

ORDINANCE 92-33

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 1993.

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, 1993, 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, 1993, 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 1993, 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>1993 Pay</u>
Animal	DIRECTOR	421	33,591
	VOLUNTEER PROGRAM DIRECTOR (RPT)	403	11,031
	ANIMAL SHELTER MGR	304	27,411
	SECRETARY (RPT)	201	9.17
	SECRETARY (RPT)	201	9.56
	ANIMAL CONTROL OFFICER	G	10.47
	KENNEL WORKER	C	10.07
Clerk	DEPUTY CITY CLERK	203	9.37
Controller	CITY CONTROLLER	509	43,888
	DEPUTY CONTROLLER	426	36,201
	MANAGEMENT ANALYST	418	28,326
	MANAGEMENT ANALYST	418	27,441
	COMP OPERATOR	409	26,498
Council	ACCTS COORDINATOR	206	10.39
	COUNCIL/ADM ATTY	504	35,459
DPW	BOARD MEMBERS		2,000
	DIRECTOR	507	39,885
	ASST DIRECTOR	426	36,201
	PUBLIC WORKS ASSISTANT (RPT)	416	20,097
	SECRETARY	206	10.39

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1993 Pay</u>
	CLERK TYPIST (RPT)	202	9.27
	CUSTODIAN	A	9.87
	<u>PARKING ENFORCEMENT</u>		
	PRK ENF MANAGER	411	24,871
	PRK ENF OFFICER	203	10.07
	PRK ENF OFFICER	203	9.77
	PRK ENF OFFICER	203	9.06
	PRK ENF SUPERVISOR	206	10.91
	PRK ENF OFFICER	203	9.37
	PRK ENF OFFICER	203	9.06
	CLERK TYPIST	203	10.07
	CLERK TYPIST	201	8.47
	COE CLERICAL ASSISTANT		4.25
	CROSSING GUARD		\$16.50/day
	CROSSING GUARD		13.75/day
	CROSSING GUARD		11.00/day
	CROSSING GUARD		10.00/day
	PRK GARAGE ATTENDANT		6.12
	<u>CODE ENFORCEMENT DIVISION</u>		
	CODE ENFORCEMENT MGR	426	36,201
	CODE ENFORCEMENT OFFICER	415	27,000
	CHIEF BLDG OFFICIAL	415	25,313
	PLUMBING/MECH INSPECTOR	406	21,305
	BUILDING INSPECTOR	406	25,539
	ELECTRICAL INSPECTOR	406	21,305
	CODE ENF INSPECTOR	403	20,517
	CODE ENF INSPECTOR	403	20,517
	CODE ENF INSPECTOR	403	20,517
	SECRETARY	204	9.15
	CLERK/TYPIST	202	8.96
Engineering	CITY ENGINEER	505	44,251
	DEPUTY CITY ENGINEER	430	36,154
	GIS COORDINATOR	418	26,556
	PROJECT ENGINEER	415	29,251
	PROJECT ENGINEER	415	28,815
	STREET INSPECTOR	404	21,694
	SECRETARY	205	9.25
	ENG. TECHNICIAN	205	10.91
	ENG. TECHNICIAN	205	9.56
	CLERK TYPIST (RPT)	202	9.27
Fire	SECRETARY	205	10.54
Fleet	OFFICE MANAGER	302	25,367
	CLERK/TYPIST (RPT)	201	9.56
	SHOP FOREMAN	L	12.63
	MASTER MECHANIC	K	11.92
	MASTER MECHANIC	K	10.87
	APP. MASTER MECHANIC	I	10.67
	AUTO SERVICEMAN	D	10.17
Human Res.	DIRECTOR	503	38,740
	ASSISTANT DIRECTOR	416	27,662
	PROJECT DIRECTOR/NUTRITION	413	27,666
	PROJECT DIRECTOR/CHILD CARE	413	12,864
	PROJECT DIRECTOR/DRUG PREVENTION	413	26,559
	PROJECT COORDINATOR/FARMER'S MARKET	411	27,813

