

ORDINANCE 2025-40

AN ORDINANCE TO FIX 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 2026

BE IT HEREBY ORDAINED BY THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, THAT:

SECTION 1: From and after the first (1st) day of January 2026, 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 KERRY THOMSON TO THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON:

I, Kerry Thomson, 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, 2026, 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 Indiana Code § 8-1.5-3-4.

The Clerk’s positions shall be listed in a separate salary ordinance specific to the Clerk’s office, and the fire and police positions not covered by a collective bargaining agreement (non-union) shall be listed in the Safety Officer Salary Ordinance.

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. Part-time positions that are at least thirty (30) hours per week are indicated by a decimal point after the position title. These positions are benefits-eligible. All other part-time positions below thirty (30) hours per week are not benefits-eligible and are paid hourly, pursuant to section 2(L).

Where more than one (1) position shares 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 in the form of a whole number.

Department/Job Title Grade

Board of Public Safety

Board Members

Common Council

Council Administrator/Attorney	12
Deputy Administrator/Deputy Attorney	10
Assistant Administrator/Legal Research Assistant	6

Community and Family Resources Department

Director	13
Director – Safe & Civil City	9
Ambassador Program Manager	9
CBVN Coordinator	8
Special Projects Program Specialist	8
After Hours Ambassador (2)	8
Latino Outreach Coordinator	8
Special Projects Coordinator	8
Office Manager/Program Assistant	5
Human Rights Administrative Assistant	4

Controller's Department

Controller	14
Deputy Controller	12
Director of Auditing and Financial Systems	11
Accounting and Procurement Manager	8
Data Analyst and Manager	8
Purchasing Manager	9
Grant Research and Sourcing Manager	7
Payroll Systems Manager	7
Senior Accounts Payable/Revenue Clerk	6
Accounts Payable/ Revenue Clerk (3)	5

Department of Economic and Sustainable Development

Director	13
Assistant Director of Sustainability	10
Assistant Director for Small Business Development	10
Assistant Director for the Arts	10
Capital Projects Manager	9
Special Projects Manager	9
Transportation Demand Manager	9
Sustainability Program Coordinator	8
Administrative Assistant	5

Engineering Department

City Engineer	14
Senior Project Engineer	12
Traffic Engineer	11
Project Engineer (2)	11
Senior Project Manager	10
Project Manager III	9
Program Manager Right-of-Way-Use	9
Project Manager (2)	8
Public Improvement Manager	8
Construction Inspector	7
Engineering Field Specialist (2)	7
Engineering Tech II (2)	7
Administrative Assistant	5

HAND Department

Director	13
Assistant Director	11
Operations Manager II	10
Program Manager (5)	9
Financial Specialist	7
Grant Compliance Manager	6
Neighborhood Compliance Officer (7)	6
Program Specialist	5
Rental Specialist (3)	4

Human Resources Department

Director	13
Assistant Director	11
Director of Compensation and Benefits	10
Talent Manager	10
Benefits Manager	9
Human Resources Generalist	8
Talent Acquisition Specialist	7
Payroll Coordinator	5
Talent Coordinator	5
Human Resources Coordinator (.8)	3

Information and Technology Services Department

Director	14
Assistant Director of Operations	12
Assistant Director for Enterprise Applications	12
GIS Manager	11
Technology Support Manager	10
Applications Infrastructure Analyst	10
Senior Systems Administrator	10
Senior Network Administrator	9
Senior Applications Analyst	9
Applications Analyst (2)	8
Assistant System and Network Administrator	8
Digital Opportunity Specialist	8
GIS Specialist (2)	8
Accounts & Training Specialist	7
Office Manager	7
Technology Support Specialist (5)	6
GIS Technician (.75)	6

Legal Department

Legal¹

Corporation Counsel	14
City Attorney	12
Assistant City Attorney/Senior Assistant City Attorney (6)	11
Assistant Administrator/Legal Research Assistant	6
Administrative Assistant	4

Risk Management

Risk Manager	10
Director of Safety and Training	7
Legal/Risk Administrative Assistant	4

Office of the Mayor

Deputy Mayor	14
Communications Director	10

¹ Some departments listed herein are organized by divisions within that department for convenience. This division-based organization shall not limit the Executive Branch's authority to reorganizing positions, as allowed by law.

