

ORDINANCE 23-12

AN ORDINANCE TO AMEND ORDINANCE 22-26, PREVIOUSLY AMENDED BY ORDINANCE 22-40, 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 2023 – Re: To Reflect Updates Needing Implementation in 2023

WHEREAS, Indiana Code § 36-4-7-3 authorizes the Mayor, subject to the approval of the 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 22-26, which was adopted on October 12, 2022; and

WHEREAS, execution of a Collective Bargaining Agreement between the City of Bloomington and LOCAL 2487 CBME, A.F.S.C.M.E. was reflected in Ordinance 22-40, which amended Ordinance 22-26; and

WHEREAS, changes in pay grades, titles, and additional FTEs are reflected in this Ordinance 23-12; and

WHEREAS, in the interest of including all relevant salaries in one document, these changes are incorporated into Ordinance 22-26 by deleting and replacing the text of the entire ordinance, but such deletion and replacement is not intended to change the status of unaffected job titles or provisions;

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

Ordinance 22-40, which amended and replaced Ordinance 22-26 and which fixed salaries for appointed officers, non-union, and A.F.S.C.M.E. employees for all departments of the city, is hereby deleted in its entirety and replaced as follows:

SECTION 1: From and after the first day of January 2023, 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 HAMILTON TO THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON:

I, John Hamilton, 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, 2023, 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 § 36-4-7-3.

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>Clerk</u>	
Chief Deputy Clerk	6
Deputy Clerk (2)	5
<u>Common Council</u>	
Council/Administrator Attorney	12
Deputy Administrator/Deputy Attorney	9
Assistant Administrator/Legal Research Assistant (.80)	5
<u>Community and Family Resources Department</u>	
Director	12
Director – Safe & Civil City	7
CBVN Coordinator	7
Special Projects Coordinator	7
After Hours Ambassador	7
Latino Outreach Coordinator	6
Special Projects Coordinator (3)	6
Office Manager/Program Assistant	3
<u>Controller’s Department</u>	
Controller	12
Deputy Controller	10
Director of Auditing and Financial Systems	10
Accounting and Procurement Manager	8
Data Analyst and Manager	8
Purchasing Manager	8
Grant Research and Sourcing Manager	6
Payroll Systems Manager	6
Senior Accounts Payable/Revenue Clerk	5
Accounts Payable/ Revenue Clerk (3)	4

Department of Economic and Sustainable Development

Director	12
Assistant Director of Sustainability	8
Assistant Director for Small Business Development	8
Assistant Director for the Arts	8
Special Projects Manager	8
Transportation Demand Manager	7
Sustainability Program Coordinator	6
Administrative Assistant	4

Engineering Department

City Engineer	12
Senior Project Engineer	10
Project Engineer	9
Senior Project Manager	8
Project Manager (3)	7
Public Improvements Manager	7
Engineering Field Specialist (2)	6
Engineering Technician	4
Transportation Technician	4
Administrative Assistant (0.5)	4

Fire Department

Fire Marshal	7
Community EMT / Community Paramedic (7)	6
Administrative Assistant (1.5)	3

HAND Department

Director	12
Assistant Director	10
Program Manager (6)	7
Neighborhood Compliance Officer (6)	5
Financial Specialist	5
Rental Specialist 1	3
Rental Specialist 2 (2)	3

Human Resources Department

Director	12
Assistant Director	10
Director of Compensation and Benefits	10
Benefits Manager	8
Talent Manager	8
Human Resources Generalist	7
Talent Acquisition Specialist	6
Payroll Coordinator	3
Talent Coordinator	3

Information and Technology Services Department

Director	12
Assistant Director of Operations	10
Assistant Director for Enterprise Applications	10
GIS Manager	10
Technology Support Manager	10
Applications Infrastructure Analyst	8
Network and Security Administrator	8
Systems Administrator	8
Applications Analyst (3)	7
Accounts and Training Specialist	5
Digital Equity Specialist (.5)	5
GIS Specialist (2)	5
Technology Support Specialist (5)	5
Office Manager	5

Legal Department

Legal

Corporation Counsel	12
City Attorney	11
Assistant City Attorney (6)	10
Paralegal/Administrative Assistant	5
Administrative Assistant	4

Risk Management

Risk Manager	9
Director of Safety and Training	6
Risk Administrative Assistant	4

Office of the Mayor

Deputy Mayor	12
Communications Director	9
Director of Innovation	9
Director of Community Engagement	9
Chief of Staff	7
Digital Brand Manager	8
Administrative Coordinator	4

