

## ORDINANCE 94-37

**AN ORDINANCE FIXING THE SALARIES  
OF APPOINTED OFFICERS AND EMPLOYEES  
OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA,  
FOR THE YEAR 1995**

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, 1995, 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. 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, 1995, 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 1995, 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.

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1995 Pay</u>	
Animal	DIRECTOR	421	34,673	
	VOLUNTEER PROG. DIRECTOR (RPT)	403	11,495	
	ANIMAL SHELTER MGR	304	28,294	
	SECRETARY (RPT)	201	12,200	
	SECRETARY (RPT)	201	16,516	
	ANIMAL CONTROL OFFICER	G	10.81	
	KENNEL WORKER	C	10.41	
	HUMANE EDUCATION COORD.		6,515	
	Clerk	DEPUTY CITY CLERK (RPT)	203	9,298
	Controller	CITY CONTROLLER	509	45,302
DEPUTY CONTROLLER		426	38,751	
BUDGET AND RESEARCH MANAGER		418	30,458	
ACCOUNTS MANAGER		418	30,384	
PAYROLL MANAGER		409	28,403	
ACCOUNT COORDINATOR		206	22,298	
CLERK TYPIST (RPT)		201	10,932	
Council		COUNCIL/ADM ATTY	504	37,843
DPW		BOARD MEMBERS		2,044
	DIRECTOR	507	41,170	

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1995 Pay</u>
	ASSISTANT DIRECTOR	426	38,751
	PUBLIC WORKS ASSISTANT	416	28,554
	SECRETARY	206	22,298
	CLERK TYPIST (RPT)	202	13,078
	CLERK TYPIST	201	18,221
	CUSTODIAN	A	10.21
	<u>PARKING ENFORCEMENT DIVISION</u>		
	PARKING ENFORCEMENT MANAGER	411	26,501
	PARKING ENFORCEMENT SUPERVISOR	206	23,400
	ACCOUNT CLERK	204	21,926
	PARKING ENFORCEMENT OFFICER	203	21,611
	PARKING ENFORCEMENT OFFICER	203	21,611
	PARKING ENFORCEMENT OFFICER	203	20,967
	PARKING ENFORCEMENT OFFICER	203	20,920
	PARKING ENFORCEMENT OFFICER	203	20,822
	PARKING ENFORCEMENT OFFICER	203	18,596
	PARKING GARAGE TECHNICIAN	203	20,110
	CLERK TYPIST	201	19,867
	CROSSING GUARD		13.50/day
	CROSSING GUARD		11.00/day
	PARKING GARAGE ATTENDANT		6.82
	PARKING GARAGE ATTENDANT		6.40
	PARKING GARAGE ATTENDANT		6.10
	LABORER (TPT)		6.65
	<u>CODE ENFORCEMENT DIVISION</u>		
	CODE ENFORCEMENT MANAGER	426	38,443
	CODE ENFORCEMENT OFFICER	415	29,964
	CHIEF BUILDING OFFICIAL	415	30,532
	PLUMBING/MECH INSPECTOR	406	24,108
	BUILDING INSPECTOR	406	24,075
	ELECTRICAL INSPECTOR	406	24,349
	CODE ENFORCEMENT INSPECTOR	403	23,853
	CODE ENFORCEMENT INSPECTOR	403	22,862
	CODE ENFORCEMENT INSPECTOR	403	23,273
	CODE ENFORCEMENT INSPECTOR	403	21,678
	SECRETARY	204	21,081
	CLERK TYPIST	202	20,665
Engineering	CITY ENGINEER	505	45,677
	DEPUTY CITY ENGINEER	430	34,331
	GIS COORDINATOR	418	29,138
	PROJECT MANAGER/INSPECTOR	416	29,743
	PROJECT INSPECTOR	415	30,194
	PROJECT INSPECTOR	415	26,128
	STREET INSPECTOR	406	24,436
	PERMIT CLERK	206	21,595
	ENGINEERING TECHNICIAN	205	23,422
	ENGINEERING TECHNICIAN	205	21,403
	ENGINEERING TECHNICIAN	205	18,990
	CLERK TYPIST (RPT)	202	10,456
	CLERK TYPIST (RPT)	202	9,204
Fire	SECRETARY	205	22,610
Fleet	OFFICE MANAGER	302	26,839
	CLERK TYPIST (RPT)	201	15,881
	SHOP FOREMAN	M	12.97
	MASTER MECHANIC	L	12.26
	APPRENTICE MASTER MECHANIC	I	11.01

