Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Passed 7-0 (Rollo, Rosenbarger absent)

Bloomington Common Council Ordinance Number 2026-26 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 2027

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 2027, 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, 2027, 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.

Common Council

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

Community and Family Resources Department

Title	Grade
Director	13
Director – Safe & Civil City	9
Ambassador Program Manager	9
CBVN Coordinator	8

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

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

Title	**Grade**
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

Economic and Sustainable Development Department

Title	**Grade**
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
Sustainability Program Coordinator	8
Administrative Assistant	5

Engineering

Title	**Grade**
City Engineer	14
Senior Project Engineer	12
Traffic Engineer	11

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

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

Housing and Neighborhood Development

Title	Grade
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

Title	Grade
Director	13
Assistant Director	11
Director of Compensation and Benefits	10
Talent Manager	10
Benefits Manager	9
Human Resources Generalist	8
Talent Acquisition Specialist (2)	7
HRIS Coordinator	5
Human Resources Coordinator (.8)	3

Information and Technology Services Department

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Title	Grade
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

Legal[1]

Title	Grade
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

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

[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.

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Office of the Mayor

Title	Grade
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

Title	Grade
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

Title	Grade
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

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Working Foreperson (6)	108
Laborer (7)	104

Recreation

Title	**Grade**
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

Title	**Grade**
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

Planning and Transportation Department

Administration

Title	**Grade**
Director	13

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Assistant Director	11
Office Manager	6
Administrative Assistant	4

Planning Services Division

Title	**Grade**
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

Title	**Grade**
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

[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.

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Public Works Department

Administration

Title	Grade
Director	14
Deputy Director	12
Data Analyst and Manager	9
Special Projects and Operations Manager	9
Special Projects Coordinator	7
Office Manager	5
Downtown Specialist (2)	5
Customer Relations Representative	4
Board Members	N/A

Animal Care and Control

Title	Grade
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

Title	Grade
Director	10
Facility Asset and Operations Coordinator	7
Maintenance/Custodian (2)	107

Fleet

Title	Grade
Fleet Maintenance Manager	11
Service and Capital Coordinator	7
Asset and Operations Specialist	6
Inventory Coordinator	4

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Apprentice Master Technician/Master Technician (8)	109/112/118
Shop Foreperson	119

Parking Services Division

Title	**Grade**
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

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

Street

Title	**Grade**
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/Crew Leader II (6)	110/118
Heavy Equipment Operator I (13)	116
Apprentice MEO/Master MEO (4)	104/108
Laborer (17)	104

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Utilities

Finance and Accounting

Title	Grade
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

Title	Grade
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	N/A

Environmental

Title	Grade
Assistant Director of Environmental Programs	12
Water Quality Coordinator	9
Pretreatment Program Coordinator	9
MS4 Coordinator	9
Hazardous Materials Coordinator	9
Environmental Program Coordinator	8

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

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 Pool

Title	**Grade**
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

Title	**Grade**
Customer Relations Manager	8
Customer Relations Specialist (2)	5
Customer Relations Representative (3)	4

Operations - Dillman

Title	**Grade**
Superintendent	10
Assistant Superintendent	9
Solids Handling Supervisor	9
Wastewater Plant Operator (10)	106
Apprentice MEO/Master MEO	104/108

Engineering

Title	**Grade**
Utilities Assistant Director – Engineering	12
Utilities Engineer (3)	11
GIS Coordinator	10
Capital Projects Manager	9

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Capital Projects Coordinator	8
GIS Specialist	8
Senior Project Coordinator (2)	8
Project Coordinator (2)	7
Utilities Inspector (3)	7
Plan Central Coordinator	7
Utilities Technician (2)	6
Administrative and Project Coordinator	5

Environmental - Laboratory

Title	**Grade**
Chemist	9
Lab Technician I (3)	109

Meter Services

Title	**Grade**
Assistant Superintendent	9
Meter Services Representative/Management Technician	7
Meter Technician II	107
Meter Serviceperson (6)	105
Meter Service Laborer (3)	104