Public Engagement Director	10
Special Assistant to the Mayor	8
Communications Coordinator	7
Program Manager - City Homelessness Response Coordinator	7
Executive Office Manager	7
Legislative Affairs Specialist	5

Parks Department

Administration

Director	13
Community Relations Manager	8
Office Manager	7
Community Relations Coordinator	6
Digital Content Coordinator	6
Community Relations Specialist	5
Employee Support Specialist	5
Customer Relations Representative (3)	4

Operations

Operations and Development Division Director	11
Operations Superintendent	9
Urban Forester	8
Natural Resources Manager	7
Urban Greenspace Manager	7
Natural Resources Coordinator	6
Operations Coordinator	6
Crew Leader	110
Equipment Maintenance Mechanic	108
Equipment Maintenance Mechanic (Facilities)	108
Apprentice MEO/ Master MEO (2)	104/108
Working Foreperson (6)	108
Laborer (7)	104

Recreation

Recreation Services Division Director	10
Recreation Facilities General Manager (SYP)	9
Recreation Services General Manager	9
Coordinator - Allison-Jukebox	7
Program/Facility Coordinator (4)	7

Health/Wellness Coordinator	6
Program Specialist (3)	5
Working Foreperson (2)	108

Sports

Sports Services Division Director	10
General Manager/Twin Lakes Recreation Center	9
Golf Facilities Manager	8
Sports Facility/Program Manager (FSC/Pools)	8
Program/Facility Coordinator (TLRC)	8
Sports Facility Coordinator	7
Golf Course Superintendent	7
Membership Coordinator	6
Golf Programs Coordinator	6
Sports Specialist	5
Working Foreperson	108
Apprentice MEO/Master MEO	104/108
Laborer (2)	104
Custodian	101

Planning and Transportation Administration

Director	13
Assistant Director	11
Office Manager	6
Administrative Assistant	4

Planning Services Division

Planning Services Manager	10
Safe Streets Program Manager	9
MPO Director	9
MPO Transportation Planner	8
Long Range Planner (2)	8
Alternative Transportation Coordinator	8

Development Services Division

Development Services Manager	10
Senior Zoning Compliance Planner	9
Senior Zoning Planner	9
Senior Environmental Planner	9
Zoning Planner and GIS Analyst	8
Zoning and Long Range Planner	7
Zoning Compliance Planner	7
Zoning Planner (.5) ²	7

Public Works Department

Administration

Director	14
Deputy Director	12
Data Analyst and Manager	9
Special Projects and Operations Manager	8
Special Projects Coordinator	7
Office Manager	5
Customer Relations Representative	4
Board Members	

Animal Care and Control

Director	11
Outreach Coordinator	6
Shelter Manager	9
Volunteer Program Director	7
Adoption Coordinator	5
Administrative Assistant (4)	3
Animal Control Officer (3)	107
Animal Care Technician (9)	106

Operations and Facilities

Director	10
Facility Asset and Operations Coordinator	7
Downtown Specialist (2)	5
Maintenance/Custodian (2)	107

² This position is benefits-eligible at .5 because it was “grandfathered-in” prior to the release of the updated Employee Handbook. If the individual leaves the position, it will be an hourly position and will no longer be benefits-eligible.

Fleet

Fleet Maintenance Manager	11
Service and Capital Coordinator	7
Asset and Operations Specialist	6
Inventory Coordinator	4
Apprentice Master Technician/Master Technician (8)	109/112
Shop Foreperson	113

Parking Services Division

Director	10
Enforcement Supervisor	7
Garage Manager	8
Financial Coordinator	5
Garage Shift Supervisor	5
Team Leader	5
Enforcement Officers (12)	3
Customer Service/Security Specialist (10)	4
Customer Relations Representative (2)	4

Sanitation

Director	11
Office Manager	5
Crew Leader (2)	110
Apprentice MEO/Master MEO (17)	104/108
Laborer (3)	104

Street Operations

Director of Street Operations	12
Deputy Director	9
Traffic Manager	8
Street Maintenance Supervisor	8
Sidewalk Supervisor	8
Accounting Clerk IV (Finance and Grant Manager)	7
Asset Clerk	4
Crew Leader (6)	110
Apprentice MEO/Master MEO (17)	104/108
Laborer (17)	104

