(Passed 9-0)

ORDINANCE 02-07

TO AMEND ORDINANCE 01-29 WHICH FIXED THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE CITY OF BLOOMINGTON UTILITIES DEPARTMENT FOR THE YEAR 2002
(Authorizing a Gainsharing Proposal for the Dillman Road Wastewater Treatment Facility)

WHEREAS, the Utilities Department wishes to recognize a pilot gainsharing project undertaken by employees of the Dillman Road Wastewater Treatment Facility; and

WHEREAS, the existing salary ordinance (Ordinance 01-29) requires the terms and application of a gainsharing program be approved by ordinance of the Bloomington Common Council, and a pilot gainsharing project at Dillman Road has been undertaken;

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

SECTION 1. Section II E of Ordinance 01-29 shall be amended by deleting the existing text and amending it to read as follows:

Section II E: This Section applies to employees participating in the Dillman Road Wastewater Treatment Plant Gainsharing Pilot Program (Cost Saving Incentive Program).

The intent of this section is to establish, for any Regular Full–Time and Regular Part-Time employees involved in the Dillman Road Gainsharing Pilot Program, terms and application for the gainsharing program (cost saving incentive program) under the authority of Ind. Code 36-1-13-1 et seq.

Proposal for the specific gainsharing project originated from discussions and consensus among affected members of both labor and management, including union leadership and the Utilities Director. That proposal will be forwarded to the Cost Savings Incentive Committee for action.

Cost Saving Incentive Committee

1. The Cost Saving Incentive Committee is responsible for the fiscal approval and administration of the Gainsharing Program and shall consist of the following representatives:
   (a) The Controller or his/her designee, and
   (b) The Director of Employee Services or his/her designee, and
   (c) One rotating position to be filled by the Director of the Department in which a cost saving measure or suggestion, or an award in connection therewith, is being reviewed by the Committee.

2. The Committee shall meet as needed to review the proposal for cost savings project and to finally approve awards in connection with the measure that has been implemented. The Committee shall meet upon request of the Controller, the Director of Employee Services, the Mayor, or any Department Head.

3. While the Committee may recommend modification of the proposal to the labor-management group from whom the proposal originated, the Committee shall only approve or disqualify the proposal as presented to them.

4. The proposal for the cost savings project brought to the Committee shall contain at least the following information:
   - The recommended practice
   - The existing practice and cost thereof
   - Any costs, including personnel time and materials, necessary to implement the recommended practice
   - Target initiation and completion dates
   - How the results were (will be) tracked and documented
   - Approximate (anticipated) savings
   - Proposed allocation of savings to employees including identification of the employees who will be eligible for same.

5. If the project concerns any division in which a labor/management committee exists, the recommendation of the labor/management committee must accompany the proposal.

6. The Committee may approve or deny the proposal.

7. Following completion of the project, and upon satisfactory proof of actual cost savings as a result of the project, the Committee may approve an award to employees in an amount not to exceed fifty percent (50%) of the total documented cost savings over the project period. Provided, however, the total of all awards payable to any individual employee may not exceed $3,000 per calendar year.

8. A decision of the Cost Saving Incentive Committee under this Section is final and may not be appealed by arbitration or other procedure.

SECTION 3. If any sections, sentence or provision of this Ordinance, or the application thereof to any person or circumstances shall be declared invalid, such invalidity shall not affect any of the other sections, sentences, provisions, or applications of this Ordinance which can be given effect without the invalid provision or application, and to this end the provisions of this Ordinance are declared to be severable.

SECTION 4. This Ordinance shall be in full force and effect from and after its passage by the Common Council of the City of Bloomington and approval of the Mayor.

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 15th day of MAY, 2002.

CHRIS GAAL, 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 16th day of May, 2002.

REGINA MOORE, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 16th day of May, 2002.

JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance amends the Utilities Salary Ordinance for the year 2002 (Ordinance 01-29) at the request of the Utilities and Employee Services departments. In particular, Utilities wishes to proceed with the agreed upon process for determining a gainsharing award to employees participating in the Dillman Road pilot project.

signed copies to:
legal(5) controller file
ES. Utilities CA/CA