	11.23
MEO II	106	10.95
Meter Serviceman	105	11.69
Meter Serviceman	105	11.41
Meter Serviceman	105	10.85
Meter Service Technician I	105	10.85
MEO I	104	9.55
Laborer II	104	11.03
Laborer II	104	10.75
Meter Reader	103	11.49
Meter Reader	103	10.65
Laborer I	102	10.83

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 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	8.85	11.29
102	8.95	11.39
103	9.05	11.49
104	9.15	11.59
105	9.25	11.69
106	9.35	11.79
107	9.45	11.89
108	9.55	11.99
109	9.65	12.09
110	9.75	12.19
111	9.85	12.29

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	8.51	11.29
202	8.59	11.41
203	8.68	11.51
204	8.78	11.65
205	8.86	11.76
206	8.95	11.88
208	9.14	12.14

JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)

Grade	Range	
302	24,972	29,022
306	27,024	31,406
309	28,410	33,016
310	28,936	33,628

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

Grade	Range	
406	23,128	29,435
408	23,886	30,400
411	25,070	31,907
412	25,478	32,426
414	26,125	33,249
415	26,340	33,524
416	26,985	34,345
418	27,634	35,170
419	28,066	35,720
420	28,597	36,397
422	29,953	38,121
423	30,158	38,382
425	30,980	39,430
427	31,802	40,476
429	33,241	42,307
430	33,859	43,093
432	34,887	45,965
435	36,836	49,588

JOB FAMILY: NON-TENURED POSITIONS

Grade	Range	
507	37,353	53,942

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

SECTION IV. 1. 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.

2. 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.

3. 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, upon this 26 day of July, 1995.

Iris Kiesling

IRIS KIESLING, President
Bloomington Common Council

ATTEST:

Patricia Williams

PATRICIA WILLIAMS, Clerk
City of Bloomington

PRESENTED by me to Mayor of the City of Bloomington, Monroe County, Indiana, upon this 27th day of July, 1995.

Patricia Williams

PATRICIA WILLIAMS, Clerk
City of Bloomington

SIGNED AND APPROVED by me upon this 31st day of July, 1995.

Tomilea Allison

TOMILEA ALLISON, Mayor
City of Bloomington

SYNOPSIS

This ordinance, approved by the Utilities Service Board, sets the maximum 1996 salary for all appointed officers and employees of the City of Bloomington Utilities Department.

Signed copies to:
Personnel
Controller - 2
Utilities