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ORDINANCE 91-40

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 1992.

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, 1992 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 1992, 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	1992 Pay
Utility Service Board Members				3,656
Blucher Poole	Superintendent		423	34,634
	Plant Service Mechanic		312	30,265
	Solids Handling Specialist		306	26,245
	WW Plant Operator III		K	10.43
	WW Plant Operator II		J	10.33
	WW Plant Operator I		H	10.13
	WW Plant Operator		E	9.83
	MEO II		F	9.93
	MEO I		D	9.73
	Laborer I		B	9.53
	Seasonal Labor			6.18
Dillman Road	Plant Manager		432	41,292
	Chemist		427	33,762
	Superintendent		425	32,217
	Maintenance Coordinator		422	32,193
	Chief Operator		421	32,114
	Chief Operators (2)		421	29,736
	Chief Operator		421	29,736
	Assistant Chemist		416	24,793
	Plant Service Mechanic		312	30,985
	Plant Service Mechanic		312	29,549
	Solids Handling Specialist		306	26,245
	Clerk/Typist		203	8.95
	WW Plant Operator III		K	10.43
	WW Plant Operator II		J	10.33
	WW Plant Operator I		H	10.13
	WW Plant Operator		E	9.83
	Lab Technician II		J	10.33
	Lab Technician I		I	10.23
	MEO III		H	10.13
	MEO II		F	9.93
	MEO I		D	9.73
	Plant Maintenance Mechanic		K	10.43
	Plant Maintenance Helper		G	10.03

	Seasonal Labor			6.18
General	Director		507	48,458
	Assistant Director/Engineering		435	44,547
	Assistant Director/Treatment		435	43,458
	Assistant Director/Finance		435	40,611
	PCB Project Coordinator		432	39,180
	Information Services Manager		429	33,934
	Asst. Information Services Mgr.		425	32,891
	Purchasing Agent		420	31,763
	Accountant		420	31,529
	Project Engineers		415	27,965
	Customer Service Coordinator		415	28,802
	Project Engineer		415	27,576
	Project Engineer		415	29,041
	Project Engineer		415	25,814
	Computer Programer		415	25,007
	Computer Programer		415	26,890
	Computer Programer		415	24,201
	Computer Programer		415	25,007
	Computer Programer		415	25,007
	Computer Programer (2)	RPT	415	12,100
	Hardware Technician		415	25,814
	Assistant Purchasing Agent		411	26,590
	Computer Operator		408	23,752
	Utilities Inspector		404	21,605
	Utilities Inspector		404	21,982
	Safety/Security Supervisor		306	28,213
	Engineering Technician		205	8.84
	Secretary		206	9.83
	Office Manager		206	10.64
	Asst. Customer Service Coord.		205	10.54
	Customer Service Secretary		205	10.56
	Customer Service Secretary		205	9.83
	Account Clerk II		204	9.73
	Customer Service Secretary		205	9.53
	Collections Clerk		204	9.43
	Purchasing Secretary		204	9.96
	Communication Operator		203	10.11
	Communication Operator		203	10.38
	Communication Operator		203	10.39
	Associate Account		207	9.76
	Data Entry Clerk		203	9.63
	Accounts Payable Clerk		204	9.04
	Account Clerk	RPT	201	8.48
	Communication Operator (2)	RPT	203	9.34
	Communication Operator (2)	RPT	203	8.95
	Account Clerk I		203	9.34
	Cashier		203	9.35
	Microfilm Clerk		202	8.57
	Laborer I	RPT	B	9.53
	Custodian	RPT	A	9.43
	Seasonal Labor			6.18
Griffy	Superintendent		423	33,248
	W Plant Operator III		K	10.43
	W Plant Operator I		H	10.13
Monroe	Superintendent		425	35,421
	Plant Service Mechanic		312	29,602
	W Plant Operator III		K	10.43
	W Plant Operator III	RPT	K	10.43
	W Plant Operator II		J	10.33
	W Plant Operator I		H	10.13
	W Plant Operator		E	9.83
	W Plant Operator	TPT	E	9.83

	W Plant Operator	RPT	E	9.83
	Plant Maintenance Mechanic		K	10.43
	Seasonal Labor			6.18
T&D	Superintendent		424	33,702
	Assistant Superintendent (3)		310	30,209
	Assistant Superintendent		310	29,507
	Assistant Superintendent		310	28,804
	Secretary		206	10.17
	Engineering Field Specialist		302	23,766
	Plant Maintenance Mechanic		K	10.43
	MEO II		F	10.36
	MEO II		F	9.93
	MEO I		D	9.73
	Working Foreman		H	10.13
	Water Lineman		H	10.13
	Meter Service Technician II		G	10.20
	Meter Service Technician II		G	10.03
	Meter Service Technician I		E	9.83
	Meter Serviceman		E	10.26
	Meter Reader		C	9.92
	Meter Reader		C	9.63
	Laborer II		D	9.73
	Laborer I		B	9.53

