

ORDINANCE 2024-20

AN ORDINANCE TO FIX 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 2025

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

SECTION 1: From and after the first day of January 2025, 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 KERRY THOMSON TO THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON:

I, Kerry Thomson, Mayor of the City of Bloomington, Indiana, as required by Indiana 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, 2025, and continuing thereafter until duly changed, and request that such salary rates be approved by the Common Council of said city.

In addition to the salaries of appointed officers and employees of the Civil City, this ordinance also contains the salaries of the appointed officers and employees of the City Utilities Department, which have been approved by the Utility Services Board pursuant to Indiana Code § 8-1.5-3-4.

Until 2025, certain positions in the Clerk’s office and non-contractual fire and police employees were listed in this salary ordinance. Beginning 2025, the Clerk’s positions shall be listed in a separate salary ordinance specific to the Clerk’s office, and the non-contractual fire and police positions shall be listed in the Safety Officer salary ordinance.

For employees not covered by a collective bargaining agreement (non-union), the maximum rates listed below reflect the maximum annual salary for each job grade for a regular full-time employee. These ranges are based on full-time hours worked and will be prorated for part-time employees.

For Labor, Trades and Crafts employees, the maximum rates listed below reflect the maximum longevity-based hourly rate for each job grade in accordance with the Step Charts continued in the Work Agreement between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E.

Where more than one position share the same job title in the department indicated, the number of positions that share the job title is given in parentheses after the job title.

<u>Department/Job Title</u>	<u>Grade</u>
<u>Board of Public Safety</u>	
Board Members	
<u>Common Council</u>	
Council Administrator/Attorney	12
Deputy Administrator/Deputy Attorney	10
Assistant Administrator/Legal Research Assistant	5

Community and Family Resources Department

Director	13
Director – Safe & Civil City	9
CBVN Coordinator	8
Special Projects Program Specialist	8
Ambassador Program Manager	9
After Hours Ambassador (2)	8
Latino Outreach Coordinator	8
Special Projects Coordinator (2)	8
Office Manager/Program Assistant	5

Controller's Department

Controller	14
Deputy Controller	12
Director of Auditing and Financial Systems	11
Accounting and Procurement Manager	8
Data Analyst and Manager	8
Purchasing Manager	9
Grant Research and Sourcing Manager	7
Payroll Systems Manager	7
Senior Accounts Payable/Revenue Clerk	6
Accounts Payable/ Revenue Clerk (3)	5

Department of Economic and Sustainable Development

Director	13
Capital Projects Manager	9
Assistant Director of Sustainability	10
Assistant Director for Small Business Development	10
Assistant Director for the Arts	10
Special Projects Manager	9
Transportation Demand Manager	9
Sustainability Program Coordinator	8
Administrative Assistant	5

Engineering Department

City Engineer	14
Senior Project Engineer	12
Traffic Engineer	11
Project Engineer	11
Senior Project Manager	10
Project Manager (3)	8
Public Improvements Manager	8
Engineering Field Specialist (3)	7
Engineering Technician	6
Transportation Technician	6
Administrative Assistant	5

HAND Department

Director	13
Assistant Director	11
Grant Compliance Monitor	6
Program Manager (6)	9
Financial Specialist	7
Neighborhood Compliance Officer (7)	6
Program Specialist	5
Rental Specialist 1	4
Rental Specialist 2 (2)	4

Human Resources Department

Director	13
Assistant Director	11
Director of Compensation and Benefits	10
Benefits Manager	9
Talent Manager	10
Human Resources Generalist	8
Talent Acquisition Specialist	7
Payroll Coordinator	5
Talent Coordinator	5
Human Resources Coordinator (.8)	3

Information and Technology Services Department

Director	14
Assistant Director of Operations	12
Assistant Director for Enterprise Applications	12
GIS Manager	11
Technology Support Manager	10
Applications Infrastructure Analyst	10
Senior Systems Administrator	10
Senior Network Administrator	9
Senior Applications Analyst	9
Applications Analyst (2)	8
Assistant System and Network Administrator	8
Accounts and Training Specialist	7
Digital Equity Specialist	8
GIS Specialist (2)	8
Technology Support Specialist (5)	6
Office Manager	7
GIS Technician (.75)	6

