1ST: 7/3
COMMITTEE: NONE
FINAL: 8/1 90

ORDINANCE 90-30

SALARY ORDINANCE FOR APPOINTED UTILITIES OFFICERS AND EMPLOYEES

AN ORDINANCE FIXING THE SALARIES OF UTILITIES EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 1991.

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, 1991 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 1991, 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	1991 Pay
Utility Service Board Members				3,495
Blucher Poole	Superintendent		423	33,111
	Plant Service Mechanic		312	28,934
	Solids Handling Specialist		306	25,091
	WW Plant Operator III		K	10.00
	WW Plant Operator II		J	9.90
	WW Plant Operator I		H	9.70
	WW Plant Operator		E	9.40
	MEO II		F	9.50
	MEO I		D	9.30
	Laborer I		B	9.10
	Seasonal Labor			5.75
Dillman Road	Plant Manager		432	39,477
	Chemist		427	31,037
	Superintendent		425	30,801
	Maintenance Coordinator		422	30,779
	Chief Operator		421	30,702
	Chief Operators (2)		421	28,429
	Chief Operator		421	27,557
	Assistant Chemist		416	24,493
	Plant Service Mechanic		312	29,624
	Plant Service Mechanic		312	28,249
	Solids Handling Specialist		306	25,091
	Clerk/Typist		203	8.55
	WW Plant Operator III		K	10.00
	WW Plant Operator II		J	9.90
	WW Plant Operator I		H	9.70
	WW Plant Operator		E	9.40
	Lab Technician II		J	9.90
	Lab Technician I		I	9.80
	MEO III		H	9.70
	MEO II		F	9.50
	MEO I		D	9.30
	Plant Maintenance Mechanic		K	10.00
	Plant Maintenance Helper		G	9.60
	Seasonal Labor			5.75

General	Director		507	46,327
	Assistant Director		435	42,588
	Assistant Director		435	41,547
	Assistant Director		435	38,826
	PCB Project Coordinator		432	37,457
	Information Services Manager		429	32,442
	Asst. Information Services Mgr.		425	31,444
	Purchasing Agent		420	30,367
	Accountant		420	30,142
	Project Engineers		415	26,364
	Customer Service Coordinator		414	27,535
	Project Engineer/Draftsman		413	26,364
	Project Engineer/Draftsman		413	23,516
	Computer Programmer		415	26,735
	Computer Programmer		415	25,707
	Computer Programmer		415	24,678
	Computer Programmer		415	23,136
	Computer Programmer		415	23,907
	Computer Programmer (2)	RPT	415	11,568
	Hardware Technician		415	23,907
	Assistant Purchasing Agent		411	25,420
	Computer Operator		408	21,799
	Utilities Inspector		404	21,481
	Utilities Inspector		404	21,016
	Safety/Security Supervisor		306	26,973
	Engineering Technician		205	8.46
	Secretary		206	9.97
	Secretary		205	10.23
	Asst Customer Service Coord		205	10.10
	Customer Service Secretary		205	9.85
	Customer Service Secretary		205	9.39
	Account Clerk II		204	9.02
	Customer Service Secretary		205	8.90
	Collections Clerk		204	9.02
	Purchasing Secretary		203	9.42
	Communication Operator		203	9.66
	Communication Operator		203	9.96
	Communication Operator		203	9.96
	Associate Account		207	9.33
	Data Entry Clerk		203	8.95
	Accounts Payable Clerk		204	9.11
	Account Clerk	RPT	201	8.10
	Communication Operator (2)	RPT	203	8.90
	Communication Operator (2)	RPT	203	8.54
	Account Clerk I		203	8.90
	Cashier		203	8.92
	Microfilm Clerk		202	8.46
	Laborer I	RPT	B	9.10
	Custodian	RPT	A	9.00
	Seasonal Labor			5.75
Griffy	Superintendent		423	30,831
	W Plant Operator III		K	10.00
	W Plant Operator I		H	9.70
Monroe	Superintendent		425	32,653
	Plant Service Mechanic		312	28,301
	W Plant Operator III		K	10.00
	W Plant Operator III	RPT	K	10.00
	W Plant Operator II		J	9.90
	W Plant Operator I		H	9.70
	W Plant Operator		E	9.40
	W Plant Operator	TPT	E	9.40
	W Plant Operator	RPT	E	9.40
	Plant Maintenance Mechanic		K	10.00

	Seasonal Labor		5.75
T&D	Superintendent	424	32,219
	Assistant Superintendent (3)	310	28,881
	Assistant Superintendent	310	28,210
	Assistant Superintendent	310	27,538
	Secretary	206	9.73
	Engineering Field Specialist	302	22,257
	Plant Maintenance Mechanic	K	10.00
	MEO II	F	9.93
	MEO II	F	9.50
	MEO I	D	9.30
	Working Foreman	H	9.70
	Water Lineman	H	9.70
	Meter Service Technician II	G	9.87
	Meter Service Technician II	G	9.60
	Meter Service Technician I	E	9.40
	Meter Serviceman	E	9.83
	Meter Reader	C	9.49
	Meter Reader	C	9.20
	Laborer II	D	9.30
	Laborer I	B	9.10

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.

Treatment Operations: treatment plant operators must maintain a current license for the classification which they hold.