Utilities

Finance and Accounting

Utilities Assistant Director – Finance	12
Finance Manager	9
Accounting Manager	8
Accounts Receivable Manager	7
Associate Accountant	6
Web/Information Manager	6
Account Collections Specialist	6
Accounting Clerk	5
Accounts Payable Clerk	6
Office Manager	5
Assistant Accounts Payable Clerk	4

Administration

Director	14
Communications Manager	8
Conservation and Energy Resource Manager	8
Data Analyst	8
Office Manager	6
Administrative Assistant	4
Lead Communications Operator	4
Communications Operator (6)	3
Board Members	

Environmental

Assistant Director of Environmental Programs	12
Water Quality Coordinator	9
Pretreatment Program Coordinator	9
MS4 Coordinator	9
Hazardous Materials Coordinator	9
Hazardous Materials Inspector	7
Pretreatment Program Inspector	7
MS4 Inspector	7
Administrative Assistant	4
Water Specialist	5
Education Specialist	6
Specialized Crew Leader	U-119
Utilities Specialist I/II/III (2)	U-111/113/115

Hydrant Maintenance Specialist (.75)	3
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Operations - Blucher Poole

Superintendent	10
Assistant Superintendent	9
Wastewater Plant Operator (9)	U-106
Apprentice/Master MEO	U-104/108
Utilities Specialist I/II/III	U-111/113/115

Finance - Customer Relations

Customer Relations Manager	8
Customer Relations Specialist (2)	5
Customer Relations Representative (4)	4

Operations - Dillman

Superintendent	10
Assistant Superintendent	9
Solids Handling Supervisor	9
Wastewater Plant Operator (10)	U-106
Apprentice MEO/Master MEO	U-104/108

Engineering

Utilities Assistant Director – Engineering	12
Utilities Engineer (3)	11
Capital Projects Manager	9
Capital Projects Coordinator	8
Environmental Program Coordinator	8
GIS Coordinator	8
Senior Project Coordinator (2)	8
Assistant GIS Coordinator	6
Project Coordinator (2)	7
Utilities Inspector (3)	7
Plan Central Coordinator	7
Utilities Technician (2)	6
Administrative and Project Coordinator	5

Environmental - Laboratory

Chemist	9
Lab Technician I (3)	U-109

<u>Meter Services</u>	
Assistant Superintendent	9
Meter Services Representative/Management Technician	7
Meter Technician II	U-107
Meter Serviceperson (6)	U-105
Meter Service Laborer (3)	U-103

<u>Operations - Monroe Plant</u>	
Superintendent	11
Assistant Superintendent	9
Water Plant Operator (10)	U-106

<u>Finance - Purchasing</u>	
Purchasing Manager	8
Inventory Coordinator	4
Purchasing Buyer	4
Purchasing Contract Specialist (.75)	4
Working Foreperson	U-108
Laborer (2)	U-104

<u>Transmission and Distribution</u>	
Utilities Assistant Director – T&D	12
Assistant Superintendent (5)	9
Engineering Field Technician (5)	6
T&D/Meter Operations Coordinator	5
Specialized Crew Leader (9)	U-119
Heavy Equipment Operator I/II (12)	U-116/118
Laborer/Utilities Specialist I/II/III(17)	U-104/111/113/115

Operations & Maintenance

Utilities Assistant Director - Operations	12
Maintenance Superintendent	10
Assistant Maintenance Superintendent (2)	9
Instrumentation and Control Specialist	7
Administrative Assistant	4
Lift Station Mechanic Apprentice/Master (4)	U-113/118
Plant Maintenance Mechanic Apprentice/ Master (6)	U-113/118
Utilities Specialist I/II/III	U-111/113/115

SECTION 2 A. Non-Union Positions. 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, benefits-elegible employees. Employees, whose 2026 salary is higher than the maximum of the salary range due to past merit/market increases or attraction/retention, shall nonetheless continue to receive their higher-than-maximum salary.

