

City of South Bend, Indiana  
 2017 Nonbargaining Salary Ordinance Schedule  
 Maximum Salaries

Job Title	Status	note	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2017 % Increase	
<b>Full-Time Positions</b>											
311 Customer Service Liaison	Full Time	11		new	40,500	41,310	42,136	42,979	43,839	2.00%	
311 Customer Service Liaison II	Full Time	77				new	43,788	44,664	45,557	2.00%	
Academic Coordinator-CB Center	Full Time	46	31,337	31,980	32,620	title change					
Academic Coordinator-MLK Center	Full Time	46	35,623	36,348	37,075	title change					
Accounting Assistant	Full Time		37,976	38,740	39,515	40,305	41,111	41,933	42,772	2.00%	
Accounting Clerk IV	Full Time		29,574	30,186	30,790	31,406	32,034	32,674	33,328	2.00%	
Accounts Payable Administrator	Full Time	58	31,111	31,746	32,381	33,029	33,689	34,363	35,050	2.00%	
Administrative Assistant I	Full Time	43	35,259	35,984	36,704	37,438	38,187	38,950	39,730	2.00%	
Administrative Assistant I - DCI (Adm & Finance Team)	Full Time	5, 63		new		27,487	eliminated				
Administrative Assistant II	Full Time	67	36,313	37,050	37,791	38,547	39,318	40,104	40,906	2.00%	
Administrative Assistant II - DCI (Adm & Finance Team)	Full Time	5, 63		new		30,869	eliminated				
Administrative Assistant III - DCI (Adm & Finance Team)	Full Time	5		new		36,704	37,438	38,187	38,951	39,730	2.00%
Administrative Assistant III - DCI (Neigh. Engagement Team)	Full Time	5, 28		new		36,704	37,438	38,187	38,951	39,730	2.00%
Alarm Specialist	Full Time	122						title change	33,056	100.00%	
Analyst I - DCI (Business Development Team)	Full Time	101					new	42,468	43,317	2.00%	
Analyst I - DCI (Neighborhood Engagement Team)	Full Time	5		new	40,019	40,819	41,636	42,468	43,318	2.00%	
Analyst II - DCI (Economic Resources Team)	Full Time	5		new	45,390	46,298	47,224	48,168	49,132	2.00%	
Analyst II - DCI (Neighborhood Engagement Team)	Full Time	5		new	45,390	46,298	47,224	48,168	49,132	2.00%	
Animal Control Assistant	Full Time		30,620	31,252	31,877	32,515	33,165	33,828	34,505	2.00%	
Animal Control Officer	Full Time		30,845	31,486	32,116	32,758	33,413	34,081	34,763	2.00%	
Animal Control Officer Senior	Full Time	31	34,084	34,788	35,484	title change					
Applications Developer	Full Time	132						new position	54,686	100.00%	
Assistant City Attorney	Full Time	117	67,143	68,510	69,880	71,278	72,704	74,158	75,641	15.72%	
Assistant City Attorney/Claims Adjuster	Full Time	65				new	72,704	74,158	75,641	2.00%	
Assistant City Engineer	Full Time	3, 117	68,583	73,060	74,521	76,011	77,531	79,082	82,245	4.00%	
Assistant Director of Administration & Marketing	Full Time	36, 63	45,276	46,202	47,126	title change					
Assistant Director of Administrative Services	Full Time	41	49,149	50,154	51,157	title change					
Assistant Director of Booking & Event Operation	Full Time	36,63	42,864	43,732	44,607	title change					
Assistant Director of Civilian Services	Full Time	127						title change	46,000	100.00%	
Assistant Director of Communication Center	Full Time	21	44,185	45,084	50,000	51,000	52,020	53,060	54,122	2.00%	
Assistant Director of Community and Economic Development	Full Time	5, 63	55,624	56,758	title change						
Assistant Director of Distribution	Full Time		45,651	46,566	47,497	48,447	49,416	50,405	51,413	2.00%	
Assistant Director of Human Resources	Full Time	63	50,366	51,376	52,404	53,452	54,521	55,611	56,724	2.00%	
Assistant Director of MPAC Financial Reporting	Full Time	36,63	43,936	44,824	45,720	46,635	47,568	48,519	49,489	2.00%	
Assistant Director of Recreation	Full Time	29	50,219	51,246	52,271	53,300	54,342	55,396	56,462	2.00%	
Assistant Director of Treatment	Full Time		45,393	46,306	47,232	48,177	49,140	50,123	51,126	2.00%	
Assistant Director of Utilities	Full Time	75, 107				new	76,000	81,500	83,130	2.00%	
Assistant Executive Director - DCI (Business Development Team)	Full Time	5, 100		new	81,600	83,232	84,897	94,000	95,880	2.00%	
Assistant Manager - Customer Service	Full Time	132						title change	46,500	100.00%	
Assistant To The Mayor	Full Time	4, 63	64,136	title change							
Assistant Zoning Administrator	Full Time	29,66,72	51,293	52,338	53,385	57,122	eliminated				
Associate I - DCI - (Adm & Finance Team)	Full Time	5		new	50,786	51,802	52,838	53,895	54,972	2.00%	
Associate I - DCI - (Business Development Team)	Full Time	5		new	50,786	51,802	52,838	53,895	54,972	2.00%	
Associate I - DCI - (Economic Resources Team)	Full Time	5		new	50,786	51,802	52,838	53,895	54,972	2.00%	
Associate I - DCI - (Neighborhood Engagement Team)	Full Time	5		new	50,786	51,802	52,838	53,895	54,972	2.00%	
Associate I - DCI - (Planning Team)	Full Time	5		new	50,786	51,802	52,838	53,895	54,972	2.00%	
Associate II - DCI - (Adm & Finance Team)	Full Time	101				new	58,228	59,393	60,572	2.00%	
Associate II - DCI - (Economic Resources Team)	Full Time	5		new	54,870	55,967	57,087	58,228	59,393	2.00%	
Associate II - DCI - (Neighborhood Engagement Team)	Full Time	5		new	54,870	55,967	57,087	58,228	59,393	2.00%	
Associate II - DCI - (Planning)	Full Time	5		new	55,967	57,086	58,228	59,393	60,572	2.00%	
Associate III - DCI - (Business Development Team)	Full Time	5		new	59,537	60,728	61,942	63,181	64,445	2.00%	
Associate III - DCI - (Economic Resources)	Full Time	5		new	60,728	61,943	63,181	64,445	65,700	2.00%	
Associate III - DCI - (Neighborhood Engagement Team)	Full Time	5		new	59,537	60,728	61,942	63,181	64,445	2.00%	
Budget Analyst - Senior	Full Time	80				new	60,000	61,200	62,424	2.00%	
Building and Code Inspector	Full Time	42			new	47,000	47,940	48,899	49,877	2.00%	
Building Commissioner	Full Time	29,66	76,279	77,818	79,374	84,930	86,629	88,361	90,128	2.00%	
Building Inspector	Full Time	97	42,345	43,212	44,076	44,958	45,857	46,774	47,710	2.00%	
Business Analyst	Full Time	44				new	49,000	49,980	50,980	2.00%	
Business License Administrator	Full Time	28	new	31,070	31,691	title change					
CAD Specialist - Senior	Full Time	34	43,015	43,888	44,766	eliminated					
CED Specialist II	Full Time	5, 63	36,305	37,050	title change						

