

ORDINANCE 89- 26

SALARY ORDINANCE FOR APPOINTED UTILITIES OFFICERS AND EMPLOYEES

AN ORDINANCE FIXING THE SALARIES OF UTILITIES EMPLOYEES OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, FOR THE YEAR 1990.

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, 1990 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 1990, 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	Type	Grade	1990 Pay
	Utility Service Board Members			3,341
Blucher Poole	Superintendent		423	31,655
	Plant Service Mechanic		312	27,662
	Solids Handling Specialist		306	23,508
	WW Plant Operator III		K	9.58
	WW Plant Operator II		J	9.48
	WW Plant Operator I		H	9.28
	WW Plant Operator		E	8.98
	MEO II		F	9.08
	MEO I		D	8.88
Dillman Road	Plant Manager		432	37,741
	Chemist		427	29,672
	Superintendent		425	29,446
	Maintenance Coordinator		422	29,425
	Chief Operator		421	29,352
	Chief Operators (2)		421	27,179
	Chief Operator		421	26,345
	Assistant Chemist		416	22,662
	Plant Service Mechanic		312	28,321
	Plant Service Mechanic		312	27,007
	Solids Handling Specialist		306	23,988
	Clerk/Typist		203	7.90
	WW Plant Operator III		K	9.58
	WW Plant Operator II		J	9.48
	WW Plant Operator I		H	9.28
	WW Plant Operator		E	8.98
	Lab Technician II		J	9.48
	Lab Technician I		I	9.38
	MEO III		H	9.28
	MEO II		F	9.08
	MEO I		D	8.88
	Plant Maintenance Mechanic		K	9.58
	Plant Maintenance Helper		G	9.18

Department	Job Title	Type	Grade	1990 Pay
General	Director		507	44,290
	Assistant Director		435	40,715
	Assistant Director		435	39,720
	Assistant Director		435	37,119
	PCB Project Coordinator		432	35,810
	Data Processing Manager		425	27,749
	Purchasing Agent		420	29,032
	Accountant		420	25,885
	Project Engineers		415	25,205
	Customer Service Coordinator		414	26,250
	Project Engineer/Draftsman		413	25,205
	Project Engineer/Draftsman		413	22,482
	Computer Programmer		413	22,482
	Computer Programmer		413	22,129
	Assistant Purchasing Agent		411	23,369
	Computer Operator		407	20,309
	Utilities Inspector		404	20,537
	Utilities Inspector		404	20,092
	Safety/Security Supervisor		306	25,187
	Engineering Technician		209	10.58
	Secretary		206	9.30
	Secretary		205	9.78
	Bookkeeper		205	9.66
	Customer Service Secretary		205	9.42
	Customer Service Secretary		205	8.98
	Account Clerk		205	8.71
	Customer Service Secretary		205	8.51
	Collections Clerk		204	8.52
	Purchasing Secretary		204	9.10
	Communication Operator		203	9.26
	Communication Operator		203	9.25
	Communication Operator		203	9.21
	Payroll Clerk		203	8.92
	Data Entry Clerk		203	8.78
	Accounts Payable Clerk		203	8.71
	Account Clerk	RPT	203	8.54
	Communication Operator	RPT	203	8.51
	Communication Operator	RPT	203	8.16
	Clerk		202	8.51
	Cashier		201	8.54
	Laborer I	RPT	B	8.68
	Custodian	RPT	A	8.58
	Griffy	Superintendent		423
W Plant Operator III			K	9.58
W Plant Operator I			H	9.28
Monroe	Superintendent		425	31,217
	Plant Service Mechanic		312	27,056
	W Plant Operator III		K	9.58
	W Plant Operator II		J	9.48
	W Plant Operator I		H	9.28
	W Plant Operator		E	8.98
	Plant Maintenance Mechanic		K	9.58
T&D	Superintendent		424	31,554
	Assistant Superintendent (3)		310	27,611
	Assistant Superintendent (2)		310	26,969
	Secretary		203	8.99
	Plant Maintenance Mechanic		K	9.58
	MEO II		F	9.51
	MEO II		F	9.08

<u>Department</u>	<u>Job Title</u>	<u>Type</u>	<u>Grade</u>	<u>1990 Pay</u>
T&D	MEO I		D	8.88
	Working Foreman		H	9.28
	Water Lineman		H	9.28
	Meter Service Technician II		G	9.45
	Meter Service Technician II		G	9.18
	Meter Service Technician I		E	8.98
	Meter Serviceman		E	9.41
	Meter Reader		C	9.07
	Meter Reader		C	8.78
	Laborer II		D	8.88
	Laborer I		B	8.68

**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 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 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 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.

**Treatment Operations:** treatment plant operators must maintain a current license for the classification which they hold.

This section does not include certification pay for employees in non-operator classifications.

**Incentive Pay:** personnel in the Laboratory, Treatment Operations, Transmission and Distribution, and Meter Services sections who achieve state certification, but are in a non-operator classification shall receive a ten cent (.10) per hour incentive pay premium. These personnel must maintain a current license in order to continue receiving the incentive pay amount.