Parks Department

Administrator	12
Operations and Development Director	10
Recreation Services Director	9
Sports Services Director	9
Operations Superintendent	8
General Manager, Twin Lakes Recreation Center	8
General Manager, Switchyard Park	8
Community Relations Manager	8
Community Events Manager	7
Golf Facilities Manager	7
Coordinator-AJB	7
Natural Resources Manager	7
Sports Facility/Program Manager	7
Urban Forester	7
Urban Greenspaces Manager	7
Membership Coordinator	6
Program/Facility Coordinator (5)	6
Golf Programs Coordinator	6
Health/Wellness Coordinator	6
Natural Resources Coordinator	6
Community Relations Coordinator	6
Sports/Facility Coordinator	6

Golf Course Superintendent	6
Market Master Specialist	5
Program Specialist (2)	4
Community Relations Specialist	4
Office Manager	4
Operations Office Coordinator	4
Sports Specialist	4
Administrative Assistant	3
Customer Relations Representative (3)	3
Crew Leader	110
Equipment Maintenance Mechanic	108
Equipment Maintenance Mechanic (Facilities)	108
Working Foreperson (9)	108
Apprentice MEO/Master MEO (3)	104/108
Laborer (8)	104
Custodian	101

Planning and Transportation Department

Planning and Transportation Administration

Director	12
Assistant Director	10
Office Manager	5
Administrative Assistant	3

Planning Services Division

Planning Services Manager	9
Senior Transportation Planner	8
MPO Transportation Planner	7
Long Range Planner	6
Bicycle and Pedestrian Coordinator	6

Development Services Division

Development Services Manager	9
Senior Zoning Compliance Planner	7
Senior Zoning Planner	7
Senior Environmental Planner	7
Zoning Planner (.5)	6

Zoning Planner and GIS Analyst	6
Zoning and Long Range Planner	5
Zoning Compliance Planner	5

Police Department

Administration

Director of Civilian Operations	10
Crime Scene Technician and Property Manager (2)	8
Social Worker (3)	8
Community Affairs and Accreditation Specialist	7
Executive Assistant	6
CAD/RMS Administrator	6
Data Analyst (2)	6
Community Service Specialist (11)	5
Office Manager	4
Evidence Room Clerk	2
Custodian	1

CEDC

Telecommunications Manager	9
Social Worker	8
Telecommunications Assistant Manager	8
Telecommunications Supervisor (6)	7
Telecommunicators (32)	6

Records

Records Supervisor	8
Records Assistant Supervisor	6
Special Investigations Clerk	5
Records Clerk (11)	5
Front Desk Clerk I	4

Public Works Department

Public Works Administration

Director	12
Data Analyst and Manager	8
Special Projects and Operations Manager	8
Special Projects Coordinator	6
Office Manager	4
Customer Relations Representative	3
Board Members	

Animal Care and Control

Director	9
Outreach Coordinator	6
Shelter Manager	7
Volunteer Program Director	6
Administrative Assistant (4)	2
Animal Control Officer (3)	107
Animal Care Technician (9)	106

Operations and Facilities

Director	9
Downtown Specialist	4
Maintenance/Custodian (2)	107

Fleet

Fleet Maintenance Manager	8
Administrative Assistant	3
Inventory Coordinator	3
Apprentice Master Technician/Master Technician (8)	109/112
Shop Foreperson	113

Parking Services Division

Director	9
Enforcement Supervisor	8
Garage Manager	8
Garage Assistant Manager	5
Garage Shift Supervisor	4

Team Leader	4
Meter Technician (3)	3
Enforcement Officers (7)	3
Customer Service/Security Specialist (10)	3
Customer Relations Representative (2)	3

Sanitation

Director	9
Office Manager	3
Crew Leader (2)	110
Apprentice MEO/Master MEO (17)	104/108
Laborer (3)	104

Street Operations

Director of Street Operations	10
Deputy Director	8
Traffic Manager	7
Street Maintenance Supervisor	7
Asset Clerk/Emergency Grants Coordinator	4
Asset Clerk	3
Crew Leader (5)	110
Apprentice MEO/Master MEO (16)	104/108
Laborer (12)	104