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CED Specialist Senior	Full Time	5, 63	52,736	53,794	title change					
CED Specialist VI	Full Time	5, 63	48,793	49,790	title change					
Chemist	Full Time		43,975	44,876	45,774	46,689	47,623	48,575	49,547	2.00%
Chemist Lead	Full Time			new	47,736	48,691	49,665	50,658	51,671	2.00%
Chemist/Safety Officer	Full Time	112	44,021	44,902	45,800	46,716	47,650	title change		
Chief Building Inspector	Full Time	29				new	55,000	56,100	57,222	2.00%
Chief Code Inspector	Full Time	29,66, 103	44,423	45,318	46,224	49,460	50,449	eliminated		
Chief Deputy City Clerk	Full Time		44,996	45,916	46,834	47,771	48,726	49,701	50,695	2.00%
Chief Innovation Officer	Full Time	65				new	98,318	100,284	102,290	2.00%
Chief of Staff to the Mayor	Full Time	3, 4, 29,66	new	65,442	66,751	71,424	72,852	74,310	75,796	2.00%
Chief Technology Officer	Full Time	71				new	98,318	100,284	102,290	2.00%
City Clerk Secretary	Full Time		29,658	30,264	30,869	31,487	32,116	32,759	33,414	2.00%
City Controller	Full Time	3, 26, 117	84,228	94,500	96,390	96,390	98,318	100,284	117,171	16.84%
City Engineer	Full Time	3, 26	74,909	94,500	96,390	96,390	98,318	100,284	102,290	2.00%
Clerk Terminal Operator (now Records Specialist)	Full Time		25,984	26,520	27,050	27,591	28,143	28,706	title change	
Club Pro Municipal Golf Course	Full Time		44,580	45,474	46,383	47,311	48,257	49,223	50,207	2.00%
Code Inspector	Full Time	103	36,285	37,024	37,764	38,520	39,290	40,076	40,877	2.00%
Code Inspector - Senior	Full Time	103					new	42,583	43,435	2.00%
Collection Specialist	Full Time	35	31,367	32,006	32,646	title change				
Commercial Combination Inspector	Full Time	96					new	49,113	50,095	2.00%
Communication Specialist I	Full Time	21	29,131	30,888	33,500	34,170	34,853	35,550	36,261	2.00%
Communication Specialist II	Full Time	21	32,676	34,528	41,500	42,330	43,177	44,040	44,921	2.00%
Communication Specialist III	Full Time	21	32,836	35,022	43,000	43,860	44,737	45,632	46,545	2.00%
Corporation Counsel	Full Time	3, 22, 26, 117	new	94,500	96,390	98,318	100,284	102,284	122,189	21.84%
Court Liaison	Full Time		30,996	31,616	32,248	32,893	33,551	34,222	34,907	2.00%
Crime Analyst	Full Time		33,936	34,632	35,325	36,031	36,752	37,487	38,237	2.00%
Crime Lab Firearms Examiner	Full Time		51,714	52,754	53,809	54,885	55,983	57,103	58,245	2.00%
Custodian	Full Time		22,152	22,620	23,072	23,533	24,004	24,484	24,974	2.00%
Customer Service Coordinator	Full Time	8	37,789	38,558	39,329	40,116	40,918	41,736	42,571	2.00%
Data Analyst	Full Time	65				new	50,000	51,000	52,020	2.00%
Data Entry /Alarms Coordinator	Full Time		28,234	28,808	29,384	29,972	30,571	31,183	31,806	2.00%
Data Entry Records Coordinator	Full Time	92	31,894	32,552	33,203	33,867	34,544	title change		
Data Entry Specialist	Full Time	124						title change	35,000	100.00%
Data Entry Specialist II	Full Time		27,707	28,262	28,827	29,404	29,992	30,592	31,204	2.00%
Departmental System Specialist	Full Time		42,351	43,212	44,076	44,958	45,857	46,774	47,710	2.00%
Deputy Chief of Staff to the Mayor	Full Time	3, 4, 29,66	new	62,170	63,413	67,852	69,209	70,593	72,005	2.00%
Deputy City Clerk	Full Time	69	38,543	39,338	40,125	40,927	43,246	44,111	44,993	2.00%
Deputy City Controller	Full Time	29,66, 117	new	72,000	73,440	78,581	80,153	81,756	95,509	16.82%
Deputy Director of Code Enforcement	Full Time	131						new position	75,000	100.00%
Deputy Director of Public Works	Full Time	33			new	90,000	91,800	93,636	95,509	2.00%
Deputy Mayor	Full Time	37			new	98,000				
Deputy Parks & Recreation Director	Full Time	14	61,483	62,738	67,000	68,340	69,707	71,101	72,523	2.00%
Design/ Plan Review Specialist	Full Time		54,080	55,172	56,275	57,401	58,549	59,720	60,914	2.00%
Digital (Forensic) Lab Technician	Full Time	17	32,896	33,566	34,237	34,922	35,621	36,333	37,060	2.00%
Digital Communications & Multimedia Training Coordinator	Full Time	125						new position	54,000	100.00%
Director I - DCI - (Adm/Finance Team)	Full Time	5		new	63,913	65,191	66,495	67,825	69,181	2.00%
Director I - DCI - (Planning Team)	Full Time	5		new	63,913	65,191	66,495	67,825	69,181	2.00%
Director II - DCI - (Adm/Finance Team)	Full Time	100						title change	77,520	100.00%
Director II - DCI - (Economic Resources Team)	Full Time	5, 100		new	69,721	71,115	72,538	76,000	77,520	2.00%
Director II - DCI - (Neighborhood Engagement Team)	Full Time	5, 100		new	69,721	71,115	72,538	76,000	77,520	2.00%
Director II - DCI - (Planning Team)	Full Time	67, 100			new	71,115	72,537	76,000	77,520	2.00%
Director of 311 Customer Service	Full Time	11, 60,66, 132		new	52,000	55,640	56,753	57,888	73,440	26.87%
Director of Accounting and Budget	Full Time	116						new title	73,201	100.00%
Director of Administrative Services	Full Time	30	55,864	56,992	58,132	title change				
Director of Administrative Services - Parks	Full Time	76	55,864	56,992	58,132	59,294	eliminated			
Director of Applications	Full Time	132						title change	73,440	100.00%
Director of Booking & Event Services	Full Time	87					title change	57,665	58,818	2.00%
Director of Box Office Services	Full Time	85					title change	57,665	58,818	2.00%
Director of Business Analytics	Full Time	132					title change	73,440	100.00%	
Director of Central Services	Full Time	29,66, 131	67,011	68,354	69,721	74,601	76,093	77,615	81,000	4.36%
Director of Code Enforcement	Full Time	29,66	67,867	69,238	70,623	75,567	77,078	78,620	80,192	2.00%
Director of Communication Center	Full Time	29,66	54,334	55,432	56,541	60,499	61,709	62,943	64,202	2.00%
Director of Communications	Full Time	2,3	57,181	58,344	59,511	60,701	61,915	63,153	64,416	2.00%

