



TO: City Council members

FROM: Sharr Pechac, Human Resources Director; and Margie Rice, Corporation Counsel

CC: Mayor Kerry Thomson, Deputy Mayor Gretchen Knapp, Controller Jessica McClellan, and Council Administrator/Attorney Lisa Lehner

DATE: November 20, 2024

SUBJECT: Salary Ordinance 2024-25 to Amend Ordinance 23-25 that Fixed the Salaries of Appointed Officers, Non-Union, and AFSCME Employees

Ordinance 23-25, adopted in 2023, set the pay grades and salary ranges for Appointed Officers, Non-Union, and AFSCME Employees for 2024.

The requested change by Ordinance 2024-25 is explained below.

We request to amend Ordinance 23-25 to allow the City to provide a one-time \$500 (gross) bonus to all City of Bloomington employees that are members of the AFSCME union at the end of 2024. The City wishes to show its appreciation for all of the City's AFSCME personnel by providing a discretionary, one-time bonus at the end of year 2024.

The fiscal impact of this ordinance revision shall be \$96,000 total. The City will pay \$47,000 and Utilities will pay \$49,000.

Your approval of Ordinance 2024-25 is requested. Please feel free to contact me if you have any questions.