Utilities

Accounting and Finance

Utilities Assistant Director – Finance	11
Finance Manager	8
Accounting Manager	7
Accounts Receivable Manager	6
Associate Accountant	5
Web/Information Manager	5
Account Collections Specialist	5
Accounting Clerk	4
Accounts Payable Clerk	4
Office Manager	3
Customer Service Representative (2)	3
Assistant Accounts Payable Clerk	2

Administration

Director	12
Assistant Director of Operations	10
Communications Manager	8
Conservation and Energy Resource Manager	8
Data Analyst	7
Administrative Assistant	4
Administrative Assistant	3
Communications Operator (7)	2
Board Members	

Environmental

Assistant Director of Environmental Programs	9
Water Quality Coordinator	8
Pretreatment Program Coordinator	8
MS4 Coordinator	8
Hazardous Materials Coordinator	7
Pretreatment Program Inspector	6
Water Specialist (.75)	5
Education Specialist	4
Specialized Crew Leader	U-119
Utilities Specialist I/II/III (1.75)	U-111/113/115

Blucher Poole

Superintendent	9
Assistant Superintendent	7
Maintenance Coordinator	7
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	6
Customer Relations Representative (4)	3

Dillman

Superintendent	9
Assistant Superintendent	7
Maintenance Coordinator	7
Solids Handling Supervisor	7
Administrative Assistant	2
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	11
Utilities Engineer (3)	10
Capital Projects Manager	9
Capital Projects Coordinator	8
Environmental Program Coordinator	7
GIS Coordinator	7
Senior Project Coordinator (2)	7
Assistant GIS Coordinator	6
Project Coordinator (2)	6
Utilities Inspector (3)	6
Utilities Technician (3)	5
Administrative and Project Coordinator	4

Laboratory

Chemist	8
Lab Technician I (3)	U-109

Meter Services

Assistant Superintendent	7
Meter Services Representative/Management Technician	5
Meter Technician II	U-107
Meter Serviceperson (6)	U-105
Meter Service Laborer (4)	U-103

Monroe Plant

Superintendent	9
Assistant Superintendent	7
Maintenance Coordinator	7
Plant Maintenance Mechanic Apprentice/Mechanic (2)	U-113/118
Water Plant Operator (10)	U-106

Purchasing

Purchasing Manager	7
Inventory Coordinator	4
Purchasing Buyer	4
Working Foreperson	U-108
Laborer (2)	U-104

Transmission and Distribution

Utilities Assistant Director – T&D	11
Assistant Superintendent (5)	7
Engineering Field Technician (5)	5
T&D/Meter Operations Coordinator	4
Administrative Assistant	3
Specialized Crew Leader (8)	U-119
Lift Station Mechanic Apprentice/Lift Station Mechanic (4)	U-113/118
Heavy Equipment Operator I/II (11)	U-116/118
Laborer/Utilities Specialist I/II/III (16)	U-104/111/113/115

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 2023 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

<u>Grade</u>	<u>Minimum</u>	<u>Maximum</u>
1	\$35,721.22	\$46,437.58
2	\$36,792.85	\$47,830.94
3	\$37,896.54	\$49,265.51
4	\$39,033.44	\$62,453.75
5	\$40,204.69	\$64,326.81

6	\$42,215.15	\$67,544.01
7	\$44,325.23	\$70,920.36
8	\$47,427.92	\$75,885.83
9	\$52,171.30	\$93,907.87
10	\$57,388.65	\$103,298.43
11	\$65,996.09	\$118,793.65
12	\$79,855.24	\$143,740.12

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: Police Shift Differential. Employees working in the Police Department as dispatchers and clerks shall receive a twenty-six cents (\$0.26) per hour premium shift differential for working the evening shift.

SECTION 2 C: 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 (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. 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	20.24	20.8	21.38	21.94	22.5	22.91	23.3	23.69	24.09	24.49	24.89
Animal Control Officer	107	20.38	20.95	21.52	22.08	22.65	23.03	23.44	23.84	24.23	24.66	25.06
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	20.38	20.95	21.52	22.08	22.65	23.03	23.44	23.84	24.23	24.66	25.06
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	20.66	21.23	21.8	22.37	22.93	23.33	23.72	24.12	24.52	24.94	25.34
Master Technician	112	22.44	23	23.57	24.13	24.7	25.09	25.5	25.9	26.28	26.68	27.08
Shop Foreperson	113	23.44	24.01	24.56	25.14	25.7	26.11	26.5	26.89	27.29	27.7	28.1