Legal Department

Legal

Corporation Counsel	14
City Attorney	12
Assistant City Attorney/Senior Assistant City Attorney (6)	11
Paralegal/Administrative Assistant	6
Administrative Assistant	4

Risk Management

Risk Manager	10
Director of Safety and Training	7
Legal/Risk Administrative Assistant	4

Office of the Mayor

Deputy Mayor	14
Communications Director	10
Public Engagement Director	10
Special Assistant to the Mayor	8
Digital Brand Manager	7
Program Manager - City Homelessness Response Coordinator	7
Executive Office Manager	7
Legislative Affairs Specialist	5

Parks Department

Administrator	13
Operations and Development Director	11
Recreation Services Director	10
Sports Services Director	10
Operations Superintendent	9
General Manager, Twin Lakes Recreation Center	9
Recreational Facilities General Manager	9
Community Relations Manager	8
Recreation Services General Manager	9
Golf Facilities Manager	8
Coordinator-AJB	7
Natural Resources Manager	7
Sports Facility/Program Manager	8
Urban Forester	8
Urban Greenspaces Manager	7
Special Projects/Data Analyst Manager	8
Membership Coordinator	6
Program/Facility Coordinator (5)	7
Golf Programs Coordinator	6
Health/Wellness Coordinator	6
Natural Resources Coordinator	6
Community Relations Coordinator	6
Sports/Facility Coordinator	7
Golf Course Superintendent	7
Operations Coordinator	6

Digital Content Coordinator	6
Program Specialist (3)	5
Community Relations Specialist	5
Office Manager	7
Sports Specialist	5
Customer Relations Representative (3)	4
Employee Support Specialist	5
Crew Leader	110
Equipment Maintenance Mechanic	108
Equipment Maintenance Mechanic (Facilities)	108
Working Foreperson (9)	108
Apprentice MEO/Master MEO (3)	104/108
Laborer (9)	104
Custodian	101

Planning and Transportation Department

Planning and Transportation Administration

Director	13
Assistant Director	11
Office Manager	5
Administrative Assistant	4

Planning Services Division

Planning Services Manager	10
Senior Transportation Planner	9
Bicycle and Pedestrian Coordinator	9
MPO Transportation Planner	7
Long Range Planner	7

Development Services Division

Development Services Manager	10
Senior Zoning Compliance Planner	8
Senior Zoning Planner	8
Senior Environmental Planner	8
Zoning Planner (.5)	7
Zoning Planner and GIS Analyst	7
Zoning and Long Range Planner	7
Zoning Compliance Planner	6

Public Works Department

Public Works Administration

Director	14
Data Analyst and Manager	9
Special Projects and Operations Manager	8
Special Projects Coordinator	7
Office Manager	5
Customer Relations Representative	4
Board Members	

Animal Care and Control

Director	11
Outreach Coordinator	6
Shelter Manager	9
Volunteer Program Director	7
Adoption Coordinator	5
Administrative Assistant (4)	3
Animal Control Officer (3)	107
Animal Care Technician (9)	106

Operations and Facilities

Director	10
Downtown Specialist	5
Facility Asset and Operations Coordinator	7
Maintenance/Custodian (2)	107

Fleet

Fleet Maintenance Manager	11
Service and Capital Coordinator	7
Asset and Operations Specialist	6
Inventory Coordinator	4
Apprentice Master Technician/Master Technician (8)	109/112
Shop Foreperson	113

Parking Services Division

Director	10
Enforcement Supervisor	7
Garage Manager	8
Financial Coordinator	5
Garage Shift Supervisor	5
Team Leader	5
Enforcement Officers (12)	3
Customer Service/Security Specialist (10)	4
Customer Relations Representative (2)	4

Sanitation

Director	11
Office Manager	5
Crew Leader (2)	110
Apprentice MEO/Master MEO (17)	104/108
Laborer (3)	104

Street Operations

Director of Street Operations	12
Deputy Director	9
Traffic Manager	8
Street Maintenance Supervisor	8
Sidewalk Supervisor	8
Asset Clerk/Emergency Grants Coordinator	6
Asset Clerk	4
Crew Leader (6)	110
Apprentice MEO/Master MEO (17)	104/108
Laborer (17)	104