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							2015 Salary	2016 Salary		
Director of Communications & Radio	Full Time		51,310	52,338	53,385	54,452	55,542	56,652	57,785	2.00%
Director of Communications Public Works	Full Time	8, 95		new	39,642	40,435	41,244	eliminated		
Director of Community Development	Full Time	5, 63	67,011	68,354	title change					
Director of Community Outreach	Full Time	21,29,82		new	45,000	49,500	50,490	55,000	56,100	2.00%
Director of CSO Project Management	Full Time	117	71,292	72,722	74,176	75,660	77,173	78,717	81,865	4.00%
Director of Customer Service & Billing Office	Full Time	108					new	66,000	67,320	2.00%
Director of Development - Parks	Full Time	76, 130	55,322	56,446	57,575	58,726	eliminated	reinstated	55,000	100.00%
Director of Distributions	Full Time		57,276	58,422	59,590	60,782	61,998	63,238	64,503	2.00%
Director of Economic Development	Full Time	5, 63	67,011	68,354	title change					
Director of Energy Conservation	Full Time	38	68,016	69,394	70,782	title change				
Director of Finance (Park Administration)	Full Time		55,322	56,446	57,575	58,726	59,901	61,099	62,321	2.00%
Director of Finance (Public Works)	Full Time		63,240	64,506	65,796	67,112	68,454	69,823	71,220	2.00%
Director of Finance (Water Utility)	Full Time		57,931	59,098	60,280	61,486	62,715	63,970	65,249	2.00%
Director of Financial & Program Management	Full Time	5, 63	61,410	62,660	title change					
Director of Financial Services	Full Time	116	54,090	55,172	56,275	57,401	58,549	59,720	60,914	2.00%
Director of Golf Operations	Full Time		55,864	56,992	58,132	59,294	60,480	61,690	62,924	2.00%
Director of Human Resources	Full Time	3	61,910	80,002	81,602	83,234	84,899	86,597	88,329	2.00%
Director of Human Rights	Full Time	29,66,98	53,186	54,262	55,347	56,431	57,515	58,600	59,684	2.00%
Director of Information Technology	Full Time	3,71	67,011	87,000	88,740	90,515	eliminated			
Director of Infrastructure	Full Time	132						title change	73,440	100.00%
Director of Marketing & Promotions	Full Time	36	49,502	50,518	51,528	52,559	53,610	54,682	55,776	2.00%
Director of Office of Sustainability	Full Time	38,66			new	75,737	77,252	78,797	80,373	2.00%
Director of Parks & Recreation	Full Time		74,047	75,530	77,041	title change				
Director of Public Works	Full Time	3, 26	81,135	108,248	110,413	110,413	112,621	114,874	117,171	2.00%
Director of Records Bureau	Full Time	88	41,616	42,458	43,307	44,173	45,057	47,797	48,753	2.00%
Director of Redevelopment Engineering	Full Time	119						new position	97,238	100.00%
Director of Safety & Risk	Full Time	40,66			new	56,753	57,888	59,046	60,227	2.00%
Director of SCADA Information Systems	Full Time	45			new	72,000	73,440	74,909	76,407	2.00%
Director of Secretarial Services	Full Time	1	47,136	48,100	49,062	title change				
Director of Services	Full Time	132						title change	73,440	100.00%
Director of Solid Waste Operations	Full Time	132						title change	65,400	100.00%
Director of Streets & Sewers	Full Time	29,66,106	68,193	69,576	70,968	75,936	77,455	81,500	83,130	2.00%
Director of Treasury (formerly Director of City Finance)	Full Time		66,300	67,626	68,979	70,358	71,765	73,201	74,665	2.00%
Director of Treatment	Full Time		53,881	54,964	56,063	57,185	58,328	59,495	60,685	2.00%
Director of Utilities	Full Time	74	-	-	-	new	90,000	91,800	93,636	2.00%
Director of Utility Safety	Full Time	112					new	53,500	54,570	2.00%
Director of Wastewater	Full Time	61	66,065	67,392	68,740	title change				
Director of Wastewater Maintenance	Full Time	114	58,695	59,878	61,076	62,297	63,543	70,000	71,400	2.00%
Director of Water Quality & Laboratory	Full Time	110					new	70,000	71,400	2.00%
Director of Water Works	Full Time	29,75	67,011	68,354	69,721	81,000	eliminated			
Director of Zoo	Full Time		55,822	56,940	58,079	59,241	60,426	61,634	62,867	2.00%
Distribution Records Drafter	Full Time		36,780	37,518	38,268	39,034	39,814	40,611	41,423	2.00%
Distribution System Specialist	Full Time	109					new	66,000	67,320	2.00%
Diversity Compliance/Inclusion Officer	Full Time	24, 90			41,600	42,432	43,281	75,000	76,500	2.00%
Division Director of Environmental Services	Full Time	29, 61,66,74	70,227	71,656	73,089	78,205	eliminated			
Engineer Aide IV	Full Time		36,780	37,518	38,268	39,034	39,814	40,611	41,423	2.00%
Engineer I	Full Time	65	-	-	-	new	64,000	65,280	66,586	2.00%
Engineer II	Full Time		64,377	65,676	66,990	68,329	69,696	71,090	72,512	2.00%
Engineer Inspector	Full Time	32	37,789	38,558	39,329	title change				
Event Service Technician I	Full Time		24,449	24,960	25,459	25,968	26,488	27,018	27,558	2.00%
Event Service Technician II	Full Time		27,831	28,392	28,960	29,539	30,130	30,732	31,347	2.00%
Evidence Technician	Full Time	88	33,948	35,542	36,253	36,978	37,717	40,010	40,810	2.00%
Executive Administrative Assistant	Full Time	105					new	40,508	41,318	2.00%
Executive Assistant	Full Time	43, 117			new	45,000	45,900	46,818	53,575	14.43%
Executive Assistant - DCI - (Adm & Finance Team)	Full Time	65			new	51,044	52,065	53,106	53,106	2.00%
Executive Assistant and Director of Special Projects	Full Time	1, 3, 62	47,136	48,100	49,062	50,043	51,044	52,065	53,106	2.00%
Executive Director Department of Community Investment	Full Time	3, 5, 26	90,941	94,500	96,390	96,390	98,318	100,284	102,290	2.00%
Executive Director Morris Performing Arts Center	Full Time	29	73,772	75,270	76,775	90,000	91,800	93,636	95,509	2.00%
Executive Director Venues, Parks & Arts (fka Superintendent - Park )	Full Time	29,64,98,114	-	-	new	90,000	91,800	93,636	115,000	22.82%
Financial Specialist I	Full Time		31,111	31,746	32,381	33,029	33,689	34,363	35,050	2.00%
Financial Specialist II	Full Time		33,934	34,632	35,325	36,031	36,752	37,487	38,237	2.00%
Financial Specialist III	Full Time		37,977	38,740	39,515	40,305	41,111	41,933	42,772	2.00%
Financial Specialist IV	Full Time	20, 44	42,058	42,899	43,757	44,632	45,525	46,435	47,364	2.00%

