Passed: 8-0

ORDINANCE 93-36

SALARY ORDINANCE FOR APPOINTED UTILITIES OFFICERS AND EMPLOYEES

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 1994.

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, 1994 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 1994, the employee hired into that position will be paid in accordance with their 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	Grade	1994 Pay
Utility Service Board Members			3,824
Blucher Poole	Superintendent	423	36,589
	Plant Service Mechanic	312	32,734
	Solids Handling Specialist	306	27,907
	MEO II	F	10.48
	Wastewater Plant Operator	E	10.38
	MEO I	D	10.28
	Laborer I	B	10.08
	Seasonal Laborer		6.29
Dillman Road	Plant Manager	432	43,623
	Chemist	427	32,102
	Superintendent	425	34,035
	Maintenance Coordinator	422	34,009
	Chief Operator	421	35,183
	Chief Operator	421	31,414
	Chief Operator	421	32,670
	Chief Operator	421	32,091
	Assistant Chemist	416	27,939
	Plant Service Mechanic	312	32,734
	Plant Service Mechanic	312	31,217
	Solids Handling Specialist	306	28,419
	Secretary	204	18,387
	Plant Maintenance Mechanic	K	10.98
	Lab Technician II	J	10.88
	Lab Technician I	I	10.78
	MEO III	H	10.68
	Plant Maintenance Helper	G	10.58
	MEO II	F	10.48
	Wastewater Plant Operator	E	10.38
	MEO I	D	10.28
	Seasonal Laborer		6.29
General	Director	507	51,194
	Assistant Director/Engineering	435	47,062
	Assistant Director/Treatment	435	45,912
	Assistant Director/Finance	435	42,904
	PCB Project Coordinator	432	41,392

Department	Job Title	Pay Grade	1994 Pay
	Business Manager	432	33,860
	Information Services Manager	429	36,010
	Asst. Information Services Mgr	425	34,956
	Purchasing Agent	420	33,557
	Accountant	420	33,308
	GIS Coordinator	418	30,329
	Network Manager	418	28,609
	Systems Manager	418	28,452
	Project Engineer	415	29,544
	Project Engineer	415	28,407
	Project Engineer	415	26,621
	Project Engineer	415	25,566
	Computer Programmer	415	28,885
	Computer Programmer	415	27,979
	Computer Programmer	415	26,419
	Hardware Technician	415	28,407
	Customer Service Coordinator	414	31,554
	Assistant Purchasing Agent	411	28,278
	Computer Operator	408	25,092
	Utilities Inspector	406	23,910
	Utilities Inspector	406	24,209
	Safety/Security Supervisor	306	29,805
	Associate Account	208	21,176
	Secretary/Director's Office	206	22,360
	Office Manager/Director's Office	206	21,820
	Asst. Customer Service Coord.	205	23,213
	Customer Service Secretary	205	18,575
	Customer Service Secretary	205	22,132
	Customer Service Secretary	205	21,590
	Accounting Clerk	204	21,382
	Collections Clerk/Business Office	204	19,885
	Accounts Payable Clerk/Bus Office	204	20,737
	Purchasing Secretary	203	21,939
	Data Entry Clerk/Customer Service	203	21,154
	Communication Operator	203	22,734
	Communication Operator	203	22,817
	Communication Operator	203	22,839
	Communication Operator (2)(RPT)	203	10,578
	Communication Operator (RPT)	203	9,686
	Communication Operator (RPT)	203	9,839
	Account Clerk	203	21,153
	Microfilm Clerk (RPT)	202	9,006
	Cashier/Customer Service	201	17,826
	Account Clerk (RPT)	201	9,942
	Cashier (RPT)	201	15,070
	Laborer I (2)(RPT)	B	10.08
	Custodian (RPT)	A	9.98
	Seasonal Laborer		6.29
Griffy	Superintendent	423	35,126
	Water Plant Operator	E	10.38
Monroe	Superintendent	425	37,419
	Plant Service Mechanic	312	31,272
	Plant Maintenance Mechanic	K	10.98
	Water Plant Operator	E	10.38
	Water Plant Operator (RPT)	E	10.38
	Water Plant Operator (TPT)	E	10.38
	Seasonal Laborer		6.29
T & D	Superintendent	424	36,923
	Assistant Superintendent (3)	310	31,914
	Assistant Superintendent	310	31,172
	Assistant Superintendent	310	29,689
	Engineering Field Specialist	302	25,108
	Engineering Field Specialist	302	26,901
	Secretary	206	22,900
	Account Clerk	203	20,159
	Plant Maintenance Mechanic	K	10.98
	Water Lineman	H	10.68
	Working Foreman	H	10.68
	MEO II	F	10.91
	MEO II	F	10.48
	Meter Serviceman	E	10.81

Job Title	Grade	1994 Pay
Meter Service Technician I	E	10.38
Meter Serviceman	E	10.38
MEO I	D	10.28
Laborer II	D	10.28
Meter Reader	C	10.47
Meter Reader	C	10.18
Laborer I	B	10.08

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 the letter-designated pay grades A through K, 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	
A	9.98	9.98
B	10.08	10.08
C	10.18	10.47
D	10.28	10.28
E	10.38	10.81
F	10.48	10.91
G	10.58	10.58
H	10.68	10.68
I	10.78	10.78
J	10.88	10.88
K	10.98	10.98

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	8.07	10.71
202	8.16	10.83
203	8.24	10.98
204	8.33	11.05
205	8.41	11.16
206	8.50	11.28
208	8.68	11.51

JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)

Grade	Range	
302	23,700	27,542
306	25,648	29,805
310	27,462	31,914
312	28,167	32,734

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

Grade	Range	
406	21,041	26,778
408	22,082	28,103
411	23,770	30,253
414	24,793	31,554
415	24,999	31,816
416	25,612	32,595
418	26,227	33,377
420	27,141	34,542
421	27,645	35,183
422	28,427	36,178
423	28,621	36,589
424	29,012	36,923
425	29,402	37,419
427	30,182	38,411
429	31,547	40,151
432	33,109	43,623
435	34,960	47,062

JOB FAMILY: NON-TENURED POSITIONS

Grade	Range	
507	35,451	51,194

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 28th day of July, 1993.

JACK W. HOPKINS, President
Bloomington Common Council

ATTEST:

Patricia Williams
PATRICIA WILLIAMS, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington upon the 29th day of July, 1993.

Patricia Williams
PATRICIA WILLIAMS, Clerk
City of Bloomington

THIS ORDINANCE was Approved and Signed by me on this 29th day of July, 1993.

Tomilea Allison
TOMILEA ALLISON, Mayor
City of Bloomington

SYNOPSIS

This ordinance, approved by the Utilities Service Board, sets the maximum 1994 salary for all appointed officers and employees of the City of Bloomington Utilities Department.

Signed copies to:
Utilities
Personnel
Controller - 2