

ORDINANCE 89-25

SALARY ORDINANCE FOR APPOINTED OFFICERS AND EMPLOYEES

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 1990.

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, 1990, 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 TOMILEA ALLISON**

TO THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON:

I, the undersigned, Tomilea Allison, Mayor of the City of Bloomington, Indiana, as required by I.C. 35-4-7-3, hereby fix the salaries and pay schedule for the following appointed officers and employees of the City of Bloomington, Indiana, beginning January 1, 1990, 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 1990, 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 | TYPE | GRADE | 1990 PAY |
|--------------------|------------------------|-------|-----------|-------------|
| Animal | Director 421 | | 421 | 28,266 |
| | Animal Shelter Mgr. | | 304 | 23,368 |
| | Animal Control Officer | | G | 9.18 |
| | Kennel Worker | | C | 8.78 |
| | Secretary 201 | (RPT) | 201 | 7.72 |
| | Secretary 201 | (RPT) | 201 | 7.72 |
| Clerk | Deputy City Clerk | (RPT) | 203 | 8.56 |
| Controller | City Controller | | 509 | 38,349 |
| | Data Proc. Manager 429 | | 429 | 32,929 |
| | Deputy Controller | | 421 | 28,266 |
| | Comp. Prog. 414 | | 414 | 25,350 |
| | Management Analyst | | 418 | 25,055 |
| | Comp Prog 416 | | 416 | 24,174 |
| | Hardware Tech. | | 413 | 22,482 |
| | Comp. Operator | | 409 | 22,264 |
| | Management Analyst | (RPT) | 418 | 11,602 |
| | PC Programmer | (RPT) | 413 | 10,877 |
| Accts. Coordinator | | 206 | 9.08 | |
| Council | Council/Adm. Atty. | | 504 | 30,985 |
| DPW | Board Members | | | 1,500 |
| | Director 507 | | 507 | 37,640 |
| | Asst. Dir. 421 | | 421 | 28,266 |
| | Office Manager | | 302 | 22,720 |
| | Env. Proj. Coord. | (RPT) | 411 | 10,515 |
| | Crossing Guard | | (per day) | 16.50 |
| | Crossing Guard | | (per day) | 13.75 |
| | Crossing Guard | | (per day) | 11.00 |
| | Crossing Guard | | (per day) | 10.00 |
| | Prk Meter Tech/Super | | 206 | 9.53 |
| | Parking Enf. Officer | | 203 | 8.99 |
| | Secretary 205 | | 205 | 8.98 |
| | Custodian | | A | 8.58 |
| | Parking Enf. Officer | | 203 | 8.52 |

