

Passed: 8-0

ORDINANCE 93-34

SALARY ORDINANCE FOR APPOINTED OFFICERS AND EMPLOYEES

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 1994.

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

SECTION I. From and after the first day of January, 1994, the salary and pay schedule for the following appointed officers and employees of the City of Bloomington, be fixed as follows:

SALARY SCHEDULE AS PRESENTED BY
MAYOR TOMILEA ALLISON

TO THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON:

I, the undersigned, Tomilea Allison, Mayor of the City of Bloomington, Indiana as required by I.C. 35-4-7-3, hereby fix the salaries and pay schedule for the following appointed officers and employees of the City of Bloomington, Indiana, beginning January 1, 1994, and continuing thereafter until duly changed, and request that such salary rates be approved by the Common Council of said city.

The rates shown as hourly wages and salaries for the positions listed below reflect the actual and maximum rates to be paid to current employees in the positions. However, in the event an employee leaves a position in 1994, the employee hired into that position will be paid in accordance with their placement within the step pay plan for that position. Provided however, positions within the Labor, Trades and Crafts job family shall not be subject to pay grade ranges or steps, and shall be paid in accordance with the job rate reflected in Section IIA, or for certain employees hired prior to July 1, 1977, at the maximum grandfather rate provided in Section IIA.

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1994 Pay</u>
Animal	DIRECTOR	421	33,927
	VOLUNTEER PROG. DIRECTOR (RPT)	403	11,142
	ANIMAL SHELTER MGR	304	27,685
	SECRETARY (RPT)	201	11,727
	SECRETARY (RPT)	201	15,148
	ANIMAL CONTROL OFFICER	G	10.58
	KENNEL WORKER	C	10.18
	HUMANE EDUCATION COORD.		6,513
	Clerk	DEPUTY CITY CLERK (RPT)	203
Controller	CITY CONTROLLER	509	44,327
	DEPUTY CONTROLLER	426	37,712
	MANAGEMENT ANALYST	418	29,773
	MANAGEMENT ANALYST	418	28,609
	COMPUTER OPERATOR	409	27,077
	ACCOUNT COORDINATOR	206	21,446
	Council	COUNCIL/ADM ATTY	504
DPW	BOARD MEMBERS		2,000
	DIRECTOR	507	40,284

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1994 Pay</u>
	ASSISTANT DIRECTOR	426	37,322
	PUBLIC WORKS ASSISTANT (RPT)	416	20,893
	SECRETARY	206	21,819
	CLERK TYPIST (RPT)	202	12,295
	CUSTODIAN	A	9.98
	<u>PARKING ENFORCEMENT DIVISION</u>		
	PARKING ENFORCEMENT MANAGER	411	25,160
	PARKING ENFORCEMENT SUPERVISOR	206	22,900
	ACCOUNT CLERK	204	21,382
	PARKING ENFORCEMENT OFFICER	203	21,153
	PARKING ENFORCEMENT OFFICER	203	21,020
	PARKING ENFORCEMENT OFFICER	203	20,155
	PARKING ENFORCEMENT OFFICER	203	19,676
	PARKING ENFORCEMENT OFFICER	203	19,676
	PARKING GARAGE TECHNICIAN (RPT)	203	13,897
	CLERK TYPIST	201	19,261
	CROSSING GUARD		13.50/day
	CROSSING GUARD		11.00/day
	PARKING GARAGE ATTENDANT		6.42
	PARKING GARAGE ATTENDANT		6.00
	PARKING GARAGE ATTENDANT		5.85
	LABORER (TPT)		6.42
	<u>CODE ENFORCEMENT DIVISION</u>		
	CODE ENFORCEMENT MANAGER	426	36,563
	CODE ENFORCEMENT OFFICER	415	27,270
	CHIEF BUILDING OFFICIAL	415	28,407
	PLUMBING/MECH INSPECTOR	406	22,235
	BUILDING INSPECTOR	406	26,795
	ELECTRICAL INSPECTOR	406	23,235
	CODE ENFORCEMENT INSPECTOR	403	22,211
	CODE ENFORCEMENT INSPECTOR	403	22,391
	CODE ENFORCEMENT INSPECTOR	403	20,833
	CODE ENFORCEMENT INSPECTOR	403	20,389
	SECRETARY	204	19,884
	CLERK/TYPIST	202	19,489
Engineering	CITY ENGINEER	505	44,694
	DEPUTY CITY ENGINEER	430	36,517
	GIS COORDINATOR	418	27,715
	PROJECT MANAGER/INSPECTOR	416	29,103
	PROJECT ENGINEER	415	29,544
	STREET INSPECTOR	404	22,573
	SECRETARY	205	20,072
	ENGINEERING TECHNICIAN	205	22,923
	ENGINEERING TECHNICIAN	205	20,315
	CLERK TYPIST (RPT)	202	10,161
Fire	SECRETARY	205	22,131
Fleet	OFFICE MANAGER	302	25,675
	CLERK/TYPIST (RPT)	201	15,249
	SHOP FOREMAN	M	12.74
	MASTER MECHANIC	L	12.03
	APPRENTICE MASTER MECHANIC	I	10.78
	AUTO SERVICEMAN	D	10.28
Human Res.	DIRECTOR	503	39,128
	ASSISTANT DIRECTOR	416	29,103
	PROJECT DIRECTOR/NUTRITION	413	27,943
	PROJECT DIRECTOR/CHILD CARE	413	13,412

