

*passed 8-7 (sabbargh)*

**ORDINANCE 04-21**

**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 2005**

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

SECTION I. Pursuant to Indiana Code § 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 2005 shall be as follows:

For employees not covered by a collective bargaining agreement (non-union), the maximum rates listed below reflect the maximum annual salary for each job grade for a regular full-time employee. These ranges are based on full time hours worked and will be prorated for part-time employees.

For Labor, Trades and Crafts employees, the maximum rates listed below reflect the maximum longevity-based wage rate for each job grade in accordance with the Step Charts contained in the Work Agreement and Memorandum of Understanding between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E.

Where more than one position share the same job title in the department indicated, the number of positions that share the job title is given in parentheses after the job title.

| <u>Department/Job Title</u>            | <u>Grade</u> |
|--|--------------|
| <b><u>Accounting &amp; Finance</u></b> |              |
| Assistant Director - Finance           | 11           |
| Finance Manager                        | 8            |
| Accounting Manager                     | 7            |
| Managerial Accountant                  | 7            |
| Accounts Receivable Coordinator        | 6            |
| Associate Accountant                   | 5            |
| Accounting Clerk                       | 4            |
| Accounts Payable Clerk                 | 4            |
| Payroll Administrator                  | 4            |
| Assistant Accounts Payable Clerk       | 2            |
| Cashier (2)                            | 2            |
| <b><u>Administration</u></b>           |              |
| Director                               | 12           |
| Deputy Director                        | 11           |
| Property Acquisition Specialist        | 10           |
| Office Manager                         | 3            |
| Board Member                           |              |
| <b><u>Blucher Poole</u></b>            |              |
| Superintendent                         | 9            |
| Plant Service Mechanic                 | 5            |
| Solids Handling Specialist             | 5            |
|  | 104/10       |
| Apprentice MEO / Master MEO (2)        | 8            |
| Wastewater Plant Operator (9)          | 106          |
| Laborer (2)                            | 104          |
| <b><u>Customer Relations</u></b>       |              |
| Customer Relations Coordinator         | 4            |
| Customer Relations Representative (3)  | 2            |

|   |        |       |
|---|--------|-------|
| <b><u>Dillman</u></b>                       |        |       |
| Plant Manager                               |        | 9     |
| Superintendent                              |        | 9     |
| Maintenance Coordinator                     |        | 7     |
| Solids Handling Supervisor                  |        | 7     |
| Plant Service Mechanic (2)                  |        | 5     |
| Secretary                                   |        | 2     |
|   | 107/11 |       |
| Plant Maintenance Apprentice / Mechanic (4) |        | 1     |
| Wastewater Plant Operator (10)              |        | 106 * |

|                                      |  |    |
|--------------------------------------|--|----|
| <b><u>Engineering</u></b>            |  |    |
| Assistant Director - Engineering     |  | 11 |
| Capital Projects Manager             |  | 9  |
| Assistant Engineer (2)               |  | 9  |
| Utilities Engineer                   |  | 9  |
| GIS Coordinator                      |  | 7  |
| Senior Project Coordinator (2)       |  | 7  |
| Assistant GIS Coordinator            |  | 6  |
| Project Coordinator (2)              |  | 6  |
| Utilities Inspector (3)              |  | 5  |
| Utilities Technician (2)             |  | 5  |
| Web/Information Manager              |  | 5  |
| Administrative & Project Coordinator |  | 4  |

|  |  |   |
|--|--|---|
| <b><u>Environmental Management</u></b> |  |   |
| Water Quality Coordinator              |  | 7 |
| Environmental Research Technician      |  | 6 |
| Pretreatment Program Coordinator       |  | 5 |
| Communications Operator (8)            |  | 1 |

|                          |  |     |
|--------------------------|--|-----|
| <b><u>Laboratory</u></b> |  |     |
| Chemist                  |  | 8   |
| Lab Technician I (3)     |  | 109 |

|                               |  |     |
|-------------------------------|--|-----|
| <b><u>Meter Services</u></b>  |  |     |
| Assistant Superintendent      |  | 6   |
| Meter Services Representative |  | 2   |
| Meter Technician II           |  | 107 |
| Meter Serviceman (4)          |  | 105 |
| Meter Reader (5)              |  | 103 |

|   |        |     |
|---|--------|-----|
| <b><u>Monroe Plant</u></b>                  |        |     |
| Superintendent                              |        | 9   |
| Plant Service Mechanic                      |        | 5   |
|   | 107/11 |     |
| Plant Maintenance Apprentice / Mechanic (2) |        | 1   |
| Water Plant Operator (10)                   |        | 106 |

|                          |  |     |
|--------------------------|--|-----|
| <b><u>Purchasing</u></b> |  |     |
| Purchasing Manager       |  | 7   |
| Inventory Coordinator    |  | 4   |
| Purchasing Buyer         |  | 4   |
| Working Foreman          |  | 108 |
| Laborer (2)              |  | 104 |