| | | | | |
|-------------|----------------------------|-------|-----|--------|
| | Parking Enf. Officer | | 203 | 8.51 |
| | Clerk Typist 203 | | 203 | 8.31 |
| | Clerk Typist 202 | (RPT) | 202 | 7.81 |
| | Park. Att./Enf. Trainee | (RPT) | | 6.20 |
| | Parking Garage Attend. | | | 5.30 |
| Engineering | City Engineer | | 505 | 41,811 |
| | Deputy City Engineer | | 427 | 29,687 |
| | H. Code Enf. Officer | | 415 | 25,560 |
| | Project Engineer | | 415 | 24,577 |
| | Project Mgr. / Insp. | | 416 | 23,417 |
| | Building Inspector | | 404 | 22,317 |
| | Electrical Inspector | | 404 | 22,317 |
| | Asst. Hsg.Code Enf Ofcr. | | 404 | 20,537 |
| | Hsing Code Inspector | | 401 | 19,559 |
| | Hsing Code Inspector | | 401 | 19,559 |
| | Hsing Code Inspector | | 401 | 19,559 |
| | Street Inspector | | 404 | 17,772 |
| | Plumbing Inspector | (SPT) | 404 | 7,439 |
| | Eng. Technician 205 | | 205 | 9.58 |
| | Secretary 205 | | 205 | 8.72 |
| | Clerk Typist 202 | | 202 | 8.52 |
| | Secretary 203 | | 203 | 8.52 |
| | Eng. Tech. Trainee | | 203 | 7.90 |
| Fire | Secretary 205 | | 205 | 8.98 |
| Fleet | Office Manager | | 302 | 20,836 |
| | Shop Foreman | | L | 11.34 |
| | Master Mechanic | | K | 10.63 |
| | App. Master Mechanic | | I | 9.38 |
| | Auto Serviceman | | D | 8.88 |
| | Clerk/Typist 201 | (RPT) | 201 | 7.72 |
| Human Res. | Director 501 | | 501 | 31,015 |
| | Project Coordinator | | 411 | 23,369 |
| | Project Director | | 413 | 22,482 |
| | Accts. Processor | | 407 | 21,156 |
| | Project Coordinator | | 411 | 21,031 |
| | Program Assistant | | 404 | 19,176 |
| | Project Director | (RPT) | 413 | 11,240 |
| | Project Coordinator | (RPT) | 411 | 10,865 |
| | Program Assistant | (RPT) | 404 | 8,885 |
| | Secretary 205 | | 205 | 9.20 |
| | Secretary 204 | | 204 | 8.32 |
| | Nutrition Site Managers | | | 5.25 |
| Legal | Corporation Counsel | | 511 | 38,466 |
| | City Attorney | | 434 | 32,353 |
| | Asst. City Attorney | | 433 | 29,985 |
| | Asst. City Attorney | (RPT) | 433 | 17,324 |
| | Hum. Rights Dir/Atty. | (RPT) | 433 | 14,993 |
| | Secretary 208 | | 208 | 9.00 |
| | Secretary 206 | | 206 | 8.84 |
| Mayor | Admin. Asst. | | 503 | 30,271 |
| | Exec. Secretary 209 | | 209 | 9.09 |
| Parks | Administrator | | 507 | 40,787 |
| | Asst. Administrator | | 432 | 33,851 |
| | Recreation Director | | 429 | 29,774 |
| | Facility Maint Super | | 315 | 29,525 |
| | Sfty, Maint, Dev Dir | | 431 | 28,950 |
| | Park Superintendent | | 315 | 28,152 |
| | Athletic Director | | 418 | 25,784 |
| | Golf Course Superintendent | | 304 | 24,537 |
| | Lake Lemon Res. Dir. | | 306 | 23,988 |
| | General Foreman | | 302 | 23,274 |
| | Program Coordinator | | 413 | 23,207 |
| | GC Asst. Mgr. | | 304 | 22,901 |
| | F. Southern Ctr Mgr | | 417 | 22,843 |
| | Activity Director | | 413 | 22,482 |
| | Activity Director | | 413 | 21,757 |
| | PC Programmer | | 413 | 21,757 |
| | Sports Coordinator | | 413 | 21,757 |
| | Activity Director | | 413 | 21,757 |
| | General Foreman | | 302 | 21,279 |
| | Office Manager | | 302 | 21,279 |
| | Program Director | | 407 | 20,309 |
| | Program Director | | 407 | 19,792 |
| | Program Director | | 407 | 19,675 |
| | Program Director | | 407 | 19,675 |
| | GC Manager | (RPT) | 301 | 11,168 |
| | Working Foreman | | H | 9.31 |
| | Equip. Maint. Mechanic | | H | 9.28 |
| | Working Foreman | | H | 9.28 |
| | Laborer II | | D | 9.11 |
| | Bookkeeper | | 205 | 8.98 |