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1994 Pay</u>
	PROJECT COORDINATOR/FARMER'S MARKET	411	28,091
	PROJECT COORDINATOR/FOOD PROGRAM	411	12,966
	PROJECT COORDINATOR/VOLUNTEER SERVICES (RPT)	411	18,841
	ACCOUNTS PROCESSOR (RPT)	407	15,358
	PROGRAM ASSISTANT/CHILD CARE	404	21,911
	PROGRAM ASSISTANT/NUTRITION (RPT)	404	16,434
	PROGRAM ASSISTANT/CHILD CARE (RPT)	404	10,510
	PROGRAM ASSISTANT/FOOD PROGRAM (RPT)	404	15,766
	SECRETARY	205	20,946
	SECRETARY	204	19,885
	NUTRITION SITE MANAGER		5.72
Legal	CORPORATION COUNSEL	511	46,239
	CITY ATTORNEY	435	39,726
	HUMAN RIGHTS DIRECTOR/ATTY (RPT)	433	19,249
	ASSISTANT CITY ATTORNEY	433	38,510
	ASSISTANT CITY ATTORNEY (RPT)	433	18,239
	ASSISTANT CITY ATTORNEY (RPT)	433	17,745
	LEGAL SECRETARY/PARALEGAL	211	23,073
	SECRETARY	206	21,819
	SECRETARY - HUMAN RIGHTS (RPT)	204	9,560
	<u>RISK MANAGEMENT DIVISION</u>		
	RISK MANAGER	433	38,510
	ASSISTANT CITY ATTORNEY	433	36,766
	ACCOUNT CLERK	206	21,819
Mayor	DEPUTY MAYOR	503	37,624
	STAFF ASSISTANT	210	22,714
Parks	ADMINISTRATOR	507	44,348
	ASSISTANT ADMINISTRATOR	432	37,950
	PARK PLN/DEVELOPMENT DIRECTOR	430	33,486
	PARK & FACILITY OPER. COORDINATOR	426	35,693
	RECREATION DIRECTOR	425	31,072
	SPORT & REVENUE FACILITIES DIR	425	34,747
	FRANK SOUTHERN CENTER MANAGER	417	28,164
	DIRECTOR/OAC	413	27,943
	SPECIAL PROGRAMS DIRECTOR	413	27,943
	COMMUNITY SCHOOL/AQUATIC DIRECTOR	413	27,943
	WESTSIDE CENTER DIRECTOR	413	25,986
	COMMUNITY SPORTS DIRECTOR	413	27,933
	PROGRAM DIRECTOR/TEENS	413	27,943
	PROGRAM DIRECTOR/ART CENTER	410	26,372
	ASSISTANT DIRECTOR/OAC	407	24,453
	ASSISTANT DIRECTOR/SPECIAL PROGRAMS	407	23,291
	FITNESS DIRECTOR	401	19,079
	ASSISTANT DIRECTOR/WESTSIDE CTR	401	21,199
	SPORTS STAFF ASSOCIATE	401	19,079
	CONCESSION PROGRAM DIRECTOR	401	19,079
	TEEN ASSISTANT DIRECTOR	401	19,079
	YOUTH SERVICE COORDINATOR	401	19,670
	FACILITY MAINTENANCE SUPERVISOR	308	34,125

