

ORDINANCE 88-25

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 1989.

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, 1989, 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, 1989, 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 1989, 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.

DEPARTMENT	JOB TITLE	SALARY
Animal	Dir of Animal Control	24,706
	Animal Shelter Manager	20,497
	Animal Control Officer	8.77
	Kennel Worker	8.37
	Receptionist	7.60
Clerk	Deputy City Clerk	8.14
Controller	City Controller	36,663
	Data Processing Manager	31,482
	Deputy Controller	27,024
	Management Analyst	23,955
	Management Analyst (PT)	12,326
	Computer Programmer	23,315
	Computer Prog/Police	22,161
	Hardware Technician	20,802
	Computer Operator	20,227
PC Programmer (PT)	10,402	

Signed copies 8/3/89
Controller &
Personnel

2.

	Accts Coordinator	8.41
Council	Council/Admin Atty	28,668
DPW	Director/DPW	35,986
	Asst. Director/DPW	27,024
	Parking Division Super	20,792
	Env. Projects Coord. (PT)	10,055
	Parking Meter Tech/Super	9.10
	Parking Enforcement Officer	8.14
	Parking Enforcement Officer	8.13
	Parking Enforcement Officer	8.58
	Public Works Secretary	8.57
	Custodian	8.17
	Clerk-Typist/PM	7.93
	Clerk/Typist/DPW	7.69
	Parking Garage Attendant	5.25
	Crossing Guard	17.00 per day
Engineering	City Engineer	37,974
	Deputy City Engineer	28,383
	Housing Code Enf Officer	24,401
	Project Engineer/Eng.	23,498
	Building Inspector	21,337
	Electrical Inspector	21,337
	Asst. Hsng Code Officer	19,636
	Street Inspector	18,796
	Housing Code Inspector	18,699
	Plumbing Inspector (SPT)	7,063
	Engineering Technician	9.17
	Eng Technician Trainee	8.54
	Engineering Secretary	8.34
	Clerk-Typist/Eng	8.14
	Housing Code Secretary	8.14
Fire	Fire Dep't Secretary	8.57
Fleet	Office Manager/Fleet	20,346
	Shop Foreman	10.93
	Master Mechanic	10.22
	App Master Mechanic	8.97
	Auto Serviceman	8.47
	Acct Clerk/Fleet	8.16
Human Resources	Director/Human Resources	29,653
	Project Director	21,495
	Project Director	20,802
	Project Director (PT)	10,668
	Accounts Processor	18,812
	Program Assistant	18,333
	Program Assistant (PT)	9,167
	Project Coordinator	21,187
	Project Coordinator	20,075
	Project Coordinator (PT)	10,389
	Project Coordinator (PT)	10,055
	Project Coordinator (PT)	10,055
	Human Resources Secretary	8.78
	Clerk-Typist/HRD	7.94
	Nutrition Site Managers	6.55
Legal	Corporation Council	36,775
	City Attorney	29,965
	Asst City Attorney	28,668
	Asst City Attorney (PT)	15,311
	Human Rights Dir/Atty (PT)	12,766
	Legal Secretary	8.60

	Secretary/Legal	8.44
Mayor	Administrative Asst/Mayor	26,465
	Executive Secretary	8.70
Parks & Rec.	Administrator/Parks	38,995
	Asst. Administrator/Parks	32,055
	Sfty, Maint, Dev Director	27,678
	Facility Maint Super	27,645
	Recreation Director	27,507
	Park Superintendent	26,915
	Athletic Director	24,653
	Lake Lemon Res. Director	22,110
	Activity Director	22,097
	Activity Director	21,495
	Activity Director	20,802
	Activity Director (PT)	10,402
	Frank Southern Ctr Manager	21,841
	Golf Course Superintendent	21,680
	General Foreman	21,022
	General Foreman	19,922
	Program Coordinator	20,879
	Asst Golf Course Manager	20,800
	Office Manager/Parks	20,346
	PC Programmer	20,802
	Program Director	18,923
	Program Director	18,812
	Program Director	18,332
	Golf Course Manager (PT)	10,678
	Sports Coordinator (PT)	10,402
	Working Foreman	8.90
	Working Foreman	8.87
	Equipment Maint. Mechanic	8.87
	Bookkeeper/Parks	8.56
	Laborer II	8.70
	Laborer II	8.47
	MEO I	8.47
	Custodian	8.17
	Administrative Secretary	8.14
Parks & Rec. (Temporary Employees)		
	Receptionist	3.85
	Assistant Director	4.95
	Lake Patrol Person	6.00
	Seasonal Maintenance Supervisor	4.40
	Gate Manager	3.91
	Skate Sharpener	4.24
	Lifeguard	4.24
	Seasonal Laborer	4.24
	Program Assistant	4.13
	Clerk Typist	5.50
	Recreation Instructor	4.02
	Cashier/Attendant	3.91
	Beach/Pool Supervisor	4.57
	Assistant Beach/Pool Supervisor	4.40
	Site Supervisor	4.40
	Asst. Site Supervisor	4.24
	Pool Manager	4.40
	Program Supervisor	4.40
	Program Registration Clerk	7.42
	Rink Guard	3.85
	Custodian	4.24
	Concession Coordinator	6.50
	Concession Attendant	3.85
	Weed Harvester Operator	4.24
	Concession Manager	4.40