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1995 Pay</u>
	AUTO SERVICEMAN	D	10.51
Human Res.	DIRECTOR	503	40,408
	ASSISTANT DIRECTOR	417	29,982
	PROJECT DIRECTOR/NUTRITION	413	27,792
	PROJECT DIRECTOR/CHILD CARE	413	13,919
	PROJECT COORDINATOR/FARMER'S MARKET	411	27,605
	PROJECT COORDINATOR/FOOD PROGRAM	411	13,455
	PROJECT COORDINATOR/VOLUNTEER SERVICES (RPT)	411	19,802
	ACCOUNTS PROCESSOR (RPT)	407	16,244
	PROGRAM ASSISTANT/CHILD CARE	404	22,667
	PROGRAM ASSISTANT/NUTRITION	404	20,993
	PROGRAM ASSISTANT/CHILD CARE (RPT)	404	10,846
	PROGRAM ASSISTANT/FOOD PROGRAM (RPT)	404	10,709
	PROGRAM ASSISTANT/STEP AHEAD (RPN)	404	8,397
	SECRETARY	205	21,775
	SECRETARY	204	20,809
	NUTRITION SITE MANAGER		5.85
Legal	CORPORATION COUNSEL	511	47,256
	CITY ATTORNEY	435	41,510
	HUMAN RIGHTS DIRECTOR/ATTY (RPT)	433	19,678
	ASSISTANT CITY ATTORNEY	433	39,357
	ASSISTANT CITY ATTORNEY	433	36,602
	ASSISTANT CITY ATTORNEY (RPT)	433	18,891
	LEGAL SECRETARY/PARALEGAL	211	21,930
	SECRETARY	206	22,297
	SECRETARY - HUMAN RIGHTS (RPT)	204	10,161
	<u>RISK MANAGEMENT DIVISION</u>		
	RISK MANAGER	433	39,357
	ASSISTANT CITY ATTORNEY	433	37,782
	ACCOUNT CLERK	206	19,177
Mayor	DEPUTY MAYOR	503	38,452
	STAFF ASSISTANT	210	23,773
Parks	ADMINISTRATOR	507	46,112
	ASSISTANT ADMINISTRATOR	432	39,989
	DIRECTOR OF SAFETY/DEVELOPMENT	430	34,706
	MAINTENANCE OPERATIONS COORDINATOR	426	36,478
	DIVISION DIRECTOR	425	32,580
	DIVISION DIRECTOR	425	35,511
	AREA MANAGER	417	29,541
	AREA DIRECTOR (5)	413	28,558
	AREA DIRECTOR	413	27,107
	AREA DIRECTOR (2)	413	25,701
	ACTIVITY DIRECTOR (2)	410	25,066
	ASSISTANT AREA DIRECTOR	407	25,614
	ASSISTANT AREA DIRECTOR	407	23,241
	STAFF ASSOCIATE	401	19,499
	STAFF ASSOCIATE (2)	401	21,665
	STAFF ASSOCIATE (2)	401	20,148
	STAFF ASSOCIATE	401	19,870
	STAFF ASSOCIATE (RPT)	401	9,750
	MAINTENANCE SUPERVISOR	308	34,876

