Passed: 6-2
(Banach/Young)
Sherman absent

ORDINANCE 96-33

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 1997

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, 1997, 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, 1997, 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 1997, 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	1997 Pay
Animal	DIRECTOR	421	38,184
	VOLUNTEER PROG. DIRECTOR (RPT)	403	11,464
	ANIMAL SHELTER MGR	304	30,779
	SECRETARY (RPT)	201	14,703
	SECRETARY (RPT)	201	13,023
	ANIMAL CONTROL OFF. (2)	107	12.01
	ANIMAL CONTROL OFFICER	107	11.45
	KENNEL WORKER (2)	103	11.33
	KENNEL WORKER (2)	103	11.05
	KENNEL WORKER	103	9.85
	HUMANE EDUCATION COORD.		8,393
Clerk	DEPUTY CITY CLERK (RPT)	206	11,055
Controller	CITY CONTROLLER	509	49,957
	DEPUTY CONTROLLER	426	41,152
	BUDGET AND RESEARCH MANAGER	418	30,080
	ACCOUNTS MANAGER	418	32,344
	PAYROLL MANAGER	409	30,684
	ACCOUNT COORDINATOR	206	23,761
	CLERK TYPIST	201	21,924
Council	COUNCIL/ADM ATTY	505	43,114
	SECRETARY	203	9,907
DPW	BOARD MEMBERS		2,100
	DIRECTOR	507	45,469

Department	Job Title	Grade	1997 Pay
	ASSISTANT DIRECTOR	426	41,152
	FACILITIES MAINTENANCE	416	33,084
	CONSTITUENT SERVICES	416	29,373
	SECRETARY	206	23,761
	CLERK TYPIST	202	22,821
	COMMUNICATIONS OPERATOR	203	23,615
	MAINTENANCE/CUSTODIAN	107	11.45
	PARKING ENFORCEMENT DIVISION		
	PARKING ENFORCEMENT MANAGER	421	34,093
	PARKING ENFORCEMENT SUPERVISOR	206	25,557
	ACCOUNT CLERK	204	23,886
	ACCOUNT CLERK	204	23,322
	PARKING ENFORCEMENT OFFICER	203	23,615
	PARKING ENFORCEMENT OFFICER	203	23,030
	PARKING ENFORCEMENT OFFICER (2)	203	22,341
	PARKING ENFORCEMENT OFFICER (3)	203	21,422
	PARKING GARAGE TECHNICIAN	203	22,341
	CROSSING GUARD		13.00/day
	PARKING GARAGE ATTENDANT		7.25
	PARKING GARAGE ATTENDANT (2)		6.49
	LABORER (TPT)		7.00
	CODE ENFORCEMENT DIVISION		
	CODE ENFORCEMENT MANAGER	426	41,152
	CHIEF BUILDING OFFICER	416	33,084
	CODE ENFORCEMENT OFFICER	415	31,829
	BUILDING INSPECTOR	406	27,486
	BUILDING INSPECTOR	406	25,986
	ELECTRICAL INSPECTOR	406	26,675
	CODE ENFORCEMENT INSPECTOR	406	26,175
	CODE ENFORCEMENT INSPECTOR (2)	406	27,486
	CODE ENFORCEMENT INSPECTOR	406	28,152
	CODE ENFORCEMENT INSPECTOR	406	26,675
	CODE ENFORCEMENT INSPECTOR	406	25,986
	SECRETARY	204	23,322
	CLERK TYPIST	202	10,617
Engineering	CITY ENGINEER	505	43,114
	DEPUTY CITY ENGINEER	430	39,630
	DEPUTY CITY ENGINEER	430	38,856
	GIS COORDINATOR	418	31,050
	PROJECT INSPECTOR	415	33,296
	PROJECT INSPECTOR	415	28,672
	ASST. GIS COORDINATOR	412	29,820
	ENGINEERING FIELD SPECIALIST	302	27,806
	PERMIT CLERK	206	23,761
	ENGINEERING TECHNICIAN	205	24,701
	TRAFFIC DIVISION		
	TRAFFIC CONTROL SPECIALIST	419	31,535
	ASST TRAFFIC CONTROL SPECIALIST	406	25,986
	CLERK TYPIST	202	11,410
	LABORER I (2)	102	10.95
	SEASONAL LABORER		7.50
	SEASONAL LABORER (CDL)		9.00
Fire	CHIEF BUILDING OFFICER	416	33,084
	SECRETARY	205	24,701
Fleet	OFFICE MANAGER	302	28,502
	SHOP FOREMAN	113	14.45
	MASTER MECHANIC (2)	112	13.18
	MASTER MECHANIC	112	12.90