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Financial Specialist Senior	Full Time		48,077	49,062	50,043	51,044	52,065	53,106	54,168	2.00%
Fingerprint/Photo Technician	Full Time		32,896	33,566	34,237	34,922	35,621	36,333	37,060	2.00%
Firearms IBIS/NIBIN Tech	Full Time	134						new title	37,060	100.00%
Fiscal Officer	Full Time	41			new	52,180	53,224	54,288	55,374	2.00%
Fiscal Officer/Business Analyst	Full Time	65			new	54,570	55,661	56,775	57,910	2.00%
Foreman IV	Full Time	118	37,101	37,856	38,613	39,385	40,173	40,977	47,892	16.88%
Foreman V	Full Time	56, 118	41,829	42,666	43,519	44,390	45,278	46,183	47,892	3.70%
General Zoo Curator	Full Time		46,079	47,008	47,948	48,907	49,885	50,883	51,901	2.00%
GIS Manager	Full Time		54,913	56,030	57,151	58,294	59,459	60,649	61,862	2.00%
GIS Specialist - Senior	Full Time		44,464	45,370	46,277	47,203	48,147	49,110	50,092	2.00%
Graphic Designer	Full Time	130						new position	47,892	100.00%
Grants Administrator	Full Time	115						new title	60,456	100.00%
Greenskeeper	Full Time		40,337	41,158	41,981	42,821	43,677	44,551	45,442	2.00%
HVAC Technician	Full Time	129						new position	47,892	100.00%
Hearing Secretary	Full Time	104					new	38,694	39,468	2.00%
Housing Specialist Senior	Full Time	5, 63	49,447	50,440	title change					
Housing Specialist V	Full Time	5, 63	41,918	42,770	title change					
Housing Specialist VI	Full Time	5, 63	44,509	45,422	title change					
Human Resource Generalist - Senior (Public Safety Focus)	Full Time	91					new	60,000	61,200	2.00%
Human Resources Generalist	Full Time	65				new	33,000	33,660	34,333	2.00%
Human Resources Generalist/Benefits Coordinator	Full Time	89				new	40,000	40,000	40,800	2.00%
Human Resources Specialist IV	Full Time	13, 63	42,056	42,900	43,758	44,633	45,526	46,436	47,365	2.00%
Industrial Pretreatment Specialist I	Full Time		46,818	47,762	48,717	49,692	50,685	51,699	52,733	2.00%
Intake Officer/Investigator	Full Time		31,014	31,642	32,275	32,920	33,579	34,250	34,935	2.00%
Internal Auditor	Full Time	63	53,581	54,678	55,772	56,887	58,025	59,185	60,369	2.00%
Inventory Control Technician II	Full Time		32,653	33,332	33,999	34,679	35,372	36,080	36,801	2.00%
Investigator II	Full Time		35,543	36,270	36,995	37,735	38,490	39,260	40,045	2.00%
Investigator III	Full Time		new	38,584	39,356	40,143	40,946	41,765	42,600	2.00%
Investigator IV	Full Time		40,073	40,898	41,716	42,550	43,401	44,269	45,155	2.00%
Investigator V	Full Time		42,053	42,900	43,758	44,633	45,526	46,436	47,365	2.00%
Investigator VI	Full Time	83					New	47,589	48,541	2.00%
Laboratory Technician	Full Time		29,658	30,264	30,869	31,487	32,116	32,759	33,414	2.00%
License Clerk	Full Time	63	33,936	34,632	35,325	36,031	36,752	37,487	38,237	2.00%
Locator	Full Time		37,469	38,220	38,984	39,764	40,559	41,371	42,198	2.00%
Maintenance Foreman II	Full Time		33,538	34,216	34,900	35,598	36,310	37,036	37,777	2.00%
Manager - Animal Shelter	Full Time	30	-	-	new	47,501	48,451	49,420	50,408	2.00%
Manager - Applications	Full Time	132						title change	66,254	100.00%
Manager - Assistant Animal Shelter	Full Time	31, 68	-	-	new	40,000	40,800	41,616	42,448	2.00%
Manager - Assistant Facility Operations	Full Time		31,620	32,266	32,911	33,570	34,241	34,926	35,624	2.00%
Manager - Benefits	Full Time	27, 89			new	55,000	56,100	title change		
Manager - Box Office	Full Time	36, 63	37,083	37,830	38,587	title change				
Manager - CSO Operations	Full Time		53,778	54,860	55,957	57,076	58,218	59,382	60,570	2.00%
Manager - Customer Service	Full Time	60	43,334	44,226	45,111	46,013	46,933	47,872	48,829	2.00%
Manager - Data & GIS	Full Time	132						title change	66,254	100.00%
Manager - Environmental Compliance	Full Time	29,66	56,986	59,566	60,757	65,010	66,310	67,636	68,989	2.00%
Manager - Equipment Services	Full Time		53,329	54,418	55,506	56,616	57,749	58,904	60,082	2.00%
Manager - Events	Full Time	130						new position	47,892	100.00%
Manager - Facilities	Full Time	50	-	-	new	57,996	59,156	60,339	61,546	2.00%
Manager - Facility Operations	Full Time		44,755	45,656	46,569	47,501	48,451	49,420	50,408	2.00%
Manager - Facility Operations (MPAC)	Full Time	86					title change	57,665	58,818	2.00%
Manager - Golf Course/Rink	Full Time		49,620	50,622	51,634	52,667	53,720	54,795	55,891	2.00%
Manager - Industrial Pretreatment	Full Time	111					new	59,000	60,180	2.00%
Manager - Infrastructure	Full Time	132						title change	66,255	100.00%
Manager - Interactive Marketing	Full Time	36			new	35,815	36,531	37,262	38,007	2.00%
Manager - Maintenance	Full Time	114	52,211	53,274	54,339	55,426	56,535	57,665	58,818	2.00%
Manager - Maintenance (MPAC)	Full Time		52,211	53,274	54,339	55,426	56,535	57,665	58,819	2.00%
Manager - Office	Full Time		32,424	33,098	33,760	34,435	35,124	35,826	36,543	2.00%
Manager - Operations	Full Time	29, 50	57,083	58,240	59,405	60,664	61,937	63,226	64,530	2.00%
Manager - Operations - Distribution	Full Time	132						title change	65,400	100.00%
Manager - Operations - Forester	Full Time	29,66,69	51,733	52,780	53,836	55,751	59,156	60,339	61,546	2.00%
Manager - Park Grounds Manager	Full Time	50	-	-	new	57,996	59,156	60,339	61,546	2.00%
Manager - Parts Maintenance	Full Time	113	38,515	39,286	40,072	40,873	41,691	title change		
Manager - Performance Improvement	Full Time	12, 117	-	new	67,626	68,979	70,358	71,765	73,440	2.33%

City of South Bend, Indiana  
 2017 Nonbargaining Salary Ordinance Schedule  
 Maximum Salaries

