

ORDINANCE 2026-03

TO AMEND ORDINANCE 2025-40 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

WHEREAS, IC 36-4-7-3 authorizes the Mayor, subject to the approval of the City of Bloomington Common Council (“Council”), to fix the compensation of appointed officers, non-union, and A.F.S.C.M.E employees; and

WHEREAS, salaries for 2026 for City of Bloomington employees were set by Ordinance 2025-40 which was passed by the Council on October 22, 2025; and

WHEREAS, the City of Bloomington has since negotiated a new Work Agreement with City A.F.S.C.M.E employees; and

WHEREAS, the following A.F.S.C.M.E changes are reflected in the amendments to Ordinance 2025-40:

- A. In Section 1, the table listing each department, job title, and grade has been updated to remove the “U” designation from Utilities positions, with no changes to job titles or grades; and
- B. In Section 2 C, the A.F.S.C.M.E grade-and-step table has been revised to remove job descriptions, as those descriptions already appear in the primary classification table, and the pay structure itself remains unchanged from the five percent (5%) increase adopted in the original salary ordinance; and
- C. In Section 2 C, the A.F.S.C.M.E tenure-step progression schedule has been updated to allow employees to advance through steps more quickly than under the previous structure, such as shortening the time required to reach Step 6 from ten (10) years to five (5) years; and
- D. Section 2 D titled “Gainsharing” has been removed.
- E. In Section 2 E, on-call pay has been increased from forty-seven dollars (\$47) per day to fifty-five dollars (\$55) per day; and
- F. In Section 2 G, the tool allowance has been converted from a reimbursement to a stipend, and the maximum annual amount has been increased from one thousand dollars (\$1,000) to one thousand five hundred dollars (\$1,500); and
- G. In Section 2 H, the additional compensation for eligible certifications has been increased from twenty-five cents (\$0.25) per certification to forty cents (\$0.40) per certification, and four new certifications have been added as items twelve (12) through fifteen (15); and
- H. In Section 2 H, additional compensation was added for employees who hold Commercial Driver’s License (“CDL”) and their supervisor requests that the employee use their CDL from time-to-time, even though that position does not require the employee hold a CDL.
- I. In Section 2 H, the City has agreed to assume costs related to ongoing trainings or recertification required for an employee’s job, per their job description.
- J. In Section 2 I, the evening shift premium has been increased from seventy-five cents (\$0.75) per hour to one dollar (\$1.00) per hour, and the swing shift premium has been increased from eighty-five cents (\$0.85) per hour to one dollar and five cents (\$1.05) per hour; and
- K. In Section 2 K, the shoe and clothing allowance has been increased from three hundred dollars (\$325) to six hundred and forty dollars (\$640), and the allowance is changed from a reimbursement to a stipend; and
- L. All other A.F.S.C.M.E pay provisions and employment policies are governed by the A.F.S.C.M.E work agreement, which was presented to the Council via Resolution 2025-21; and

WHEREAS, Section 2 N formalizes the City’s ability to offer a relocation incentive for eligible hard-to-fill positions, consistent with City policy, subject to required approvals, and capped at six thousand four hundred ten dollars (\$6,410); and

WHEREAS, Section 2 B formalizes the City’s pay policy that sets a Step 3 cap for Department Directors Grade 14; and

WHEREAS, revisions to Salary Ordinance 2025-40 listed herein shall be retroactively applied to January 1, 2026; and

WHEREAS, in the interest of including all relevant salaries in one document, these changes are incorporated into Ordinance 2025-40 by deleting and replacing the text of the entire ordinance, but such deletion and replacement is not intended to change the status of unaffected job titles or provisions.

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

Ordinance 2025-40, which fixed salaries for appointed officers, non-union and A.F.S.C.M.E. employees, is hereby deleted in its entirety and replaced as follows:

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, shall 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, retroactive to January 1st, 2026 after council approval 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.

<u>Department/Job Title</u>	<u>Grade</u>
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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
Purchasing Manager	9
Accounting and Procurement Manager	8
Data Analyst and Manager	8
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
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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 reorganize positions, as allowed by law.

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

Office of the Mayor

Deputy Mayor	14
Communications Director	10
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/Pool)	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	104

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

Operations and Facilities

Director	10
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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.

