Passed: 7-2

ORDINANCE 97-29

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 1998

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

SECTION I. From and after the first day of January, 1998, the salary and pay schedule for the following appointed officers and employees of the City of Bloomington, be fixed as follows:

SALARY SCHEDULE AS PRESENTED BY
MAYOR JOHN FERNANDEZ

TO THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON:

I, the undersigned, John Fernandez, Mayor of the City of Bloomington, Indiana as required by I.C. 36-4-7-3, hereby fix the salaries and pay schedule for the following appointed officers and employees of the City of Bloomington, Indiana, beginning January 1, 1998, and continuing thereafter until duly changed, and request that such salary rates be approved by the Common Council of said city.

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 1998, 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	1998 Pay
Animal	DIRECTOR	421	39,520
	VOLUNTEER PROG. DIRECTOR (RPT)	403	12,248
	ANIMAL SHELTER MGR	304	29,125
	SECRETARY (RPT)	201	17,022
	SECRETARY (RPT)	201	16,302
	ANIMAL CONTROL OFF. (2)	107	12.46
	ANIMAL CONTROL OFFICER	107	11.90
	KENNEL WORKER (2)	103	11.78
	KENNEL WORKER	103	11.50
	KENNEL WORKER (2)	103	10.70
	HUMANE EDUCATION COORD.		8,687
Clerk	DEPUTY CITY CLERK (RPT)	206	11,442
C.A.F.R.	DIRECTOR	505	44,622
	COMMUNITY DEVELOPMENT ANALYST	421	31,756
	ORGANIZATIONAL DEVELOPMENT ANALYST	421	31,756
	COMMUNITY SERVICES DIRECTOR	420	36,028
	MANAGER, CHILD CARE SERVICES	414	31,647
	SPECIAL PROJECTS COORDINATOR	413	32,642
	PROJECT COORDINATOR - BVN	413	31,387
	COMMUNITY PROJECTS COORDINATOR	413	31,387
	CACFP, PROGRAM COORDINATOR	407	26,479
	ACCOUNTS PROCESSOR (RPT)	407	22,208
	ACCOUNTS PROCESSOR	407	28,472
	PROGRAM ASSISTANT - CC	404	25,316
	PROGRAM ASSISTANT - NUT. PROGRAM	404	6,131
	PROGRAM SPECIALIST - CCRR	404	12,262
	PROGRAM ASSISTANT - CC	404	12,262

Department	Job Title	Grade	1998 Pay
	ADMINISTRATIVE ASSISTANT	206	22,884
	SECRETARY	204	24,137
Controller	CITY CONTROLLER	509	51,705
	DEPUTY CONTROLLER	428	44,124
	BUDGET AND RESEARCH MANAGER	425	34,903
	FINANCIAL ANALYST	420	31,178
	ACCOUNT & PROCUREMENT MANAGER	420	34,642
	SYSTEMS MANAGER	411	32,800
	ACCOUNTS PROCESSOR	209	25,348
	ACCOUNTS COORDINATOR	205	23,615
Council	COUNCIL/ADM ATTY	505	44,622
	COUNCIL ASSISTANT	203	11,087
DPW	BOARD MEMBERS		2,100
	DIRECTOR	507	47,060
	ASSISTANT DIRECTOR	426	42,592
	FACILITIES MAINTENANCE	416	34,189
	CONSTITUENT SERVICES	416	31,382
	COMMUNICATIONS OPERATOR	203	24,450
	CLERK TYPIST	202	23,615
	CLERK TYPIST	202	21,986
	MAINTENANCE/CUSTODIAN	107	11.90
	PARKING ENFORCEMENT DIVISION		
	PARKING ENFORCEMENT MANAGER	421	35,286
	PARKING ENFORCEMENT SUPERVISOR	206	26,454
	ACCOUNT CLERK	204	24,721
	ACCOUNT CLERK	204	24,137
	PARKING ENFORCEMENT OFFICER	203	24,450
	PARKING ENFORCEMENT OFFICER (2)	203	23,844
	PARKING ENFORCEMENT OFFICER (2)	203	23,114
	PARKING ENFORCEMENT OFFICER	203	22,174
	PARKING GARAGE TECHNICIAN	203	11,922
	GARAGE ATTENDANT	201	21,736
	GARAGE ATTENDENT		7.00
	CROSSING GUARD		13.00/day
Employee Services	DIRECTOR	505	44,622
	ASSISTANT DIRECTOR	421	31,756
	HEALTH CARE MANAGER	421	32,815
	OFFICE MANAGER	206	25,828
	CLERK TYPIST	201	21,736
	CLERK TYPIST (RPT)	201	10,868
Engineering	DIRECTOR OF ENGINEERING	505	44,622
	DEPUTY CITY ENGINEER	430	42,145
	DEPUTY CITY ENGINEER	430	40,145
	GIS COORDINATOR	418	32,136
	PROJECT INSPECTOR	415	34,461
	PROJECT INSPECTOR	415	29,675
	ASST. GIS COORDINATOR	412	28,702
	ENGINEERING FIELD SPECIALIST	406	28,016
	PERMIT CLERK	208	25,139
	ENGINEERING TECHNICIAN	205	25,557
	TRAFFIC DIVISION		
	TRAFFIC CONTROL SPECIALIST	419	33,998
	ASST TRAFFIC CONTROL SPECIALIST	406	28,016
	CLERK TYPIST(RPT)	202	11,807
	LABORER I (2)	102	11.40
	SEASONAL LABORER		7.50
	SEASONAL LABORER (CDL)		9.00
Fire	FIRE PREVENTION OFFICER	416	35,497