Operations - Monroe

Title	**Grade**
Superintendent	11
Assistant Superintendent	9
Water Plant Operator (10)	106

Finance - Purchasing

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

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Transmissions and Distribution

Title	Grade
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 and Maintenance

Title	Grade
Utilities Assistant Director - Operations	12
Maintenance Superintendent	10
Assistant Maintenance Superintendent (2)	9
Instrumentation and Control Specialist	7
Administrative Assistant	4
Lift Station Mechanic Master [3]	118
Plant Maintenance Mechanic Master [3]	118
Utilities Maintenance Mechanic I/II (10) [4]	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 2027 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 Grades

Grade	Minimum	Maximum
1	$37,369	$44,843
2	$39,241	$47,088
3	$41,987	$50,386

[3] "Plant Maintenance Mechanic" and "Lift Station Mechanic" positions will become "Utilities Maintenance Mechanic II" *for all future hires*. Current employees with titles of "Lift Station Mechanic" or "Plant Maintenance Mechanic" shall retain this title throughout their tenure within that position. Currently, there are three active employees with the title of "Lift Station Mechanic" and six active employees with the title of "Plant Maintenance Mechanic."

[4] The ten "Utilities Maintenance Mechanic" positions will be filled on an ongoing basis and only as "Lift Maintenance" or "Plant Maintenance" positions matriculate. Currently, there is one current employee with the title, "Utilities Maintenance Mechanic II".

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

4	$44,410	$57,733
5	$51,632	$67,123
6	$58,856	$76,513
7	$66,079	$85,902
8	$73,301	$95,291
9	$80,525	$104,683
10	$87,747	$114,072
11	$94,971	$123,463
12	$104,149	$135,396
13	$119,028	$154,737
14	$138,867	$180,526

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 2027 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 are a Grade 14, and shall not be paid more than they would earn at a Step 3, regardless of tenure.

Table of Steps Within Grades

Grade	Minimum/Hire	After Year 1	After Year 3	After Year 5	Maximum/ After Year 10
1	$37,369	$39,237	$41,106	$42,974	$44,843
2	$39,241	$41,202	$43,164	$45,125	$47,088
3	$41,987	$44,087	$46,186	$48,285	$50,386
4	$44,410	$47,740	$51,071	$54,402	$57,733
5	$51,632	$55,505	$59,377	$63,250	$67,123
6	$58,856	$63,270	$67,684	$72,098	$76,513
7	$66,079	$71,035	$75,990	$80,946	$85,902
8	$73,301	$78,800	$84,297	$89,795	$95,291
9	$80,525	$86,564	$92,604	$98,642	$104,683
10	$87,747	$94,329	$100,910	$107,492	$114,072
11	$94,971	$102,093	$109,216	$116,340	$123,463
12	$104,149	$111,960	$119,773	$127,584	$135,396
13	$119,028	$127,956	$136,883	$145,810	$154,737
14	$138,867	$149,282	$159,696	$170,112	$180,526

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

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 within 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 for A.F.S.C.M.E. positions are the maximum rates based on tenure:

A.F.S.C.M.E. Pay Grades & Steps

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
104	$23.37	$24.03	$24.69	$25.35	$26.02	$26.49	$26.94	$27.42	$27.87	$28.37	$28.83
105	$23.53	$24.19	$24.85	$25.52	$26.18	$26.65	$27.11	$27.58	$28.04	$28.51	$28.97
106	$23.70	$24.36	$25.03	$25.69	$26.35	$26.82	$27.28	$27.74	$28.21	$28.68	$29.15
107	$23.86	$24.53	$25.19	$25.85	$26.52	$26.97	$27.44	$27.91	$28.37	$28.87	$29.33
108	$24.03	$24.69	$25.35	$26.02	$26.68	$27.15	$27.61	$28.08	$28.54	$29.01	$29.47
109	$24.19	$24.85	$25.52	$26.18	$26.84	$27.32	$27.77	$28.24	$28.70	$29.20	$29.67
110	$24.06	$25.03	$25.69	$26.35	$27.03	$27.47	$27.94	$28.41	$28.87	$29.35	$29.82
111	$24.72	$25.36	$25.99	$26.63	$27.25	$27.70	$28.14	$28.59	$29.04	$29.48	$29.93
112	$26.27	$26.93	$27.60	$28.25	$28.92	$29.37	$29.85	$30.33	$30.77	$31.23	$31.71
113	$26.59	$27.24	$27.89	$28.54	$29.19	$29.65	$30.10	$30.55	$31.01	$31.47	$31.93
115	$26.85	$27.49	$28.12	$28.76	$29.38	$29.83	$30.27	$30.73	$31.17	$31.61	$31.95
116	$27.01	$27.64	$28.27	$28.91	$29.54	$29.98	$30.43	$30.88	$31.32	$31.76	$32.21
118	$28.08	$28.70	$29.34	$29.97	$30.61	$31.05	$31.49	$31.94	$32.38	$32.82	$33.28
119	$28.68	$29.32	$29.95	$30.58	$31.21	$31.66	$32.10	$32.54	$33.00	$33.44	$33.88

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

A.F.S.C.M.E. Tenure Steps

Step	Length of Time
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.

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:

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 G. Tool Allowance and Automotive Service Excellence Testing Reimbursement.
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 the purchase of tools or continuing education and accreditation. .

Section 2 H. Licenses and Certifications.
This section applies to A.F.S.C.M.E. positions. Wastewater Plant Operators shall receive two

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

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 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;

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

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.

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, 2027 and the second before November 15, 2027.

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

Job Title[5]	Minimum	Maximum
Administrative Assistant/Office Manager	$17.24	24.32
Attendant	$17.24	17.97
Interim Program Manager/ Director	$25.58	$55.00

[5] Interns are not subject to the Hourly Rates Table.

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Law Clerk	$17.24	17.97
Laborer	$17.24	22.99
Leader/Coordinator	$17.24	23.95
Lifeguard	$17.24	17.97
Motor Equipment Operator	$17.24	23.64
Specialist	$17.24	$50.00
Staff Assistant	$18.54	19.53
Supervisor/Manager	$17.24	17.97
Support Specialist	$17.24	21.32
Meter Service Laborer	$17.24	22.86

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

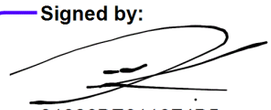
Passed
Passed and Adopted by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 7th day of October, 2026.

Docusign Envelope ID: 0397E4BE-2139-8946-8116-4F55745453AB

Signature Page

Council Approval

Signature and Date:

Signed by:

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Isak Nti Asare
President, Bloomington Common Council

Attestation of Bloomington City Clerk:

Signature and Date:

Signed by:
Nicole Bolden
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10/19/2026 | 6:08 PM EDT

Nicole Bolden
Clerk, City of Bloomington

Presentation by Bloomington City Clerk:

Presented by me to the Mayor of Bloomington, Monroe County, Indiana, upon this _____ day of October, 2026:

Signature and Date:

Signed by:
Nicole Bolden
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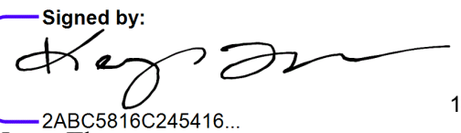
10/19/2026 | 6:08 PM EDT

Nicole Bolden
Clerk, City of Bloomington

Approval by Mayor

Signed and approved by me upon this upon the _____ day of October, 2026:

Signature and Date:

Signed by:

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Kerry Thomson
Mayor, City of Bloomington

Synopsis

Ordinance 2026-26 sets the maximum 2027 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.

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