passed 8-0
Rollo absent

ORDINANCE 05-21

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS, NON-UNION AND A.F.S.C.M.E. EMPLOYEES FOR ALL THE DEPARTMENTS OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 2006

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 2006, 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 MARK KRUZAN
TO THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON:

I, Mark Kruzan, Mayor of the City of Bloomington, Indiana as required by Indiana Code § 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, 2006, and continuing thereafter until duly changed, and request that such salary rates be approved by the Common Council of said city.

In addition to the salaries of appointed officers and employees of the Civil City, this ordinance also contains the salaries of the appointed officers and employees of the City Utilities Department which have been approved by the Utility Services Board pursuant to I.C. 36-4-7-3.

For employees not covered by a collective bargaining agreement (non-union), the maximum rates listed below reflect the maximum annual salary for each job grade for a regular full-time employee. These ranges are based on full time hours worked and will be prorated for part-time employees.

For Labor, Trades and Crafts employees, the maximum rates listed below reflect the maximum longevity-based hourly rate for each job grade in accordance with the Step Charts contained in the Work Agreement and Memorandum of Understanding between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E.

Where more than one position share the same job title in the department indicated, the number of positions that share the job title is given in parentheses after the job title.

Department/Job Title	Grade
Animal Care and Control	
Director	9
Behavioral Consultant/Outreach Coordinator	6
Shelter Manager	6
Volunteer Program Director	5
Secretary (3)	2
Animal Control Officer (4)	107
Kennel Worker (9)	103
Board of Public Safety	
Board Members	
Clerk	
Deputy City Clerk	3
Assistant	1
Common Council	
Council/Administrator Attorney	11
Assistant Administrator	5

Community and Family Resources

Director	11
Youth and Family Project Coordinator	7
Director - Safe & Civil City	7
Program Coordinator - BVN	7
Special Projects Coordinator	7
Health Projects Coordinator	6
Program Assistant - Special Projects	6
Program Assistant - BVN	6
Program Assistant II - Special Projects	6
Office Manager	3

Controller

Controller	12
Deputy Controller	9
Budget & Research Manager	9
Accounting & Procurement Manager	8
Systems Manager	6
Accounts Processor	5
Accounts Coordinator	3

Employee Services

Director	11
Assistant Director	8
Benefits Manager	7
Manager of Training and OD	6
Office Manager	3
Administrative Assistant	2

Engineering

Engineering Services Manager	10
City Engineer	9
Assistant Engineering Services Manager	7
Project Manager (2)	7
Engineering Field Specialist (2)	4
Engineering Technician - AutoCad	4
Engineering Technician - Traffic	4

Fire

Fire Inspection Officer	7
Secretary	3
Clerk	1

Fleet

Office Manager	3
Shop Foreman	113
Master Mechanic (4)	112
Apprentice Master Mechanic (2)	109

HAND

Director	11
Assistant Director	9
Program Manager (7)	6
Neighborhood Compliance Officer (6)	5
Program Assistant/Office Manager	5
Secretary (3)	2

Community and Family Resources	
Director	11
Youth and Family Project Coordinator	7
Director - Safe & Civil City	7
Program Coordinator - BVN	7
Special Projects Coordinator	7
Health Projects Coordinator	6
Program Assistant - Special Projects	6
Program Assistant - BVN	6
Program Assistant II - Special Projects	6
Office Manager	3
Controller	
Controller	12
Deputy Controller	9
Budget & Research Manager	9
Accounting & Procurement Manager	8
Systems Manager	6
Accounts Processor	5
Accounts Coordinator	3
Employee Services	
Director	11
Assistant Director	8
Benefits Manager	7
Manager of Training and OD	6
Office Manager	3
Administrative Assistant	2
Engineering	
Engineering Services Manager	10
City Engineer	9
Assistant Engineering Services Manager	7
Project Manager (2)	7
Engineering Field Specialist (2)	4
Engineering Technician - AutoCad	4
Engineering Technician - Traffic	4
Fire	
Fire Inspection Officer	7
Secretary	3
Clerk	1
Fleet	
Office Manager	3
Shop Foreman	113
Master Mechanic (4)	112
Apprentice Master Mechanic (2)	109
HAND	
Director	11
Assistant Director	9
Program Manager (7)	6
Neighborhood Compliance Officer (6)	5
Program Assistant/Office Manager	5
Secretary (3)	2