Parks & 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	19.54	20.1	20.66	21.23	21.8	22.21	22.59	22.99	23.38	23.79	24.19
Laborer	104	19.96	20.53	21.09	21.65	22.23	22.62	23.01	23.41	23.8	24.23	24.63
Motor Equipment Operator Apprentice	104	19.96	20.53	21.09	21.65	22.23	22.62	23.01	23.41	23.8	24.23	24.63
Equipment Maintenance Mechanic	108	20.53	21.09	21.65	22.23	22.79	23.18	23.59	23.98	24.38	24.77	25.17
Working Foreperson	108	20.53	21.09	21.65	22.23	22.79	23.18	23.59	23.98	24.38	24.77	25.17
Master Motor Equipment Operator	108	20.53	21.09	21.65	22.23	22.79	23.18	23.59	23.98	24.38	24.77	25.17
Crew Leader	110	20.8	21.38	21.94	22.5	23.08	23.46	23.86	24.26	24.66	25.07	25.47
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	19.96	20.53	21.09	21.65	22.23	22.62	23.01	23.41	23.8	24.23	24.63
Motor Equipment Operator Apprentice	104	19.96	20.53	21.09	21.65	22.23	22.62	23.01	23.41	23.8	24.23	24.63
Master Motor Equipment Operator	108	20.53	21.09	21.65	22.23	22.79	23.18	23.59	23.98	24.38	24.77	25.17
Crew Leader	110	20.8	21.38	21.94	22.5	23.08	23.46	23.86	24.26	24.66	25.07	25.47
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	19.96	20.53	21.09	21.65	22.23	22.62	23.01	23.41	23.8	24.23	24.63
Motor Equipment Operator Apprentice	104	19.96	20.53	21.09	21.65	22.23	22.62	23.01	23.41	23.8	24.23	24.63
Master Motor Equipment Operator	108	20.53	21.09	21.65	22.23	22.79	23.18	23.59	23.98	24.38	24.77	25.17
Crew Leader	110	20.8	21.38	21.94	22.5	23.08	23.46	23.86	24.26	24.66	25.07	25.47
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	20.66	21.23	21.8	22.37	22.93	23.33	23.72	24.12	24.52	24.94	25.34
Laboratory Technician II	U-110	20.8	21.38	21.94	22.5	23.08	23.46	23.86	24.26	24.66	25.07	25.47
Utilities Specialist I	U-111	21.12	21.66	22.2	22.74	23.28	23.66	24.04	24.42	24.8	25.18	25.56
Utilities Specialist II	U-113	21.9	22.44	22.98	23.52	24.06	24.44	24.82	25.2	25.58	25.96	26.34
Utilities Specialist III	U-115	22.94	23.48	24.02	24.56	25.1	25.48	25.86	26.24	26.62	27	27.38
Specialized Crew Leader	U-119	24.5	25.04	25.58	26.12	26.66	27.04	27.42	27.8	28.18	28.56	28.94
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	19.96	20.53	21.09	21.65	22.23	22.62	23.01	23.41	23.8	24.23	24.63
Wastewater Plant Operator	U-106	20.24	20.8	21.38	21.94	22.5	22.91	23.3	23.69	24.09	24.49	24.89
Water Plant Operator	U-106	20.24	20.8	21.38	21.94	22.5	22.91	23.3	23.69	24.09	24.49	24.89
Utilities Specialist I	U-111	21.12	21.66	22.2	22.74	23.28	23.66	24.04	24.42	24.8	25.18	25.56