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1994 Pay</u>
	PARK MAINTENANCE SUPERVISOR	308	30,701
	LAKE LEMON RESIDENT DIRECTOR	306	28,420
	GOLF COURSE ASSISTANT MANAGER	304	27,433
	GOLF COURSE SUPERINTENDENT	304	28,731
	OFFICE MANAGER	302	26,261
	GENERAL FOREMAN	302	25,621
	GOLF COURSE MANAGER	301	12,908
	BOOKKEEPER	206	21,819
	SECRETARY	203	20,508
	SECRETARY	203	21,153
	REGISTRATION CLERK	202	20,428
	WORKING FOREMAN	H	10.71
	WORKING FOREMAN	H	10.68
	EQUIP MAINTENANCE MECHANIC	H	10.68
	LABORER II	D	10.51
	LABORER II	D	10.28
	MEO I	D	10.28
	CUSTODIAN	A	9.98
Parks-Temporary	BEACH MANAGER		7.05
	BEACH GUARD		6.20
	POOL MANAGER		6.00
	POOL SUPERVISOR		5.40
	POOL GUARD		4.50
	CASHIER/ATTENDANT		4.25
	RINK SUPERVISOR		5.40
	RINK GUARD		4.25
	SKATE SHARPENER		5.00
	SEASONAL MAINTENANCE I		5.15
	SEASONAL MAINTENANCE II		5.45
	SEASONAL MAINTENANCE III		6.50
	PROGRAM SPECIALIST		4.75
	INSTRUCTOR/LEADER		4.25
	STARTER/RANGER (GOLF)		4.25
	SUPERVISOR (GOLF)		5.45
	REGISTRATION RECEPTIONIST		4.25
	FACILITY SUPERVISOR		5.40
	ASSISTANT FACILITY SUPERVISOR		5.00
	SPORTS FACILITY SUPERVISOR		5.40
	PROGRAM MANAGER		6.00
	PROGRAM SUPERVISOR		5.40
	STAFF ASSOCIATE		8.64
	PLAY PROGRAM DIRECTOR		9.46
	PLAY ASSISTANT DIRECTOR		6.00
	WOODSHOP SUPERVISOR		5.00
Personnel	DIRECTOR	503	39,624
	ASSISTANT DIRECTOR	421	30,157
	PERSONNEL TECHNICIAN	404	20,541
	SECRETARY	204	21,923
	COMMUNICATION OPERATOR	203	12,749
	COMMUNICATION OPERATOR	203	7,280
Planning	DIRECTOR	505	44,189
	ASSISTANT DIRECTOR	421	32,670
	LONG RANGE PLANNER	411	25,999
	TRANSPORTATION PLANNER	411	25,120
	SENIOR ZONING PLANNER	411	25,931
	ZONING PLANNER	406	22,284

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1994 Pay</u>
	SECRETARY	205	21,036
	SECRETARY	205	20,545
Police	TELECOMMUNICATION SUPERVISOR	304	29,035
	RECORDS SUPERVISOR	301	25,109
	TELECOMMUNICATOR	211	24,227
	TELECOMMUNICATOR	211	22,381
	TELECOMMUNICATOR	211	23,650
	TELECOMMUNICATOR	211	21,157
	TELECOMMUNICATOR	211	23,650
	TELECOMMUNICATOR	211	23,073
	TELECOMMUNICATOR	211	23,650
	TELECOMMUNICATOR	211	21,458
	TELECOMMUNICATOR	211	23,650
	TELECOMMUNICATOR	211	21,458
	ACCOUNT CLERK	208	22,277
	RECORDS CLERK	205	22,025
	RECORDS CLERK	205	20,945
	RECORDS CLERK	205	20,912
	RECORDS CLERK	205	22,132
	RECORDS CLERK	205	22,132
	RECORDS CLERK	205	19,449
	RECORDS CLERK	205	21,591
	RECORDS CLERK	205	21,590
	SPECIAL INVESTIGATIONS CLERK	205	23,213
	CUSTODIAN	A	9.98
Public Safety	BOARD MEMBERS		600
	SECRETARY		1,500
Redevelopment	DIRECTOR	503	40,633
	ASSISTANT DIRECTOR	416	26,192
	REDEVELOPMENT SPECIALIST	413	26,825
	REDEVELOPMENT SPECIALIST	413	26,825
	REDEVELOPMENT SPECIALIST	413	26,825
	REDEVELOPMENT SPECIALIST	413	29,831
	REDEVELOPMENT SPECIALIST	413	25,986
	SECRETARY/ACCOUNT CLERK	204	21,382
Rosehill	CITY LANDSCAPER	419	31,478
	GENERAL FOREMAN/SEXTON	301	24,104
	CLERK/TYPIST	201	17,826
	MEO II	F	10.48
	MEO I	D	10.28
	LABORER I	B	10.08
	SEASONAL LABORER		6.00
Sanitation	DIRECTOR	315	34,127
	ASSISTANT DIRECTOR	306	28,850
	CREW LEADER	J	10.88
	MEO II	F	10.48
	MEO I	D	10.28
	LABORER I	B	10.08
	LABORER (RPT)		6.94
	LABORER (TPT)		6.42
Street	TRAFFIC CONTROL SPECIALIST	419	27,241
	ASST TRAFFIC CONTROL SPECIALIST	406	21,518
	STREET SUPERINTENDENT	315	34,126
	ASSISTANT STREET SUPERINTENDENT	307	29,470
	SIDEWALK SUPERVISOR	304	25,389
	ACCOUNT CLERK	206	22,901