NON-UNION

Grade	Minimum	Maximum
1	\$36,387	\$43,664
2	\$38,209	\$45,850
3	\$40,883	\$49,061
4	\$43,242	\$56,215
5	\$50,275	\$65,358
6	\$57,309	\$74,501
7	\$64,342	\$83,644
8	\$71,374	\$92,786
9	\$78,408	\$101,931
10	\$85,440	\$111,073
11	\$92,474	\$120,217
12	\$101,411	\$131,836
13	\$115,899	\$150,669
14	\$135,216	\$175,780

Pension Secretaries	\$5,000
Board of Public Works Member	\$2,100
Board of Public Safety Members	\$635
Utility Services Board Members	\$4,279

SECTION 2 B. Non-union Pay Steps Within Grades. The amount earned within each grade shall be determined by the employee’s tenure within the City and, if applicable, prior relevant experience. These amounts are based on full-time hours worked and will be prorated for part-time employees. Employees whose 2026 salary is higher than the maximum of the salary range

due to past merit/market increases or attraction/retention, shall nonetheless continue to receive their higher-than-maximum salary.

Grade	Minimum/ Hire	After Year 1	After Year 3	After Year 5	Maximum/After Year 10
1	\$36,387	\$38,205	\$40,025	\$41,844	\$43,664
2	\$38,209	\$40,119	\$42,029	\$43,939	\$45,850
3	\$40,883	\$42,928	\$44,972	\$47,016	\$49,061
4	\$43,242	\$46,485	\$49,728	\$52,972	\$56,215
5	\$50,275	\$54,046	\$57,816	\$61,587	\$65,358
6	\$57,309	\$61,607	\$65,905	\$70,203	\$74,501
7	\$64,342	\$69,167	\$73,992	\$78,818	\$83,644
8	\$71,374	\$76,728	\$82,081	\$87,434	\$92,786
9	\$78,408	\$84,288	\$90,169	\$96,049	\$101,931
10	\$85,440	\$91,849	\$98,257	\$104,666	\$111,073
11	\$92,474	\$99,409	\$106,345	\$113,281	\$120,217
12	\$101,411	\$109,017	\$116,624	\$124,230	\$131,836
13	\$115,899	\$124,592	\$133,284	\$141,977	\$150,669
14	\$135,216	\$145,357	\$155,498	\$165,640	\$175,780

SECTION 2 C. A.F.S.C.M.E. Positions. The following provisions apply to A.F.S.C.M.E positions:

- I. No 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 with the step pay system for the job classification.
- II. 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.
- III. An employee’s longevity of uninterrupted service is “carried” to the employee’s new position.

- IV. 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.
- V. Employees who transfer to a pay grade below their current pay grade shall be paid one hundred percent (100%) at the relevant grade and step for the new position when they begin working in that new position.
- VI. In the event an employee’s present rate of pay is higher than indicated by the Step Charts, based on the employee’s pay grade and longevity, the employee 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.

The rates shown below for the pay grades and job classification for A.F.S.C.M.E. positions are the minimum and maximum rates:

Animal Shelter	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Animal Care Technician	106	23.01	23.65	24.31	24.94	25.58	26.04	26.48	26.92	27.38	27.85	28.30
Animal Control Officer	107	23.15	23.81	24.45	25.10	25.76	26.19	26.64	27.10	27.54	28.02	28.49

Facilities	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Maintenance/Custodian	107	23.15	23.81	24.45	25.10	25.76	26.19	26.64	27.10	27.54	28.02	28.49

Fleet Maintenance	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Apprentice Master Technician	109	23.49	24.13	24.78	25.42	26.07	26.52	26.96	27.41	27.87	28.35	28.80
Master Technician	112	25.50	26.15	26.80	27.43	28.08	28.53	28.98	29.43	29.87	30.33	30.78
Shop Foreperson	113	26.64	27.29	27.92	28.58	29.22	29.67	30.11	30.57	31.03	31.49	31.94

