

1200N COUNTY-CITY BUILDING
227 W. JEFFERSON BLVD.
SOUTH BEND, INDIANA 46601-1830



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CITY OF SOUTH BEND PETE BUTTIGIEG, MAYOR
DEPARTMENT OF ADMINISTRATION AND FINANCE

October 19, 2016

Mr. Tim Scott
President, South Bend Common Council
4th Floor, County-City Building
South Bend, IN 46601

Re: 2017 Non-Bargaining Salary Ordinance – Substitute Bill No. 63-16

Dear President Scott:

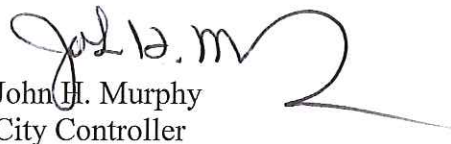
Enclosed please find substitute Bill No. 63-16, an ordinance fixing maximum salaries and wages of appointed and non-bargaining employees of the City of South Bend for the calendar year 2017. The only significant changes from the salary schedule previously submitted are with respect to the Director of Civilian Services (formerly the Director of the Records Bureau) in the Police Department and the Horticulturist Technician in the Venues, Parks and Arts Department.

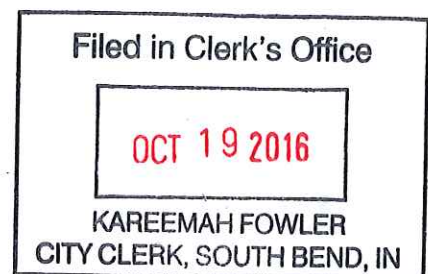
I will present this bill to the Common Council at the appropriate committee and council meetings. It is requested that this bill be filed for 1st reading on September 26, 2016, with 2nd reading, public hearing and 3rd reading scheduled for October 24, 2016.

If you have any further questions or need additional information, please let me know.

Thank you for your consideration.

Sincerely,


John H. Murphy
City Controller





ORDINANCE NO. _____

AN ORDINANCE FIXING MAXIMUM SALARIES AND WAGES OF APPOINTED OFFICERS AND NON-BARGAINING EMPLOYEES OF THE CITY OF SOUTH BEND, INDIANA, FOR THE CALENDAR YEAR 2017

STATEMENT OF PURPOSE AND INTENT

This Ordinance sets forth the maximum amounts to be paid to non-bargaining personnel employed by the City of South Bend for the calendar year 2017. Salaries will be paid pursuant to the budget approved by the Common Council. The budgeted number to be paid may be less than the maximum amounts set forth herein.

This Ordinance establishes such compensation for all non-bargaining employees by specific position and title.

The overall guidelines used in this Ordinance are consistent with the overall negotiating criteria used for all City employees. This Ordinance is in the best interest of the City and the affected non-bargaining employees.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA, as follows:

Section I. Maximum Compensation

The maximum amounts to be paid as compensation for non-bargaining employees for the City of South Bend, Indiana are hereby established as set forth in the attachment, which is incorporated herein by reference. The amounts set forth are consistent with the recommended procedure of the State Board of Accounts dated March, 1993. Accordingly, salaries are set and paid on a Bi-Weekly basis. Amounts by alphabetical position are set forth, as well as the annual salary for each position.

Section II. Holidays, Vacations and Other Monetary and Fringe Benefits Incorporated by Reference

- (a) **Holidays.** Holidays designated by the Board of Public Works shall govern non-bargaining employees for the calendar year 2017. The provisions of the City's Personnel Policies and Procedures Manual as it may be amended from time to time shall apply and are incorporated herein by reference.
- (b) **Vacations.** Vacation for non-bargaining employees shall be as set forth in the City's Personnel Policies and Procedures Manual and/or Employee Handbook as it may be amended from time to time, incorporated herein by reference.
- (c) **Family Leave.** The Family and Medical Leave Act Policy is, hereby, incorporated herein by reference in its entirety.
- (d) **Insurance.**
 - (1) **Comprehensive Major Medical Insurance Program.** The City shall maintain a comprehensive major medical insurance program in which, subject to Section III herein, non-bargaining employees regularly scheduled to work 30 hours or more per week may participate under the rules and guidelines of the plan document. All employees receive a copy of a plan document each year.
 - (2) **Short and Long Term Disability.** Short and Long Term Disability shall be as set

forth in the City's Personnel Policies and Procedures Manual, as it may be amended from time to time, which is incorporated herein by reference.