Utilities

Accounting and Finance

Utilities Assistant Director – Finance	12
Finance Manager	9
Accounting Manager	8
Accounts Receivable Manager	7
Associate Accountant	6
Web/Information Manager	6
Account Collections Specialist	6
Accounting Clerk	5
Accounts Payable Clerk	6
Office Manager	5
Customer Service Representative (2)	4
Assistant Accounts Payable Clerk	4

Administration

Director	14
Assistant Director of Operations	12
Communications Manager	8
Conservation and Energy Resource Manager	8
Maintenance Superintendent	10
Instrumentation and Control Specialist	7
Assistant Maintenance Superintendent (2)	9
Data Analyst	8
Administrative Assistant to the Director	5
Administrative Assistant	4
Communications Operator (7)	3
Board Members	

Environmental

Assistant Director of Environmental Programs	12
Water Quality Coordinator	9
Pretreatment Program Coordinator	9
MS4 Coordinator	9
Hazardous Materials Coordinator	9
Hazardous Materials Inspector	7
Pretreatment Program Inspector	7

MS4 Inspector	7
Water Specialist (.75)	5
Education Specialist	6
Specialized Crew Leader	U-119
Utilities Specialist I/II/III (1.75)	U-111/113/115
Hydrant Maintenance Specialist (.75)	3

Blucher Poole

Superintendent	10
Assistant Superintendent	9
Wastewater Plant Operator (9)	U-106
Apprentice/Master MEO	U-104/108
Utilities Specialist I/II/III	U-111/113/115

Customer Relations

Customer Relations Manager	8
Customer Relations Representative (4)	4

Dillman

Superintendent	10
Assistant Superintendent	9
Solids Handling Supervisor	9
Administrative Assistant	3
Plant Maintenance Mechanic Apprentice/Mechanic (4)	U-113/118
Wastewater Plant Operator (10)	U-106
Apprentice MEO/Master MEO	U-104/108

Engineering

Utilities Assistant Director – Engineering	12
Utilities Engineer (3)	11
Capital Projects Manager	9
Capital Projects Coordinator	8
Environmental Program Coordinator	8
GIS Coordinator	8
Senior Project Coordinator (2)	8
Assistant GIS Coordinator	6
Project Coordinator (2)	7

Utilities Inspector (3)	7
Utilities Technician (3)	6
Administrative and Project Coordinator	5

Laboratory

Chemist	9
Lab Technician I (3)	U-109

Meter Services

Assistant Superintendent	9
Meter Services Representative/Management Technician	7
Meter Technician II (2)	U-107
Meter Serviceperson (6)	U-105
Meter Service Laborer (3)	U-103

Monroe Plant

Superintendent	11
Assistant Superintendent	9
Plant Maintenance Mechanic Apprentice/Mechanic (2)	U-113/118
Water Plant Operator (10)	U-106

Purchasing

Purchasing Manager	8
Inventory Coordinator	4
Purchasing Buyer	4
Purchasing Contract Specialist (.75)	4
Working Foreperson	U-108
Laborer (2)	U-104

Transmission and Distribution

Utilities Assistant Director – T&D	12
Assistant Superintendent (5)	9
Engineering Field Technician (5)	6
Engineering Field Tech K9 Unit	6
T&D/Meter Operations Coordinator	5
Administrative Assistant	4
Specialized Crew Leader (8)	U-119

Lift Station Mechanic Apprentice/Lift Station Mechanic (4)	U-113/118
Heavy Equipment Operator I/II (12)	U-116/118
Laborer/Utilities Specialist I/II/III (18)	U-104/111/113/115
Shop Custodian (.5)	3

SECTION 2 A. Non-Union Positions. The minimum and maximum rates listed below reflect the salary ranges for each job grade for a regular full-time employee. These ranges are based on full time hours worked and will be prorated for part-time employees. Employees whose 2025 salary is higher than the maximum of the salary range due to past merit/market increases or attraction/ retention, shall nonetheless continue to receive their total salary.

NON-UNION

Grade	Minimum	Maximum
1	\$35,430	\$42,516
2	\$37,204	\$44,644
3	\$39,808	\$47,771
4	\$42,105	\$54,737
5	\$48,953	\$63,640
6	\$55,802	\$72,542
7	\$62,650	\$81,444
8	\$69,498	\$90,347
9	\$76,347	\$99,251
10	\$83,194	\$108,153
11	\$90,043	\$117,056
12	\$98,745	\$128,370
13	\$112,852	\$146,708
14	\$131,661	\$171,159

Pension Secretaries	\$4,000
Board of Public Works Member	\$2,100
Board of Public Safety Members	\$635
Utility Services Board Members	\$4,279

SECTION 2 B. Labor, Trades, and Crafts Positions. 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 with 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 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.