Parks and Recreation	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Custodian	101	22.21	22.84	23.49	24.13	24.78	25.24	25.67	26.13	26.58	27.04	27.50
Laborer	104	22.69	23.33	23.97	24.61	25.26	25.71	26.16	26.61	27.05	27.54	27.99
Motor Equipment Operator Apprentice	104	22.69	23.33	23.97	24.61	25.26	25.71	26.16	26.61	27.05	27.54	27.99
Equipment Maintenance Mechanic	108	23.33	23.97	24.61	25.26	25.90	26.34	26.82	27.26	27.71	28.16	28.61
Working Foreperson	108	23.33	23.97	24.61	25.26	25.90	26.34	26.82	27.26	27.71	28.16	28.61
Master Motor Equipment Operator	108	23.33	23.97	24.61	25.26	25.90	26.34	26.82	27.26	27.71	28.16	28.61
Crew Leader	110	23.65	24.31	24.94	25.58	26.23	26.66	27.13	27.58	28.02	28.50	28.95

Sanitation	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Laborer	104	22.69	23.33	23.97	24.61	25.26	25.71	26.16	26.61	27.05	27.54	27.99

Motor Equipment Operator Apprentice	104	22.69	23.33	23.97	24.61	25.26	25.71	26.16	26.61	27.05	27.54	27.99
Master Motor Equipment Operator	108	23.33	23.97	24.61	25.26	25.90	26.34	26.82	27.26	27.71	28.16	28.61
Crew Leader	110	23.65	24.31	24.94	25.58	26.23	26.66	27.13	27.58	28.02	28.50	28.95

Street	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Laborer	104	22.69	23.33	23.97	24.61	25.26	25.71	26.16	26.61	27.05	27.54	27.99
Motor Equipment Operator Apprentice	104	22.69	23.33	23.97	24.61	25.26	25.71	26.16	26.61	27.05	27.54	27.99
Master Motor Equipment Operator	108	23.33	23.97	24.61	25.26	25.90	26.34	26.82	27.26	27.71	28.16	28.61
Crew Leader	110	23.65	24.31	24.94	25.58	26.23	26.66	27.13	27.58	28.02	28.50	28.95

Utilities - Laboratory & Environmental Services	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Laboratory Technician I	U-109	23.49	24.13	24.78	25.42	26.07	26.52	26.96	27.41	27.87	28.35	28.80
Laboratory Technician II	U-110	23.65	24.31	24.94	25.58	26.23	26.66	27.13	27.58	28.02	28.50	28.95
Utilities Specialist I	U-111	24.01	24.61	25.23	25.85	26.46	26.89	27.32	27.75	28.19	28.62	29.05
Utilities Specialist II	U-113	24.90	25.50	26.12	26.74	27.34	27.78	28.21	28.64	29.07	29.52	29.95

Utilities Specialist III	U-115	26.08	26.68	27.30	27.92	28.54	28.96	29.39	29.82	30.26	30.69	31.12
Specialized Crew Leader	U-119	27.86	28.46	29.07	29.69	30.30	30.73	31.16	31.59	32.04	32.47	32.90

Utilities - Plants	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Motor Equipment Operator Apprentice	U-104	22.69	23.33	23.97	24.61	25.26	25.71	26.16	26.61	27.05	27.54	27.99
Wastewater Plant Operator	U-106	23.01	23.65	24.31	24.94	25.58	26.04	26.48	26.92	27.38	27.85	28.30
Water Plant Operator	U-106	23.01	23.65	24.31	24.94	25.58	26.04	26.48	26.92	27.38	27.85	28.30
Master Motor Equipment Operator	U-108	23.33	23.97	24.61	25.26	25.90	26.34	26.82	27.26	27.71	28.16	28.61
Utilities Specialist I	U-111	24.01	24.61	25.23	25.85	26.46	26.89	27.32	27.75	28.19	28.62	29.05
Plant Maintenance Mechanic Apprentice	U-113	24.90	25.50	26.12	26.74	27.34	27.78	28.21	28.64	29.07	29.52	29.95

Utilities Specialist II	U-113	24.90	25.50	26.12	26.74	27.34	27.78	28.21	28.64	29.07	29.52	29.95
Utilities Specialist III	U-115	26.08	26.68	27.30	27.92	28.54	28.96	29.39	29.82	30.26	30.69	31.12
Plant Maintenance Mechanic	U-118	27.26	27.88	28.49	29.10	29.72	30.15	30.59	31.01	31.44	31.87	32.31