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1994 Pay</u>
	CLERK/TYPIST	202	20,322
	CREW LEADER	J	11.31
	MEO III	H	11.05
	MEO II	F	10.91
	MEO II	F	10.87
	MEO I	D	10.71
	MEO I	D	10.65
	WORKING FOREMAN	H	10.68
	MEO III	H	10.68
	MEO II	F	10.48
	MEO I	D	10.28
	LABORER II	D	10.28
	LABORER I	B	10.08
	SEASONAL LABORER		7.11

SECTION IIA. Job rates and Maximum Grandfather rates for Labor, Trades and Crafts job family.

The rates shown below for the pay grades and job classification within the Labor, Trades and Crafts job family are the maximum rates, with the following exceptions:

Maximum grandfather rates reflect the actual wage for certain employees hired prior to July 1, 1977.

An employee who is transferred, reallocated or promoted to a position in a class in a pay grade higher than that of the class from which the employee is transferred shall be paid the job rate of the new class, provided however, that an employee who, prior to transfer, was paid at a salary rate higher than his/her job rate shall upon transfer, be paid at a rate which is the sum of the job rate of the new class plus the differential between the employee's former salary rate and the employee's former job rate; provided further, that no employee so transferred shall receive more than the highest paid employee in the city in the same classification. An employee who is transferred to a position in a pay grade lower than that of the class from which the employee is transferred shall be paid at the job rate of the new classification; provided however, that an employee, prior to transfer, was paid at a salary rate higher than the job for his/her classification shall, upon transfer, be paid at a rate which is the sum of the job rate of the new class plus the differential between the employee's former salary rate the employee's former job rate; provided further, that no employee so transferred shall receive more than the highest paid employee in the City in the same classification. An employee who, for disciplinary reasons or, at his/her election in lieu of a layoff, is demoted to a class position in a lower pay grade shall be paid at the job rate for the position to which the employee is demoted.

In addition, effective for position classifications assigned to the letter-designated pay grades A through M, employees working on the evening or night shift shall receive a thirty cent (.30) per hour premium. Employees working on a swing shift shall receive a thirty-five cent (.35) per hour premium. Also, employees working in the Police Department as dispatchers and clerks shall receive a twenty-five cent (.25) per hour premium shift differential for working the evening shift.

JOB FAMILY: LABOR, TRADES AND CRAFTS (LTC)

<u>Grade</u>	<u>Range</u>	
A	9.98	9.98

B	10.08	10.08
C	10.18	10.18
D	10.28	10.71
E	10.38	10.81
F	10.48	10.91
G	10.58	10.58
H	10.68	11.05
I	10.78	10.78
J	10.88	11.31
K	10.98	10.98
L	12.03	12.03
M	12.74	12.74

SECTION IIB. All job families, with the exception of the Labor, Trades and Crafts job family.

The minimum and maximum rates listed below reflect the hourly wage and salary ranges for each job classification. Placement within each range is based upon years of service in accordance with the step pay plans for each job family. Said step pay plans are on file in the Personnel Department.

Any employee who transfers laterally or is promoted shall be paid at the wage or salary for the new position in accordance with the ranges contained in the step pay plan. Provided however, no current employee shall receive a pay reduction upon lateral transfer or promotion, but will not receive an additional increase due to promotion or longevity until so merited within the step pay system for the job classification. An employee who is demoted for disciplinary reasons or in lieu of layoff shall receive the wage or salary for the relevant step within the job classification to which the employee is demoted.