| | | | |
|-----------------|------------------------------|-----------|--------|
| | MEO I | D | 8.88 |
| | Laborer II | D | 8.88 |
| | Custodian | A | 8.58 |
| | Secretary 203 | 203 | 8.54 |
| | Secretary 203 | 203 | 8.52 |
| | Clerk Typist 202 | (RPT) 202 | 8.07 |
| Parks-Temporary | Prog. Registration Clerk (1) | | 7.42 |
| | Lake Patrol (1) | | 7.20 |
| | Coordinator (1) | | 6.05 |
| | Clerk/Typist (1) | | 5.50 |
| | Asst. Director (2) | | 5.50 |
| | Manager (4) | | 5.40 |
| | Supervisor (6) | | 5.05 |
| | Maintenance II (3) | | 5.05 |
| | Supervisor (22) | | 4.90 |
| | Maintenance I (21) | | 4.80 |
| | Guard II (30) | | 4.40 |
| | Program Specialist (3) | | 4.40 |
| | Asst. Supervisor (3) | | 4.40 |
| | Instructor/Leader (13) | | 4.15 |
| | Reg. Receptionist (2) | | 4.15 |
| | Guard I (8) | | 4.15 |
| | Attendant (13) | | 4.00 |
| | Attendant/Receptionist (1) | | 4.00 |
| Personnel | Director 503 | 503 | 32,550 |
| | Asst. Dir. 421 | 421 | 24,460 |
| | Secretary 204 | 204 | 8.88 |
| | Communication Operator | (RPT) 203 | 8.78 |
| | Communication Operator | (RPT) 203 | 8.52 |
| Planning | Director 505 | 505 | 38,231 |
| | Transportation Planner | 427 | 30,918 |
| | Zoning Planner | 418 | 27,379 |
| | Planner | 401 | 19,175 |
| | Asst. Planner | 404 | 17,772 |
| | Graphics Planner | (RPT) 404 | 11,158 |
| | Secretary 205 | 205 | 8.98 |
| | Secretary 205 | 205 | 8.71 |
| Police | Telecom. Super. | 304 | 24,135 |
| | Telecommunicator | 211 | 20,423 |
| | Telecommunicator | 211 | 19,925 |
| | Telecommunicator | 211 | 18,769 |
| | Telecommunicator | 211 | 18,769 |
| | Telecommunicator | 211 | 18,744 |
| | Acct. Clerk 208 | 208 | 9.51 |
| | Spec. Investigations Clerk | 205 | 9.42 |
| | Records Clerk | 205 | 8.98 |
| | Records Clerk | 205 | 8.98 |
| | Records Clerk | 205 | 8.98 |
| | Records Clerk | 205 | 8.98 |
| | Records Clerk | 205 | 8.71 |
| | Records Clerk | 205 | 8.71 |
| | Records Clerk | 205 | 8.52 |
| | Records Clerk | 205 | 8.52 |
| | Records Clerk | 205 | 8.35 |
| | Records Clerk | 205 | 8.35 |
| Public Safety | Board Members | | 600 |
| | Secretary | | 1,500 |
| Redevelopment | Director 503 | 503 | 33,539 |
| | Redev. Specialist | 413 | 24,877 |
| | Redev. Specialist | 413 | 24,175 |
| | Redev. Specialist | 413 | 22,482 |
| | Acct. Clerk 203 | (RPT) 203 | 8.87 |
| | Secretary 202 | 202 | 8.32 |
| Risk Mgmt. | Risk Manager | 433 | 29,985 |
| | Risk Management Atty. | (RPT) 433 | 14,992 |
| | Account Clerk 204 | 204 | 7.99 |
| Rosehill | City Landscaper | 419 | 26,116 |
| | Working Foreman | H | 9.31 |
| | MEO I | D | 8.88 |
| | Laborer I | B | 8.68 |
| | Laborer | (TFT) | 4.80 |

| | | | | |
|------------|-----------------------|-------|-----|--------|
| Sanitation | Director 315 | | 315 | 28,838 |
| | Asst. Dir.306 | | 306 | 23,988 |
| | MEO II | | F | 9.08 |
| | MEO I | | D | 8.88 |
| | Laborer I | | B | 8.68 |
| | Driver | (RPT) | | 6.66 |
| | Laborer | (RPT) | | 5.72 |
| | Laborer | (TPT) | | 5.31 |
| | Crew Leader | | J | 9.48 |
| | Director 503 | | 503 | 34,329 |
| | Street Super | | 315 | 28,838 |
| Street | Traffic Control Spec. | | 419 | 25,663 |
| | Asst. Street Super | | 307 | 24,889 |
| | Crew Leader | | J | 9.91 |
| | MEO III | | H | 9.65 |
| | MEO II | | F | 9.51 |
| | MEO II | | F | 9.47 |
| | MEO I | | D | 9.31 |
| | Acct. Clerk 206 | | 206 | 9.31 |
| | Working Foreman | | H | 9.28 |
| | MEO III | | H | 9.28 |
| | MEO II | | F | 9.08 |
| | MEO I | | D | 8.88 |
| | Laborer II | | D | 8.88 |
| | Clerk Typist 202 | (RPT) | 202 | 8.68 |
| | Laborer I | | B | 8.68 |

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 L, employees working on the evening or night shift shall receive a twenty-five cent (.25) per hour shift premium. Employees working on a swing shift shall receive a thirty cent (.30) per hour premium. Also, employees working in the Police Department as dispatchers and clerks shall receive a twenty-five cent (\$0.25) per hour premium shift differential for working the evening shift.

JOB FAMILY: LABOR, TRADES, AND CRAFTS (LTC)

| GRADE | JOB TITLE | TYPE | RANGE | |
|-------|------------------------|------|-------|-------|
| A | Custodian | | 8.58 | 8.58 |
| B | Laborer I | | 8.68 | 8.68 |
| C | Kennel Worker | | 8.78 | 8.78 |
| D | Auto Serviceman | | 8.88 | 8.88 |
| | Laborer II | | 8.88 | 9.11 |
| | MEO I | | 8.88 | 9.31 |
| F | MEO II | | 9.08 | 9.51 |
| G | Animal Control Officer | | 9.18 | 9.18 |
| H | Equip. Maint. Mechanic | | 9.28 | 9.28 |
| | MEO III | | 9.28 | 9.65 |
| | Working Foreman | | 9.28 | 9.31 |
| I | App. Master Mechanic | | 9.38 | 9.38 |
| J | Crew Leader | | 9.48 | 9.91 |
| K | Master Mechanic | | 9.58 | 10.63 |
| L | Shop Foreman | | 10.63 | 11.34 |