**JOB FAMILY: LABOR, TRADES, AND CRAFTS (LTC)**

<u>Grade</u>	<u>Job Title</u>	<u>Pay</u>	<u>Range</u>
A	Custodian	8.58	8.58
B	Laborer I	8.68	8.68
C	Meter Reader	8.78	9.07
D	MEO I	8.88	8.88
D	Laborer II	8.88	8.88
E	WW Plant Operator	8.98	8.98
E	W Plant Operator	8.98	8.98
E	Meter Serviceman	8.98	9.41
E	Meter Service Technician I	8.98	9.41
F	MEO II	9.08	9.51
G	Meter Service Technician II	9.18	9.45
G	Plant Maintenance Helper	9.18	9.18
G	Pump Station Mechanic	9.18	9.18
H	MEO III	9.28	9.28
H	WW Plant Operator I	9.28	9.28
H	W Plant Operator I	9.28	9.28
H	Working Foreman	9.28	9.28
H	Water Lineman	9.28	9.28
I	Lab Technician I	9.38	9.38
J	WW Plant Operator II	9.48	9.48
J	W Plant Operator II	9.48	9.48
J	Lab Technician II	9.48	9.48
K	WW Plant Operator III	9.58	9.58
K	W Plant Operator III	9.58	10.01
K	Plant Maintenance Mechanic	9.58	9.58

**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.

This section does not include certification pay for employees in non-operator classifications.

Incentive Pay: personnel in the Laboratory, Treatment Operations, Transmission and Distribution, and Meter Services sections who achieve state certification, but are in a non-operator classification shall receive a ten cent (.10) per hour incentive pay premium. These personnel must maintain a current license in order to continue receiving the incentive pay amount.

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

<u>Grade</u>	<u>Job Title</u>	<u>Pay</u>	<u>Range</u>
201	Cashier	7.29	9.00
202	Clerk	7.37	9.11
203	Accounts Clerk	7.46	9.21
203	Accounts Payable Clerk	7.46	9.21
203	Communication Operator	7.46	9.21
203	Communication Operator	7.46	9.26
203	Communication Operator	7.46	9.25
203	Data Entry Clerk	7.46	9.21
203	Payroll Clerk	7.46	9.21
203	Secretary	7.46	9.21
204	Collections Clerk	7.54	9.32
204	Purchasing Secretary	7.54	9.32
205	Account Clerk	7.63	9.42
205	Bookkeeper	7.63	9.66
205	Customer Service Secretary	7.63	9.42
205	Secretary	7.37	9.11
205	Secretary	7.63	9.78
206	Secretary	7.71	9.53
209	Engineering Technician	7.97	10.58

**JOB FAMILY: SUPERVISORY, ADMINISTRATIVE, MANAGERIAL (SAM)**

<u>Grade</u>	<u>Job Title</u>	<u>Pay</u>	<u>Range</u>
306	Safety/Security Supervisor	22,189	25,787
306	Solids Handling Specialist	22,189	25,787
310	Assistant Superintendent	23,759	27,611
312	Plant Service Mechanic	24,370	28,320

**JOB FAMILY: PROFESSIONAL, ADMINISTRATIVE, TECHNICAL (PAT)**

<u>Grade</u>	<u>Job Title</u>	<u>Pay</u>	<u>Range</u>
404	Utilities Inspector	17,279	22,215
407	Computer Operator	18,512	23,800
411	Assistant Purchasing Agent	20,448	26,290
413	Computer Programmer	21,154	27,196
413	Project Engineer/Draftsman	21,154	27,196
414	Customer Service Coordinator	22,547	26,250
415	Project Engineer	21,505	27,649
416	Assistant Chemist	22,034	28,328
420	Accountant	23,348	30,018
420	Purchasing Agent	23,348	30,018
421	Chief Operator	23,782	30,576
422	Maintenance Coordinator	24,454	31,440
423	Superintendent	24,621	31,655

<u>Grade</u>	<u>Job Title</u>	<u>Pay</u>	<u>Range</u>
424	Superintendent	24,957	32,087
425	Data Processing Manager	25,293	32,519
425	Superintendent	25,293	32,519
427	Chemist	25,963	33,381
432	PCB Project Coordinator	28,482	36,618
432	Plant Manager	28,482	37,741
432	Business Manager	28,482	37,741
435	Assistant Director	30,074	38,666

**JOB FAMILY: NON-TENURED POSITIONS**

<u>Grade</u>	<u>Job Title</u>	<u>Pay</u>	<u>Range</u>
507	Director	30,496	44,290

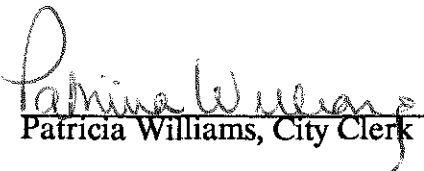
**Section III.** The rates shown as wages and salaries for the positions listed above are maximum rates.

**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.

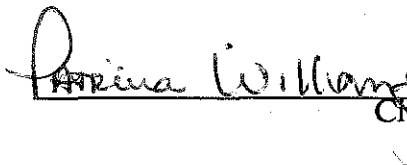
**PASSED AND ADOPTED** by the Common Council of the City of Bloomington, Indiana, this 26 day of July, 1989.

  
Jim Register, President

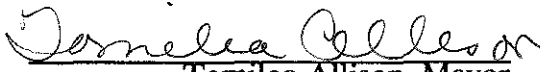
**ATTEST:**

  
Patricia Williams, City Clerk

Presented by me to the Mayor of the City of Bloomington upon the 27 day of July, 1989, at the hour of 11 o'clock, A.m.

  
Patricia Williams  
City Clerk

**THIS ORDINANCE** was approved and signed by me on this 27 day of July, 1989, at the hour of 2 o'clock, P.m.

  
Tomilea Allison, Mayor  
City of Bloomington

**SYNOPSIS**

This ordinance, approved by the Utilities Service Board on July 5, 1989 sets the maximum salaries for Utilities Department employees for 1990.

Signed copies to:  
Auditor (Certified)  
Controller  
Personnel  
Utilities Dept