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1993 Pay</u>
	PROJECT COORDINATOR/DRUG PREVENTION	411	24,069
	PROJECT COORDINATOR/FOOD PROGRAM	411	12,435
	PROJECT COORDINATOR/VOLUNTEER SERVICES	411	12,034
	ACCOUNTS PROCESSOR	407	14,526
	PROGRAM ASSISTANT/CHILD CARE	404	21,016
	PROGRAM ASSISTANT/NUTRITION	404	21,016
	SECRETARY	205	10.54
	SECRETARY	205	9.56
	SECRETARY	204	8.75
	GRANT SECRETARY	204	10.18
	NUTRITION SITE MANAGER		5.58
	<u>WORKFORCE DEVELOPMENT</u>		
	DIRECTOR	432	35,760
	ASST. DIRECTOR/OPERATIONS	421	29,859
	ASST. DIRECTOR/FINANCE	421	29,859
	PROGRAM DEVELOPMENT SPECIALIST	411	24,871
	PROJECT MANAGER	411	35,011
	PROGRAM DEVELOPMENT SPECIALIST	411	24,069
	WDS PLANNER	411	24,069
	COUNTY COORDINATOR	404	21,694
	COUNTY COORDINATOR	404	24,125
	COUNTY COORDINATOR	404	22,598
	COUNTY COORDINATOR	404	21,016
	PROGRAM INFO. MANAGER	404	23,900
	EMPLOYMENT COUNSELOR	403	20,517
	TRAINING CONSULTANT	402	21,709
	TRAINING CONSULTANT	402	21,525
	TRAINING CONSULTANT	402	20,018
	TRAINING CONSULTANT	402	20,664
	TRAINING CONSULTANT	402	22,429
	TRAINING CONSULTANT	402	19,372
	FINANCE ASSISTANT	205	10.28
	FINANCE ASSISTANT	205	9.25
	SECRETARY	204	9.47
	RECEPTIONIST	201	9.17
	RECEPTIONIST	201	8.87
Legal	CORPORATION COUNSEL	511	45,781
	CITY ATTORNEY	435	39,333
	HUM. RIGHTS DIR/ATTY (RPT)	433	18,301
	ASST CITY ATTORNEY	433	36,603
	ASST CITY ATTORNEY (RPT)	433	17,729
	LEGAL SECY/PARALEGAL	211	22,845
	SECRETARY	206	10.39
	SECRETARY - HUMAN RIGHTS (RPT)	204	9.47
Mayor	DEPUTY MAYOR	503	37,251
	STAFF ASSISTANT	210	10.81
Parks	ADMINISTRATOR	507	43,076
	ASST ADMINISTRATOR	432	37,251
	PARK SFTY, & DEV DIR	430	32,538
	PARK & FACILITY OPER. COORDINATOR	426	35,340
	RECREATION DIRECTOR	425	29,772
	SPORT & REVENUE FACILITIES DIR	425	34,403
	F. SOUTHERN CTR MGR	417	27,013

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1993 Pay</u>
	DIRECTOR/OAC	413	26,559
	SPECIAL PROGRAMS DIRECTOR	413	27,666
	COMMUNITY SCHOOL/AQUATIC DIRECTOR	413	27,666
	WCC DIRECTOR	413	24,899
	COMMUNITY SPORTS DIRECTOR	413	26,559
	PROGRAM DIRECTOR/TEENS	410	26,111
	PROGRAM DIRECTOR/AC	410	26,111
	ASSISTANT DIRECTOR/OAC	407	24,211
	ASSISTANT DIRECTOR/SPECIAL PROGRAMS	407	22,516
	FITNESS CENTER DIRECTOR	401	18,890
	WESTSIDE CENTER ASST. DIRECTOR	401	21,168
	CONCESSION PROGRAM DIRECTOR	401	18,890
	TEEN ASSISTANT DIRECTOR	401	18,890
	YOUTH SERVICE COORDINATOR	401	18,890
	FACILITY MAINT SUPER	308	33,787
	LAKE LEMON RES. DIR.	306	27,452
	GC ASST. MGR.	304	26,743
	GOLF COURSE SUPRTNDT	304	28,080
	PARK MAINTENANCE SUPERVISOR	308	30,396
	OFFICE MANAGER	302	25,367
	GENERAL FOREMAN	302	25,367
	GC MANAGER	301	12,780
	BOOKKEEPER	206	10.39
	SECRETARY	203	9.37
	SECRETARY	203	10.07
	REGISTRATION CLERK	202	9.67
	WORKING FOREMAN	H	10.60
	WORKING FOREMAN	H	10.57
	EQUIP. MAINT. MECHANIC	H	10.57
	LABORER II	D	10.40
	LABORER II	D	10.17
	MEO I	D	10.17
	CUSTODIAN	A	9.87
Parks - Temporary	BEACH MANAGER		7.05
	BEACH SUPERVISOR		6.65
	BEACH GUARD II		6.20
	SKATE SHARPENER		5.00
	POOL MANAGER		6.00
	POOL SUPERVISOR		5.40
	MAINTENANCE II SUPERVISOR		5.45
	MAINTENANCE I		5.15
	GUARD II		4.50
	PROGRAM SPECIALIST		4.75
	ASST. SUPERVISOR/GRIFFY		4.50
	INSTRUCTOR/LEADER		4.25
	REG. RECEPTIONIST		4.25
	GUARD I		4.25
	ATTENDANT		4.25
	ASST. SUPERVISOR		5.00
	PARK RANGER/SECURITY		8.05
	RINK SUPERVISOR		5.40
	STARTER/RANGER		4.25
	SUPERVISOR		5.40