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

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

<u>Grade</u>	<u>Range</u>	
201	8.07	10.71
202	8.16	10.83
203	8.24	10.93
204	8.33	11.05
205	8.41	11.16
206	8.50	11.28
207	8.58	11.38
208	8.68	11.51
209	8.76	11.62
210	8.85	11.74
211	18,689	24,803

JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)

<u>Grade</u>	<u>Range</u>	
301	23,226	26,991
302	23,700	27,542
304	24,985	29,035

306	25,648	29,805
307	25,962	30,172
308	26,418	34,125
310	27,462	31,914
312	28,167	32,734
315	29,365	34,126

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

<u>Grade</u>	<u>Range</u>	
401	18,656	23,742
402	19,131	24,349
403	19,609	24,956
404	20,086	25,562
406	21,041	26,778
407	21,519	27,387
408	22,082	28,103
409	22,646	28,821
410	23,208	29,536
411	23,770	30,253
413	24,590	31,295
414	24,793	31,554
415	24,999	31,816
416	25,612	32,595
417	25,818	32,857
418	26,227	33,377
419	26,636	33,900
420	27,141	34,542
421	27,645	35,183
422	28,427	36,178
423	28,621	36,427
424	29,012	36,923
425	29,402	37,419
426	29,793	37,917
427	30,182	38,411
429	31,547	40,151
430	32,134	40,897
432	33,109	42,138
433	33,890	43,131
435	34,960	44,493

JOB FAMILY: NON-TENURED POSITIONS

<u>Grade</u>	<u>Range</u>	
503	33,109	42,138
504	33,890	43,131
505	34,960	44,694
507	35,451	45,119
509	37,507	47,735
511	39,126	49,796

SECTION IIC. All positions which are filled on an ad hoc basis and are of a temporary or seasonal nature. The rates shown below are the maximum rates for employees within the job classifications.

JOB FAMILY: COMMON LAW EMPLOYEES

<u>Job Title</u>		<u>Range</u>
COE ASSISTANT	4.25	4.25
INTERN	5.00	10.00
ADMIN. ASSISTANT	4.50	10.00
ON-SITE MARKET COORDINATOR	6.00	10.00
HOME DELIVERY DRIVER	4.59	5.00
LAW CLERK	5.00	6.00
LEADER/INSTR	4.25/class	7.00/class
SPEC.INSTRUCTOR I	7.00/class	12.00/class
SPEC. INSTRUCTOR II	12.00/class	25.00/class
ATTENDANT	4.25	5.00
DAY CAMP COUNSELOR I	200/wk	250/wk
DAY CAMP COUNSELOR II	240/wk	300/wk
DAY CAMP DIRECTOR	300/wk	350/wk
CONCESSION COORDINATOR	5.00	7.00
CONCESSION MGR	4.50	5.00
GRANT PROGRAM COORDINATOR	5.00	7.50
GRANT PROGRAM ASSISTANT	4.50	6.00
SOUND/STAGE TECHNICIAN	8.00	25.00
SCOREKEEPER	4.25	5.00
SPORT OFFICIAL	9.00/game	15.00/game
FITNESS COORDINATOR	9.05	9.05
SHELTER/RESERV. MAINTENANCE	5.45	5.45
SITE MANAGER	5.00	8.00
PROGRAM MANAGER	5.00	8.00
SITE SUPERVISOR	4.50	6.00
PROGRAM SUPERVISOR	4.50	6.00
ASST SUPERVISOR	4.50	5.00
OFFICE ASSISTANT	4.25	6.00
BUS DRIVER	6.00	9.00
ADOPT-A-SPOT COORDINATOR	8.00	10.00
PROGRAM COORD.	8.00	10.00
HANDYMAN	5.00	5.00

SECTION III. The rates shown as wages and salaries for the positions listed above are maximum rates.

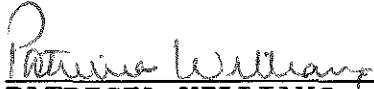
SECTION IV. This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

PASSED AND ADOPTED by the Common Council of the City of
Bloomington, Indiana, this 29th day of July, 1993.



JACK W. HOPKINS, President
Bloomington Common Council

ATTEST:



PATRICIA WILLIAMS, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington upon the
29 day of July, 1993.



PATRICIA WILLIAMS, Clerk
City of Bloomington

THIS ORDINANCE was approved and signed by me on this 29 day
of July, 1993.



TOMILEA ALLISON, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum 1994 salary for all appointed
officers and employees of the City of Bloomington.

Signed copies to:
Personnel
Contractor - 21