Passed 8-1 (BANACH)

ORDINANCE 01-28

AN ORDINANCE FIXING THE SALARIES OF APPOINTED OFFICERS AND EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 2002

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 2002, 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 JOHN FERNANDEZ
TO THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON:

I, John Fernandez, Mayor of the City of Bloomington, Indiana as required by Ind. Code 36-4-7-3, hereby fix the salaries and pay schedule for the following appointed officers and employees of the City of Bloomington, Indiana, beginning January 1, 2002, and continuing thereafter until duly changed, and request that such salary rates be approved by the Common Council of said city.

For positions in the Clerical, Technical, Professional, and Managerial and the Appointed job families, the maximum rates listed below reflect the maximum salary for each job grade for a regular full-time employee. These ranges may be adjusted based on the hours worked of a part-time employee.

For positions in the Labor, Trades and Crafts job family, the maximum rates listed below reflect the maximum longevity-based wage rate for each job grade in accordance with the Step Charts contained in the Work Agreement and Memorandum of Understanding Between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E.

Where more than one person occupies a position in the department indicated the number of persons who occupy that position is given in parentheses after the job title.

Department/Job Title	Grade	Minimum	Maximum
Animal			
Director	9	32,337	60,054
Education Program Director	6	28,410	46,354
Shelter Manager	6	28,410	46,354
Volunteer Program Director	5	25,835	40,409
Secretary (3)	2	19,813	29,719
Animal Control Officer (4)	107	11.87	14.31
Kennel Worker (6)	103	11.47	13.91
Board of Public Safety			
Board Members			635
Secretary			1,500
Clerk			
Deputy City Clerk	2	19,813	29,719
Assistant	1	18,173	27,493
Community and Family Resources			
Director	11-A	40,333	78,293
Community Services Liaison	8	30,250	52,628
Organizational Development Analyst	8	30,250	52,628

Manager, Child Care Services	7	29,544	50,304
Program Coordinator - BVN	7	29,544	50,304
Special Projects Coordinator	7	29,544	50,304
Children's Health Insurance Coordinator	6	28,410	46,354
Program Assistant - Special Projects	6	28,410	46,354
Program Assistant - BVN	5	25,835	40,409
Accounts Processor (3)	4	22,740	35,568
Program Assistant (3)	4	22,740	35,568
Program Assistant - Family Matters	4	22,740	35,568
Secretary (2)	2	19,813	29,719
Common Council			
Council/Administrator Attorney	11-A	40,333	78,293
Council Assistant	2	19,813	29,719
Controller			
Controller	12-A	43,107	87,521
Deputy Controller	9	32,337	60,054
Budget & Research Manager	9	32,337	60,054
Accounting & Procurement Manager	8	30,250	52,628
Financial Analyst	7	29,544	50,304
Systems Manager	6	28,410	46,354
Accounts Processor	5	25,835	40,409
Accounts Coordinator	3	21,594	32,390
Clerk Typist	1	18,173	27,493
Employee Services			
Director	11-A	40,333	78,293
Assistant Director	8	30,250	52,628
Benefits Manager	7	29,544	50,304
Manager of Training & Organizational Development	6	28,410	46,354
Office Manager	3	21,594	32,390
Clerk Typist	1	18,173	27,493
Engineering			
Engineering Services Manager	10	33,919	65,843
Assistant Engineering Services Manager	7	29,544	50,304
Project Inspector (2)	5	25,835	40,409
Engineering Field Specialist	4	22,740	35,568
Engineering Technician (2)	3	21,594	32,390
Secretary	2	19,813	29,719
Fire			
Fire Prevention Officer	7	29,544	50,304
Secretary	3	21,594	32,390
Clerk Typist	1	18,173	27,493
Fire Pension			
Pension Secretary			3,200
Fleet			
Office Manager	3	21,594	32,390
Shop Foreman	113	14.03	16.47
Master Mechanic (3)	112	13.32	15.76
App. Master Mechanic (2)	109	12.07	14.51

HAND

Director	11-A	40,333	78,293
Assistant Director	9	32,337	60,054
Program Manager (6)	6	28,410	46,354
Neighborhood Compliance Officer (5)	5	25,835	40,409
Office Manager	4	22,740	35,568
Secretary (3)	2	19,813	29,719