Information and Technology Services

Director	12
Assistant Director	10
Systems and Applications Manager	10
GIS Manager	10
Sr. Systems Analyst & Project Manager	9
Application Developer	8
Database Administrator & Web Appl. Developer	8
Systems Administrator	8
Technology Support Manager	8
Usability and User Interface Specialist	7
Training Manager	6
GIS Specialist (2)	5
Technology Support Specialist (3)	5
Business and Inventory Specialist	2

Legal

Corporation Counsel	12
City Attorney	11
Assistant City Attorney (3)	10
Hum. Rights Director/Attorney	10
Legal Secretary/Paralegal	5
Secretary	4
Secretary – Human Rights	2

Mayor

Deputy Mayor	12
Director of Economic Development	10
Assistant Director of Economic Development	9
Communications Director	8
Assistant Deputy Mayor	7
Executive Assistant	5

Parking Enforcement

Manager	8
Team Leader	4
Parking Enforcement Officer (9)	3
Security and Maintenance Attendant (3)	3
Account Clerk II	3
Account Clerk (2)	2

Parks

Administrator	12
Operations & Development Division Director	10
Recreation Services Division Director	9
Sports Services Division Director	9
Adult & Youth Sports Manager	7
Adult/Family Services Manager	7
Community Events Manager	7
Community Relations Manager	7
Golf Facilities Manager	7
Inclusive Recreation Coordinator	7
Natural Resources Manager	7
Operations Superintendent	7
Youth Services Manager	7
Aquatics/Sports Program Supervisor	6
Business/Special Projects Manager	6

Community Events Program Coordinator	6
Facility/Program Coordinator (3)	6
Golf Programs Coordinator	6
Natural Resources Coordinator	6
Special Services Coordinator	6
Sports Coordinator	6
Sports Facility Supervisor	6
Urban Forester	6
Youth Services Program Coordinator	6
Youth Sports Coordinator/FSC Asst. Mgr.	6
City Landscaper/Sexton	5
Golf Course Superintendent	5
Adult/Family Program Specialist	4
Aquatics/Sports Specialist	4
Banneker Comm. Ctr. Program Specialist	4
Bookkeeper	4
Community Events Specialist	4
Community Relations Specialist	4
Office Manager	4
Youth Services Program Specialist	4
Customer Service Rep. II	2
Registration Clerk/Customer Service	2
Customer Service Rep. I	1
Secretary	1
Apprentice MEO / Master MEO (4)	104/108
Equipment Maintenance Mechanic	108
Working Foreman (6)	108
Laborer (6)	104
Custodian	101

Planning

Director	11
Assistant Director	10
Development Review Manager	9
Long Range/Transportation Manager	9
Zoning & Enforcement Manager	9
Senior Environmental Planner	7
Senior Long Range Planner	7
Senior Transportation Planner	7
Senior Zoning Planner	7
Long Range Planner	5
Transportation Planner	5
Zoning Compliance Planner	5
Zoning Planner	5
Executive Assistant	3
Planning Assistant	3

Police

Telecommunications Manager	9
Crime Scene Technician & Property Mgr (2)	8
Training Coordinator	8
Records Supervisor	7
Telecommunications Supervisor (3)	7
CAD/RMS Data Coordinator	5
Office Manager	5
Telecommunicator (9)	6
Front Desk Clerk II	5

Records Clerk (12)	5
Special Investigations Clerk	5
Front Desk Clerk I	4
Secretary	3
Custodian	1

Public Works

Director	12
Assistant Director	9
Deputy Director	9
Facilities Management Coordinator	8
Citizen Services Coordinator	7
Office Manager	4
Secretary (2)	2
Communications Operator	1
Maintenance/Custodian	107
Board Members	

Risk Management

Risk Manager	10
Assistant City Attorney	10
Director of Safety & Training	6
Claims Administrator	4

Sanitation

Director	9
Crew Leader	110
Apprentice MEO / Master MEO (15)	104/108
Laborer (6)	104

Street

Street Superintendent	9
Assistant Street Superintendent	7
Sidewalk Supervisor	6
Account Clerk	3
Clerk	1
Crew Leader	110
Apprentice MEO / Master MEO (13)	104/108
Working Foreman (2)	108
Laborer (14)	104

Traffic

Traffic Control Manager	9
Assistant Traffic Control Specialist	4
Inventory/Records Clerk	2
Apprentice MEO / Master MEO (3)	104/108

Utilities

Accounting & Finance

Assistant Director - Finance	11
Finance Manager	8
Managerial Accountant	7
Accounts Receivable Coordinator	6
Budget/Research Analyst	6
Associate Accountant	5
Accounting Clerk	4