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	9.43	9.43
B	Laborer I	9.53	9.53
C	Meter Reader	9.63	9.92
D	MEO I	9.73	9.73
D	Laborer II	9.73	9.73
E	WW Plant Operator	9.83	9.83
E	W Plant Operator	9.83	9.83
E	Meter Serviceman	9.83	10.26
E	Meter Service Technician I	9.83	9.83
F	MEO II	9.93	10.36
G	Meter Service Technician II	10.03	10.20
G	Plant Maintenance Helper	10.03	10.03
G	Pump Station Mechanic	10.03	10.03
H	MEO III	10.13	10.13
H	WW Plant Operator I	10.13	10.13
H	W Plant Operator I	10.13	10.13
H	Working Foreman	10.13	10.13
H	Water Lineman	10.13	10.13
I	Lab Technician I	10.23	10.23
J	WW Plant Operator II	10.33	10.33
J	W Plant Operator II	10.33	10.33
J	Lab Technician II	10.33	10.33
J	Crew Leader	10.33	10.33
K	WW Plant Operator III	10.43	10.43
K	W Plant Operator III	10.43	10.86
K	Plant Maintenance Mechanic	10.43	10.43

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	8.01	10.13
202	Clerk	8.10	10.24
202	Microfilm Clerk	7.82	9.66
203	Accounts Clerk	8.18	10.35
203	Accounts Payable Clerk	8.18	9.63
203	Communication Operator	8.18	9.66
203	Communication Operator	8.18	10.38
203	Communication Operator	8.18	10.39
203	Data Entry Clerk	8.18	9.63
203	Payroll Clerk	8.18	9.63
203	Secretary	8.18	9.63
203	Purchasing Secretary	8.18	9.63
204	Collections Clerk	8.27	10.45
205	Account Clerk	8.35	10.56
205	Assistant Cust Serv Coord	7.98	10.10
205	Customer Service Secretary	7.98	10.56
205	Secretary	7.71	9.53
205	Secretary	7.98	10.64
205	Engineering Technician	7.99	9.87
206	Secretary	8.44	10.67
206	Office Manager	8.44	10.67
207	Associate Account	8.52	10.78

JOB FAMILY: SUPERVISORY,ADMINISTRATION, MANAGERIAL (SAM)

Grade	Job Title	Pay	Range
302	Engineering Field Specialist	22,434	26,070
306	Safety/Security Supervisor	24,277	28,213
306	Solids Handling Specialist	24,277	26,973
310	Assistant Superintendent	25,995	30,209
312	Plant Service Mechanic	26,663	30,985

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

Grade	Job Title	Pay	Range
404	Utilities Inspector	19,013	24,197
407	Computer Operator	20,902	26,602
411	Assistant Purchasing Agent	22,500	28,636
413	Project Engineer/Draftsman	23,276	29,624
414	Customer Service Coordinator	23,469	29,869
415	Project Engineer	23,664	30,116
415	Computer Programmer	22,494	28,921
415	Hardware Technician	22,494	28,921
416	Assistant Chemist	24,243	30,853
418	GIS Coordinator	24,825	31,595
420	Accountant	25,691	32,697
420	Purchasing Agent	25,691	32,697
421	Chief Operator	26,168	33,304
422	Maintenance Coordinator	26,908	34,246
423	Superintendent	27,092	33,634
424	Superintendent	27,462	34,950
425	Asst. Information Services Mgr.	27,831	35,421
425	Superintendent	27,831	35,421
427	Chemist	28,569	36,359
429	Information Services Mgr.	29,862	38,006
432	PCB Project Coordinator	31,340	39,180
432	Plant Manager	31,340	41,292
432	Business Manager	31,340	39,886
435	Assistant Director	33,092	44,547

JOB FAMILY: NON-TENURED POSITIONS

Grade	Job Title	Pay	Range
507	Director	33,557	48,458

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 24th day of July, 1991.

James Regester, Vice President

ATTEST:

Patricia Williams, City Clerk

Presented by me to the Mayor of the City of Bloomington upon the 25th day of July, 1991, at the hour of 4 o'clock, p.m.

City Clerk

THIS ORDINANCE was approved and signed by me on this 25 day of July, 1991, at the hour of _____ o'clock, __.m.

Tomilea Allison, Mayor
City of Bloomington

SYNOPSIS

This ordinance, approved by the Utilities Service Board sets the maximum salaries for Utilities Department employees for 1992.

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Signed copies to
Controller
Personnel
Utilities
auditor - certified
File (Clerk)