Job Title	Status	note	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2017 % Increase
Manager - Permits	Full Time		43,015	43,888	44,766	45,661	46,574	47,506	48,456	2.00%
Manager - Print Shop	Full Time		41,829	42,666	43,519	44,390	45,278	46,183	47,107	2.00%
Manager - Production	Full Time	84, 118	36,435	37,180	37,924	38,682	39,456	46,750	47,892	2.44%
Manager - Property & Evidence	Full Time	126						title change	43,000	100.00%
Manager - Public Construction	Full Time		58,939	60,138	61,341	62,568	63,819	65,095	66,397	2.00%
Manager - Purchasing	Full Time		56,744	60,008	61,208	62,432	63,681	64,955	66,254	2.00%
Manager - Records Bureau	Full Time	92	-	-	-	-	title change	36,645	37,378	2.00%
Manager - Safety & Risk	Full Time	40	48,170	52,000	53,040	title change				
Manager - Services	Full Time	132						title change	59,307	100.00%
Manager - Sewer Operations	Full Time		57,083	60,008	61,208	62,432	63,681	64,955	66,254	2.00%
Manager - Solid Waste Operations	Full Time		54,854	55,952	57,071	58,212	59,377	60,564	61,776	2.00%
Manager - Streets	Full Time	131	54,854	55,952	57,071	58,212	59,377	60,564	65,400	7.98%
Manager - Talent	Full Time	13,29	-	new	60,000	61,200	65,000	66,300	67,626	2.00%
Manager - Traffic & Lighting	Full Time	131	54,854	55,952	57,071	58,212	59,377	60,564	65,400	7.98%
Manager - Utility Purchasing & Storeroom	Full Time	113					new	51,000	52,020	2.00%
Manager - Zoo Concessions & Gift shop	Full Time	50	-	-	new	33,921	34,599	35,291	35,997	2.00%
Manager I - Assistant Box Office	Full Time		30,120	30,732	31,347	31,974	32,613	33,265	33,931	2.00%
Manager II - Assistant Box Office	Full Time		33,671	34,346	35,033	35,734	36,448	37,177	37,921	2.00%
Marketing and Education Curator	Full Time	49	37,805	38,584	39,356	title change				
Naturalist	Full Time		32,252	32,916	33,574	34,246	34,931	35,629	36,342	2.00%
Network Engineer	Full Time	29,66	52,602	53,664	54,737	55,869	59,740	60,935	62,154	2.00%
Ordinance Violations Bureau Clerk	Full Time	29	32,529	33,202	33,866	39,643	40,436	41,245	42,069	2.00%
Paralegal	Full Time	117	39,959	40,768	41,583	42,415	43,263	44,129	53,575	21.41%
Park Police II	Full Time	70	31,596	32,240	32,885	33,542	eliminated			
Park Ranger	Full Time	70				new	34,213	34,897	35,595	2.00%
Planner VI	Full Time	5, 63	48,793	49,790	title change					
Police Crime Intelligence Analyst	Full Time	128						new position	43,000	100.00%
Preventative Maintenance Coordinator	Full Time		36,665	37,414	38,162	38,926	39,704	40,498	41,308	2.00%
Print Shop Technician	Full Time		34,340	35,048	35,749	36,464	37,193	37,937	38,696	2.00%
Program Coordinator	Full Time	46, 118	-	-	new	33,272	33,937	34,616	47,892	38.35%
Programmer Analyst I	Full Time		40,827	41,652	42,485	43,335	44,201	45,085	45,987	2.00%
Programmer Analyst II	Full Time		42,577	43,446	44,315	45,201	46,105	47,027	47,968	2.00%
Project Analyst VI	Full Time	5, 63	41,257	42,094	title change					
Project Analyst VIII	Full Time	5, 63	44,579	45,474	title change					
Project Inspector	Full Time	93, 117					title change	50,602	53,132	5.00%
Project Inspector I	Full Time	93	43,015	43,888	44,766	45,661	46,574	title change		
Project Inspector II	Full Time	93	45,819	46,748	47,683	48,637	49,609	title change		
Project Manager	Full Time	32	47,289	48,256	49,221	50,206	51,210	52,234	53,279	2.00%
Property/Evidence Custodian- Senior	Full Time		31,854	32,500	33,150	33,813	34,489	35,179	35,883	2.00%
Public Access Coordinator	Full Time	121						title change	36,125	100.00%
Public Assistance Clerk II (now Records Specialist)	Full Time		27,083	27,638	28,191	28,755	29,330	29,916	title change	
Public Relations Specialist	Full Time	63	39,535	40,326	41,133	41,955	42,794	43,650	44,523	2.00%
Public Service Officer	Full Time	122					new title		33,000	100.00%
Public Works Safety Coordinator	Full Time	102	44,038	44,928	45,827	46,743	47,678	eliminated		
Quality Assurance Distribution Technician	Full Time		37,101	37,856	38,613	39,385	40,173	40,977	41,796	2.00%
Quality Assurance Treatment Technician	Full Time	73	39,729	40,534	41,345	42,172	eliminated			
Radio Technician I	Full Time		42,193	43,056	43,917	44,795	45,691	46,605	47,537	2.00%
Radio Technician II	Full Time		43,575	44,460	45,349	46,256	47,181	48,125	49,087	2.00%
Radio Technician III	Full Time		46,865	47,814	48,770	49,746	50,741	51,755	52,791	2.00%
Records Specialist	Full Time	120						new title	33,000	100.00%
Residential Combination Inspector	Full Time	96					new	46,774	47,710	2.00%
Residential Marketing Specialist	Full Time	5, 63	57,222	58,370	title change					
Sales/Event Associate	Full Time	36	33,747	34,424	35,112	title change				
SCADA Instrument Specialist	Full Time		49,611	50,622	51,634	52,667	53,720	54,795	55,891	2.00%
Secretary II	Full Time		25,256	25,766	26,281	26,807	27,343	27,890	28,448	2.00%
Secretary III	Full Time	35	26,527	27,066	27,607	28,159	28,723	29,297	29,883	2.00%
Secretary IV	Full Time		28,151	28,730	29,305	29,891	30,489	31,098	31,720	2.00%
Secretary of the Board	Full Time	62	39,729	40,534	41,345	title change				
Secretary V	Full Time		29,659	30,264	30,869	31,487	32,116	32,759	33,414	2.00%
Special Events Assistant	Full Time		35,906	36,634	37,367	38,114	38,876		40,447	2.00%
Specialist of Infrastructure	Full Time	132						title change	54,686	100.00%
Specialist of Services	Full Time	132						title change	54,686	100.00%
Stock Room & Safety Coordinator	Full Time		44,037	44,928	45,827	46,743	47,678	48,632	49,604	2.00%