Accounts Payable Clerk	4
Payroll Administrator	4
Assistant Accounts Payable Clerk	2
Cashier (2)	2
Administration	
Director	12
Deputy Director	11
Property Acquisition Specialist	10
Public Affairs Specialist	7
Administrative Assistant	4
Office Manager	3
Board Member	
Blucher Poole	
Superintendent	9
Plant Service Mechanic	5
Apprentice MEO / Master MEO (2)	104/108
Wastewater Plant Operator (9)	106
Laborer	104
Customer Relations	
Customer Relations Coordinator	5
Customer Relations Representative (3)	2
Dillman	
Superintendent	9
Maintenance Coordinator	7
Solids Handling Supervisor	7
Secretary	2
Plant Maintenance Apprentice / Mechanic (4)	107/111
Wastewater Plant Operator (10)	106 *
Engineering	
Assistant Director - Engineering	11
Capital Projects Manager	9
Assistant Engineer (2)	9
Utilities Engineer	9
GIS Coordinator	7
Senior Project Coordinator (2)	7
Assistant GIS Coordinator	6
Project Coordinator (2)	6
Utilities Inspector (3)	5
Utilities Technician (2)	5
Web/Information Manager	5
Administrative & Project Coordinator	4
Environmental Management	
Water Quality Coordinator	7
Environmental Research Technician	6
Pretreatment Program Inspector	7
Communications Operator (7)	1
Laboratory	
Chemist	8
Lab Technician I (3)	109

Meter Services	
Assistant Superintendent	6
Meter Services Representative	2
Meter Technician II	107
Meter Serviceman (4)	105
Meter Reader (5)	103
Monroe Plant	
Superintendent	9
Plant Service Mechanic	5
Plant Maintenance Apprentice / Mechanic (2)	107/111
Water Plant Operator (10)	106
Purchasing	
Purchasing Manager	7
Inventory Coordinator	4
Purchasing Buyer	4
Working Foreman	108
Laborer (2)	104
Transmission & Distribution	
Assistant Director T&D	11
Assistant Superintendent (5)	6
Engineering Field Technician (4)	5
T&D/Meter Operations Coordinator	4
Secretary	3
Plant Maintenance Apprentice / Mechanic (4)	107/111
Lineman (8)	110
Apprentice MEO / Master MEO (9)	104/108
Laborer (16)	104

* Wage set for two positions in accordance with Memorandum of Understanding in Regard to the Elimination of the Position of "Chief Operator."

SECTION II A. Job rates and Maximum Grandfather Rates for Labor, Trades and Crafts positions.

Any employee who transfers laterally or is promoted to another position in the Pay Plan shall be paid at the wage for the new position in accordance with the relevant longevity step as determined by the Step Charts contained in the Work Agreement and Memorandum of Understanding between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E. 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 for the relevant step within the job classification to which the employee is demoted. Also, the employee's longevity of service is "carried" to the new position. Internal promotions shall be paid at ninety-five percent (95%) of the salary of the relevant grade and step for the first thirty (30) days after promotion. If the ninety-five percent (95%) payment would result in a loss of pay from the previous position, the employee will receive the pay of the previous position for the initial thirty (30) days after promotion. Employees who transfer to a pay grade below their current pay grade shall be paid at the relevant grade and step for the new position.

Employees whose present rate of pay is higher than indicated by the Step Charts, based on the employee's pay grade and longevity, will not receive a pay cut, but will not receive any increase due to longevity until the step chart for the year in question shows an amount greater than the employee's current wage rate plus any across-the-board increase for the year in question.

In accordance with Article 4 of the Work Agreement and Memorandum of Understanding

between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E., employees working on the evening or night shift shall receive forty-two cent (.42) per hour premium. Employees working on a swing shift shall receive a forty-seven cent (.47) per hour premium.

Wastewater Plant Operators who obtain (Class 1) certifications and T&D Linemen who obtain (DS-L) certifications, issued by the State of Indiana, Department of Environmental Management, shall receive an additional forty-five cents ($.45) per hour. T&D Plant Maintenance Apprentices and Mechanics who obtain Collection System Class II Certifications, issued by the Indiana Water Pollution Control Association, shall receive an additional thirty cents ($.30) per hour. Wastewater Plant Operators who obtain Class II, Class III, or Class IV license(s) shall receive an additional thirty cents ($.30) per hour per classification obtained.

Water Plant Operators who qualify as a grade operator in training (O.I.T.) as defined by 327 IAC 8-12-3.2 will receive an additional forty-five cents ($.45) per hour after one year of service and an additional thirty cents ($.30) per hour after two years of service. Water Plant Operators who obtain a grade WT 5 certification will receive additional pay in the amount of one dollar and five cents ($1.05) per hour.

