

ORDINANCE 88-26

AN ORDINANCE FIXING THE SALARIES OF UTILITIES 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. Pursuant to the resolution of the utilities service board of the City of Bloomington, Indiana, the salary and pay schedule for the employees of the said Board from and after the first day of January, 1988 shall be as follows:

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
Util. Blucher	Superintendent	30,264
	Plant Service Mechanic	25,897
	Solids Handling Specialist	22,476
	WW Plant Operator II	9.07
	WW Plant Operator II	9.07
	W Plant Operator I	8.87
	WW Plant Operator I	8.87
	W Plant Operator	8.57
	MEO I	8.47
Util. Dillman	Plant Manager	32,082
	Superintendent	28,153
	Maintenance Coordinator	28,132
	Plant Service Mechanic	26,448
	Plant Service Mechanic	25,821
	Chief Operator	25,985
	Chief Operator	27,776
	Chief Operator	25,224
	Chief Operator	25,188
	Plant Maint Mechanic	9.17
	WW Plant Operator I	8.87
	Plant Maint Helper	8.77
	Plant Maint Helper	8.77
	W Plant Operator	8.57
	WW Plant Operator	8.57
WW Plant Operator	8.57	
WW Plant Operator	8.57	
Util. GE	Director/Utilities	42,344
	Asst. Director/Utilities	35,209
	Utilities Engineer	38,926
	PCB Proj Coordinator	34,237
	Business Manager	31,999
	Data Processing Mgr/Util	27,802
	Purch Agent/Sys. Analyst	27,757
	Project Engineer/Draftsman	24,099

Signed copies
 Controller (2)
 Personnel
 Utilities Dept

	Project Engineer/Util	24,099
	Cust. Service Coordinator	22,484
	Accountant/Utilities	22,424
	Asst Purchasing Agent	22,344
	Computer Prog/Op	22,188
	Computer Prog/Op	21,495
	Utilities Inspector	19,209
	Eng Technician/Utilities	10.16
	Secretary to Dir/Utilities	9.36
	Bookkeeper/Util	9.23
	Acct Clerk/Utilities	9.22
	Customer Service Secretary	9.00
	Customer Service Secretary	8.13
	Utilities Secretary	8.89
	Payroll Clerk	8.58
	Customer Service Secretary	8.57
	Accts Payable Clerk	8.34
	Purchasing Clerk	8.27
	Data Entry Operator	8.16
	Clerk/Utilities	8.14
	Cashier	8.14
	Collections Clerk	8.14
Util. Griffy	Superintendent	28,180
	W Plant Operator I	8.87
	W Plant Operator III	9.17
Util. Lab	Chemist	28,369
	Lab Tech	9.07
Util. Monroe	Superintendent	29,846
	Plant Service Mechanic	25,868
	W Plant Operator III	9.60
	W Plant Operator III	9.17
	W Plant Operator II	9.17
	W Plant Operator I	8.87
	Plant Maint Helper	8.77
Util. SAS	Safety/Security Super	22,145
	Communications Operator	8.58
	Communications Operator	8.79
	Custodian	8.17
Util. TD	Superintendent	30,168
	Asst Superintendent	26,399
	Asst Superintendent	25,785
	Asst Superintendent	25,252
	Solids Handling Specialist	22,867
	Plant Maint Mechanic	9.17
	MEO II	9.10
	MEO II	8.67
	Meter Service Tech II	9.04
	Water Lineman	8.87
	Working Foreman	8.87
	Secretary/T&D	8.58
	Meter Serviceman	9.00
	Meter Serviceman	8.57
	Laborer II	8.47
	Meter Reader	8.66
	Meter Reader	8.37
	Laborer I	8.27
	Meter Tech/Tools	8.27

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	Meter Reader	8.37	8.66
D	Laborer II	8.47	8.47
	MEO I	8.47	8.47
E	Meter Serviceman	8.57	9.00
	W Plant Operator	8.57	8.57
	WW Plant Operator	8.57	8.57
F	MEO II	8.67	9.10
G	Meter Service Tech II	8.77	9.04

	Plant Maint Helper	8.77	8.77
	Pump Station Mechanic	8.77	8.77
H	MEO III	8.87	8.87
	W Plant Operator I	8.87	8.87
	Water Lineman	8.87	8.87
	Working Foreman	8.87	8.87
	WW Plant Operator I	8.87	8.87
I	Lab Technician	9.07	9.07
J	W Plant Operator II	9.07	9.07
	WW Plant Operator II	9.07	9.07
K	Plant Maint Mechanic	9.17	9.17
	W Plant Operator III	9.17	9.60
	WW Plant Operator III	9.17	9.17

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	Cashier	6.94	8.58
202	Clerk/Utilities	7.03	8.68
	Purchasing Clerk	7.03	8.68
203	Accts Payable Clerk	7.11	8.79
	Communications Operator	7.11	8.79
	Data Entry Operator	7.11	8.79
	Payroll Clerk	7.11	8.79
	Secretary/T&D	7.11	8.79
204	Collections Clerk	7.20	8.89
205	Acct Clerk/Utilities	7.28	9.22
	Bookkeeper/Util	7.28	9.23
	Customer Service Secretary	7.28	9.00
	Secretary to Dir/Utilities	7.28	9.36
206	Utilities Secretary	7.37	9.10
209	Engineering Tech/Utilities	7.62	10.16

JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)

PAY GRADE	CLASSIFICATION	RANGE	
306	Safety/Security Super.	21,215	24,655
	Solids Handling Specialist	21,215	24,655
310	Asst Superintendent	22,715	26,399
312	Plant Service Mechanic	23,299	27,078

315 Cust. Service Coordinator 24,289 28,228

JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE,
TECHNICAL (PAT)

PAY GRADE	CLASSIFICATION	RANGE	
401	Utilities Inspector	15,342	19,726
411	Asst Purchasing Agent	19,551	25,137
413	Computer Prog/Operator	20,224	26,002
	Project Engineer/Draftsman	20,224	26,002
415	Project Engineer/Util	20,561	26,435
416	Accountant/Utilities	21,066	27,085
418	Purch Agent/Sys. Analyst	21,571	27,757
421	Chief Operator	22,737	29,233
422	Data Processing Mgr/Util	23,378	30,058
	Maintenance Coordinator	23,378	30,058
423	Superintendent/Griffy	23,539	30,264
	Superintendent/Blucher	23,539	30,264
424	Superintendent/TD	23,860	30,677
425	Superintendent/Monroe	24,181	31,090
	Superintendent/Dillman	24,181	31,090
427	Chemist	24,823	31,915
432	Business Manager	27,230	35,010
	PCB Proj Coordinator	27,230	35,010
	Plant Manager	27,230	35,010
	Utilities Engineer	27,230	38,926
435	Asst Director/Utilities	34,232	36,967

JOB FAMILY: NON-TENURED POSITIONS

PAY GRADE	CLASSIFICATION	RANGE	
507	Director/Utilities	29,156	42,344

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
Pam Service, President

ATTEST:

Patricia Williams
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
Tomilea Allison, Mayor
City of Bloomington

SYNOPSIS

This ordinance, approved by the Utilities Service Board on _____ 1988, sets the maximum salaries for Utilities Department employees for 1989.