Information Services

Chief Information Officer & Director	12-A	43,107	87,521
Systems Engineering Manager	11	40,333	78,293
Sr. Data Base Syst. Engineering Spec.	10	33,919	65,843
User Support & Operations Manager	10	33,919	65,843
Senior Systems Engineering Specialist	9	32,337	60,054
Senior User Support/ System Specialist	8	30,250	52,628
Systems Engineering Specialist (2)	8	30,250	52,628
Communication Coordinator	7	29,544	50,304
GIS Coordinator	7	29,544	50,304
User Support/ System Specialist (3)	7	29,544	50,304
Training Manager/User Support Specialist	6	28,410	46,354
Assistant GIS Coordinator	5	25,835	40,409
User Support Specialist / Business Mgr.	5	25,835	40,409

Legal

Corporation Counsel	12-A	43,107	87,521
City Attorney	11	40,333	78,293
Assistant City Attorney (4)	10	33,919	65,843
Hum. Rights Director/Attorney	10	33,919	65,843
Legal Secretary/Paralegal	5	25,835	40,409
Secretary	2	19,813	29,719
Secretary - Human Rights	2	19,813	29,719

Mayor

Deputy Mayor	12-A	43,107	87,521
Economic Development Assistant	10	33,919	65,843
Safe & Civil City Coordinator	7	29,544	50,304
Administrative Assistant	5	25,835	40,409
Staff Assistant	3	21,594	32,390

Parking Enforcement

Manager	7	29,544	50,304
Parking Enforcement Supervisor	5	25,835	40,409
Parking Enforcement Officer (8)	3	21,594	32,390
Account Clerk (2)	2	19,813	29,719

Parks

Administrator	12-A	43,107	87,521
Operations & Development Division Director	9	32,337	60,054
Recreation Services Division Director	9	32,337	60,054
Sports Services Division Director	9	32,337	60,054
Adult Sports & Facilities Area Manager	7	29,544	50,304
Adult/Family Services Manager	7	29,544	50,304
Community Events Manager	7	29,544	50,304
Community Relations Manager	7	29,544	50,304
FSC/Youth Sports Area Manager	7	29,544	50,304
Inclusive Recreation Coordinator	7	29,544	50,304

Operations Superintendent	7	29,544	50,304
Youth Services Manager	7	29,544	50,304
Aquatics/Sports Program Supervisor	6	28,410	46,354
Business/Special Projects Manager	6	28,410	46,354
Community Events Coordinator	6	28,410	46,354
Facility/Program Coordinator (3)	6	28,410	46,354
Natural Resources Coordinator	6	28,410	46,354
Operations Assistant Superintendent	6	28,410	46,354
Recreation Coordinator - PBA	6	28,410	46,354
Sports Coordinator	6	28,410	46,354
Urban Forester	6	28,410	46,354
Youth Sports Coordinator/FSC Asst. Mgr.	6	28,410	46,354
City Landscaper/Sexton	5	25,835	40,409
Golf Course Superintendent	5	25,835	40,409
Special Services Coordinator	5	25,835	40,409
Adult/FamilyProgram Specialist	4	22,740	35,568
Banneker Comm. Ctr. Program Specialist	4	22,740	35,568
Bookkeeper	4	22,740	35,568
Community Events Program Specialist	4	22,740	35,568
Golf Course Specialist (2)	4	22,740	35,568
Office Manager	4	22,740	35,568
Youth Services Program Specialist	4	22,740	35,568
Administrative Secretary	2	19,813	29,719
Registration Clerk/Customer Service	2	19,813	29,719
Clerk Typist (2)	1	18,173	27,493
Secretary	1	18,173	27,493
Equipment Maintenance Mechanic	108	11.97	14.41
Working Foreman (5)	108	11.97	14.41
MEO II (2)	106	11.77	14.21
Laborer II (5)	104	11.57	14.01
MEO I (3)	104	11.57	14.01
Custodian	101	11.27	13.71
Planning			
Director	11-A	40,333	78,293
Development Review Manager	9	32,337	60,054
Long Range/Transportation Manager	9	32,337	60,054
Zoning & Enforcement Manager	9	32,337	60,054
Senior Environmental Planner	7	29,544	50,304
Senior Long Range Planner	7	29,544	50,304
Senior Planner	7	29,544	50,304
Long Range Planner	5	25,835	40,409
Transportation Planner	5	25,835	40,409
Zoning Compliance Planner	5	25,835	40,409
Zoning Planner	5	25,835	40,409
Executive Assistant	3	21,594	32,390
Secretary	2	19,813	29,719
Police			
Crime Scene Technician & Property Mgr (2)	8	30,250	52,628
Telecommunications Manager	8	30,250	52,628
Telecommunications Supervisor (3)	7	29,544	50,304
Training Coordinator	6	28,410	46,354
Records Supervisor	5	25,835	40,409
Telecommunicator (9)	5	25,835	40,409
Office Manager	4	22,740	35,568