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 | JOB TITLE | TYPE | RANGE | |
|-------|----------------------------|-------|--------|--------|
| 201 | Clerk/Typist 201 | (RPT) | 7.29 | 9.00 |
| | Secretary 201 | (RPT) | 7.29 | 9.00 |
| 202 | Clerk Typist 202 | | 7.37 | 9.11 |
| | Secretary 202 | | 7.37 | 9.11 |
| 203 | Acct. Clerk 203 | (RPT) | 7.46 | 9.21 |
| | Clerk Typist 203 | | 7.46 | 9.21 |
| | Communication Operator | (RPT) | 7.46 | 9.21 |
| | Deputy City Clerk | (RPT) | 7.46 | 9.21 |
| | Eng. Tech. Trainee | | 7.46 | 9.21 |
| | Parking Enf. Officer | | 7.46 | 9.21 |
| | Secretary 203 | | 7.46 | 9.21 |
| 204 | Account Clerk 204 | | 7.54 | 9.32 |
| | Secretary 204 | | 7.54 | 9.32 |
| 205 | Bookkeeper | | 7.63 | 9.42 |
| | Eng. Technician 205 | | 7.63 | 9.58 |
| | Records Clerk | | 7.63 | 9.42 |
| | Secretary 205 | | 7.63 | 9.42 |
| | Spec. Investigations Clerk | | 7.63 | 9.42 |
| 206 | Accts. Coordinator | | 7.71 | 9.53 |
| | Account Clerk 206 | | 7.71 | 9.53 |
| | Prk. Meter Tech/Super | | 7.71 | 9.53 |
| | Secretary 206 | | 7.71 | 9.53 |
| 208 | Acct. Clerk 208 | | 7.88 | 9.74 |
| | Secretary 208 | | 7.88 | 9.74 |
| 209 | Exec. Secretary 209 | | 7.97 | 9.84 |
| 211 | Telecommunicator | | 16,936 | 20,922 |

JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)

| GRADE | JOB TITLE | TYPE | RANGE | |
|-------|----------------------|-------|--------|--------|
| 301 | GC Manager | (RPT) | 10,047 | 11,675 |
| 302 | General Foreman | | 20,504 | 23,828 |
| | Office Manager | | 20,504 | 23,828 |
| 304 | Animal Shelter Mgr. | | 21,616 | 25,120 |
| | GC Asst. Mgr. | | 21,616 | 25,120 |
| | GC Superintendent | | 21,616 | 25,120 |
| | Telecom. Super. | | 21,616 | 25,120 |
| 306 | Asst. Dir. 306 | | 22,189 | 25,787 |
| | Lake Lemon Res. Dir. | | 22,189 | 25,787 |
| 307 | Asst. Street Super | | 22,461 | 26,103 |
| 315 | Director 315 | | 25,406 | 29,524 |
| | Facility Maint Super | | 25,406 | 29,525 |
| | Park Superintendent | | 25,406 | 29,524 |
| | Street Super | | 25,406 | 29,524 |