Utilities - T&D and Purchasing	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Meter Service Laborer	U-103	22.53	23.15	23.81	24.45	25.10	25.56	26.00	26.45	26.90	27.36	27.83
Laborer	U-104	22.69	23.33	23.97	24.61	25.26	25.71	26.16	26.61	27.05	27.54	27.99
Meter Serviceperson	U-105	22.84	23.49	24.13	24.78	25.42	25.87	26.32	26.78	27.23	27.67	28.13
Meter Technician II	U-107	23.15	23.81	24.45	25.10	25.76	26.19	26.64	27.10	27.54	28.02	28.49
Working Foreperson	U-108	23.33	23.97	24.61	25.26	25.90	26.34	26.82	27.26	27.71	28.16	28.61
Utilities Specialist I	U-111	24.01	24.61	25.23	25.85	26.46	26.89	27.32	27.75	28.19	28.62	29.05
Lift Station Mechanic Apprentice	U-113	24.90	25.50	26.12	26.74	27.34	27.78	28.21	28.64	29.07	29.52	29.95
Utilities Specialist II	U-113	24.90	25.50	26.12	26.74	27.34	27.78	28.21	28.64	29.07	29.52	29.95
Utilities Specialist III	U-115	26.08	26.68	27.30	27.92	28.54	28.96	29.39	29.82	30.26	30.69	31.12
Heavy Equipment Operator I	U-116	26.22	26.84	27.46	28.06	28.68	29.11	29.55	29.98	30.41	30.84	31.28
Heavy Equipment Operator II	U-118	27.26	27.88	28.49	29.10	29.72	30.15	30.59	31.01	31.44	31.87	32.31
Lift Station Mechanic	U-118	27.26	27.88	28.49	29.10	29.72	30.15	30.59	31.01	31.44	31.87	32.31
Specialized Crew Leader	U-119	27.86	28.46	29.07	29.69	30.30	30.73	31.16	31.59	32.04	32.47	32.90

SECTION 2 D. Gainsharing. This section applies to A.F.S.C.M.E. positions. 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 of application of such a program shall be approved by Ordinance of the Bloomington Common Council.

SECTION 2 E. Emergency Call-Out. This section applies to A.F.S.C.M.E. positions. Whenever it becomes necessary for a Department to call out an employee for emergency work at times other than such employee’s regular shift period, such employee shall receive not less than three (3) hours. This provision shall prevail for each time an employee is called out by a Department at periods other than his/her regular shift. The rate of pay for emergency call out shall be one and one-half (1 ½) times the regular hourly rate except on Sundays and holidays, when the rate of pay for emergency call-out shall be two (2) times the regular hourly rate. Any such payment for emergency call-out shall be in addition to the employee’s daily wages, if any, and in addition to any on-call pay to which the employee is entitled.

SECTION 2 F. On-Call Status. Any employee with a A.F.S.C.M.E. position, who is required to be on-call shall be paid forty-seven dollars (\$47.00) per twenty-four (24) hour period. The Fire Marshal receives one-hundred (\$100) per week when in an on-call status.

SECTION 2 G. Temporary Reassignment. This section applies to A.F.S.C.M.E. positions. An

employee who is temporarily assigned to perform the duties of a job classification in a pay grade above the employee's normal pay grade shall be compensated at the rate in effect for the higher pay grade as follows:

- I. If the assignment exceeds two (2) consecutively scheduled work days, the employee shall be paid the higher rate for all consecutive days worked in the higher classification, including the first two (2) consecutive days; or
- II. If the assignment exceeds thirty-two (32) hours in a payroll period, the employee shall be paid the higher rate for all hours worked in the higher classification during the payroll period.

SECTION 2 H. Tool Allowance and Automotive Service Excellence Testing Reimbursement. This section applies to A.F.S.C.M.E. positions. Employees classified as mechanics in Fleet Maintenance shall be reimbursed up to One Thousand Dollars (\$1,000.00) in any calendar year for either (1) the purchase of tools or (2) the cost of Automotive Service Excellence (ASE) testing, provided that the technician passes the test.