Records Clerk (10)	3	21,594	32,390
Special Investigations Clerk	3	21,594	32,390
Secretary	2	19,813	29,719
Custodian	1	18,173	27,493
Police Pension			
Pension Secretary			3,200
Public Works			
Director	12-A	43,107	87,521
Assistant Director	9	32,337	60,054
Deputy Director	9	32,337	60,054
Facilities Management Coordinator	8	30,250	52,628
Citizen Services Coordinator	7	29,544	50,304
Office Manager	4	22,740	35,568
Secretary	2	19,813	29,719
Communications Operator	1	18,173	27,493
Maintenance/Custodian	107	11.87	14.31
Risk Management			
Risk Manager	10	33,919	65,843
Assistant City Attorney	10	33,919	65,843
Director of Safety & Training	6	28,410	46,354
Claims Administrator	4	22,740	35,568
Sanitation			
Director	8	30,250	52,628
Assistant Director	5	25,835	40,409
Crew Leader	110	12.17	14.61
MEO II (12)	106	11.77	14.21
Laborer I (5)	102	11.37	13.81
Street			
Street Superintendent	9	32,337	60,054
Assistant Street Superintendent	7	29,544	50,304
Sidewalk Supervisor	6	28,410	46,354
Account Clerk	3	21,594	32,390
Clerk Typist	1	18,173	27,493
Crew Leader	110	12.17	14.61
Working Foreman (2)	108	11.97	14.41
MEO III (4)	108	11.97	14.41
MEO II (3)	106	11.77	14.21
MEO I (6)	104	11.57	14.01
Laborer II (6)	104	11.57	14.01
Laborer I (6)	102	11.37	13.81
Traffic			
Traffic Control Manager	9	32,337	60,054
Assistant Traffic Control Specialist	4	22,740	35,568
Clerk Typist	1	18,173	27,493
Laborer II (3)	104	11.57	14.01

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

Any employee who transfers laterally or is promoted to another position in the Pay Plan shall be paid at the wage for the new position in accordance with the relevant longevity step as

determined by the Step Charts contained in the Work Agreement and Memorandum of Understanding Between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E. 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 for the relevant step within the job classification to which the employee is demoted. Also, the employee's longevity of service is "carried" to the new position. Internal promotions shall be paid at ninety-five percent (95%) of the salary of the relevant grade and step for the first thirty (30) days after promotion. If the ninety-five percent (95%) payment would result in a loss of pay from the previous position, the employee will receive the pay of the previous position for the initial thirty (30) days after promotion. Employees who transfer to a pay grade below their current pay grade shall be paid at the relevant grade and step for the new position.

Employees whose present rate of pay is higher than indicated by the Step Charts, based on the employee's pay grade and longevity, will not receive a pay cut, but will not receive any increase due to longevity until the step chart for the year in question shows an amount greater than the employee's current wage rate plus any across-the-board increase for the year in question.

In accordance with Article 4 of the Work Agreement and Memorandum of Understanding Between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E., employees working on the evening or night shift shall receive a thirty-seven cent (.37) per hour premium. Employees working on a swing shift shall receive a forty-two cent (.42) per hour premium.

