Passed: 8-0

Sherman absent

ORDINANCE 96-34

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 1997

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

SECTION I. Pursuant to I.C. 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, 1997 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 1997, 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	1997 Pay
Utility Service Board Members			4,150
Blucher Poole	Superintendent	425	40,612
	Plant Service Mechanic	309	35,525
	Solids Handling Specialist	309	32,425
	MEO II	106	11.63
	Wastewater Plant Operator	105	11.81
	Wastewater Plant Operator	105	11.53
	Wastewater Plant Operator	105	11.25
	MEO I	104	9.95
	Laborer I	102	10.95
	Seasonal Laborer		6.83
Dillman Road	Plant Manager	432	47,343
	Chemist	427	37,223
	Superintendent	423	38,077
	Maintenance Coordinator	422	37,862
	Chief Operator	419	35,477
	Chief Operator	419	38,184
	Chief Operator	419	35,456
	Chief Operator	419	29,565
	Assistant Chemist	416	31,584
	Plant Service Mechanic	309	35,525
	Plant Service Mechanic	309	33,879
	Solids Handling Specialist	309	29,736
	Secretary	204	23,886
	Plant Maintenance Mechanic	111	12.41
	Plant Maintenance Mechanic	111	11.85
	Lab Technician II	110	11.75
	Lab Technician I	109	12.49
	Lab Technician I	109	11.93
	MEO III	108	10.35
	Plant Maintenance Helper	107	12.01
	Plant Maintenance Helper	107	10.25
	MEO II	106	10.15
	Wastewater Plant Operator	105	11.81
	Wastewater Plant Operator	105	11.53
	Wastewater Plant Operator	105	11.25
	Wastewater Plant Operator	105	10.05
	MEO I	104	9.95
	Seasonal Laborer		6.83
General	Director	507	55,354
	Assistant Director/Engineering	435	45,114
	Assistant Director/Treatment	435	51,075
	Assistant Director/Finance	435	43,114
	Environmental Project Coord.	432	45,733

Department	Job Title	Pay Grade	1997 Pay
	Deputy Engineer	430	40,856
	Information Services Manager	429	40,463
	Business Manager	428	39,587
	Asst. Information Services Mgr	425	39,161
	Water Quality Coordinator	423	39,533
	Assistant Manager (2)	423	35,298
	Accountant	420	37,488
	Training Manager	420	30,124
	GIS Coordinator	418	30,080
	Systems Manager	418	31,050
	Purchasing Agent	415	33,296
	Project Coordinator	415	34,529
	Project Coordinator	415	33,296
	Project Coordinator (2)	415	32,062
	Senior Project Coordinator	423	35,561
	Computer Programmer	415	32,062
	Computer Programmer	415	30,829
	Computer Programmer	415	29,597
	Computer Programmer	415	29,597
	Hardware Technician	415	30,829
	Customer Service Coordinator	414	34,246
	Asst. GIS Coordinator	412	26,838
	Asst. Purchasing Agent	411	27,289
	Computer Operator	408	29,075
	Computer Operator	408	27,957
	Information Manager	408	25,161
	Utilities Inspector	406	28,152
	Utilities Inspector	406	28,152
	Safety/Security Supervisor	306	28,285
	Engineering Field Specialist	302	13,903
	Associate Account	208	22,592
	Secretary/Director's Office	206	24,366
	Office Manager/Director's Office	206	24,366
	Asst. Customer Service Coord.	206	24,366
	Customer Service Secretary	205	21,882
	Customer Service Secretary	205	21,882
	Customer Service Secretary	205	20,233
	Accounting Clerk	204	21,673
	Collections Clerk/Business Office	204	22,613
	Accounts Payable Clerk/Bus Office	204	23,322
	Purchasing Secretary	203	21,422
	Data Entry Clerk/Customer Service	203	23,030
	Communication Operator	203	24,763
	Communication Operator	203	23,030
	Communication Operator	203	22,341
	Communication Operator (RPT)	203	11,515
	Communication Operator (2) (RPT)	203	10,711
	Account Clerk	203	23,030
	Account Clerk (RPT)	203	15,639
	Microfilm Clerk (RPT)	202	10,617
	Cashier/Customer Service	201	22,592
	Account Clerk (RPT)	201	10,502
	Cashier (RPT)	201	16,944
	Laborer I (2)(RPT)	102	10.95
	Custodian (RPT)	101	9.65
	Seasonal Laborer		6.83
Monroe	Superintendent	425	40,612
	Plant Service Mechanic	309	34,268
	Plant Maintenance Mechanic	111	12.41
	Water Plant Operator	105	12.09
	Water Plant Operator	105	11.81
	Water Plant Operator	105	11.53
	Water Plant Operator	105	11.25
	Water Plant Operator	105	10.05
	Water Plant Operator(RPT)	105	11.25
	Water Plant Operator (RPT)	105	10.05
	Water Plant Operator (TPT)	105	10.05
	Seasonal Laborer		6.83
T & D	Superintendent	430	44,385
	Assistant Superintendent (2)	310	34,636

Job Title	Grade	1997 Pay
Assistant Superintendent	310	33,025
Assistant Superintendent	310	33,025
Engineering Field Specialist	302	29,892
Engineering Field Specialist	302	27,806
Secretary	206	25,557
Secretary	206	25,557
Plant Maintenance Mechanic	111	12.69
Plant Maintenance Mechanic	111	12.41
Plant Maintenance Mechanic	111	11.05
Water Lineman	108	11.55
Working Foreman	108	10.35
MEO II (2)	106	12.19
MEO II	106	11.91
MEO II	106	11.63
MEO II	106	11.35
Meter Serviceman	105	12.09
Meter Serviceman	105	11.81
Meter Serviceman	105	11.25
Meter Service Technician I	105	11.25
MEO I	104	9.95
Laborer II	104	11.15
Laborer II	104	10.35
Meter Reader	103	11.89
Meter Reader	103	11.05
Meter Reader	103	10.25
Laborer I	102	11.51

SECTION II A. 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 101-111, 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	
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 II B. 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	8.77	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	
302	25,721	29,892
306	27,834	32,348
309	29,262	35,525
310	29,804	34,636

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

Grade	Range	
406	23,821	30,318
408	24,602	31,312
411	25,822	32,864
412	26,242	33,398
414	26,908	34,246
415	27,130	34,529
416	27,794	35,375
418	28,463	36,225
419	28,907	38,184
420	29,454	37,488
422	30,851	39,264
423	31,062	39,533
425	31,909	40,612
427	32,756	41,690
429	34,238	43,576
430	34,874	44,385
432	35,933	47,343
435	37,941	51,075

JOB FAMILY: NON-TENURED POSITIONS

Grade	Range	
507	38,473	55,354

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

SECTION IV. 1. To assist in the recruitment and retention in the positions of City Engineer, Deputy City Engineer, Assistant Utilities Director/Operations or Assistant Utilities Director/Engineer, Assistant Engineer/Utilities, 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 $2060.00 may be given for an EIT (Engineering In Training Certificate) and up to $4120.00 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 $4 20.00.

3. The market adjustment shall be evaluated periodically and adjusted up or down depending on the market rate for the positions specified.

SECTION V. 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

APPROVED and SIGNED by me upon this 20 day of September, 1996.

JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance, approved by the Utilities Service Board, sets the maximum 1997 salary for all appointed officers and employees of the City of Bloomington Utilities Department.

Signed copies to:
Utilities
Controller - 2
Brad Underwood
Personnel