**City of South Bend, Indiana**  
**2017 Nonbargaining Salary Ordinance Schedule**  
**Maximum Salaries**

Job Title	Status	note	2011 Salary	2012 Salary	2013 Salary	2014 Salary	26 pay dates				
							2015 Salary	2016 Salary	2017 Salary	2017 % Increase	
Superintendent - Maintenance	Full Time	48	55,864	56,992	58,132	title change					
Superintendent - Park Maintenance	Full Time	48	-	-	new	61,500	62,730	63,985	65,264	2.00%	
Superintendent II	Full Time		44,211	45,110	46,012	46,932	47,871	48,829	49,805	2.00%	
Superintendent III	Full Time		45,651	46,566	47,497	48,447	49,416	50,405	51,413	2.00%	
Superintendent IV	Full Time	53	-	-	new	51,000	52,020	53,060	54,122	2.00%	
Superintendent V	Full Time		50,097	51,116	52,138	53,181	54,245	55,330	56,436	2.00%	
Supervisor - 311 Customer Service	Full Time	78	-	-	-	new	46,267	47,192	48,136	2.00%	
Supervisor - Accounts Payable	Full Time		42,058	43,550	44,421	45,309	46,216	47,140	48,083	2.00%	
Supervisor - Administrative Assistant	Full Time	52	-	-	new	34,500	35,190	35,894	36,612	2.00%	
Supervisor - Assistant Program	Full Time	55	-	-	new	33,272	33,937	34,616	35,309	2.00%	
Supervisor - Athletic	Full Time	118	39,541	40,352	41,159	41,982	42,822	43,678	47,892	9.65%	
Supervisor - Center	Full Time	47, 118	39,541	40,352	41,159	41,982	42,822	43,678	47,892	9.65%	
Supervisor - Communication I	Full Time	21	40,303	41,132	46,000	46,920	47,858	48,816	49,792	2.00%	
Supervisor - Communication II	Full Time	21	40,839	41,678	47,500	48,450	49,419	50,407	51,416	2.00%	
Supervisor - Crime Laboratory	Full Time		50,938	51,974	53,013	54,074	55,155	56,258	57,383	2.00%	
Supervisor - Customer Service	Full Time		40,303	41,132	41,955	42,794	43,650	44,523	45,413	2.00%	
Supervisor - Data Processing	Full Time		40,303	41,132	41,955	42,794	43,650	44,523	45,413	2.00%	
Supervisor - Fitness	Full Time		39,541	40,352	41,159	41,982	42,822	43,678	44,552	2.00%	
Supervisor - Fitness/Wellness	Full Time	51	-	-	new	33,372	34,039	34,720	35,415	2.00%	
Supervisor - Healthy Seniors	Full Time	47	33,979	34,684	title change						
Supervisor - Maintenance Mechanic	Full Time		50,097	51,116	52,138	53,181	54,245	55,330	56,436	2.00%	
Supervisor - Operations	Full Time	36	52,211	53,274	54,339	55,426	56,535	57,665	58,819	2.00%	
Supervisor - Park Police	Full Time	56,79	-	-	new	44,389	eliminated				
Supervisor - Park Ranger	Full Time	79	-	-	-	new	45,277	46,183	47,106	2.00%	
Supervisor - Payroll	Full Time	88	37,976	38,740	39,515	40,305	41,111	45,000	45,900	2.00%	
Supervisor - Program	Full Time	51, 52, 118	39,541	40,352	41,159	41,982	42,822	43,678	47,892	9.65%	
Supervisor - Rum Village Park	Full Time		36,622	37,362	38,109	38,871	39,649	40,442	41,251	2.00%	
Supervisor - Signal	Full Time		49,611	50,622	51,634	52,667	53,720	54,795	55,891	2.00%	
Supervisor - Shelter Operations	Full Time	131	-	-	-	-	title change		36,200	100.00%	
Supervisor - Special Events	Full Time	118	38,562	39,338	40,125	40,927	41,746	42,581	47,892	12.47%	
Supervisor - Youth	Full Time	55	39,541	40,352	41,159	41,982	42,822	43,678	44,552	2.00%	
Sustainability Project Manager (formerly Sustainability Coordinator)	Full Time	39,133	-	-	new	61,000	62,220	63,464	64,734	2.00%	
System Specialist I	Full Time	16	-	new	42,500	43,350	44,217	45,101	46,003	2.00%	
System Specialist II	Full Time		48,086	49,530	50,521	51,531	52,562	53,613	54,685	2.00%	
System Specialist III	Full Time		51,149	53,716	54,790	55,886	57,004	58,144	59,307	2.00%	
System Specialist IV	Full Time	45	56,134	60,008	61,208	62,432	63,681	64,955	66,254	2.00%	
Utilities System Specialist	Full Time		49,042	50,024	51,024	52,045	53,086	54,148	55,231	2.00%	
Violence Prevention Coordinator I	Full Time	54	31,337	31,980	32,620	title change					
Violence Prevention Coordinator II	Full Time	54	35,096	35,802	36,518	37,248	37,993	38,753	39,528	2.00%	
Water Quality Specialist	Full Time	63,73	50,982	52,026	53,067	54,128	55,210	56,315	57,441	2.00%	
Water Treatment Operator PF	Full Time		40,303	41,132	41,955	42,794	43,650	44,523	45,413	2.00%	
Water Works Special Projects Coordinator I	Full Time	63	39,729	40,534	41,345	42,172	43,015	43,875	44,753	2.00%	
Water Works Special Projects Coordinator II	Full Time	63	43,334	44,226	45,111	46,013	46,933	47,872	48,829	2.00%	
Worker's Compensation Specialist	Full Time	81	-	-	-	new	35,000	35,700	36,414	2.00%	
Youth Sports Coordinator	Full Time	54	31,337	31,980	32,620	title change					
Zoning and Business Services Administrator	Full Time	72, 98	-	-	-	new	58,264	59,720	60,914	2.00%	
Zoning Specialist	Full Time		37,774	38,532	39,303	40,089	40,890	41,708	42,542	2.00%	
Zoo Education Curator	Full Time	49	-	-	-	35,500	36,210	36,934	37,673	2.00%	
Zoo Veterinarian	Full Time	23	54,470	55,562	83,000	84,660	86,353	88,080	89,842	2.00%	
<b>Part-Time Positions Receiving Benefits</b>											
Chief Assistant City Attorney	Part Time	22, 25	41,295	42,146	42,989	eliminated					
City Attorney	Part Time	22, 117	55,522	56,654	57,787	58,943	60,122	61,324	65,078	6.12%	
Deputy City Attorney III	Part Time		35,460	36,192	36,916	37,654	38,407	39,175	39,959	2.00%	
Deputy City Attorney IV	Part Time		45,492	46,410	47,338	48,285	49,251	50,236	51,240	2.00%	
<b>Other Part Time Positions</b>											
311 Customer Service Liaison (hourly rate)	Part Time	57, 67, 99	-	-	new	17.00	17.34	20.66	21.07	2.00%	
Administrative Assistant III	Part Time	95	-	-	-	-	new	20.23	20.63	2.00%	
Associate IV - DCI - (Economic Resources Team) (20 hours)	Part Time	5	35,739	36,478	36,279	37,005	37,745	38,500	39,270	2.00%	
City Engineer (hourly rate)	Part Time	6	-	new	36.57	37.30	38.05	38.81	39.58	2.00%	
Code Inspector IV	Part Time	57	-	-	new	19,260	19,645	20,038	20,439	2.00%	
Construction Inspector (hourly rate)	Part Time	7	-	new	19.00	19.38	19.77	20.16	20.57	2.00%	