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

LABOR, TRADES, AND CRAFTS

Animal Shelter	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Animal Care Technician	106	21.91	22.52	23.15	23.75	24.36	24.80	25.22	25.64	26.08	26.52	26.95
Animal Control Officer	107	22.05	22.68	23.29	23.90	24.53	24.94	25.37	25.81	26.23	26.69	27.13
Facilities	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Maintenance/Custodian	107	22.05	22.68	23.29	23.90	24.53	24.94	25.37	25.81	26.23	26.69	27.13
Fleet Maintenance	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Apprentice Master Technician	109	22.37	22.98	23.60	24.21	24.83	25.26	25.68	26.10	26.54	27.00	27.43
Master Technician	112	24.29	24.90	25.52	26.12	26.74	27.17	27.60	28.03	28.45	28.89	29.31
Shop Foreperson	113	25.37	25.99	26.59	27.22	27.83	28.26	28.68	29.11	29.55	29.99	30.42
Parks and Recreation	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Custodian	101	21.15	21.75	22.37	22.98	23.60	24.04	24.45	24.89	25.31	25.75	26.19
Laborer	104	21.61	22.22	22.83	23.44	24.06	24.49	24.91	25.34	25.76	26.23	26.66
Motor Equipment Operator Apprentice	104	21.61	22.22	22.83	23.44	24.06	24.49	24.91	25.34	25.76	26.23	26.66
Equipment Maintenance Mechanic	108	22.22	22.83	23.44	24.06	24.67	25.09	25.54	25.96	26.39	26.82	27.25
Working Foreperson	108	22.22	22.83	23.44	24.06	24.67	25.09	25.54	25.96	26.39	26.82	27.25
Master Motor Equipment Operator	108	22.22	22.83	23.44	24.06	24.67	25.09	25.54	25.96	26.39	26.82	27.25
Crew Leader	110	22.52	23.15	23.75	24.36	24.98	25.39	25.84	26.27	26.69	27.14	27.57
Sanitation	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Laborer	104	21.61	22.22	22.83	23.44	24.06	24.49	24.91	25.34	25.76	26.23	26.66
Motor Equipment Operator Apprentice	104	21.61	22.22	22.83	23.44	24.06	24.49	24.91	25.34	25.76	26.23	26.66
Master Motor Equipment Operator	108	22.22	22.83	23.44	24.06	24.67	25.09	25.54	25.96	26.39	26.82	27.25

Crew Leader	110	22.52	23.15	23.75	24.36	24.98	25.39	25.84	26.27	26.69	27.14	27.57
Street	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Laborer	104	21.61	22.22	22.83	23.44	24.06	24.49	24.91	25.34	25.76	26.23	26.66
Motor Equipment Operator Apprentice	104	21.61	22.22	22.83	23.44	24.06	24.49	24.91	25.34	25.76	26.23	26.66
Master Motor Equipment Operator	108	22.22	22.83	23.44	24.06	24.67	25.09	25.54	25.96	26.39	26.82	27.25
Crew Leader	110	22.52	23.15	23.75	24.36	24.98	25.39	25.84	26.27	26.69	27.14	27.57
Utilities - Laboratory & Environmental Services	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Laboratory Technician I	U-109	22.37	22.98	23.60	24.21	24.83	25.26	25.68	26.10	26.54	27.00	27.43
Laboratory Technician II	U-110	22.52	23.15	23.75	24.36	24.98	25.39	25.84	26.27	26.69	27.14	27.57
Utilities Specialist I	U-111	22.87	23.44	24.03	24.62	25.20	25.61	26.02	26.43	26.85	27.26	27.67
Utilities Specialist II	U-113	23.71	24.29	24.88	25.47	26.04	26.46	26.87	27.28	27.69	28.11	28.52
Utilities Specialist III	U-115	24.84	25.41	26.00	26.59	27.18	27.58	27.99	28.40	28.82	29.23	29.64
Specialized Crew Leader	U-119	26.53	27.10	27.69	28.28	28.86	29.27	29.68	30.09	30.51	30.92	31.33
Utilities - Plants	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Motor Equipment Operator Apprentice	U-104	21.61	22.22	22.83	23.44	24.06	24.49	24.91	25.34	25.76	26.23	26.66
Wastewater Plant Operator	U-106	21.91	22.52	23.15	23.75	24.36	24.80	25.22	25.64	26.08	26.52	26.95
Water Plant Operator	U-106	21.91	22.52	23.15	23.75	24.36	24.80	25.22	25.64	26.08	26.52	26.95
Master Motor Equipment Operator	U-108	22.22	22.83	23.44	24.06	24.67	25.09	25.54	25.96	26.39	26.82	27.25
Utilities Specialist I	U-111	22.87	23.44	24.03	24.62	25.20	25.61	26.02	26.43	26.85	27.26	27.67
Plant Maintenance Mechanic Apprentice	U-113	23.71	24.29	24.88	25.47	26.04	26.46	26.87	27.28	27.69	28.11	28.52
Utilities Specialist II	U-113	23.71	24.29	24.88	25.47	26.04	26.46	26.87	27.28	27.69	28.11	28.52
Utilities Specialist III	U-115	24.84	25.41	26.00	26.59	27.18	27.58	27.99	28.40	28.82	29.23	29.64