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1995 Pay</u>
	MAINTENANCE SUPERVISOR	308	31,375
	GOLF COURSE ASSISTANT MANAGER	304	28,294
	GOLF COURSE SUPERINTENDENT	304	29,674
	OFFICE MANAGER	302	24,612
	BOOKKEEPER	206	21,631
	SECRETARY	203	21,092
	SECRETARY	203	21,612
	CLERK TYPIST (RPT)	201	9,110
	WORKING FOREMAN	H	10.94
	WORKING FOREMAN	H	10.91
	EQUIP MAINTENANCE MECHANIC	H	10.91
	LABORER II	D	10.74
	LABORER II	D	10.51
	MEO I	D	10.51
	CUSTODIAN	A	10.21
	PROGRAM MANAGER		6.00
	ACTIVITY LEADER		5.00
	CHILDCARE PROVIDER		5.00
	WOODSHOP SUPERVISOR		5.00
	ASSISTANT SUPERVISOR		5.00
	PROGRAM SPECIALIST		4.75
	INSTRUCTOR/LEADER		4.25
	RECEPTIONIST		4.25
<b>Parks-Temporary</b>	STAFF ASSISTANT		9.38
	MANAGER		6.00
	SUPERVISOR		5.40
	ASSISTANT SUPERVISOR		5.00
	POOL GUARD		4.50
	SKATE GUARD		4.25
	SKATE SHARPENER		5.00
	ATTENDANT		4.25
	RECEPTIONIST		4.25
	PROGRAM SPECIALIST		4.75
	GARDEN SUPERVISOR		7.00
	GARDEN MAINTENANCE MANAGER		6.00
	TECHNICIAN		8.00
	MAINTENANCE LABORER II		5.45
	MAINTENANCE LABORER I		5.15
	STARTER/RANGER		4.25
	WOODSHOP SUPERVISOR		5.00
	INSTRUCTOR/LEADER		4.25
	OFFICE ASSISTANT		6.00
	ACTIVITY LEADER		5.00
	CHILDCARE PROVIDER		5.00
<b>Personnel</b>	DIRECTOR	503	41,527
	ASSISTANT DIRECTOR	421	32,098
	PERSONNEL TECHNICIAN	404	20,993
	SECRETARY	204	22,401
	COMMUNICATION OPERATOR (RPT)	203	13,291
	COMMUNICATION OPERATOR (RPN)	203	7,438
<b>Planning</b>	DIRECTOR	505	45,162
	ASSISTANT DIRECTOR	421	33,389
	TRANSPORTATION PLANNER	411	26,157
	SENIOR ZONING PLANNER	411	27,581
	LONG RANGE PLANNER	411	24,845
	ZONING PLANNER	406	23,458

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1995 Pay</u>
	ZONING PLANNER	406	22,724
	ZONING PLANNER	406	22,450
	SECRETARY	205	22,069
	SECRETARY	205	21,403
<b>Police</b>	TELECOMMUNICATION SUPERVISOR	304	29,398
	RECORDS SUPERVISOR	301	25,661
	TELECOMMUNICATOR	211	23,320
	TELECOMMUNICATOR (2)	211	24,309
	TELECOMMUNICATOR (2)	211	21,930
	TELECOMMUNICATOR (2)	211	24,170
	TELECOMMUNICATOR	211	23,581
	TELECOMMUNICATOR	211	22,788
	TELECOMMUNICATOR	211	21,626
	ACCOUNT CLERK	208	22,776
	RECORDS CLERK	205	21,408
	RECORDS CLERK	205	21,403
	RECORDS CLERK	205	22,610
	RECORDS CLERK (2)	205	20,508
	RECORDS CLERK	205	20,025
	RECORDS CLERK	205	22,069
	SPECIAL INVESTIGATIONS CLERK	205	23,733
	CUSTODIAN	A	10.21
<b>Public Safety</b>	BOARD MEMBERS		614
	SECRETARY		1,500
<b>Redevelopment</b>	DIRECTOR	503	41,527
	ASSISTANT DIRECTOR	416	26,768
	REDEVELOPMENT SPECIALIST	413	27,729
	REDEVELOPMENT SPECIALIST	413	27,685
	REDEVELOPMENT SPECIALIST	413	30,842
	REDEVELOPMENT SPECIALIST	413	27,250
	REDEVELOPMENT SPECIALIST	413	26,123
	SECRETARY/ACCOUNT CLERK	204	21,861
<b>Rosehill</b>	CITY LANDSCAPER	419	32,171
	GENERAL FOREMAN/SEXTON	301	24,921
	MEO II	F	10.71
	MEO I	D	10.51
	LABORER I	B	10.31
	SEASONAL LABORER		6.25
<b>Sanitation</b>	DIRECTOR	315	34,877
	ASSISTANT DIRECTOR	306	29,752
	CREW LEADER	J	11.11
	MEO II	F	10.71
	MEO I	D	10.51
	LABORER I	B	10.31
	LABORER (RPT)		7.17
	LABORER (TPT)		6.65
<b>Street</b>	STREET SUPERINTENDENT	315	34,877
	ASSISTANT STREET SUPERINTENDENT	307	30,711
	SIDEWALK SUPERVISOR	304	26,500
	ACCOUNT CLERK	206	23,400
	CLERK TYPIST	202	20,881
	CREW LEADER	J	11.54
	MEO III	H	11.28
	MEO II	F	11.14
	MEO II	F	11.10
	MEO I	D	10.94