**City of South Bend, Indiana**  
**2017 Nonbargaining Salary Ordinance Schedule**  
**Maximum Salaries**

Job Title	Status	note	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2017 % Increase
Engineer (29 hours per week)	Part Time	94	-	-	0.00	0.00	new	29.14	29.72	2.00%
Police Department Lab Technician (20 hour per week)	Part Time	18	-	new	12,600	12,852	13,109	13,371	13,639	2.00%
Secretary - Human Rights (hourly rate)	Part Time	57	-	-	new	10.00	10.20	10.40	10.61	2.00%
Secretary V (Mayor's Office) (hourly rate)	Part Time	21	-	new	14.50	14.79	15.09	15.39	15.70	2.00%
Non Bargaining Maximum Hourly Rate (excluding above)	Part Time		26.40	26.92	27.46	28.01	28.57	29.14	29.72	2.00%

**Other Compensation**

Water Utility	Off duty water technicians monitoring water operations off site	Hourly	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.00%
Sewer Insurance	Sewer Insurance on-call wages	Annual	-	-	5,000	5,100	5,202	5,306	5,412	2.00%

- 1 - title change from Director of Secretarial Services to Executive Assistant and Director of Special Projects in 2012. No salary increase.
- 2 - title change from Director Communications & Special Projects to Director of Communications in 2012. No salary increase.
- 3 - 2012 maximum salary per amended salary ordinance passed February 13, 2012.
- 4 - positions of Assistant to the Mayor were eliminated in 2012 and replaced with Chief of Staff to the Mayor and Deputy Chief of Staff to the Mayor positions. No salary increase. The Deputy Chief of Staff position salary of \$62,170 is lower than the salaries of the former Assistant to the Mayor positions.
- 5 - reorganization and step structure of Department of Community Investment (formerly Department of Community and Economic Development). No new net positions.
- 6 - the position of part-time City Engineer was included in the 2012 budget but was not included in the 2012 non-bargaining salary ordinance in error.
- 7 - two part-time Construction Inspectors have been included in the 2013 Public Works budget. This will result in savings versus contracted services.
- 8 - title change from Customer Service Coordinator to Director of Communications Public Works in 2013 to recognize increased responsibilities. Includes a \$313 salary increase.
- 9 - intentionally left blank
- 10 - intentionally left blank
- 11 - staffing for new 311 Call Center during 2013. No new net positions. Transfers from customer service staff in other departments.
- 12 - new job responsibilities and title change for one of the Finance Directors in Administration and Finance. No salary change. Will help implement performance management plan.
- 13 - new position for 2013 in Administration & Finance. Replaces a Human Resources Specialist IV position. No new net positions.
- 14 - reclassification for 2013 to recognize the increased responsibilities of the Director of Recreation. New duties include marketing and development.
- 15 - Director of Youth Engagement position not approved.
- 16 - reclassification for 2013 in the Police Department budget from a Programmer Analyst I to a System Specialist I. A small salary increase.
- 17 - title change from Film Processor to Digital (Forensic) Lab Technician in the Police Department. No salary change. Title changed to reflect job description.
- 18 - new position for 2013 in the Police Department. Twenty hours per week. Assists in handling digital evidence in the Digital (Forensic) lab.
- 19 - special pay adjustment for on call duty 24-7 for 13 weeks each per year from the sewer insurance fund in order to reduce claims.
- 20 - amendment to 2013 salary ordinance passed 1/28/13 correcting a mathematical error on the Financial Specialist IV position.  
Correct 2012 salary is \$42,899 and correct 2013 salary is \$43,757.
- 21 - amendment to 2013 salary ordinance passed 2/25/13 increasing maximum salaries for communications office employees and adding the positions of Director of Community Outreach and part-time Secretary V in the Mayor's Office.
- 22 - position of Chief Assistant City Attorney eliminated for 2014. The positions of City Attorney and Corporation Counsel are included.
- 23 - amendment to Zoo Veterinarian salary in the Parks & Recreation to make the salary more competitive with private organizations. The Common Council approved on June 24, 2013.
- 24 - position of Diversity Compliance Officer approved by the Common Council on June 24, 2013. Full time position, 32 hours per week.
- 25 - position eliminated during 2013
- 26 - Salary ordinance freeze for 2014
- 27 - new position in Admin & Finance for 2014
- 28 - Business Licensing Administrator moved from Admin & Finance to Dept. of Comm Inv't (DCI) for 2014 and placed in existing title of Administrative Assistant III - DCI
- 29 - Salary ordinance adjustment for competitive market salary and internal pay equity
- 30 - title change from Director of Administrative Services to Animal Shelter Manager for 2014
- 31 - title change from Animal Control Officer Sr. to Assistant Animal Shelter Manager for 2014
- 32 - title change from Engineer Inspector to Project Manager (existing title) for 2014
- 33 - new position in Engineering/Public Works for 2014
- 34 - Senior CAD Specialist eliminated for 2014, position no longer required
- 35 - Collection Specialist eliminated for 2014, position no longer required, replaced with new Secretary III position
- 36 - title change from Sales/Event Associate to Interactive Marketing Manager for 2014; Assistant Director of Administration & Marketing to Director of Marketing & Promotions (existing title); Assistant Director of Booking & Event Operation to Operations Supervisor (existing title); and Box Office Manager to Operations Supervisor (existing title); Assistant Director of MPAC Financial Reporting to Director of Financial Services (existing title)
- 37 - added Deputy Mayor position to be budget neutral as position to be in use only while Mayor is deployed on active duty in 2014.
- 38 - title change from Director of Energy Conservation to Director Office of Sustainability with a broader mandate for 2014
- 39 - Sustainability Coordinator established as new position for 2014 to more broadly support sustainability Director in City sustainability efforts
- 40 - title change from Safety & Risk Manager to Director of Safety & Risk for 2014
- 41 - title change from Assistant Director of Administrative Services to Fiscal Officer for 2014 in Building Department to more accurately describe duties
- 42 - inactive during 2014.
- 43 - inactive during 2014
- 44 - inactive during 2014
- 45 - title change from System Specialist IV to Director of SCADA Information Systems at Wastewater operations for 2014 to reflect full scope of duties
- 46 - title change from Academic Coordinator - CB Center and MLK Center to Program Coordinator for 2014
- 47 - title change from Healthy Seniors Supervisor to Center Supervisor (existing title)
- 48 - title change from Maintenance to Park Maintenance Superintendent for 2014