Plant Maintenance Mechanic	U-118	25.96	26.55	27.13	27.71	28.30	28.71	29.13	29.53	29.94	30.35	30.77
Utilities - T&D and Purchasing	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Meter Service Laborer	U-103	21.46	22.05	22.68	23.29	23.90	24.34	24.76	25.19	25.62	26.06	26.50
Laborer	U-104	21.61	22.22	22.83	23.44	24.06	24.49	24.91	25.34	25.76	26.23	26.66
Meter Serviceperson	U-105	21.75	22.37	22.98	23.60	24.21	24.64	25.07	25.50	25.93	26.35	26.79
Meter Technician II	U-107	22.05	22.68	23.29	23.90	24.53	24.94	25.37	25.81	26.23	26.69	27.13
Working Foreperson	U-108	22.22	22.83	23.44	24.06	24.67	25.09	25.54	25.96	26.39	26.82	27.25
Utilities Specialist I	U-111	22.87	23.44	24.03	24.62	25.20	25.61	26.02	26.43	26.85	27.26	27.67
Lift Station Mechanic Apprentice	U-113	23.71	24.29	24.88	25.47	26.04	26.46	26.87	27.28	27.69	28.11	28.52
Utilities Specialist II	U-113	23.71	24.29	24.88	25.47	26.04	26.46	26.87	27.28	27.69	28.11	28.52
Utilities Specialist III	U-115	24.84	25.41	26.00	26.59	27.18	27.58	27.99	28.40	28.82	29.23	29.64
Heavy Equipment Operator I	U-116	24.97	25.56	26.15	26.72	27.31	27.72	28.14	28.55	28.96	29.37	29.79
Heavy Equipment Operator II	U-118	25.96	26.55	27.13	27.71	28.30	28.71	29.13	29.53	29.94	30.35	30.77
Lift Station Mechanic	U-118	25.96	26.55	27.13	27.71	28.30	28.71	29.13	29.53	29.94	30.35	30.77
Specialized Crew Leader	U-119	26.53	27.10	27.69	28.28	28.86	29.27	29.68	30.09	30.51	30.92	31.33

SECTION 2 C. Gainsharing. This section applies to Labor, Trades, and Crafts (LTC) positions. 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 of application of such program shall be approved by Ordinance of the Bloomington Common Council.

SECTION 2 D. Emergency Call Out. This section applies to Labor, Trades, and Crafts (LTC) positions. Whenever it becomes necessary for a Department to call out an employee for emergency work at times other than such employee’s regular shift period, such employee shall receive not less than three (3) hours. This provision shall prevail for each time an employee is called out by a Department at periods other than his/her regular shift. The rate of pay for emergency call out shall be one and one-half (1 ½) times the regular hourly rate except on Sundays and holidays, when the rate of pay for emergency call out shall be two (2) times the regular hourly rate. Any such payment for emergency call out shall be in addition to the employee’s daily wages, if any, and in addition to any on call pay to which the employee is entitled.