Department	Job Title	Grade	1998 Pay
	SECRETARY	205	25,557
Fleet	OFFICE MANAGER	302	29,499
	SHOP FOREMAN	113	14.90
	MASTER MECHANIC (2)	112	13.63
	MASTER MECHANIC	112	13.35
	APPRENTICE MASTER MECHANIC (2)	109	12.10
H.A.N.D.	DIRECTOR	505	48,193
	NEIGHBORHOOD DEVELOPMENT MANAGER	418	34,476
	HOUSING SERVICES MANAGER	418	31,132
	HOUSING COORDINATOR (2)	413	31,387
	HOUSING COORDINATOR	413	30,130
	HOUSING COORDINATOR	413	29,190
	NEIGHBORHOOD COMPLIANCE OFFICER	409	30,905
	NEIGHBORHOOD COMPLIANCE OFFICER	409	30,582
	NEIGHBORHOOD COMPLIANCE OFFICER	409	29,729
	NEIGHBORHOOD COMPLIANCE OFFICER	409	28,847
	NEIGHBORHOOD COMPLIANCE OFFICER (2)	409	27,347
	OFFICE MANAGER	208	25,765
	SECRETARY	205	24,346
	CLERK TYPIST	202	22,905
	CLERK TYPIST (RPT)	202	13,741
Information Ser.	DIRECTOR	507	50,436
	ASSISTANT MANAGER	429	40,268
	ASSISTANT MANAGER	429	40,268
	SYSTEMS MANAGER	427	38,525
	ASSISTANT MANAGER	425	40,531
	TRAINING MANAGER	420	34,642
	COMPUTER PROGRAMMER	415	33,184
	COMPUTER PROGRAMMER (3)	415	31,908
	HARDWARE TECHNICIAN	415	33,184
	COMPUTER OPERATOR	408	30,092
	PROGRAMMER	408	28,935
	PUBLIC INFORMATION OFFICER	408	26,910
Legal	CORPORATION COUNSEL	511	53,936
	CITY ATTORNEY	435	46,407
	HUMAN RIGHTS DIRECTOR/ATTY (RPT)	433	33,740
	ASSISTANT CITY ATTORNEY	433	44,987
	ASSISTANT CITY ATTORNEY	433	43,256
	ASSISTANT CITY ATTORNEY (RPT)	433	21,628
	LEGAL SECRETARY/PARALEGAL	211	25,917
	SECRETARY	206	25,223
	SECRETARY - HUMAN RIGHTS (RPT)	204	11,212
	RISK MANAGEMENT DIVISION		
	RISK MANAGER	433	41,526
	ASSISTANT CITY ATTORNEY	433	40,229
	DIRECTOR TRAINING & COMM.	416	30,401
	CLAIMS ADMINISTRATOR	208	25,139
Mayor	DEPUTY MAYOR	505	41,499
	ECONOMIC DEVELOPMENT ASST.	435	41,499
	STAFF ASSISTANT	210	26,267
	SECRETARY	206	22,884
Parks	ADMINISTRATOR	507	50,680
	PARK SAFETY DEV. DIRECTOR	432	42,262