Incentive pay premiums may be awarded for one certification for all union-eligible Utilities Department employees in addition to those licenses recognized above, with the limitations that follow. Wastewater Plant Operators can be recognized financially for a maximum of four certifications total, no more than one of which may be outside of the specific plant operator certifications listed above. Water plant operators can be recognized financially for a maximum of two (2) certifications total; no more than one may be outside the specific plant operator certifications listed above. Any incentive pay premiums other than the amounts listed above shall be thirty cents ($.30) an hour.

Where an employee is required by Employer to obtain a CDL, he/she will receive twenty cents ($.20) per hour additional compensation.

Employees classified as mechanic in Fleet Maintenance that obtain the certification of (ASE) Automotive Service Excellence will receive an additional five cents ($.05) per hour for each test passed. A maximum of eight (8) certificates or forty cents ($.40) shall apply.

The rates shown below for the pay grades and job classifications for Labor, Trades and Crafts positions are the minimum and maximum rates:

LABOR, TRADES AND CRAFTS (LTC)

GRADE	Minimum	Maximum
101	12.92	15.64
102	13.02	15.74
103	13.12	15.84
104	13.22	15.94
105	13.32	16.04
106	13.42	16.14
106*	13.42	22.43
107	13.52	16.24
108	13.62	16.34
109	13.72	16.44
110	13.82	16.54
111	13.92	16.64
112	14.97	17.69
113	15.68	18.40

* Wage set for two positions in accordance with Memorandum of Understanding in Regard to the Elimination of the Position of "Chief Operator."

SECTION II B. Non-Union Employees.

The minimum and maximum rates listed below reflect the salary ranges for each job grade for a regular full-time employee. These ranges are based on full time hours worked and will be prorated for part-time employees. Employees whose 2006 salary is higher than the maximum of the salary range due to past merit/market increases shall nonetheless receive their total salary, provided their job resides in Grade 1 through 7.

NON-UNION

Grade	Minimum	Maximum
1	19,082	28,868
2	20,804	31,205
3	22,674	34,010
4	23,877	37,346
5	27,127	42,429
6	29,831	48,672
7	31,021	52,819
8	31,763	55,259
9	33,954	63,057
10	35,615	69,135
11	42,350	82,208
12	45,262	91,897
Pension Secretaries		3,400
PW Board Members		2,100
PS Board Members		635
USB Board Members		4,279

Employees working in the Police Department as dispatchers and clerks shall receive a twenty-six cent (.26) per hour premium shift differential for working the evening shift.

SECTION II C. Salary Increases for Non-Union Employees

Effective January 1, 2006, subject to the maximum salaries set by this ordinance, an increase will be included in non-union employees' base salaries. This increase may be some combination of market and merit components.

SECTION II D. 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.

COMMON LAW POSITIONS

Job Title	Minimum	Maximum
Administrative Assistant	5.15	12.00
Assistant Counselor	5.15	5.30
Attendant	6.00	7.25
Cashier	6.00	6.70
Clerical Assistant	5.15	10.00
Crossing Guard	12.00/day	18.00/day
Instructor	7.00	25.00
Intern	5.15	12.00
Laborer	6.50	13.20
Law Clerk	5.15	12.00
Leader	5.15	12.00
Lifeguard	7.61	9.45
Manager	9.61	10.82
Motor Equipment Operator	8.00	13.60
Specialist	5.15	25.00
Sports Official	10.00	25.00
Staff Assistant	9.61	10.82
Supervisor	7.00	12.00

Section II E. This section applies to Labor, Trades and Crafts (LTC) positions. Effective January 2006, management and employees of the City of Bloomington may design and implement a gainsharing program whereby the City can provide, and the employees can be rewarded for, the highest quality and most cost-effective public service possible for the citizens of Bloomington.

In the event that a gainsharing program is implemented, the terms and application of such program shall be approved by Ordinance of the Bloomington Common Council.

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, upon this 14th day of SEPTEMBER, 2005.

ANDY RUFF, President
Bloomington Common Council

ATTEST:

REGINA MOORE, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 15th day of SEPTEMBER, 2005.

REGINA MOORE, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 15th day of SEPTEMBER, 2005.

MARK KRUZAN, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum 2006 salary for all appointed officers, non-union and A.F.S.C.M.E. employees for all the departments of the City of Bloomington.

signed copies to:
legal (5)
controller
utilities
employee svcs
department heads (27)

clerk
file
CA/CA (3)