**Transmission & Distribution**

|   |        |
|---|--------|
| Assistant Director T&D                      | 11     |
| Assistant Superintendent (5)                | 6      |
| Engineering Field Technician (4)            | 5      |
| T&D/Meter Operations Coordinator            | 4      |
| Secretary                                   | 3      |
|   | 107/11 |
| Plant Maintenance Apprentice / Mechanic (4) | 1      |
| Lineman (7)                                 | 110    |
|   | 104/10 |
| Apprentice MEO / Master MEO (9)             | 8      |
| Laborer (17)                                | 104    |

\* Wage set for two positions in accordance with Memorandum of Understanding in Regard to the Elimination of the Position of "Chief Operator."

SECTION II A. Job rates and maximum grandfather rates for Labor, Trades and Crafts positions.

Any employee who transfers laterally or is promoted to another position in the Pay Plan shall be paid at the wage for the new position in accordance with the relevant longevity step as determined by the Step Charts contained in the Work Agreement and Memorandum of Understanding between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E. 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 for the relevant step within the job classification to which the employee is demoted. Also, the employee's longevity of service is "carried" to the new position. Internal promotions shall be paid at ninety-five percent (95%) of the salary of the relevant grade and step for the first thirty (30) days after promotion. If the ninety-five percent (95%) payment would result in a loss of pay from the previous position, the employee will receive the pay of the previous position for the initial thirty (30) days after promotion. Employees who transfer to a pay grade below their current pay grade shall be paid at the relevant grade and step for the new position.

Employees whose present rate of pay is higher than indicated by the Step Charts, based on the employee's pay grade and longevity, will not receive a pay cut, but will not receive any increase due to longevity until the step chart for the year in question shows an amount greater than the employee's current wage rate plus any across-the-board increase for the year in question.

In accordance with Article 4 of the Work Agreement and Memorandum of Understanding between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E., employees working on the evening or night shift shall receive forty-two cent (.42) per hour premium. Employees working on a swing shift shall receive a forty-seven cent (.47) per hour premium.

Wastewater Plant Operators who obtain (Class 1) certifications and T&D Linemen who obtain (DS-L) certifications, issued by the State of Indiana, Department of Environmental Management, shall receive an additional forty-five cents (\$.45) per hour. T&D Plant Maintenance Apprentices and Mechanics who obtain Collection System Class II Certifications, issued by the Indiana Water Pollution Control Association, shall receive an additional thirty cents (\$.30) per hour. Wastewater Plant Operators who obtain Class II, Class III, or Class IV license(s) shall receive an additional thirty cents (\$.30) per hour per classification obtained.

Water Plant Operators who qualify as a grade operator in training (O.I.T.) as defined by 327 IAC 8-12-3.2 will receive an additional forty-five cents (\$.45) per hour after one year of service and an additional thirty cents (\$.30) per hour after two years of service. Water Plant Operators who obtain a grade WT 5 certification will receive additional pay in the amount of one dollar and five cents (\$1.05) per hour.

Incentive pay premiums may be awarded for one certification for all union-eligible Utilities Department employees in addition to those licenses recognized above, with the limitations that follow. Wastewater Plant Operators can be recognized financially for a maximum of four certifications total, no more than one of which may be outside of the specific plant operator certifications listed above. Water plant operators can be recognized financially for a maximum of two (2) certifications total; no more than one may be outside the specific plant operator certifications listed above. Any incentive pay premiums other than the amounts listed above shall be thirty cents (\$.30) an hour.

Where an employee is required by Employer to obtain a CDL, he/she will receive twenty cents (\$.20) per hour additional compensation.