**City of South Bend, Indiana**  
**2017 Nonbargaining Salary Ordinance Schedule**  
**Maximum Salaries**

<b>Job Title</b>	<b>Status</b>	<b>note</b>	<b>2011 Salary</b>	<b>2012 Salary</b>	<b>2013 Salary</b>	<b>2014 Salary</b>	<b>26 pay dates 2015 Salary</b>	<b>2016 Salary</b>	<b>2017 Salary</b>	<b>2017 % Increase</b>
49 - title change from Marketing & Education Curator to Zoo Education Curator for 2014										
50 - title change from Operations Manager to Facilities Manager for 2014										
51 - title change from Program Supervisor to Fitness/Wellness Supervisor for 2014										
52 - title change from Program Supervisor to Administrative Assistant Supervisor for 2014										
53 - new position of Superintendent IV for 2014. Transfer employees from Superintendent III										
54 - title change from Violence Prevention Coordinator I to Program Coordinator for 2014. One individual remains in this position and one will transition to Program Coordinator which is more appropriate for their responsibilities..										
55 - title change from Youth Supervisor to Assistant Program Supervisor for 2014. One individual remains in this position; three others will transition to Assistant Program Supervisor which is more appropriate for their responsibilities										
56 - title change from Foreman V to Park Police Supervisor for 2014										
57 - new part-time position for 2014										
58 - title change from Accounts Payable Technician to Accounts Payable Administrator to better reflect duties										
59 - intentionally left blank										
60 - title change from Customer Service Manager to Director 311 Customer Service										
61 - title change from Director Wastewater to Division Director Environmental Services										
62 - title change from Secretary of the Board to Executive Assistant and Director of Special Projects										
63 - title change; position no longer in use										
64 - title change from Director of Parks & Recreation and Parks Superintendent										
65 - new position based upon department requirements										
66 - Common Council passage of 7% increase on October 30, 2013										
67 - Update due to Scribner error										
68 - 2014 salary amount updated for the Assistant Animal Control Manager. Original ordinance amount was less than the 2013 salary amount of Animal Control Officer-Senior which this position replaces.										
69 - pay increase based on increased job responsibilities.										
70 - title change from Park Police II to Park Ranger.										
71 - title change from Director of Information Technology to Chief Technology Officer.										
72 - title change from Assistant Zoning Administrator to Zoning and Business Services Administrator.										
73 - title change from Quality Assurance Treatment Technician to Water Quality Specialist. The latter title is already in the salary ordinance.										
74 - title change from Division Director of Environmental Services to Director of Utilities.										
75 - title change from Director of Water Works to Assistant Director of Utilities.										
76 - position eliminated.										
77 - title change from 311 Customer Service Liaison to 311 Customer Service Liaison II.										
78 - title change from 311 Customer Service Liaison to 311 Customer Service Supervisor.										
79 - title change from Park Police Supervisor to Park Ranger Supervisor.										
80 - new position; formerly a Financial Specialist Senior.										
81 - new position; formerly a Secretary III.										
82 - salary increase in order to be more comparable with market averages.										
83 - new position in order have the flexibility with in the department to promote long serving, hard working employees.										
84 - title change from Technical Stage Manager to Production Manager which better describes the duties and responsibilities required in this position. Salary increase to be more in line with salaries of peers in industry.										
85 - title change from Operations Supervisor to Director of Box Office Services. No salary change.										
86 - title change from Manager - Maintenance to Manager - Facilities Operations Manager. No salary change.										
87 - title change from Operations Supervisor to Director of Booking & Event Services. No salary change.										
88 - salary increase to be more in line with salaries of peers in similar positions in the region.										
89 - downgrade manager position to generalist position. Higher level benefit decisions are made with the help of consultants, therefore, it was determined a manager level position was not required.										
90 - Increased in hours from 32 to 40 hours per week and job will include diversity inclusion as well as diversity compliance tasks in order to better represent the residents of the City of South Bend.										
91 - new position in human resources in order to better serve those in Public Safety with regards to benefits, hiring & firing, performance management, etc.										
92 - title change and salary increase to reflect supervisory responsibilities and additional duties as the bureau's second in command.										
93 - title changes to simplify the organizational structure of the engineering department.										
94 - job similar in scope to Engineer I. Permanent professional position.										
95 - retired director of communications to work part time performing duties similar to those of original director of communications.										
96 - New job titles to better reflect job duties and to allow for future promotions if certifications received.										
97 - title change from Building Inspector VI to Building Inspector										
98 - salary increase to be more in line with salaries of peer positions										
99 - Increased hourly rate to be in line with full time position divided by 2.080 hours.										
100 - salary increase due to increase in responsibilities and department achievements.										
101 - new position due to increased responsibilities										
102 - eliminated position due to retirement and use of contractual services and departmental safety officers										
103 - title change from Code Inspector IV to Code Inspector to streamline department and addition of Sr. Code Inspector for future promotion in lieu of using Chief Inspector position (eliminated).										
104 - new title due to increased job responsibilities and specialty skills required for job.										
105 - new position to assist with collections and other administrative duties within Code.										
106 - title change from Director of Streets to Director of Streets and Sewers; increased salary due to increase in job responsibilities										
107 - salary increase due to increase in responsibilities. Original job started in 2015 and duties to be assumed were unknown at that time.										
108 - new position to handle all duties of customer service and billing office relating to water/wastewater billings. 311 director will no longer split time between 311 and Waterworks.										



**City of South Bend, Indiana**  
**2017 Nonbargaining Salary Ordinance Schedule**  
**Maximum Salaries**

<b>Job Title</b>	<b>Status</b>	<b>note</b>	<b>2011 Salary</b>	<b>2012 Salary</b>	<b>2013 Salary</b>	<b>2014 Salary</b>	<b>26 pay dates 2015 Salary</b>	<b>2016 Salary</b>	<b>2017 Salary</b>	<b>2017 % Increase</b>
109 - new position responsible for all aspects of water quality, well head protection and Laboratory testing										
110 - new position responsible for managing and guiding the operations and maintenance of the water distribution system										
111 - new position will manage and set direction for the City's EPA Approved Pretreatment Program										
112 - new position to take on additional safety/compliance responsibilities for Water Works division										
113 - new position to manage all purchases and storeroom of parts. Upgrading Manager - Parts Maintenance due to increased responsibilities.										
114 - salary increase due to increased responsibilities.										
115 - new position to manage the accounting for all city grants.										
116 - new position to manage the accounting and budgeting process and to supervise fiscal officers. Replaces the Director of Financial Services position in the Police Department.										
117 - increase in rate to keep in line with IACT survey, market averages and other Department/Division Heads										
118 - adjust salary to meet FLSA overtime guidelines										
119 - new position to assist with redevelopment projects in-house in lieu of outsourcing the projects.										
120- new title - formerly Clerk Terminal Operators and Public Service Officer - increase in responsibilities.										
121 - new title - new responsibilities										
122 - new title (formerly Data Entry/Alarm Coordinator) - additional responsibilities										
123 - new title - formerly Public Assistance Clerk II										
124 - new title - formerly Data Entry Specialist II										
125 - new position to meet the needs of the department with regards to communications and multimedia changes										
126 - new title - formerly Property/Evidence Custodian - Sr. - increased responsibility										
127 - new title - formerly Manager - Records Bureau - increased responsibilities										
128 - new position to meet the needs of the department										
129 - new position - supervisory position within the parks maintenance division										
130 - new position - to meet the needs of the consolidated Venues, Parks and Arts Department										
131 - increase pay due to increase in job responsibilities										
132 - new position to meet the needs and the restructure of the department										
133 - title change for 2017 from Sustainability Coordinator to Sustainability Project Manager to more accurately reflect job duties										
134 - new title for (1) individual from Digital (Forensic) Lab Tech										