Master Motor Equipment Operator	U-108	20.53	21.09	21.65	22.23	22.79	23.18	23.59	23.98	24.38	24.77	25.17
Plant Maintenance Mechanic Apprentice	U-113	21.9	22.44	22.98	23.52	24.06	24.44	24.82	25.2	25.58	25.96	26.34
Utilities Specialist II	U-113	21.9	22.44	22.98	23.52	24.06	24.44	24.82	25.2	25.58	25.96	26.34
Utilities Specialist III	U-115	22.94	23.48	24.02	24.56	25.1	25.48	25.86	26.24	26.62	27	27.38
Plant Maintenance Mechanic	U-118	23.98	24.52	25.06	25.6	26.14	26.52	26.9	27.28	27.66	28.04	28.42
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	19.82	20.38	20.95	21.52	22.08	22.48	22.87	23.26	23.67	24.08	24.48
Laborer	U-104	19.96	20.53	21.09	21.65	22.23	22.62	23.01	23.41	23.8	24.23	24.63
Meter Serviceperson	U-105	20.1	20.66	21.23	21.8	22.37	22.76	23.16	23.55	23.95	24.35	24.74
Meter Technician II	U-107	20.38	20.95	21.52	22.08	22.65	23.03	23.44	23.84	24.23	24.66	25.06
Working Foreperson	U-108	20.53	21.09	21.65	22.23	22.79	23.18	23.59	23.98	24.38	24.77	25.17
Utilities Specialist I	U-111	21.12	21.66	22.2	22.74	23.28	23.66	24.04	24.42	24.8	25.18	25.56
Lift Station Mechanic Apprentice	U-113	21.9	22.44	22.98	23.52	24.06	24.44	24.82	25.2	25.58	25.96	26.34
Utilities Specialist II	U-113	21.9	22.44	22.98	23.52	24.06	24.44	24.82	25.2	25.58	25.96	26.34
Utilities Specialist III	U-115	22.94	23.48	24.02	24.56	25.1	25.48	25.86	26.24	26.62	27	27.38
Heavy Equipment Operator I	U-116	23.07	23.61	24.15	24.69	25.23	25.61	25.99	26.37	26.75	27.13	27.51
Heavy Equipment Operator II	U-118	23.98	24.52	25.06	25.6	26.14	26.52	26.9	27.28	27.66	28.04	28.42
Lift Station Mechanic	U-118	23.98	24.52	25.06	25.6	26.14	26.52	26.9	27.28	27.66	28.04	28.42
Specialized Crew Leader	U-119	24.5	25.04	25.58	26.12	26.66	27.04	27.42	27.8	28.18	28.56	28.94

SECTION 2 D: 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 E: 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 F: 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. Fire Inspectors receive \$100 per week when in an on-call status.

SECTION 2 G: 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 H: 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 I: 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 J: 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 K: 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 L: Common Law Positions. All positions that are filled on an ad hoc basis and are of temporary or seasonal nature are considered “Common Law Positions”, which are listed below. The rate ranges in the table are hourly rates, except as otherwise listed.

COMMON LAW POSITIONS

<u>Job Title</u>	<u>Minimum</u>	<u>Maximum</u>
Administrative Assistant	\$15.29	\$15.29
Attendant	\$15.29	\$15.29
Crossing Guard	\$15.29	\$15.29
Intern	\$15.29	\$15.29
Laborer	\$15.29	\$15.29

Law Clerk	\$15.29	\$15.29
Leader	\$15.39	\$15.59
Lifeguard	\$15.44	\$15.64
Motor Equipment Operator	\$15.29	\$15.29
Specialist	\$15.29	\$50.00
Staff Assistant	\$17.03	\$17.23
Supervisor	\$15.49	\$15.69
Meter Reader	\$15.29	\$15.29

Section 2 M. Longevity Recognition Pay. Any employee with the City of Bloomington who has completed upon their anniversary date said years of service as outlined below, shall receive the below compensation. This compensation is in addition to their regular pay as outlined in this ordinance.

Five (5) years	\$25.00
Ten (10) years	\$50.00
Fifteen (15) years	\$75.00
Twenty (20) years	\$100.00
Twenty-five (25) years	\$150.00
Thirty (30) years	\$200.00
Thirty-five (35) years	\$250.00
Forty (40) years	\$300.00
Forty-five (45) years	\$350.00
Fifty (50) years	\$400.00

SECTION 2 N: Dispatch Trainer Incentive Pay. Dispatchers may earn a maximum of \$525 per year for training other, less experienced dispatchers.

SECTION 2 O: 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 2 P. \$1,000 Payment. Regular employees will receive \$1,000 which will be distributed in two, \$500 payments. Those who are current employees at the time of payment are eligible to receive the payment.

SECTION 3: The rates shown as wages and salaries for the positions listed above are maximum rates.

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.

PASSED by the Common Council of the City of Bloomington, Monroe County, Indiana upon this _____ day of _____, 2023.

SUE SGAMBELLURI, 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 _____ day of _____, 2023.

NICOLE BOLDEN, Clerk
City of Bloomington

SIGNED and APPROVED by me upon this _____ day of _____, 2023.

JOHN HAMILTON, Mayor
City of Bloomington

SYNOPSIS

This ordinance amends Ordinance 22-40, which set the maximum 2023 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. The amendment reflects changes to job titles, a change to a job grade, and additional FTEs.