This section does not include certification pay for employees in non-operator classifications.

Incentive Pay: personnel in the Laboratory, Treatment Operations, Transmission and Distribution, and Meter Services sections who achieve state certification, but are in a non-

operator classification shall receive a ten cent (.10) per hour incentive pay premium. These personnel must maintain a current license in order to continue receiving the incentive pay amount.

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

Grade	Job Title	Pay	Range
A	Custodian	9.00	9.00
B	Laborer I	9.10	9.10
C	Meter Reader	9.20	9.49
D	MEO I	9.30	9.30
D	Laborer II	9.30	9.30
E	WW Plant Operator	9.40	9.40
E	W Plant Operator	9.40	9.40
E	Meter Serviceman	9.40	9.83
E	Meter Service Technician I	9.40	9.83
F	MEO II	9.50	9.93
G	Meter Service Technician II	9.60	9.87
G	Plant Maintenance Helper	9.60	9.60
G	Pump Station Mechanic	9.60	9.60
H	MEO III	9.70	9.70
H	WW Plant Operator I	9.70	9.70
H	W Plant Operator I	9.70	9.70
H	Working Foreman	9.70	9.70
H	Water Lineman	9.70	9.70
I	Lab Technician I	9.80	9.80
J	WW Plant Operator II	9.90	9.90
J	W Plant Operator II	9.90	9.90
J	Lab Technician II	9.90	9.90
K	WW Plant Operator III	10.00	10.00
K	W Plant Operator III	10.00	10.43
K	Plant Maintenance Mechanic	10.00	10.00

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.

This section does not include certification pay for employees in non-operator classifications.

Incentive Pay: personnel in the Laboratory, Treatment Operations, General, Transmission and Distribution, and Meter Services sections who achieve state certification, but are in a non-operator classification shall receive a ten cent (.10) per hour incentive pay premium. These personnel must maintain a current license in order to continue receiving the incentive pay amount.

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

Grade	Job Title	Pay	Range
201	Cashier	7.65	9.45
202	Clerk	7.73	9.55
202	Microfilm Clerk	7.82	9.66
203	Accounts Clerk	7.80	9.63
203	Accounts Payable Clerk	7.80	9.63
203	Communication Operator	7.80	9.66
203	Communication Operator	7.80	9.96
203	Communication Operator	7.80	9.96
203	Data Entry Clerk	7.80	9.63
203	Payroll Clerk	7.80	9.63
203	Secretary	7.80	9.63
203	Purchasing Secretary	7.80	9.63
204	Collections Clerk	7.89	9.75
205	Account Clerk	7.98	9.85
205	Bookkeeper	7.98	10.10
205	Customer Service Secretary	7.98	9.85
205	Secretary	7.71	9.53
205	Secretary	7.98	10.23
205	Engineering Technician	7.99	9.87
206	Secretary	8.06	9.97
207	Associate Account	8.16	10.08

JOB FAMILY: SUPERVISORY,ADMINISTRATION, MANAGERIAL (SAM)

Grade	Job Title	Pay	Range
302	Engineering Field Specialist	21,447	24,924
306	Safety/Security Supervisor	23,210	26,973
306	Solids Handling Specialist	23,210	26,973
310	Assistant Superintendent	24,852	28,881
312	Plant Service Mechanic	25,491	29,624

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

Grade	Job Title	Pay	Range
404	Utilities Inspector	18,074	23,237
408	Computer Operator	19,869	25,546
411	Assistant Purchasing Agent	21,389	27,499
413	Project Engineer/Draftsman	22,127	28,447

414	Customer Service Coordinator	23,309	28,683
415	Project Engineer	22,494	28,921
415	Computer Programmer	22,494	28,921
416	Assistant Chemist	23,045	29,629
420	Accountant	24,422	31,399
420	Purchasing Agent	24,422	31,399
421	Chief Operator	24,876	31,982
422	Maintenance Coordinator	25,579	32,886
423	Superintendent	25,754	33,111
424	Superintendent	26,105	33,563
425	Asst. Information Services Mgr.	26,456	34,015
425	Superintendent	26,456	34,015
427	Chemist	27,157	34,917
429	Information Services Mgr.	28,387	36,496
432	PCB Project Coordinator	29,792	38,302
432	Plant Manager	29,792	39,477
432	Business Manager	29,792	39,477
435	Assistant Director	31,457	42,588

JOB FAMILY: NON-TENURED POSITIONS

Grade	Job Title	Pay	Range
507	Director	31,899	46,327

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 2nd day of August, 1990.

Iris Kiesling

Iris Kiesling, President

ATTEST:

Patricia Williams

Patricia Williams, City Clerk

Presented by me to the Mayor of the City of Bloomington upon the 2nd day of August, 1990, at the hour of _____ o'clock, __.m.

Patricia Williams

City Clerk

THIS ORDINANCE was approved and signed by me on this 2nd day of August, 1990, at the hour of _____ o'clock, __.m.

Tomilea Allison

Tomilea Allison, Mayor
City of Bloomington

SYNOPSIS

This ordinance, approved by the Utilities Service Board sets the maximum salaries for Utilities Department employees for 1991.

Signed copies to
Auditor (Certified)
Personnel
Controller
Utilities
3 file (Extra)