SECTION 2 E. On Call Status. Any employee with a Labor, Trades, and Crafts (LTC) position, who is required to be on call shall be paid forty-seven dollars (\$47.00) per 24-hour period. The Fire Marshal receives \$100 per week when in an on-call status.

SECTION 2 F. Temporary Reassignment. This section applies to Labor, Trades, and Crafts (LTC) positions. An employee who is temporarily assigned to perform the duties of a job

classification in a pay grade above the employee's normal pay grade shall be compensated at the rate in effect for the higher pay grade as follows:

- 1) If the assignment exceeds two (2) consecutively scheduled work days, the employee shall be paid the higher rate for all consecutive days worked in the higher classification, including the first two (2) consecutive days; or
- 2) If the assignment exceeds thirty-two (32) hours in a payroll period, the employee shall be paid the higher rate for all hours worked in the higher classification during the payroll period.

SECTION 2 G. Tool Allowance and Automotive Service Excellence Testing

Reimbursement. This section applies to Labor, Trades, and Crafts (LTC) positions. Employees classified as mechanics in Fleet Maintenance shall be reimbursed up to one thousand dollars (\$1000.00) in any calendar year for either (1) the purchase of tools or (2) the cost of Automotive Service Excellence (ASE) testing, provided that the technician passes the test.

SECTION 2 H. Licenses and Certifications. This section applies to Labor, Trades, and Crafts (LTC) positions. Wastewater Plant Operators shall receive two dollars (\$2.00) per hour for obtaining a Class I certification. Wastewater Plant Operators who receive a Class II certification shall receive three dollars (\$3.00) per hour. Wastewater Plant Operators who receive a Class III certification shall receive four dollars (\$4.00) per hour. Wastewater Plant Operators who receive a Class IV certification shall receive five dollars (\$5.00) per hour.

Specialized Crew Leaders who obtain (DSL) certifications, issued by the State of Indiana, Department of Environmental Management, shall receive an additional one dollar (\$1.00) per hour.

Lift Station Mechanics and Apprentice Lift Station Mechanics who obtain Collection System Class II Certification, issued by the Indiana Water Pollution Control Association, shall receive an additional one dollar (\$1.00) per hour. Plant Maintenance Mechanics who obtain a Class II Collection Systems Certification shall receive an additional one dollar (\$1.00) per hour.

Water Plant Operators who qualify as a grade operator in training (O.I.T.) as defined by 327 IAC 8-12-3.2 will receive an additional two dollars (\$2.00) per hour. After one year of service as an O.I.T., Water Plant Operators shall receive an additional one-dollar (\$1.00), for a total of three dollars (\$3.00) per hour. Water Plant Operators who obtain a grade WT-5 certification will receive additional pay in the amount of two dollars (\$2.00) per hour for a maximum of five dollars (\$5.00) per hour.

Specialized Crew Leaders, Heavy Equipment Operators (both Class I and II), Lift Station Mechanics, and Utilities Specialists (Classes I, II, and III) who are not required to hold a DSL or a Class II collection systems certification may nonetheless obtain such license or certification and will receive an additional fifty cents (\$0.50) per hour for each such non-required certification. Additionally, up to two additional fifty cent (\$0.50) incentive premiums may be awarded to water plant operators and wastewater plant operators for obtaining the following licenses, provided that the below-listed license is not a required license:

- (1) Water Treatment 5 (WT5);
- (2) Wastewater Class I, Class II, Class III, or Class IV (only one Class at a time is payable);
- (3) Distribution Systems License;
- (4) Collection Systems License.

Where an employee is required to obtain a Class B CDL, he/she will receive eighty cents (\$0.80) per hour additional compensation. Where an employee is required by Employer to obtain a Class A CDL, he/she will receive one dollar (\$1.00) per hour additional compensation. Employees classified as mechanics in Fleet Maintenance that obtain the certification of (ASE) Automotive Service Excellence (ASE) will receive an additional forty cents (\$0.40) per hour for each test passed. A maximum of eight (8) certificates or three dollars twenty cents (\$3.20) shall apply.

