Passed 8-0-1 (Granger)

ORDINANCE 17-44

TO AMEND ORDINANCE 17-37, WHICH FIXED 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 2018

- Re: Adjusting the Non-Union Salary Ranges Set Forth in Section 2.A. as the Result of Recommendations from a Salary and Benefits Study

WHEREAS, findings from the salary and benefits survey, conducted by a compensation consulting firm for the City of Bloomington, necessitate changes to the non-union pay grade salary ranges for 2018; and

WHEREAS, the Mayor and the Bloomington Common Council believe it is in the best interest of the City to amend the non-union salary ranges set forth in Ordinance 17-37 to bring them closer to market as identified in the salary and benefits survey;

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

SECTION 1. Ordinance 17-37, which fixed salaries of appointed officers, non-union, and A.F.S.C.M.E employees for all the departments of the City of Bloomington for the year 2018, shall be amended by deleting the table in Section 2 A with the heading "Non-Union" and replacing it with the following table:

NON-UNION

Grade	Minimum	Maximum
1	$ 31,200	$ 40,560
2	$ 32,136	$ 41,777
3	$ 33,100	$ 43,030
4	$ 34,093	$ 54,549
5	$ 35,116	$ 56,185
6	$ 36,872	$ 58,995
7	$ 38,715	$ 61,944
8	$ 41,425	$ 66,281
9	$ 45,568	$ 82,022
10	$ 50,125	$ 90,224
11	$ 57,643	$ 103,758
12	$ 69,748	$ 125,547

SECTION 2. 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 applications, and to this end the provisions of this ordinance are declared to be severable.

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 6th day of December, 2017.

Susan Sandberg
SUSAN SANDBERG, President
Bloomington Common Council

ATTEST:

NICOLE BOLDEN, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 8th day of December, 2017.

NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 11th day of December, 2017.

JOHN HAMILTON, Mayor
City of Bloomington

SYNOPSIS

This ordinance amends Ordinance 17-37, which fixed the salaries of appointed officers, non-union, and A.F.S.C.M.E employees for all the departments of the City for the year 2018. The amendment adjusts the non-union salary ranges set forth in Section 2.A. of the ordinance as the result of recommendations from a salary and benefits study that began early this year. This is one of the formal steps to be taken as part of a review and adjustment of salaries for non-union positions in 2018 and beyond.

Distributed to: Mayor, Clerk, Council Administrator, Legal, Controller, HR