

(Passed 7-2 Banecho Subbaga)

ORDINANCE 04-19

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 2005

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 2005, 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, 2005, and continuing thereafter until duly changed, and request that such salary rates be approved by the Common Council of said city.

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.

<u>Department/Job Title</u>	<u>Grade</u>
<u>Animal</u>	
Director	9
Education Program Director	6
Shelter Manager	6
Volunteer Program Director	5
Secretary (3)	2
Animal Control Officer (4)	107
Kennel Worker (7)	103
<u>Board of Public Safety</u>	
Board Members	
<u>Clerk</u>	
Deputy City Clerk	3
Assistant	1
<u>Common Council</u>	
Council/Administrator Attorney	11
Assistant Administrator	5
<u>Community and Family Resources</u>	
Director	11
Manager, Child Care Services	7
Program Coordinator - BVN	7
Special Projects Coordinator	7
Health Projects Coordinator	6
Program Assistant - Special Projects	6
Program Assistant - BVN	5
Program Assistant II - Special Projects	5

Child Care Caseworker (2)	4
Secretary	2
<u>Controller</u>	
Controller	12
Deputy Controller	9
Budget & Research Manager	9
Accounting & Procurement Manager	8
Systems Manager	6
Accounts Processor	5
Accounts Coordinator	3
<u>Employee Services</u>	
Director	11
Assistant Director	8
Benefits Manager	7
Manager of Training and OD	6
Office Manager	3
Administrative Assistant	2
<u>Engineering</u>	
Engineering Services Manager	10
City Engineer	9
Assistant Engineering Services Manager	7
Project Manager (2)	7
Engineering Field Specialist (2)	4
Engineering Technician (2)	3
<u>Fire</u>	
Fire Inspection Officer	7
Secretary	3
Clerk Typist	1
<u>Fire Pension</u>	
Pension Secretary	
<u>Fleet</u>	
Office Manager	3
Shop Foreman	113
Master Mechanic (4)	112
Apprentice Master Mechanic (2)	109
<u>HAND</u>	
Director	11
Assistant Director	9
Program Manager (7)	6
Neighborhood Compliance Officer (6)	5
Office Manager	4
Secretary (3)	2
<u>Information Services</u>	
Chief Information Officer	12
Systems Admin. & Appl. Development Mgr.	11
GIS Manager	10
Senior Database Administrator	10
User Support & Network Operations Mgr.	10
Sr. Systems Analyst & Project Manager	9

Application Developer	8
Systems Administrator	8
User Support Coord. & Systems Analyst	8
Training Manager	6
GIS Specialist (2)	5
User Support Specialist (3)	5
Inventory Specialist and Office Coordinator	2
<u>Legal</u>	
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
<u>Mayor</u>	
Deputy Mayor	12
Director of Economic Development	10
Business Advocate	7
Communications Director	7
Council Liaison/Special Projects Manager	7
Director - Safe & Civil City	7
Administrative Assistant	5
Staff Assistant	3
<u>Parking Enforcement</u>	
Manager	7
Parking Enforcement Supervisor	5
Parking Enforcement Officer (9)	3
Security Guard (2)	3
Account Clerk (2)	2
Account Clerk II	2
<u>Parks</u>	
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
Banneker Comm. Ctr. Program Specialist	4
Bookkeeper	4
Community Events 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
Equipment Maintenance Mechanic	108
	104/10
Apprentice MEO / Master MEO (4)	8
Working Foreman (6)	108
Laborer (5)	104
Custodian	101

Planning

Director	11
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

Crime Scene Technician & Property Mgr (2)	8
Telecommunications Manager	8
Records Supervisor	7
Telecommunications Supervisor (3)	7
Training Coordinator	6
CAD/RMS Data Coordinator	5
Office Manager	5
Telecommunicator (9)	5
Front Desk Clerk I	4
Front Desk Clerk II	4
Records Clerk (12)	4
Special Investigations Clerk	4
Secretary	3
Custodian	1

Police Pension

Pension Secretary	
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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	8
Crew Leader	110
	104/10
Apprentice MEO / Master MEO (12)	8
Laborer (9)	104

Street

Street Superintendent	9
Assistant Street Superintendent	7
Sidewalk Supervisor	6
Account Clerk	3
Clerk Typist	1
Crew Leader	110
	104/10
Apprentice MEO / Master MEO (13)	8
Working Foreman (2)	108
Laborer (14)	104

Traffic

Traffic Control Manager	9
Assistant Traffic Control Specialist	4
Inventory/Records Clerk	2
	104/10
Apprentice MEO / Master MEO (3)	8

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.

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)

<u>GRADE</u>	<u>Minimum</u>	<u>Maximum</u>
101	12.50	15.22
102	12.60	15.32
103	12.70	15.42
104	12.80	15.52
105	12.90	15.62
106	13.00	15.72
107	13.10	15.82
108	13.20	15.92
109	13.30	16.02
110	13.40	16.12
111	13.50	16.22
112	14.55	17.27
113	15.26	17.98

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 2005 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 5.

NON-UNION

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
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		3,200
PW Board Members		2,100
PS Board Members		635

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, 2005, subject to the maximum salaries set by this ordinance, an increase may be included in non-union employees' base salaries if funds permit. 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

<u>Job Title</u>	<u>Minimum</u>	<u>Maximum</u>
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	9.00
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	7.25	8.50
Manager	7.00	9.50
Motor Equipment Operator	8.00	13.60
Specialist	5.15	25.00
Sports Official	10.00	25.00
Staff Assistant	8.30	10.30
Supervisor	7.00	12.00

Section II E. This section applies to Labor, Trades and Crafts (LTC) positions. Effective January 2005, 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 8th day of September, 2004.


MICHAEL DIEKHOFF, 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 8th
day of September, 2004.

Regina Moore
REGINA MOORE, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 8th day of SEPTEMBER, 2004.

Mark Kruzan
MARK KRUZAN, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum 2005 salary for all appointed officers and employees of the City of Bloomington.

Signed copies to:

Legal (6)
controller
E.S.
Clerk
File
CA/CA (2)

departments (24)
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