Employees who possess the following certifications shall receive twenty-five cents (\$0.25) per hour additional compensation provided said certifications remain current and are considered an essential requirement or function of an employee's job:

- 1) International Municipal Signal Association—Traffic Signal Technician, Level 1;
- 2) International Municipal Signal Association—Sign and Pavement Marking Technician Level 1;

- 3) American Concrete Institute—Flatwork Finisher and Technician;
- 4) Certified Arborist;
- 5) Certified Pool Operator;
- 6) Euthanasia Certificate;
- 7) Registered Pesticide Technician;
- 8) Certified Pesticide Applicator;
- 9) Tree Risk Assessment Certification;
- 10) Certified Playground Inspector;
- 11) Certified Bucket Truck Operator.*

*Bucket truck operator certifications shall be limited by department as follows:

Parks Department: Two (2) employees who are primarily assigned to the Department’s tree crew.

Street Department: Eighteen (18) employees. Those employees who are primarily assigned to the tree crew or the traffic signal crew must be bucket truck certified. Necessary backup employees who are not primarily assigned to the tree crew or traffic signal crew may also receive pay for bucket truck certification. However, in no case shall the total number of Street Department employees receiving bucket truck certification pay exceed eighteen (18) employees. Eligibility for bucket truck certification pay for Street Department employees who are not primarily assigned to the tree crew or traffic signal crew shall be offered to backup employees based upon seniority.

The Union may propose that new certifications and licenses be considered for additional pay. Addition of new certifications and corresponding additional pay is subject to approval by the City of Bloomington. The City of Bloomington has approved an additional fifty cents (\$0.50) per hour premium for Master Equipment Operators assigned to the Dillman Road Wastewater Plant who hold a landfill/solids certification.

At no time shall any employee receive compensation for more than three (3) certifications or specialty pay bonuses, unless otherwise provided for in this Agreement.

SECTION 2 I. Night and Swing Shifts. This section applies to Labor, Trades, and Crafts (LTC) positions. In accordance with Article 4 of the Work Agreement and Memorandum of Understanding between the City of Bloomington and Local 2487 CBME, A.F.S.C.M.E., employees working on the evening or night shift shall receive seventy-five cents (\$0.75) per hour premium. Employees working on a swing shift shall receive an eighty cents (\$0.80) per hour premium.

SECTION 2 J. Holiday Pay. This section applies to Labor, Trades, and Crafts (LTC) positions. For all paid legal holidays worked, the employee will receive a holiday allowance of two times regular pay, plus regular pay over a 24-hour period, and employees not working will receive regular pay.

Section 2 K. Temporary Positions. All positions that are filled on an ad hoc basis and are of temporary or seasonal nature are considered “Temporary Positions”, which are listed below. The rate ranges in the table are hourly rates, except as otherwise listed.

TEMPORARY POSITIONS

<u>Job Title</u>	<u>Minimum</u>	<u>Maximum</u>
Administrative Assistant	\$16.22	\$16.70
Attendant	\$16.22	\$16.70
Intern	\$16.22	\$16.70
Laborer	\$16.22	\$21.59
Law Clerk	\$16.22	\$16.70
Leader	\$16.22	\$22.52
Lifeguard	\$16.22	\$16.70
Motor Equipment Operator	\$16.22	\$22.22

Specialist	\$16.22	\$50.00
Staff Assistant	\$17.49	\$18.22
Supervisor	\$16.22	\$16.70
Meter Service Laborer	\$16.22	\$21.46

All temporary positions and hourly rates must be separately approved by Human Resources and the Controller’s office.

Section 2 L. Longevity Recognition Pay. Beginning January 1, 2025, employees’ tenure is reflected in their compensation, based on the individual salary steps.

SECTION 3. CDL Physicals. Employees required to hold a CDL will be reimbursed up to one-hundred dollars (\$100) for the medical physical examination required to maintain a CDL.

SECTION 4. The rates shown as wages and salaries for the positions listed above are maximum rates.

SECTION 5. This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

PASSED by the Common Council of the City of Bloomington, Monroe County, Indiana upon this 30 day of October, 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 31 day of October, 2024.



NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this 31 day of October, 2024.



Kerry Thomson, Mayor
City of Bloomington

SYNOPSIS

Ordinance 2024-20 sets the maximum 2025 salary for all appointed officers, non-union, and A.F.S.C.M.E. employees for all the departments of the City of Bloomington, Indiana.

Note: At the October 30, 2024 Special Session, the Council adopted Amendment 02 to this

ordinance, which reflected changes in pay grades for certain positions after the corresponding departments appealed the initial determinations of grades and Human Resources investigated those appeals.

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