Department	Job Title	Grade	1998 Pay
	COMMUNITY SERVICE DIRECTOR	427	38,525
	SPORTS SERVICES DIRECTOR	427	38,525
	PARK & FACILITIES OPER. COORD.	426	40,030
	BUSINESS/PROJECTS MANAGER	419	31,618
	COMM. EVENTS & ARTS MANAGER	417	32,952
	F. SOUTHERN/YOUTH SPORTS MANAGER	417	31,634
	YOUTH SERVICES MANAGER	417	31,634
	COMM. SPORTS AREA MANAGER	417	30,645
	AQUATICS PROGRAM SUPERVISOR	413	32,642
	SEN. SERVICES PROGRAM SUPERVISOR	413	32,642
	BBCC SUPERVISOR	413	31,387
	PBA - PROGRAM SUPERVISOR	413	29,190
	PROGRAM COORDINATOR	407	28,472
	SPORTS COORDINATOR	407	28,472
	NATURAL RESOURCES COORDINATOR	407	27,333
	MARKETING COORDINATOR	407	27,333
	YOUTH SERVICE COORDINATOR	407	27,333
	YOUTH SERVICES COORDINATOR	407	26,479
	PBA - RECREATION EDUCATION COOR.	407	26,479
	PBA - SOCIAL SERVICES COORDINATOR	407	26,479
	SPECIALIST (3)	401	22,144
	SPECIALIST	401	21,430
	SPECIALIST (RPT)	401	11,072
	SPECIALIST (RPT)	401	10,664
	FAC.MAINTENANCE SUPERVISOR	308	38,331
	PARK MAINTENANCE SUPERVISOR	308	34,485
	GOLF COURSE ASSISTANT MANAGER	304	31,098
	GOLF COURSE SUPERINTENDENT	304	32,614
	OFFICE MANAGER	302	28,203
	BOOKKEEPER	208	25,139
	SECRETARY	204	26,225
	SECRETARY	204	24,721
	SECRETARY	204	24,137
	CLERK TYPIST (RPT)	201	17,022
	WORKING FOREMAN	108	12.84
	WORKING FOREMAN(3)	108	12.28
	WORKING FOREMAN	108	12.00
	EQUIP MAINTENANCE MECHANIC	108	12.56
	LABORER II	104	12.44
	LABORER II (2)	104	12.16
	MEO II	106	12.36
	MEO I	104	11.60
	MEO I	104	10.80
	CUSTODIAN	101	11.58
Planning	DIRECTOR	505	49,978
	SPECIAL PROJECTS COORDINATOR	424	19,996
	ZONING MANAGER	421	35,286
	DEVELOPMENT REVIEW MANAGER	418	32,136
	TRANSPORTATION PLANNER	418	32,136
	SENIOR ENVIRONMENTAL PLANNER	413	30,130
	SENIOR LONG-RANGE PLANNER	413	31,387
	ZONING PLANNER	413	29,190
	ZONING COMPLIANCE PLANNER	406	26,056
	TRANSPORTATION PLANNER	406	26,056
	PLANNER	406	25,214
	EXECUTIVE ASSISTANT	205	24,346
	SECRETARY	205	24,346

Department	Job Title	Grade	1998 Pay
Police	EVIDENCE CUSTODIAN	406	26,056
	TELECOMMUNICATION SUPERVISOR	306	33,480
	RECORDS SUPERVISOR	302	29,499
	OFFICE MANAGER	301	28,907
	TELECOMMUNICATOR (3)	211	27,213
	TELECOMMUNICATOR	211	26,565
	TELECOMMUNICATOR (4)	211	25,917
	TELECOMMUNICATOR	211	25,140
	TELECOMMUNICATOR	211	24,103
	RECORDS CLERK	205	25,557
	RECORDS CLERK (2)	205	24,951
	RECORDS CLERK	205	24,346
	RECORDS CLERK (3)	205	23,615
	RECORDS CLERK	205	20,942
	SPECIAL INVESTIGATIONS CLERK	205	26,162
	CUSTODIAN	101	11.30
Public Safety	BOARD MEMBERS		635
	SECRETARY		1,500
Rosehill	URBAN FORESTER	417	35,588
	GENERAL FOREMAN/SEXTON	303	29,559
	MEO II	106	11.80
	MEO I	104	11.88
	LABORER II	104	11.60
	LABORER I	102	11.40
Sanitation	DIRECTOR	315	38,332
	ASSISTANT DIRECTOR	306	32,701
	CREW LEADER	110	12.48
	MEO II	106	12.08
	MEO II (6)	106	11.80
	MEO II (4)	106	11.00
	MEO I	104	12.44
	LABORER I	102	11.96
	LABORER I	102	11.68
	LABORER I (2)	102	11.40
	LABORER I	102	10.60
	LABORER (RPT)		7.89
	LABORER (TPT)		7.50
Street	STREET SUPERINTENDENT	315	38,332
	ASSISTANT STREET SUPERINTENDENT	310	32,680
	SIDEWALK SUPERVISOR	306	31,144
	ACCOUNT CLERK	206	24,596
	CLERK TYPIST	202	21,986
	CREW LEADER	110	13.04
	MEO III	108	12.84
	MEO III (3)	108	12.28
	MEO III	108	10.80
	WORKING FOREMAN(2)	108	12.28
	MEO II (3)	106	12.64
	MEO I (3)	104	12.44
	MEO I (4)	104	12.16
	MEO I	104	11.88
	LABORER II	104	11.88
	LABORER I	102	11.96
	LABORER I (3)	102	11.68
	LABORER I (2)	102	11.40
	SEASONAL LABORER		7.50
	SEASONAL LABORER (WITH CDL)		9.00

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:

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 101-113, 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. Also, employees working in the Police Department as dispatchers and clerks shall receive a twenty-five cent (.25) per hour premium shift differential for working the evening shift.