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

JOB FAMILY: LABOR, TRADES AND CRAFTS (LTC)

Grade	Minimum	Maximum
101	11.27	13.71
102	11.37	13.81
103	11.47	13.91
104	11.57	14.01
105	11.67	14.11
106	11.77	14.21
107	11.87	14.31
108	11.97	14.41
109	12.07	14.51
110	12.17	14.61
111	12.17	14.71
112	13.32	15.76
113	14.03	16.47

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

The minimum and maximum rates listed below reflect the salary ranges for each job grade for a regular full-time employee. These ranges may be adjusted based on the hours worked of a part-time employee. Employees whose 2002 pay increase, as determined by the salary adjustment grid (Section II C), causes their 2002 salary to be higher than the maximum of the salary range shall nonetheless receive their total salary, including the increase indicated by the grid, provided their job resides in Grade 1, 2, or 3.

JOB FAMILY: CLERICAL, TECHNICAL, PROFESSIONAL, AND MANAGERIAL

Grade	Minimum	Maximum
1	18,173	27,493
2	19,813	29,719
3	21,594	32,390
4	22,740	35,568
5	25,835	40,409
6	28,410	46,354
7	29,544	50,304

8	30,250	52,628
9	32,337	60,054
10	33,919	65,843
11	40,333	78,293
12	43,107	87,521

JOB FAMILY: APPOINTED

Grade	Minimum	Maximum
11-A	40,333	78,293
12-A	43,107	87,521

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.

SECTION II C. Merit Pay Plan for the Clerical, Technical, Professional and Managerial and Appointed job families.

Effective January 1, 2002 an increase based on market and merit components will be included in the employee's base salary. This increase will be calculated as a percent (%) of the year-end 2001 base salary and will be based on the individual's position in the salary range and 2001 year-end performance evaluation rating as reflected in the table below.

Salary Adjustment Grid
(Percentage Increase to Base Pay)

		Market Position			
		Below Range	Lower Third	Middle Third	Upper Third
Merit Rating	5	5.50%	4.50%	3.50%	2.50%
	4	5.00%	4.00%	3.25%	2.25%
	3	4.50%	3.50%	3.00%	2.00%
	2	1.00%	1.00%	0.50%	0.00%
	1	0.00%	0.00%	0.00%	0.00%

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

JOB FAMILY: COMMON LAW

Job Title	Minimum	Maximum
Administrative Assistant	5.15	12.00
Attendant	6.00	7.00
Cashier	6.00	6.70
Clerical Assistant	5.15	9.00
Crossing Guards	12.00/day	18.00/day
Instructor	7.00	25.00
Intern	5.15	12.00
Laborer	6.50	12.00
Law Clerk	5.15	12.00
Leader	5.15	8.65
Lifeguards	6.75	7.25
Manager	7.00	9.15
Mechanical Equipment Operator	8.00	10.00
Specialist	5.15	25.00
Sports Official	10.00	25.00
Staff Assistant	8.30	9.15
Supervisor	7.00	8.65

Section II E. This section covers all positions that are filled under a contractual agreement between the City and the employee, or between the City and a third party, to provide employment services. These positions shall be non-tenured. The rate shown is the minimum and maximum range for the employees within the job classification listed.

GOLF COURSE MANAGER	29,544 – 50,304
DIRECTOR, COMMUNITY HEALTH CARE FOUNDATION	49,000 – 55,000
CITY ENGINEER	0 – 15,000

Section II F. Gainsharing. This section applies to the Labor, Trades and Crafts (LTC) job family.
Effective January 2001, management and employees of the City of Bloomington may design and implement a gainsharing program whereby the City can provide, and the employees can be rewarded for, the highest quality and most cost-effective public service possible for the citizens of Bloomington.

In the event that a gainsharing program is implemented, the terms and application of such program shall be approved by Ordinance of the Bloomington Common Council.

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, Monroe County, Indiana, upon this 12th day of September, 2001.

Patricia Cole
PATRICIA COLE, President
Bloomington Common Council

ATTEST:

Regina Moore
REGINA MOORE, Clerk
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this 13th day of September, 2001.

Regina Moore
REGINA MOORE, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 14th day of September, 2001.

J Fernandez
JOHN FERNANDEZ, Mayor
City of Bloomington

SYNOPSIS

This ordinance sets the maximum 2002 salary for all appointed officers and employees of the City of Bloomington.

Signed copies: Legal (5)
Controller
E S
Parks
CATR
P.W.