Personnel	Director/Personnel	31,120
	Asst Director/Personnel	23,728
	Personnel Secretary	8.47
	Communications Operator	8.14
	Communications Operator	8.13
Planning	Director/Planning	36,551
	Transportation Planner	29,560
	Zoning Planner	26,176
	Graphics Planner	21,337
	Planner	18,332
	Planning Secretary	8.57
	Planning Clerk (PT)	8.14
Police	Telecommunications Super.	20,453
	Telecommunicator	19,550
	Telecommunicator	19,074
	Telecommunicator	17,977
	Telecommunicator	17,952
	Telecommunicator	16,213
	Acct Clerk/Police	9.09
	Spec. Investigations Clerk	8.97
	Records Clerk	8.57
	Records Clerk	8.31
	Records Clerk	8.14
	Custodian	8.17
Redevelopment	Director/Redev	32,066
	Redevelopment Spec.	21,611
	Redevelopment Spec.	21,568
	Redevelopment Spec.	20,802
	Account Clerk	8.46
	Secretary/Redevelopment	7.94
Rosehill	City Landscaper	22,697
	Working Foreman	8.90
	MEO I	8.47
	Laborer I	8.27
Sanitation	Director/Sanitation	26,915
	Asst Director/Sanitation	20,999
	MEO II	8.67
	MEO I	8.47
	Laborer I	8.27
	Driver (RPT)	5.65
	Laborer (RPT)	5.40
	Laborer (TPT)	5.06
Street	Director/Transportation	32,821
	Street Superintendent	27,571
	Traffic Control Specialist	23,872
	Crew Leader	9.50
	MEO III	9.24
	MEO III	8.87
	MEO II	9.10
	MEO II	9.06
	MEO II	8.67
	MEO I	8.90
	MEO I	8.47
	Working Foreman	8.87
	Acct Clerk/Streets	8.58
	Laborer II	8.47
	Laborer I	8.27
	Clerk-Typist/Street	7.94

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 classifications 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 or promoted 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 rate 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 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, 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 shift premium. Employees working on a swing shift shall receive a thirty cent (.30) per hour premium.

JOB FAMILY: LABOR, TRADES AND CRAFTS (LTC)

PAY GRADE	CLASSIFICATION	HOURLY JOB RATE	HOURLY GRANDFATHER
A	Custodian	8.17	8.17
B	Laborer I	8.27	8.27
C	Kennel Worker	8.37	8.37
D	Auto Serviceman	8.47	8.47
	Laborer II	8.47	8.70
	MEO I	8.47	8.90
F	MEO II	8.67	9.10
G	Animal Control Officer	8.77	8.77
H	Equip Maint Mechanic	8.87	8.87
	MEO III	8.87	9.24

	Working Foreman	8.87	8.90
I	App. Master Mechanic	8.97	8.97
J	Crew Leader	9.07	9.50
K	Master Mechanic	10.22	10.22
L	Master Mech/Shop Foreman	10.93	10.93

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.

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

PAY GRADE	CLASSIFICATION	RANGE	
201	Receptionist	6.94	8.58
202	Clerk/Typist	7.03	8.68
	Secretary/Redevelopment	7.03	8.68
203	Account Clerk	7.11	8.79
	Administrative Secretary	7.11	8.79
	Communications Operator	7.11	8.79
	Deputy City Clerk	7.11	8.79
	Eng Tech Trainee	7.11	8.79
	Engineering Secretary	7.11	8.79
	Housing Code Secretary	7.11	8.79
	Parking Enf Officer	7.11	8.79
	Planning Clerk	7.11	8.79
204	Personnel Secretary	7.20	8.89
205	Bookkeeper/Parks	7.28	9.00
	Engineering Tech	7.28	9.17
	Fire Dep't Secretary	7.28	9.00
	Human Resources Secretary	7.28	9.00
	Planning Secretary	7.28	9.00
	Public Works Secretary	7.28	9.00
	Records Clerk	7.28	9.00
	Special Invest. Clerk	7.28	9.00
206	Accts Coordinator	7.37	9.10
	Parking Meter Tech/Super	7.37	9.10
	Secretary/Legal	7.37	9.10
208	Acct Clerk/Police	7.54	9.31
	Legal Secretary	7.54	9.31
209	Executive Secretary	7.62	9.42
211	Telecommunicator	16,213	20,027

JOB FAMILY: SUPERVISORY, ADMINISTRATIVE,
MANAGERIAL (SAM)

