

ORDINANCE 2024-15

AMENDING ORDINANCE 23-25, 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 2024 - Re: To Add a Position to the Clerk’s Office and to Replace the Existing 12-Grade Pay Grade Structure for Non-Union Employees with an Expanded 14-Grade Pay Grade Structure

WHEREAS, Indiana Code § 36-4-7-3 authorizes the Mayor, subject to the approval of the Common Council, to fix the annual compensation of appointed officers, non-union, and A.F.S.C.M.E. employees; and

WHEREAS, salaries for appointed officers, non-union, and A.F.S.C.M.E. employees for all departments of the city were fixed by Ordinance 23-25, which was passed by the Common Council on October 11, 2023 and approved by the former Mayor on October 13, 2023; and

WHEREAS, a 2022 City of Bloomington Organizational Assessment on Boards and Commissions, prepared for the city by the Novak Consulting Group, recommended that the city create a designated position responsible for oversight of the board and commission process, with such a position most appropriately located in the City Clerk’s Office; and

WHEREAS, on December 13, 2023, a Special Committee on Council Processes presented a report and recommendations to the Common Council, including the creation of a new position in the City Clerk’s Office, and the report was accepted by the Common Council on that date; and

WHEREAS, based on a 2023 job classification and compensation study, the current Mayor recommends amending the existing Non-Union Positions Pay Grade structure to expand from 12 grades to 14 grades;

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

SECTION 1. Ordinance 23-25 shall be amended so that the following position is added to the following Department:

Department/Division (followed by Job Title) **Grade**

Clerk’s Office

Communications and Outreach – Deputy Clerk

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SECTION 2. Ordinance 23-25 shall be amended by replacing the existing 12-grade Pay Grade structure for Non-Union employees with the expanded 14-grade Pay Grade structure shown below:

Grade	Minimum	Maximum
1	\$34,398	\$41,278
2	\$36,120	\$43,344
3	\$38,649	\$46,380
4	\$40,879	\$53,143
5	\$47,527	\$61,786
6	\$54,177	\$70,429
7	\$60,825	\$79,072
8	\$67,474	\$87,716
9	\$74,123	\$96,360
10	\$80,771	\$105,003
11	\$87,420	\$113,647
12	\$95,869	\$124,631
13	\$109,565	\$142,435
14	\$127,826	\$166,174

SECTION 3. 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 application, and to this end the provisions of this ordinance are declared to be severable.

SECTION 4. This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor. Provided, however, that Section 2 of the ordinance shall become effective on January 1, 2025.

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this 18 day of June, 2024.



ISABEL PIEDMONT-SMITH, 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 20 day of June, 2024.



NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 24 day of June, 2024.



KERRY THOMSON, Mayor
City of Bloomington

SYNOPSIS

This ordinance amends Ordinance 23-25, which fixed the salaries of appointed officers, non-union, and A.F.S.C.M.E. employees for the year 2024. The amendment reflects the creation of one new position requested by City Council to the Clerk's Office, and also replaces the old 12-grade Pay Grade structure with an expanded 14-grade Pay Grade structure.

Note: At the June 18, 2024 Regular Session, the Council adopted Amendment 01 to this ordinance, which delayed the effective date of Section 2 of the ordinance to January 1, 2025.

Distributed to: Clerk, Council Attorney, Human Resources, Legal, and Mayor.