SECTION 2 I. Licenses and Certifications. This section applies to A.F.S.C.M.E. positions. Wastewater Plant Operators shall receive two dollars (\$2.00) per hour for obtaining a Class I certification. Wastewater Plant Operators who receive a Class II certification shall receive three dollars (\$3.00) per hour. Wastewater Plant Operators who receive a Class III certification shall receive four dollars (\$4.00) per hour. Wastewater Plant Operators who receive a Class IV certification shall receive five dollars (\$5.00) per hour.

Specialized Crew Leaders who obtain (DSL) certifications, issued by the State of Indiana, Department of Environmental Management, shall receive an additional one dollar (\$1.00) per hour.

Lift Station Mechanics and Apprentice Lift Station Mechanics who obtain Collection System Class II Certification, issued by the Indiana Water Pollution Control Association, shall receive an additional one dollar (\$1.00) per hour. Plant Maintenance Mechanics who obtain a Class II Collection Systems Certification shall receive an additional one dollar (\$1.00) per hour.

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 two dollars (\$2.00) per hour. After one year of service as an O.I.T., Water Plant Operators shall receive an additional one dollar (\$1.00), for a total of three dollars (\$3.00) per hour. Water Plant Operators who obtain a grade WT-5 certification will receive additional pay in the amount of two dollars (\$2.00) per hour for a maximum of five dollars (\$5.00) per hour.

Specialized Crew Leaders, Heavy Equipment Operators (both Class I and II), Lift Station Mechanics, and Utilities Specialists (Classes I, II, and III) who are not required to hold a DSL or a Class II collection systems certification may nonetheless obtain such license or certification and will receive an additional fifty cents (\$0.50) per hour for each such non-required certification. Additionally, up to two additional fifty cent (\$0.50) incentive premiums may be awarded to water plant operators and wastewater plant operators for obtaining the following licenses, provided that the below-listed license is not a required license:

- (1) Water Treatment 5 (WT5);
- (2) Wastewater Class I, Class II, Class III, or Class IV (only one Class at a time is payable);
- (3) Distribution Systems License;
- (4) Collection Systems License.

Where an employee is required to obtain a Class B CDL, he/she will receive eighty cents (\$0.80) per hour additional compensation. Where an employee is required by Employer to obtain a Class A CDL, he/she will receive one dollar (\$1.00) per hour additional compensation. Employees classified as mechanics in Fleet Maintenance that obtain the certification of (ASE) Automotive Service Excellence (ASE) will receive an additional forty cents (\$0.40) per hour for each test passed. A maximum of eight (8) certificates or three dollars twenty cents (\$3.20) shall apply.

Employees who possess the following certifications shall receive twenty-five cents (\$0.25) per hour additional compensation provided said certifications remain current and are considered an essential requirement or function of an employee's job:

- 1) International Municipal Signal Association—Traffic Signal Technician, Level 1;
- 2) International Municipal Signal Association—Sign and Pavement Marking Technician Level 1;
- 3) American Concrete Institute—Flatwork Finisher and Technician;
- 4) Certified Arborist;
- 5) Certified Pool Operator;
- 6) Euthanasia Certificate;
- 7) Registered Pesticide Technician;
- 8) Certified Pesticide Applicator;
- 9) Tree Risk Assessment Certification;
- 10) Certified Playground Inspector;
- 11) Certified Bucket Truck Operator.*

*Bucket truck operator certifications shall be limited by department as follows:

Parks Department: Two (2) employees who are primarily assigned to the Department’s tree crew.

Street Department: Eighteen (18) employees. Those employees who are primarily assigned to the tree crew or the traffic signal crew must be bucket truck certified. Necessary backup employees who are not primarily assigned to the tree crew or traffic signal crew may also receive pay for bucket truck certification. However, in no case shall the total number of Street Department employees receiving bucket truck certification pay exceed eighteen (18) employees. Eligibility for bucket truck certification pay for Street Department employees who are not primarily assigned to the tree crew or traffic signal crew shall be offered to backup employees based upon seniority.

The Union may propose that new certifications and licenses be considered for additional pay. Addition of new certifications and corresponding additional pay is subject to approval by the City of Bloomington. The City of Bloomington previously approved an additional fifty cents (\$0.50) per hour premium for Master Equipment Operators assigned to the Dillman Road Wastewater Plant who hold a landfill/solids certification. This premium remains in effect.