Department	Job Title	Grade	1997 Pay
	APPRENTICE MASTER MECHANIC (2)	109	11.65
Comm. Resources	DIRECTOR	505	41,794
	ASSISTANT DIRECTOR	417	31,838
	PROJECT DIRECTOR/NUTRITION	413	29,112
	PROJECT DIRECTOR/CHILD CARE	413	30,326
	PROJECT COORDINATOR	411	30,516
	PROJECT COORDINATOR/VOLUNTEER SERVICES (RPT)	411	22,007
	ACCOUNTS PROCESSOR (RPT)	407	17,881
	PROGRAM ASSISTANT/CHILD CARE	404	22,294
	PROGRAM ASSISTANT/CHILD CARE (RPT)	404	12,230
	PROGRAM ASSISTANT/NUTRITION (RPT)	404	12,230
	SECRETARY	205	23,531
	SECRETARY	204	23,322
	NUTRITION SITE MANAGER		6.10
	NUTRITION DELIVERY DRIVER		6.00
Legal	CORPORATION COUNSEL	511	52,113
	CITY ATTORNEY	435	44,838
	HUMAN RIGHTS DIRECTOR/ATTY (RPT)	433	31,345
	ASSISTANT CITY ATTORNEY	433	41,794
	ASSISTANT CITY ATTORNEY	433	40,122
	ASSISTANT CITY ATTORNEY (RPT)	433	20,897
	LEGAL SECRETARY/PARALEGAL	211	24,290
	SECRETARY	206	24,366
	SECRETARY - HUMAN RIGHTS (RPT)	204	10,836
	RISK MANAGEMENT DIVISION		
	RISK MANAGER	433	41,794
	ASSISTANT CITY ATTORNEY	433	41,794
	DIRECTOR TRAINING & COMM.	416	14,214
	ACCOUNT CLERK	206	23,761
Mayor	DEPUTY MAYOR	503	37,975
	ECONOMIC DEVELOPMENT ASST.	435	40,096
	STAFF ASSISTANT	210	25,377
	SECRETARY	206	23,059
Parks	ADMINISTRATOR	507	48,967
	DIRECTOR OF SAFETY/DEVELOPMENT	432	39,199
	DIVISION DIRECTOR	427	37,223
	DIVISION DIRECTOR	427	37,223
	MAINTENANCE OPERATIONS COORD.	426	38,677
	AREA MANAGER	417	29,609
	AREA MANAGER	417	30,565
	AREA MANAGER	417	30,565
	AREA MANAGER	417	31,838
	PROJECT MANAGER	416	31,584
	PROGRAM SUPERVISOR	413	31,539
	PROGRAM SUPERVISOR	413	30,326
	PROGRAM SUPERVISOR	413	30,326
	PROGRAM SUPERVISOR	413	28,203
	MARKETING COORDINATOR	407	25,584
	PROGRAM COORDINATOR	407	25,584
	SPORTS COORDINATOR	407	26,409
	PLAY PROGRAM COORDINATOR	407	26,409
	PROGRAM COORDINATOR	407	27,510
	PROGRAM COORDINATOR	407	25,584
	GRANT PROGRAM COORDINATOR (2)	407	25,584
	SPECIALIST	401	22,087
	SPECIALIST (3)	401	21,396