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1993 Pay</u>
	HANDYMAN		5.00
	SPORTS PROGRAM MANAGER		6.00
	FACILITY SUPERVISOR		5.40
	PROGRAM SUPERVISOR		5.40
	PROGRAM MANAGER		6.00
	STAFF ASSOCIATE		8.64
	PLAY PROGRAM DIRECTOR		9.05
	PLAY ASSISTANT DIRECTOR		6.00
	PROGRAM ASSISTANT		4.75
	CONCESSIONS COORDINATOR		6.04
	PROGRAM ASSISTANT		8.64
	OAC RECEPTIONIST		4.97
Personnel	DIRECTOR	503	38,741
	ASST DIR	421	29,858
	PERSONNEL TECHNICIAN	404	20,338
	SECRETARY	204	10.18
	COMMUNICATION OPERAT	203	10.07
	COMMUNICATION OPERAT	203	8.66
Planning	DIRECTOR	505	43,752
	ASST DIR	421	31,103
	LONG RANGE PLANNER	411	25,674
	TRANS PLANNER	411	24,069
	SENIOR ZONING PLANNER	411	25,674
	ZONING PLANNER	406	22,015
	SECRETARY	205	9.97
	SECRETARY	205	9.56
Police	TELECOM. SUPER.	304	28,080
	RECORDS SUPERVISOR	301	24,362
	TELECOMMUNICATOR	211	23,987
	TELECOMMUNICATOR	211	21,246
	TELECOMMUNICATOR	211	23,416
	TELECOMMUNICATOR	211	21,246
	TELECOMMUNICATOR	211	23,416
	TELECOMMUNICATOR	211	22,845
	TELECOMMUNICATOR	211	23,416
	TELECOMMUNICATOR	211	20,560
	TELECOMMUNICATOR	211	23,416
	TELECOMMUNICATOR	211	20,560
	ACCOUNT CLERK	208	10.60
	RECORDS CLERK	205	10.28
	RECORDS CLERK	205	9.56
	RECORDS CLERK	205	9.56
	RECORDS CLERK	205	10.54
	RECORDS CLERK	205	10.54
	RECORDS CLERK	205	9.25
	SPEC INV CLERK	205	11.05
	RECORDS CLERK	205	9.97
	RECORDS CLERK	205	10.28
	CUSTODIAN	A	9.87
Public Safety	BOARD MEMBERS		600
	SECRETARY		1,500
Redev.	DIRECTOR	503	38,741
	ASST. DIRECTOR	416	25,933
	REDEV SPECIALIST	413	25,729
	REDEV SPECIALIST (RPT)	413	19,296
	REDEV SPECIALIST	413	25,729

<u>Department</u>	<u>Job Title</u>	<u>Grade</u>	<u>1993 Pay</u>
	REDEV SPECIALIST	413	28,772
	REDEV SPECIALIST	413	24,899
	SECY/ACCT CLERK	204	9.47
Risk Mgmt.	RISK MANAGER	433	36,603
	ASST CITY ATTORNEY	433	35,459
	ACCOUNT CLERK	206	10.39
Rosehill	CITY LANDSCAPER	419	29,968
	GENERAL FOREMAN/SEXTON	301	23,368
	CLERK/TYPIST	201	8.47
	MEO II	F	10.37
	MEO I	D	10.17
	LABORER I	B	9.97
	SEASONAL LABORER		6.00
Sanitation	DIRECTOR	315	33,002
	ASST DIR	306	28,138
	CREW LEADER	J	10.77
	MEO II	F	10.37
	MEO I	D	10.17
	LABORER I	B	9.97
	LABORER (RPB)		6.68
	LABORER (TPT)		6.06
Street	TRAFF CONTRL SPEC	419	29,368
	STREET SUPER	315	33,788
	ASST. STREET SUPER	307	29,178
	SIDEWALK SUPERVISOR	304	25,673
	ACCT CLERK	206	10.65
	CLERK/TYPIST	202	9.27
	CREW LEADER	J	11.20
	MEO III	H	10.94
	MEO II	F	10.80
	MEO II	F	10.76
	MEO I	D	10.60
	MEO I	D	10.54
	WORKING FOREMAN	H	10.57
	MEO III	H	10.57
	MEO II	F	10.37
	MEO I	D	10.17
	LABORER II	D	10.17
	LABORER I	B	9.97
	SEASONAL LABORER		7.00

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

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 L, employees working on the evening or night shift shall receive a twenty-five cent (.25) per hour premium. Employees working on a swing shift shall receive a thirty cent (.30) 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	9.87	9.87
B	9.97	9.97
C	10.07	10.07
D	10.17	10.60
E	10.27	10.70
F	10.37	10.80
G	10.47	10.47
H	10.57	10.94
I	10.67	10.67
J	10.77	11.20
K	10.87	11.92
L	11.92	12.63