At no time shall any employee receive compensation for more than three (3) certifications or specialty pay bonuses, unless otherwise provided for in this Agreement.

SECTION 2 J. Night and Swing Shifts. This section applies to A.F.S.C.M.E. positions. In accordance with Article 4 of the Work Agreement and Memorandum of Understanding between the City of Bloomington and Local 2487 CBME, A.F.S.C.M.E., employees working on the evening or night shift shall receive seventy-five cents (\$0.75) per hour premium. Employees working on a swing shift shall receive an eighty cents (\$0.80) per hour premium.

SECTION 2 K. Holiday Pay. This section applies to A.F.S.C.M.E. positions. For all paid legal holidays worked, the employee will receive a holiday allowance of two times regular pay, plus regular pay over a twenty-four (24) hour period, and employees not working will receive regular pay.

SECTION 2 L. Part-time and Temporary Positions. All positions that are filled on an ad hoc basis and are of temporary or seasonal nature are considered “Temporary Positions.” Temporary Positions and part-time positions below thirty (30) hours per week are not benefits-eligible and are subject to the hourly rates table, listed below. The rate ranges in the table are hourly rates, except as otherwise listed.

HOURLY RATES TABLE

<u>Job Title</u>	<u>Minimum</u>	<u>Maximum</u>
Administrative Assistant/Office Manager	\$16.66	\$23.50
Attendant	\$16.66	\$17.15
Interim Program Manager/Director	\$25.00	\$55.00

Intern/Law Clerk	\$16.66	\$17.15
Laborer	\$16.66	\$22.17
Leader/Coordinator	\$16.66	\$23.13
Lifeguard	\$16.66	\$17.15
Motor Equipment Operator	\$16.66	\$22.82
Specialist	\$16.66	\$50.00
Staff Assistant	\$17.96	\$18.71
Supervisor/Manager	\$16.66	\$17.15
Support Specialist	\$16.66	\$20.50
Meter Service Laborer	\$16.66	\$22.04

All temporary and part-time positions and hourly rates must be separately approved by Human Resources and the Controller’s office.

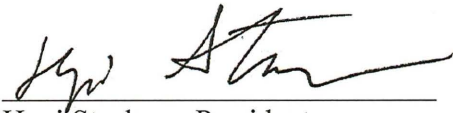
SECTION 2 M. Longevity Recognition Pay. The City’s previous practice of providing longevity pay via a separate schedule has been discontinued. Employees’ tenure is now recognized and embedded in their compensation based on the individual salary steps.

SECTION 3. CDL Physicals. Employees required to hold a CDL will be reimbursed up to one-hundred and twenty five dollars (\$125.00) for the medical physical examination required to maintain a CDL, unless the examination was covered by insurance or available at no cost to the employee.

SECTION 4. Severability. If any section, sentence, or provision of this Ordinance, or the application thereof to any person or circumstances shall be declared invalid, such invalidity shall not affect any of the other sections, sentences, provisions, or applications of this Ordinance which can be given effect without the invalid provision or application, and to this end the provisions of this Ordinance are declared to be severable.

SECTION 5. This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

PASSED by the Common Council of the City of Bloomington, Monroe County, Indiana upon this 22 day of October , 2025.


Hopi Stosberg, President
Bloomington Common Council

ATTEST:

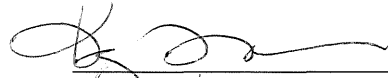

NICOLE BOLDEN, Clerk
City of Bloomington

Presented by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 23 day of October , 2025.



NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 23 day of October, 2025.



Kerry Thomson, Mayor
City of Bloomington

SYNOPSIS

Ordinance 2025-40 sets the maximum 2026 salary for all appointed officers, non-union, and A.F.S.C.M.E. employees for all the departments of the City of Bloomington, Indiana.

Note: At the October 22, 2025 Regular Session, the Council adopted Amendment 01 to this ordinance. The amendment clarifies that the \$0.50 per hour premium for Master Equipment Operators was implemented in a prior salary ordinance, but remains effect. It also adds the words "not," "and," and a period (.) to Section 2 L, and corrects "benefits-elegible" to "benefits-eligible" to fix a typographical error.

Distributed to: Clerk, Council Attorney, Controller, Human Resources, Legal, and Mayor.