Department	Job Title	Grade	1997 Pay
	MAINTENANCE SUPERVISOR	308	33,319
	MAINTENANCE SUPERVISOR	308	37,035
	GOLF COURSE ASSISTANT MANAGER	304	30,047
	GOLF COURSE SUPERINTENDENT	304	31,512
	OFFICE MANAGER	302	27,250
	BOOKKEEPER	210	24,763
	SECRETARY	205	23,531
	SECRETARY	205	24,116
	CLERK TYPIST (RPT)	201	10,502
	WORKING FOREMAN	108	12.39
	WORKING FOREMAN	108	11.83
	WORKING FOREMAN	108	11.55
	EQUIP MAINTENANCE MECHANIC	108	12.11
	LABORER II	104	11.99
	LABORER II	104	11.71
	LABORER II	104	11.43
	MEO I	104	10.35
	MEO I	104	11.15
	MEO I	104	11.43
	CUSTODIAN	101	11.13
Employee Services	DIRECTOR	505	41,794
	HEALTH CARE MANAGER	421	31,706
	DIRECTOR TRAINING & COMM.	416	14,214
	OFFICE MANAGER	206	24,366
	CLERK TYPIST	201	21,422
	CLERK TYPIST (RPT)	201	9,709
Planning	DIRECTOR	505	48,288
	ASSISTANT DIRECTOR	429	40,463
	ZONING/DEV. COORDINATOR	418	32,344
	ZONING PLANNER	413	29,112
	TRANSPORTATION PLANNER	413	28,203
	ZONING PLANNER	411	27,289
	ZONING PLANNER	411	28,169
	TRANSPORTATION PLANNER	406	25,175
	ZONING COMPLIANCE OFFICER	406	26,175
	SECRETARY (2)	209	24,492
Police	EVIDENCE CUSTODIAN	406	24,362
	TELECOMMUNICATION SUPERVISOR	306	32,348
	RECORDS SUPERVISOR	302	27,806
	OFFICE MANAGER	301	27,930
	TELECOMMUNICATOR (2)	211	25,041
	TELECOMMUNICATOR (3)	211	26,293
	TELECOMMUNICATOR (3)	211	24,290
	TELECOMMUNICATOR	211	25,667
	TELECOMMUNICATOR	211	23,288
	RECORDS CLERK	205	24,701
	RECORDS CLERK (2)	205	24,116
	RECORDS CLERK	205	23,531
	RECORDS CLERK	205	22,821
	RECORDS CLERK (2)	205	21,882
	SPECIAL INVESTIGATIONS CLERK	205	25,285
	CUSTODIAN	101	10.85
Public Safety	BOARD MEMBERS		614
	SECRETARY		1,500
Redevelopment	DIRECTOR	505	45,137
	REDEVELOPMENT SPECIALIST	413	32,751
	REDEVELOPMENT SPECIALIST (3)	413	30,326
	REDEVELOPMENT SPECIALIST	413	29,112

Department	Job Title	Grade	1997 Pay
	SECRETARY/ACCOUNT CLERK	205	24,116
	CLERK TYPIST (RPT)	201	18,635
Rosehill	CITY LANDSCAPER	419	34,164
	GENERAL FOREMAN/SEXTON	303	28,560
	MEO II	106	11.35
	MEO I	104	11.43
	LABORER I	102	10.95
	SEASONAL LABORER II		8.00
	SEASONAL LABORER I		6.50
Sanitation	DIRECTOR	315	37,036
	ASSISTANT DIRECTOR	306	31,596
	CREW LEADER	110	12.03
	MEO II	106	12.19
	MEO II	106	11.35
	MEO II	106	10.55
	MEO I	104	11.99
	LABORER I	102	11.51
	LABORER I	102	11.23
	LABORER I	102	10.95
	LABORER I	102	10.15
	LABORER (RPT)		7.62
	LABORER (TPT)		6.85
Street	STREET SUPERINTENDENT	315	37,036
	ASSISTANT STREET SUPERINTENDENT	310	30,931
	SIDEWALK SUPERVISOR	306	29,489
	ACCOUNT CLERK	206	23,761
	CLERK TYPIST	202	21,234
	CREW LEADER	110	12.59
	MEO III	108	12.39
	MEO III	108	11.83
	MEO III	108	11.75
	WORKING FOREMAN	108	11.83
	WORKING FOREMAN	108	11.55
	MEO II	106	12.19
	MEO I	104	11.99
	MEO I	104	11.71
	MEO I	104	11.43
	LABORER II	104	11.43
	LABORER I	102	11.23
	LABORER I	102	10.95
	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:

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 101-113, 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	9.25	11.69
102	9.35	11.79
103	9.45	11.89
104	9.55	11.99
105	9.65	12.09
106	9.75	12.19
107	9.85	12.29
108	9.95	12.39
109	10.05	12.49
110	10.15	12.59
111	10.25	12.69
112	11.30	13.74
113	12.01	14.45

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 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.

Employees working in the Code Enforcement Division, Public Works or Fire Department as Code Enforcement Inspectors, Chief Building Officials and Code Enforcement Officers, Plumbing/Mechanical Inspector, Building Inspector, Electrical Inspector, Facility Maintenance shall receive $500/year for each code inspector 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	8.77	11.63
202	8.85	11.75
203	8.94	11.86
204	9.04	12.00
205	9.13	12.11
206	9.22	12.24
207	9.31	12.36
208	9.41	12.50
209	9.51	12.61
210	9.60	12.74
211	20,283	26,919

JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)

Grade	Range	
301	25,206	29,293
302	25,721	29,892
303	26,418	30,703
304	27,115	31,512
305	27,475	31,931
306	27,834	32,348
307	28,175	32,744
308	28,670	37,035
309	29,262	34,006
310	29,804	34,636
311	30,189	35,083
312	30,569	35,525
313	31,003	36,030
314	31,435	36,534
315	31,868	37,036

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

Grade	Range	
401	20,246	25,767
402	20,971	26,690
403	21,696	27,613
404	22,422	28,536
405	23,147	29,459
406	23,821	30,318
407	24,209	30,811
408	24,602	31,312
409	25,002	31,821
410	25,409	32,338
411	25,822	32,864
412	26,242	33,398
413	26,687	33,965
414	26,908	34,246
415	27,130	34,529
416	27,794	35,375
417	28,018	35,658
418	28,463	36,225
419	28,907	36,791
420	29,454	37,488

421	30,001	38,184
422	30,851	39,264
423	31,062	39,533
424	31,485	40,071
425	31,909	40,612
426	32,333	41,152
427	32,756	41,690
428	33,496	42,632
429	34,238	43,576
430	34,874	44,385
431	35,509	45,193
432	35,933	45,733
433	36,779	46,809
434	37,203	47,351
435	37,941	48,288

JOB FAMILY: NON-TENURED POSITIONS

Grade	Range	
501	34,238	43,576
502	35,085	44,654
503	35,933	45,733
504	36,779	46,809
505	37,941	48,288
506	38,207	48,627
507	38,743	48,967
508	39,590	50,386
509	40,705	51,806
510	41,584	52,924
511	42,462	54,044

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
ON-SITE MARKET COORDINATOR	1,793	2,090
LAW CLERK	5.15	8.00
ATTENDANT	5.15	5.85
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	$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 41,241

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 18 day of September, 1996.

Patricia Cole

PATRICIA COLE, Vice 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 20 day of September, 1996.

Patricia Williams

PATRICIA WILLIAMS, Clerk
City of Bloomington

THIS ORDINANCE was approved and signed by me on this 20 day of September, 1996.

JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum 1997 salary for all appointed officers and employees of the City of Bloomington.

Signed copies to:
Controller - 2
Brad Underwood
Personnel (Employee Assistance)