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 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

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

<u>Grade</u>	<u>Range</u>	
201	8.01	10.60
202	8.10	10.72
203	8.18	10.83
204	8.27	10.94
205	8.35	11.05
206	8.44	11.17
207	8.52	11.28
208	8.61	11.40
209	8.69	11.50
210	8.78	11.62
211	18,564	24,558

JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)

<u>Grade</u>	<u>Range</u>	
301	10,992	12,775
301	22,996	26,724
302	23,465	27,269
304	24,738	28,748
306	25,394	29,510
307	25,705	29,873
308	26,156	30,396
310	27,190	31,598
312	27,888	32,410
315	29,074	33,788

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)

<u>Grade</u>	<u>Range</u>	
401	18,471	23,507
402	18,942	24,108
403	19,415	24,709
404	19,887	25,309
406	20,833	26,513
407	21,306	27,116
408	21,863	27,825
409	22,422	28,536
410	22,978	29,244
411	23,535	29,953
413	24,347	30,985
414	24,548	31,242
415	24,751	31,501
416	25,358	32,272
417	25,562	32,532
418	25,967	33,047
419	26,372	33,564
420	26,872	34,200
421	27,371	34,835
422	28,146	35,820
423	28,338	36,066
424	28,725	36,557
425	29,111	37,049

426	29,498	37,542
427	29,883	38,031
429	31,235	39,753
430	31,816	40,492
432	32,781	41,721
433	33,554	42,704
435	34,614	44,052

JOB FAMILY: NON-TENURED POSITIONS

<u>Grade</u>	<u>Range</u>	
503	31,340	41,721
504	32,079	42,704
505	33,092	44,052
507	33,557	44,672
509	35,503	47,262
511	37,036	49,303

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

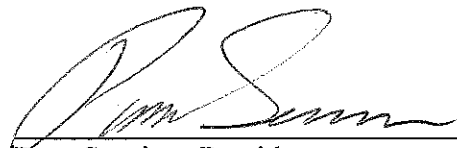
<u>Job Title</u>	<u>Range</u>	
COE Assistant	4.25	4.25
Intern	5.00	6.00
Technical Assistant	6.00	10.00
On-site Market Coord.	6.00	10.00
Home Delivery Driver	4.25	8.25
Season Train. Consult.	7.00	10.00
Clerical Assistant	4.50	6.00
Law Clerk	5.00	6.00
Account Assistant	6.00	7.00
Personnel Assistant	5.00	6.00
Work Experience	4.25	7.00
Education Coordinator		3,625
Lake Lemon Patrol Off.	12.00	15.00
LL Weed Harvester	6.00	7.00
Leader/Instructor	4.25	7.00
Special Instructor I	7.00	12.00
Special Instructor II	12.00	25.00
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 Manager	4.50	5.00
Grant Program Coord.	5.00	7.50
Grant Program Assistant	4.50	6.00
Sound/Stage Tech.	8.00	25.00
Scorekeeper	4.25	5.00
Sport/Game Supervisor	5.00	6.00
Sport Official	10.00/game	15.00/game

Fitness Coordinator		9.05
Shelter/Res. Maint.		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
Assistant Supervisor	4.50	6.00
Office Assistant	4.25	6.00
Bus Driver		6.00
Adopt-A-Spot Coord.	8.00	10.00
Program Coordinator	8.00	10.00

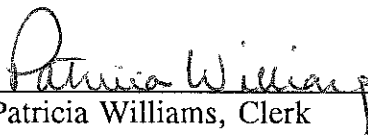
SECTION III. The rates shown as wages and salaries for the positions listed above are maximum rates.

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.

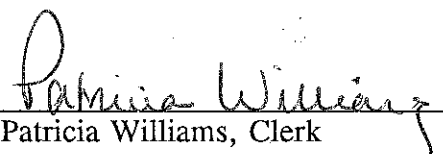
PASSED AND ADOPTED by the Common Council of the City of Bloomington, Indiana, this 23rd day of September, 1992.


 Pam Service, President
 Bloomington Common Council

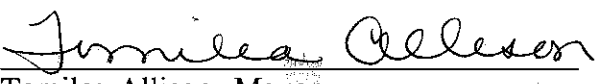
ATTEST:


 Patricia Williams, Clerk
 City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington upon the 24th day of September, 1992.


 Patricia Williams, Clerk
 City of Bloomington

SIGNED AND APPROVED by me on this 24th day of September, 1992.


 Tomilea Allison, Mayor
 City of Bloomington

SYNOPSIS

This ordinance sets the maximum 1993 salary for all appointed officers and employees of the City of Bloomington.

Signed copies to:
 Controller - Certification
 Personnel
 Auditor
 File 2