PAY GRADE	CLASSIFICATION	RANGE	
301	Golf Course Manager	9,605	11,163
302	General Foreman	19,604	22,783
	Office Manager	19,604	22,783
	Parking Division Super	19,604	22,783
304	Animal Shelter Manager	20,497	24,018
	Asst Golf Course Manager	20,667	24,018
	Golf Course Super.	20,667	24,018
	Telecommunications Super.	20,453	24,018
306	Asst Director/Sanitation	20,999	24,655
	Lake Lemon Res. Director	21,215	24,655
307	Traffic Control Specialist	21,474	24,957
	Assist. Street Superintendent	21,474	24,957
315	Director/Sanitation	24,289	28,228
	Facility Maint Super	24,289	28,228
	Park Superintendent	24,289	28,228
	Street Superintendent	24,289	28,228

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE,
TECHNICAL (PAT)

PAY GRADE	CLASSIFICATION	RANGE	
401	Housing Code Insp.	15,342	19,726
	Planner	15,342	19,726
	Street Inspector	15,342	19,726
404	Asst. Hsng Code Officer	16,520	21,241
	Building Inspector	16,520	21,337
	Electrical Inspector	16,520	21,337
	Graphics Planner	16,520	21,337
	Program Assistant	16,520	21,241
	Program Assistant (PT)	8,260	10,620
407	Accounts Processor	17,699	22,756
	Computer Operator	17,699	22,756
	Program Director	17,699	22,756
411	Env. Projects Coord. (PT)	9,775	12,568
	Project Coordinator	19,551	25,137
	Project Coordinator (PT)	9,775	12,568
	VAC Coordinator	19,551	25,137
413	Activity Director	20,224	26,002
	Activity Director (PT)	10,112	13,002
	PC Programmer (PT)	10,112	13,002
	PC Programmer	20,224	26,002
	Hardware Technician	20,224	26,002
	Program Coordinator	20,224	26,002
	Project Director (PT)	10,112	13,001

Project Director	20,224	26,002
Redevelopment Specialist	20,224	26,002
Sports Coordinator (PT)	10,112	13,002
414 Computer Programmer/Cont.	20,392	26,219
415 Housing Code Enf Officer	20,561	26,435
Project Engineer/Eng.	20,561	26,435
416 Computer Programmer/Police	21,066	27,085
417 Frank Southern Ctr Manager	21,234	27,301
418 Athletic Director	21,571	27,734
Management Analyst (PT)	10,785	13,867
Management Analyst	21,571	27,734
Zoning Planner	21,571	27,734
419 City Landscaper	21,907	28,167
421 Asst Director/Personnel	22,737	29,233
Asst. Director/DPW	22,737	29,233
Deputy Controller	22,737	29,233
Director of Animal Control	22,737	29,233
427 Deputy City Engineer	24,823	31,915
Human Rights Dir/Atty	12,411	15,957
Transportation Planner	24,823	31,915
429 Data Processing Manager	25,946	33,359
Recreation Director	25,946	33,359
431 Sfty, Maint, Dev Dir	26,909	34,597
432 Asst Administrator/Parks	27,230	35,010
433 Asst City Attorney	27,872	35,835
Asst City Attorney (PT)	13,936	17,918
434 City Attorney	28,193	36,248


JOB FAMILY: NON-TENURED POSITIONS

PAY GRADE	CLASSIFICATION	RANGE	
501	Director/Human Resources	25,946	33,359
503	Administrative Asst/Mayor	26,465	35,010
	Deputy Mayor	26,465	35,010
	Director/Personnel	27,230	35,010
	Director/Redevelopment	27,230	35,010
	Director/Transportation	27,230	35,010
504	Council/Admin. Atty	27,872	35,835
505	City Engineer	28,193	37,974
	Director/Planning	28,193	36,551
507	Administrator/Parks	29,156	38,995
	Director/DPW	29,156	37,486
509	City Controller	30,846	39,660
511	Corporation Council	32,178	41,372

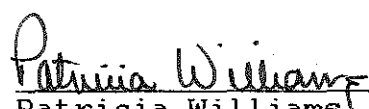
SECTION III. The rates shown as wages and salaries for the positions listed above are maximum rates.

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.

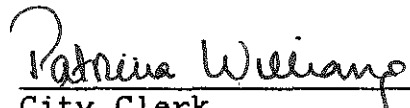
PASSED AND ADOPTED by the Common Council of the City of Bloomington, Indiana, this 27 day of July, 1988.


Pam Service, President

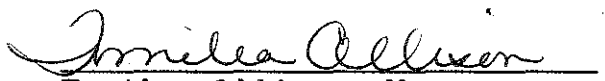
ATTEST:


Patricia Williams, City Clerk

Presented by me to the Mayor of the City of Bloomington upon the 28 day of July, 1988, at the hour of _____ o'clock, __.m.


Patricia Williams, City Clerk

THIS ORDINANCE was approved and signed by me on this 29 day of July 1988, at the hour of _____ o'clock, __.m.


Tomilea Allison, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum 1989 salary for all appointed officers and employees of the City of Bloomington.