The rates shown below for the pay grades and job classifications for Labor, Trades and Crafts positions are the minimum and maximum rates:

LABOR, TRADES AND CRAFTS (LTC)

| <u>GRADE</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------|----------------|----------------|
| 101          | 12.50          | 15.22          |
| 102          | 12.60          | 15.32          |
| 103          | 12.70          | 15.42          |
| 104          | 12.80          | 15.52          |
| 105          | 12.90          | 15.62          |
| 106          | 13.00          | 15.72          |
| 106*         | 13.00          | 22.01          |
| 107          | 13.10          | 15.82          |
| 108          | 13.20          | 15.92          |
| 109          | 13.30          | 16.02          |
| 110          | 13.40          | 16.12          |
| 111          | 13.50          | 16.22          |
| 112          | 14.55          | 17.27          |
| 113          | 15.26          | 17.98          |

SECTION II B. Non-Union Employees.

The minimum and maximum rates listed below reflect the salary ranges for each job grade for a regular full-time employee. These ranges are based on full time hours worked and will be prorated for part-time employees.

Employees whose 2005 salary is higher than the maximum of the salary range due to past merit/market increases shall nonetheless receive their total salary, provided their job resides in Grade 1 through 5.

NON-UNION

| <u>Grade</u>  | <u>Minimum</u> | <u>Maximum</u> |
|---------------|----------------|----------------|
| 1             | 19,082         | 28,868         |
| 2             | 20,804         | 31,205         |
| 3             | 22,674         | 34,010         |
| 4             | 23,877         | 37,346         |
| 5             | 27,127         | 42,429         |
| 6             | 29,831         | 48,672         |
| 7             | 31,021         | 52,819         |
| 8             | 31,763         | 55,259         |
| 9             | 33,954         | 63,057         |
| 10            | 35,615         | 69,135         |
| 11            | 42,350         | 82,208         |
| 12            | 45,262         | 91,897         |
| Board Members |                | 4,279          |

SECTION II C. Salary Increases for Non-Union Employees

Effective January 1, 2005, subject to the maximum salaries set by this ordinance, an increase may be included in non-union employees' base salaries if funds permit. This increase may be some combination of market and merit components.

SECTION II D. All positions which are filled on an ad hoc basis and are of a temporary or seasonal nature. The rates shown below are the maximum rates for employees within the job classifications.

COMMON LAW POSITIONS

| <u>Job Title</u>         | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------|----------------|----------------|
| Administrative Assistant | 5.15           | 12.00          |
| Assistant Counselor      | 5.15           | 5.30           |
| Attendant                | 6.00           | 7.25           |
| Cashier                  | 6.00           | 6.70           |
| Clerical Assistant       | 5.15           | 9.00           |
| Crossing Guard           | 12.00/day      | 18.00/day      |
| Instructor               | 7.00           | 25.00          |
| Intern                   | 5.15           | 12.00          |
| Laborer                  | 6.50           | 13.20          |
| Law Clerk                | 5.15           | 12.00          |
| Leader                   | 5.15           | 12.00          |
| Lifeguard                | 7.25           | 8.50           |
| Manager                  | 7.00           | 9.50           |
| Motor Equipment Operator | 8.00           | 13.60          |
| Specialist               | 5.15           | 25.00          |
| Sports Official          | 10.00          | 25.00          |
| Staff Assistant          | 8.30           | 10.30          |
| Supervisor               | 7.00           | 12.00          |

Section II E. This section applies to Labor, Trades and Crafts (LTC) positions. Effective January 2005, management and employees of the City of Bloomington may design and implement a gainsharing program whereby the City can provide, and the employees can be rewarded for, the highest quality and most cost-effective public service possible for the citizens of Bloomington.

In the event that a gainsharing program is implemented, the terms and application of such program shall be approved by Ordinance of the Bloomington Common Council.

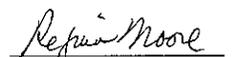
SECTION III. The rates shown as wages and salaries for the positions listed above are maximum rates.

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.

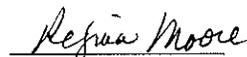
PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 8<sup>th</sup> day of September, 2004.

  
 MICHAEL DIEKHOFF, President  
 Bloomington Common Council

ATTEST:

  
 REGINA MOORE, Clerk  
 City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 8<sup>th</sup> day of September, 2004.

  
 REGINA MOORE, Clerk  
 City of Bloomington

SIGNED and APPROVED by me upon this 8<sup>th</sup> day of SEPTEMBER, 2004.

  
 MARK KRUZAN, Mayor  
 City of Bloomington

SYNOPSIS

This ordinance, approved by the Utilities Service Board, sets the maximum 2005 salary for all appointed officers and employees of the City of Bloomington Utilities Department.

Signed express to:  
legal CS)  
controller  
utilities  
CS

file  
clerk  
CA/CA(2)