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1995 Pay</u>
	MEO I	D	10.88
	WORKING FOREMAN	H	10.91
	MEO III	H	10.91
	MEO II	F	10.71
	MEO I	D	10.51
	LABORER II	D	10.51
	LABORER I	B	10.31
	SEASONAL LABORER		7.50
	SEASONAL LABORER (WITH CDL)		9.00
	<u>TRAFFIC DIVISION</u>		
	TRAFFIC CONTROL SPECIALIST	419	28,768
	ASST TRAFFIC CONTROL SPECIALIST	406	22,724
	LABORER I	B	10.31

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 M, employees working on the evening or night shift shall receive a thirty cent (.30) per hour premium. Employees working on a swing shift shall receive a thirty-five cent (.35) per hour premium. Also, employees working in the Police Department as dispatchers and clerks shall receive a twenty-five cent (.25) per hour premium shift differential for working the evening shift.

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

<u>Grade</u>	<u>Range</u>	
A	10.21	10.21
B	10.31	10.31
C	10.41	10.41
D	10.51	10.94
E	10.61	11.04
F	10.71	11.14
G	10.81	10.81
H	10.91	11.28
I	11.01	11.01
J	11.11	11.54
K	11.21	11.21
L	12.26	12.26
M	12.97	12.97

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 for a regular full-time employee. These ranges may be adjusted based on the hours worked of a part-time employee. 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.

Employees working in the Code Enforcement Division of Public Works as Code Enforcement Inspectors, Chief Building Officials and Code Enforcement Officers shall receive \$500/year for each code inspector certification held up to a maximum amount of \$1,500/year or three certifications. This certification pay shall be in addition to the salary range listed for the job classification. Employees shall only be entitled to this pay upon completion of the probationary period of employment.

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

<u>Grade</u>	<u>Range</u>	
201	8.25	10.95
202	8.34	11.07
203	8.42	11.17
204	8.51	11.29
205	8.60	11.41
206	8.69	11.53
207	8.77	11.63
208	8.87	11.76
209	8.95	11.88
210	9.04	12.00
211	19,100	25,349

**JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)**

<u>Grade</u>	<u>Range</u>	
301	23,737	27,585
302	24,221	28,148
304	25,535	29,674
306	26,212	30,461
307	26,533	30,836
308	26,999	34,876
310	28,066	32,616
312	28,787	33,454
315	30,011	34,877

**JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)**

<u>Grade</u>	<u>Range</u>	
401	19,066	24,264
402	19,552	24,885
403	20,040	25,505
404	20,528	26,124
406	21,504	27,367
407	21,992	27,990
408	22,568	28,721
409	23,144	29,455
410	23,719	30,186
411	24,293	30,919
413	25,131	31,983
414	25,338	32,248
415	25,549	32,516
416	26,175	33,312
417	26,386	33,580
418	26,804	34,111
419	27,222	34,646
420	27,738	35,302
421	28,253	35,957
422	29,052	36,974
423	29,251	37,228
424	29,650	37,735
425	30,049	38,242
426	30,448	38,751
427	30,846	39,256
429	32,241	41,034
430	32,841	41,797
432	33,837	43,065
433	34,636	44,080
435	35,729	45,472

**JOB FAMILY: NON-TENURED POSITIONS**

<u>Grade</u>	<u>Range</u>	
503	33,837	43,065
504	34,636	44,080
505	35,729	45,677
507	36,231	46,112
509	38,332	48,785
511	39,987	50,892



SECTION IIC. 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.

**JOB FAMILY: COMMON LAW EMPLOYEES**

<u>Job Title</u>		<u>Range</u>
CLERICAL ASSISTANT	4.25	6.00
INTERN	5.00	8.00
ADMIN. ASSISTANT	5.00	10.00
ON-SITE MARKET COORDINATOR	6.00	10.00
HOME DELIVERY DRIVER	4.69	5.11
LAW CLERK	5.00	8.00
LEADER/INSTR	4.25/class	7.00/class
SPEC.INSTRUCTOR I	7.00/class	12.00/class
SPEC. INSTRUCTOR II	12.00/class	25.00/class
ATTENDANT	4.25	5.00
CAMP COUNSELOR	200/wk	300/wk
CAMP DIRECTOR	300/wk	350/wk
ASSISTANT CAMP DIRECTOR	225/wk	325/wk
CAMP COUNSELOR	5.00	6.00
CAMP DIRECTOR	5.00	9.00
ASSISTANT CAMP DIRECTOR	5.00	8.50
PROGRAM COORDINATOR	5.00	10.00
PROGRAM ASSISTANT	4.50	6.00
MANAGER	5.00	8.00
SUPERVISOR	4.50/game	7.00/game
ASSISTANT SUPERVISOR	4.50	5.00
OFFICE ASSISTANT	4.25	6.00
SPORT OFFICIAL	9.00/game	15.00/game
TECHNICIAN	8.00	25.00
SCOREKEEPER	4.25/game	6.00/game
MAINTENANCE	5.00	6.00
BUS DRIVER	5.00	12.00
HANDYMAN	5.00	7.00
BEACH MANAGER	7.00	10.00
BEACH SUPERVISOR	6.00	9.00
BEACH GUARD	5.00	8.00

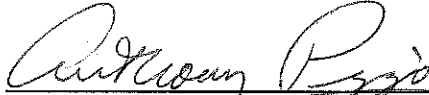
SECTION IID. This section covers all positions which are filled under a contractual agreement with the employee and the city to provide employment services. These positions shall be non-tenured. The rate shown is the maximum rate for employee(s) within the job classification(s) listed.

GOLF COURSE MANAGER 38,836


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.

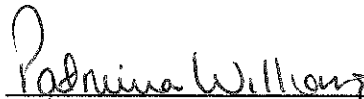
PASSED AND ADOPTED by the Common Council of the City of Bloomington, Indiana, this 27<sup>th</sup> day of July, 1994.

  
\_\_\_\_\_  
~~JIM SHERMAN~~, President  
Bloomington Common Council

ATTEST:

  
\_\_\_\_\_  
PATRICIA WILLIAMS, Clerk  
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington upon the 28<sup>th</sup> day of July, 1994.

  
\_\_\_\_\_  
PATRICIA WILLIAMS, Clerk  
City of Bloomington

THIS ORDINANCE was approved and signed by me on this 28<sup>th</sup> day of July, 1994.

\_\_\_\_\_  
TOMILEA ALLISON, Mayor  
City of Bloomington

SYNOPSIS

This ordinance sets the maximum 1995 salary for all appointed officers and employees of the City of Bloomington.

COPIES: PERSONNEL (2)      10  
          CONTROLLER (2)  
          BRAD (1)  
          LEGAL