Operations and Facilities

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

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

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
Accounts Payable Clerk	6
Accounting Clerk	5
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
Education Specialist	6
Water Specialist	5
Administrative Assistant	4
Specialized Crew Leader	119
Utilities Specialist I/II/III (2)	111/113/115
Hydrant Maintenance Specialist (.75)	3

Operations - Blucher Poole

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

Engineering

Utilities Assistant Director – Engineering	12
Utilities Engineer (3)	11
Capital Projects Manager	9
Chemist	9
Capital Projects Coordinator	8
Environmental Program Coordinator	8
GIS Coordinator	8
Senior Project Coordinator (2)	8
Project Coordinator (2)	7
Utilities Inspector (3)	7

Plan Central Coordinator	7
Assistant GIS Coordinator	6
Utilities Technician (2)	6
Administrative and Project Coordinator	5

Environmental - Laboratory

Lab Technician I (3)	109
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Meter Services

Assistant Superintendent	9
Meter Services Representative/Management Technician	7
Meter Technician II	107
Meter Serviceperson (6)	105
Meter Service Laborer (3)	4

Operations - Monroe Plant

Superintendent	11
Assistant Superintendent	9
Water Plant Operator (10)	106

Finance - Purchasing

Purchasing Manager	8
Inventory Coordinator	4
Purchasing Buyer	4
Purchasing Contract Specialist (.75)	4
Working Foreperson	108
Laborer (2)	104

Transmission and Distribution

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)	119
Heavy Equipment Operator I/II (12)	116/118
Laborer/Utilities Specialist I/II/III(17)	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)	113/118
Plant Maintenance Mechanic Apprentice/ Master (6)	113/118
Utilities Specialist I/II/III	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-eligible 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. Department Directors at a Grade 14 shall not be paid more than they would earn at a Step 3, regardless of tenure.

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:

- 1) 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 within the step pay system for the job classification.
- 2) 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.
- 3) An employee’s longevity of uninterrupted service is “carried” to the employee’s new position.
- 4) 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.
- 5) 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.
- 6) 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 for A.F.S.C.M.E. positions are the maximum rates based on tenure:

AFSCME Pay Grades & Steps											
	1	2	3	4	5	6	7	8	9	10	11
104	\$22.69	\$23.33	\$23.97	\$24.61	\$25.26	\$25.71	\$26.16	\$26.62	\$27.06	\$27.54	\$27.99
105	\$22.85	\$23.49	\$24.13	\$24.78	\$25.42	\$25.87	\$26.32	\$26.78	\$27.23	\$27.68	\$28.13
106	\$23.01	\$23.65	\$24.30	\$24.94	\$25.58	\$26.04	\$26.48	\$26.93	\$27.38	\$27.85	\$28.30
107	\$23.16	\$23.81	\$24.45	\$25.10	\$25.75	\$26.19	\$26.64	\$27.10	\$27.54	\$28.02	\$28.48
108	\$23.33	\$23.97	\$24.61	\$25.26	\$25.90	\$26.36	\$26.81	\$27.26	\$27.71	\$28.16	\$28.61
109	\$23.49	\$24.13	\$24.78	\$25.42	\$26.06	\$26.52	\$26.96	\$27.42	\$27.87	\$28.35	\$28.80
110	\$23.36	\$24.30	\$24.94	\$25.58	\$26.24	\$26.67	\$27.12	\$27.58	\$28.02	\$28.50	\$28.95
111	\$24.00	\$24.62	\$25.23	\$25.85	\$26.46	\$26.89	\$27.32	\$27.76	\$28.19	\$28.62	\$29.05
112	\$25.50	\$26.15	\$26.80	\$27.43	\$28.08	\$28.52	\$28.98	\$29.44	\$29.87	\$30.32	\$30.79
113	\$25.82	\$26.45	\$27.07	\$27.70	\$28.34	\$28.78	\$29.22	\$29.66	\$30.10	\$30.56	\$31.00
115	\$26.07	\$26.69	\$27.30	\$27.92	\$28.53	\$28.96	\$29.39	\$29.83	\$30.26	\$30.69	\$31.02
116	\$26.22	\$26.84	\$27.45	\$28.07	\$28.68	\$29.11	\$29.55	\$29.98	\$30.41	\$30.84	\$31.27
118	\$27.26	\$27.87	\$28.49	\$29.10	\$29.72	\$30.15	\$30.58	\$31.01	\$31.44	\$31.87	\$32.31
119	\$27.85	\$28.47	\$29.07	\$29.69	\$30.30	\$30.73	\$31.16	\$31.59	\$32.04	\$32.47	\$32.90