- (3) **Payment for Election to Leave Employer's Comprehensive Major Medical Insurance Program.** The City shall pay one hundred and thirty (\$130) per month (\$65 bi-weekly) to any Employee who elects to leave the City's comprehensive major medical insurance program to be covered by another program for which the City makes no contribution. This election shall not be mandatory, and the Employee who made such election may return to the City's comprehensive major medical Insurance Program, provided that the conditions are a Qualifying Life Event or Open Enrollment of the City's Comprehensive Major Medical Insurance Program, and the contributions specified herein are made, but in such event said Employee shall forfeit the one hundred and thirty dollar (\$130) payment per month thereafter.
 - (4) **Life Insurance.** The City shall provide term life insurance coverage in an amount 1x annual salary rounded up to the nearest \$1,000 for each benefit eligible employee except for Police and Fire which are set forth in the collective bargaining agreement. Such insurance shall become effective upon the award of a group life insurance bid by the Board of Public Works, or upon the beginning of the plan year, whichever is later.
 - (5) **Benefit Waiting Period.** The City notes that life insurance and comprehensive major Medical Insurance programs require a minimum eligibility period of thirty (30) days; and that the long-term disability program requires a minimum ninety (90) day eligibility period which must be met.
- (e) **Hiring Bonus.** The Mayor, may, at his/her discretion, offer a Hiring Bonus to a new employee as an incentive for the employee to accept the position offered. This Bonus will be paid to the employee in addition to the salary set forth in the Salary Ordinance. The range of these monetary bonuses will be from one hundred (\$100) to four thousand dollars (\$4,000).
- (f) **Allowances.**
- (1) **Auto Allowances.** At the Mayor's discretion an auto allowance may be offered to city employees in lieu of a City issued car. The allowance may range from one (\$1) to five hundred dollars (\$500) dollars per month.
 - (2) **Cell Phone Allowance.** At the Mayor's discretion an allowance for the *business* portion of an employee's cell phone may be provided to those employees whose position and job responsibilities require the ability to communicate outside of city premises or after normal city working hours. The allowance shall not exceed one-hundred dollars (\$100) per month.
- (g) **Early Retirement Incentives.** The Mayor shall have discretion to offer an early retirement incentive program that may take the form of a bonus upon retirement for years of service or assistance with health insurance for a retiree who is not Medicare eligible. Such assistance shall not exceed one (1) year. Any such bonus or assistance must be approved by the Mayor and Controller and is subject to appropriation by the Common Council before any such bonus or assistance may be paid.
- I.C. 5-10.2-3-1.2 permits employers to purchase one year for every five years of service for employees in PERF covered positions under certain conditions. The Mayor shall have discretion to offer such early retirement incentive program, pursuant to statute, after consultation with the Controller and after appropriation by the Common Council.
- (h) **Other Monetary Fringe Benefits.** All other fringe benefits shall be as set forth in the City's

Personnel Policies and Procedures Manual as it may be amended from time to time.

Section III. Employee Definitions

- (a) **Full-Time Employee.** Full-time employees are those employees who are regularly scheduled to work forty (40) hours per week, or a reduced full-time schedule of thirty (30) hours or more per week as approved by the Mayor on a voluntary basis. Such employees are eligible for the Employer's Benefits Package subject to the terms, conditions and limitations of each benefit program. However, solely for purposes of qualification for health care benefits under the federal Patient Protection and Affordable Care Act (the Act) as amended, the definition of full time employee shall be the equivalent of that which is provided in the Act, and this Section shall not be construed to be in conflict with the Act.
- (b) **Part-Time Employee.** Part-time employees are those employees who are not assigned to a full-time status as defined by the City including those who qualify for health care benefits under the Act, but who do not meet the City's definition of full-time employee under subpart (a) of this Section, and who are scheduled to work less than the City of South Bend's full-time schedule, not to exceed one thousand five hundred and eight (1,508) hours per year. While they do receive certain mandated benefits (such as worker's compensation, social security benefits, and for some, health care under the Act), they are not eligible for other City benefit programs with the exception of the positions listed below:

All Attorneys employed in the City's Legal Department in part-time positions as well as all elected Council members, are eligible for participation in all of the Employer's Benefit Programs.

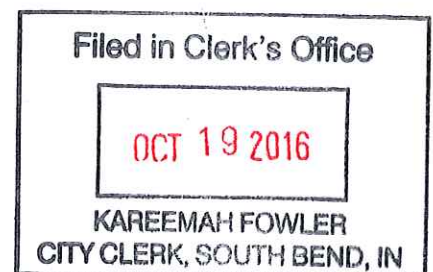
Section IV. Policies and Procedures Manual Availability

Two (2) copies of the City's Personnel Policies and Procedure Manual and/or Employee Handbook shall be kept on file and made available for public inspection during regular hours in the office of the City Clerk on the 4th Floor of the County-City Building, South Bend, Indiana.

Section v. Effective Date

This Ordinance shall be in full force and effect from and after its passage by the Common Council and approved by the Mayor.

Member of the Common Council



Attest:

City Clerk

Presented by me to the Mayor of the City of South Bend, Indiana on the ____ day of _____,
2016, at _____ o'clock ____ M.

Deputy City Clerk

Approved and signed by me on the _____ day of _____, 2016, at _____
o'clock ____m.