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

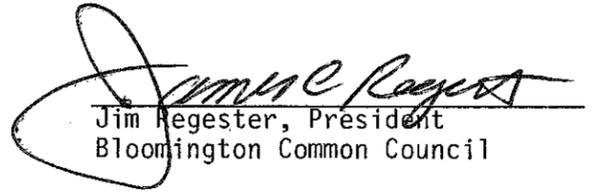
| GRADE | JOB TITLE | TYPE | RANGE | |
|-------|--|----------------|--|--|
| 401 | Hsing Code Inspector Planner | | 16,048 | 20,632 |
| 404 | Asst. Hsg.Code Enf. Ofcr. Asst. Planner Building Inspector Electrical Inspector Long-Range Planner Plumbing Inspector Program Assistant Program Assistant Street Inspector | (RPT) (RPT) | 17,279 17,279 17,279 17,279 8,639 5,760 8,639 17,279 17,279 | 22,215 22,215 22,317 22,317 18,596 7,439 11,107 22,215 22,215 |
| 407 | Accts. Processor Program Director | | 18,512 18,512 | 23,800 23,800 |
| 409 | Comp Operator | | 19,481 | 25,047 |
| 411 | Env. Proj. Coord. Project Coordinator Project Coordinator | (RPT) (RPT) | 10,223 10,223 20,448 | 13,143 13,143 26,290 |
| 413 | Activity Director Hardware Tech. PC Programmer PC Programmer Program Coordinator Project Director Project Director Redev. Specialist Sports Coordinator | (RPT) (RPT) | 21,154 21,154 10,576 21,154 21,154 10,576 21,154 21,154 21,154 | 27,196 27,196 13,596 27,196 27,196 13,596 27,196 27,196 27,196 |
| 414 | Comp. Prog. 414 | | 21,329 | 27,421 |
| 415 | H. Code Enf. Officer Project Engineer | | 21,505 21,505 | 27,649 27,649 |
| 416 | Comp. Prog. 416 Project Mgr. / Insp. | | 22,034 22,034 | 28,328 28,328 |
| 417 | F. Southern Ctr Mgr | | 22,210 | 28,554 |
| 418 | Athletic Director Management Analyst Management Analyst Zoning Planner | (RPT) | 22,561 11,280 22,561 22,561 | 29,007 14,502 29,007 29,007 |
| 419 | City Landscaper Traffic Control Spec. | | 22,914 22,914 | 29,460 29,460 |
| 421 | Asst. Dir. 421 Deputy Controller Director 421 | | 23,782 23,782 23,782 | 30,576 30,576 30,576 |
| 427 | Deputy City Engineer Transportation Planner | | 25,963 25,963 | 33,381 33,381 |
| 429 | Data Proc. Manager 429 Recreation Director | | 27,139 27,139 | 34,891 34,891 |
| 431 | Sfty, Maint, Dev Dir | | 28,147 | 36,187 |
| 432 | Asst. Administrator | | 28,482 | 36,618 |
| 433 | Asst. City Attorney Asst. City Attorney Hum. Rights Dir/Atty. Risk Management Atty. Risk Manager | (RPT) (RPT) | 14,577 29,154 14,577 29,154 29,154 | 18,741 37,482 18,741 37,482 37,482 |
| 434 | City Attorney | | 29,490 | 37,914 |

JOB FAMILY: NON-TENURED POSITIONS

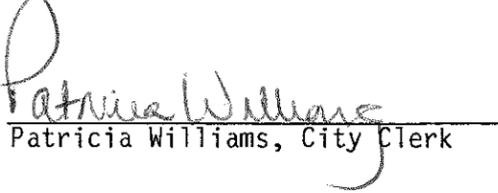
| <u>GRADE</u> | <u>JOB TITLE</u> | <u>TYPE</u> | <u>RANGE</u> | |
|--------------|-------------------------------|-------------|--------------|--------|
| 501 | Director 501 | | 27,139 | 34,891 |
| 503 | Admin. Asst. Director 503 | | 28,482 | 36,618 |
| 504 | Council/Adm Atty. | | 29,154 | 37,482 |
| 505 | City Engineer Director 505 | | 29,490 | 41,811 |
| 507 | Administrator Director 507 | | 30,496 | 40,787 |
| 509 | City Controller | | 32,265 | 41,483 |
| 511 | Corporation Counsel | | 33,658 | 43,274 |

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.

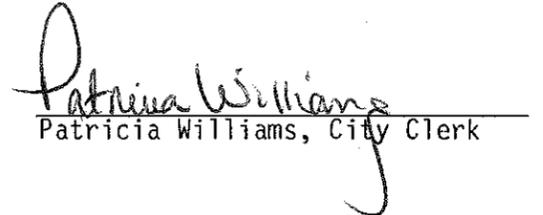
PASSED AND ADOPTED by the Common Council of the City of Bloomington, Indiana, this 26 day July, 1989.


Jim Regester, President
Bloomington Common Council

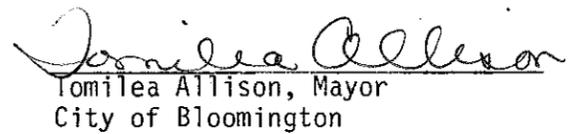
ATTEST:


Patricia Williams, City Clerk

Presented by me to the Mayor of the City of Bloomington upon the 27th day of July, 1989, at the hour of 11 o'clock, A.m.


Patricia Williams, City Clerk

THIS ORDINANCE was approved and signed by me on this 27 day of July, 1989, at the hour of 2 o'clock, pm.m.


Tomilea Allison, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum 1990 salary rate for all sworn police and fire personnel.

Signed copies to
Auditor (Certified)
Controller
File
Personnel
Police Dept
Fire Dept