AFSCME Tenure Steps	
Step 1 (minimum)	120 Days (probation)
Step 2	After 120 Days
Step 3	After 1 Year
Step 4	After 2 Years
Step 5	After 3 Years
Step 6 (midpoint)	After 5 Years
Step 7	After 8 Years
Step 8	After 10 Years
Step 9	After 15 Years
Step 10	After 20 Years
Step 11 (maximum)	After 25 Years

SECTION 2 D. 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 pay. This provision shall prevail for each time an employee is called out by a Department at periods other than their 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 status to which the employee is entitled.

SECTION 2 E. On-Call Status. Any employee with an A.F.S.C.M.E. position, who is required to be on-call shall be paid fifty five dollars (\$55.00) per twenty-four (24) hour period. The Fire Marshal receives one-hundred (\$100) per week when in an on-call status.

SECTION 2 F. 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:

- 1) 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
- 2) 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 G. Tool Allowance and Automotive Service Excellence Testing Stipend. This section applies to A.F.S.C.M.E. positions. Employees classified as technicians in Fleet Maintenance shall receive a stipend of One-Thousand Five Hundred Dollars (\$1,500) 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 H. 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 a Distribution Systems License (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 a Class II Collection System 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 Commercial Driver's License ("CDL"), they will receive eighty cents (\$0.80) per hour additional compensation. Where an employee is required to obtain a Class A CDL, they will receive one dollar (\$1.00) per hour additional compensation.

Where an employee is not required to obtain a CDL, but the employee has a CDL and the supervisor requests that the employee use their CDL from time-to-time, the employee will receive forty cents (\$0.40) per hour additional compensation for a Class B CDL and fifty cents (\$.50) per hour additional compensation for a Class A CDL.

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) certifications or three dollars twenty cents (\$3.20) shall apply.

Employees who possess the following certifications shall receive forty cents (\$.40) 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.*
- 12) NASSCO (Pipe Assessment Certification Program, Lateral ACP, Manhole ACP)
- 13) NGICP (National Green Infrastructure Certification)
- 14) Fork Truck Certification
- 15) LTAP Work Zone Safety Certification

*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 has 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.

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.

The City of Bloomington shall assume all costs related to maintaining or renewing required certifications for the position indicated in the employee's job description.

SECTION 2 I. Night and Swing Shifts. This section applies to A.F.S.C.M.E. positions. Employees working on the evening or night shift shall receive a one dollar (\$1.00) per hour shift premium. Employees working on a swing shift shall receive a one dollar and five cent (\$1.05) per hour shift premium.

SECTION 2 J. 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 K. Shoe and Clothing Allowance. This section applies to A.F.S.C.M.E. positions. All A.F.S.C.M.E. shall receive a stipend of Six Hundred and Forty Dollars (\$640.00) in any calendar year for the purpose of purchasing appropriate shoes and clothing. The stipend will be issued in two (2) checks of Three Hundred and Twenty Dollars (\$320.00) each, one before April 15, 2026 and the second before November 15, 2026.

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 2 N. Relocation Incentive. The City may offer a relocation incentive for eligible hard-to-fill positions, in accordance with City policy, in an amount not to exceed \$6,410 and subject to required approvals under that policy.

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 14 day of January, 2026.



ISAK NTI ASARE, 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 16 day of January, 2026.



NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 16 day of January, 2026.



Kerry Thomson, Mayor
City of Bloomington

SYNOPSIS

Ordinance 2026-03 amends Ordinance 2025-40, the 2026 Appointed and A.F.S.C.M.E. employee salary ordinance, to align with the approved 2026 work agreement between Local 2487 CBME, A.F.S.C.M.E. and the City of Bloomington, and makes other amendments to formalize the salary ordinance with city pay policy.

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