JOB FAMILY: LABOR, TRADES AND CRAFTS (LTC)

Grade	Range	
101	9.70	12.14
102	9.80	12.24
103	9.90	12.34
104	10.00	12.44
105	10.10	12.54
106	10.20	12.64
107	10.30	12.74
108	10.40	12.84
109	10.50	12.94
110	10.60	13.04
111	10.70	13.14
112	11.75	14.19
113	12.46	14.90

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 for a regular full-time employee. These ranges may be adjusted based on the hours worked of a part-time employee. 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 Employee Services 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.

Employees working in the Housing and Neighborhood Development, Public Works or Fire Departments as Fire Prevention Officers, Neighborhood Compliance Officers and Facility Maintenance shall receive $500/year for each certification held up to a maximum amount of $1,500/year or three certifications. This certification pay shall be in addition to the salary range listed for the job classification. Employees shall only be entitled to this pay upon completion of the probationary period of employment.

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

Grade	Range	
201	9.08	12.04
202	9.16	12.16
203	9.25	12.28
204	9.36	12.56
205	9.45	12.53
206	9.54	12.67
207	9.64	12.79
208	9.74	12.94
209	9.84	13.05
210	9.94	13.19
211	20,992	27,861

JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)

Grade	Range	
301	26,088	30,318
302	26,621	30,938
303	27,342	31,777
304	28,064	32,614
305	28,436	33,048
306	28,808	33,480
307	29,161	33,890
308	29,673	38,331
309	30,286	35,196
310	30,847	35,848
311	31,245	36,310
312	31,638	36,768
313	32,088	37,291
314	32,535	37,812
315	32,983	38,332

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

Grade	Range	
401	20,954	26,668
402	21,704	27,624
403	22,455	28,579
404	23,206	29,534
405	23,957	30,490
406	24,654	31,379
407	25,056	31,889
408	25,463	32,407
409	25,877	32,934
410	26,298	33,469

411	26,725	34,014
412	27,160	34,566
413	27,621	35,153
414	27,849	35,444
415	28,079	35,737
416	28,766	36,613
417	28,998	36,906
418	29,459	37,492
419	29,918	38,078
420	30,484	38,800
421	31,051	39,520
422	31,930	40,638
423	32,149	40,916
424	32,586	41,473
425	33,025	42,033
426	33,464	42,592
427	33,902	43,149
428	34,668	44,124
429	35,436	45,101
430	36,094	45,938
431	36,751	46,774
432	37,190	47,333
433	38,066	48,447
434	38,505	49,008
435	39,268	49,978

JOB FAMILY: NON-TENURED POSITIONS

Grade	Range	
501	35,346	45,101
502	36,312	46,216
503	37,190	47,333
504	38,066	48,447
505	39,268	49,978
506	39,544	50,328
507	39,819	50,680
508	40,975	52,149
509	42,129	53,619
510	43,039	54,776
511	43,948	55,935

SECTION IIC. 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.

JOB FAMILY: COMMON LAW EMPLOYEES

Job Title		Range
CLERICAL ASSISTANT	5.15	8.00
INTERN	5.15	8.00
ADMIN. ASSISTANT	5.15	10.00
LAW CLERK	5.15	8.00
ATTENDANT	5.15	5.85
INSTRUCTOR	5.15	6.00

LEADER/LABORER	5.50	6.00
LIFEGUARDS	5.50	6.00
SUPERVISOR	6.50	7.20
STAFF ASSISTANT	7.25	8.00
SPECIALIST	7.00	25.00
CITS/INTERNS	2.75	5.15
CITs/INTERNS	$10/day	$40/day

SECTION IID. This section covers all positions which are filled under a contractual agreement with the employee and the city to provide employment services. These positions shall be non-tenured. The rate shown is the maximum rate for employee(s) within the job classification(s) listed.

GOLF COURSE MANAGER 42,684

SECTION IIE. 1. To assist in the recruitment and retention in the positions of City Engineer, Deputy City Engineer, Assistant Utilities Director/Operations, Assistant Utilities Director/Engineer, Assistant Engineer/Utilities or 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 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, this 10th day of September, 1997.

Anthony Pizzo

ANTHONY PIZZO, President
Bloomington Common Council

ATTEST:

Patricia Williams

PATRICIA WILLIAMS, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, upon this 10th day of September, 1997.

Patricia Williams

PATRICIA WILLIAMS, Clerk
City of Bloomington

THIS ORDINANCE was approved and signed by me on this 10 day of September, 1997.

JF Fernandez

JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum 1998 salary for all appointed officers and employees of the City of Bloomington.

Signed copies to:
Controller
Personnel
Clerk