Mayor, City of South Bend, Indiana

1st READING
PUBLIC HEARING
3rd READING
NOT APPROVED
REFERRED
PASSED

Filed in Clerk's Office
OCT 19 2016
KAREEMAH FOWLER
CITY CLERK, SOUTH BEND, IN

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

Job Title	Status	note	26 pay dates					% Increase		
			2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary		2016 Salary	2017 Salary
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				title change	43,788	44,664	45,557	2.00%
Academic Coordinator-CB Center	Full Time	46	31,337	31,980	32,620	33,260	33,900	34,540	35,180	2.00%
Academic Coordinator-MLK Center	Full Time	46	35,623	36,348	37,075	37,800	38,520	39,240	39,960	2.00%
Accounting Assistant	Full Time		37,976	38,740	39,515	40,290	41,065	41,840	42,615	2.00%
Accounting Clerk IV	Full Time	58	29,574	30,186	30,798	31,410	32,022	32,634	33,246	2.00%
Accounts Payable Administrator	Full Time		31,111	31,746	32,381	33,016	33,651	34,286	34,921	2.00%
Administrative Assistant I	Full Time	43	35,259	35,984	36,709	37,434	38,159	38,884	39,609	2.00%
Administrative Assistant II - DCI (Adm & Finance Team)	Full Time	5, 63		new	27,487	eliminated				
Administrative Assistant II	Full Time	67	36,313	37,050	37,791	38,532	39,273	40,014	40,755	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	38,172	38,906	39,640	2.00%
Administrative Assistant III - DCI (Neigh. Engagement Team)	Full Time	5, 28		new	36,704	37,438	38,172	38,906	39,640	2.00%
Alarm Specialist	Full Time	122				title change				100.00%
Analyst I - DCI (Business Development Team)	Full Time	101				new				2.00%
Analyst I - DCI (Neighborhood Engagement Team)	Full Time	5		new	40,019	40,819	41,619	42,419	43,219	2.00%
Analyst II - DCI (Economic Resources Team)	Full Time	5		new	45,390	46,208	47,026	47,844	48,662	2.00%
Analyst II - DCI (Neighborhood Engagement Team)	Full Time	5		new	45,390	46,208	47,026	47,844	48,662	2.00%
Animal Control Assistant	Full Time		30,620	31,252	31,877	32,515	33,153	33,791	34,429	2.00%
Animal Control Officer	Full Time	31	30,845	31,486	32,116	32,758	33,396	34,034	34,672	2.00%
Animal Control Officer Senior	Full Time	132	34,084	34,788	35,484	36,180	36,876	37,572	38,268	2.00%
Applications Developer	Full Time	117				title change				100.00%
Assistant City Attorney	Full Time	65	67,143	68,510	69,880	71,278	72,704	74,158	75,641	15.72%
Assistant City Attorney/Claims Adjuster	Full Time	117				new position				100.00%
Assistant City Engineer	Full Time	3, 117	68,583	73,060	74,521	76,011	77,531	79,082	80,654	2.00%
Assistant Director of Administration & Marketing	Full Time	36, 63	45,276	46,202	47,126	48,050	48,974	49,898	50,822	2.00%
Assistant Director of Administrative Services	Full Time	41	49,149	50,154	51,157	52,160	53,163	54,166	55,169	2.00%
Assistant Director of Booking & Event Operation	Full Time	36, 63	42,864	43,732	44,607	45,482	46,357	47,232	48,107	2.00%
Assistant Director of Civilian Services	Full Time	127				title change				100.00%
Assistant Director of Communication Center	Full Time	21	44,185	45,084	50,000	51,000	52,020	53,060	54,120	2.00%
Assistant Director of Community and Economic Development	Full Time	5, 63	55,624	56,758	57,900	59,050	60,200	61,350	62,500	2.00%
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	54,340	55,390	56,450	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				2.00%
Assistant Executive Director - DCI (Business Development Team)	Full Time	5, 100		new	81,600	83,232	84,897	86,590	88,310	2.00%
Assistant Manager - Customer Service	Full Time	132				title change				100.00%
Assistant To The Mayor	Full Time	4, 63	64,136	65,336	66,560	67,808	69,080	70,376	71,696	2.00%
Assistant Zoning Administrator	Full Time	29, 66, 72	51,293	52,338	53,385	54,445	55,516	56,598	57,691	2.00%
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	53,895	55,000	56,120	57,255	58,405	2.00%
Associate II - DCI - (Economic Resources Team)	Full Time	5		new	53,895	55,000	56,120	57,255	58,405	2.00%
Associate II - DCI - (Neighborhood Engagement Team)	Full Time	5		new	53,895	55,000	56,120	57,255	58,405	2.00%
Associate II - DCI - (Planning)	Full Time	5		new	53,895	55,000	56,120	57,255	58,405	2.00%
Associate III - DCI - (Business Development Team)	Full Time	5		new	59,537	60,728	61,945	63,188	64,465	2.00%
Associate III - DCI - (Economic Resources)	Full Time	5		new	59,537	60,728	61,945	63,188	64,465	2.00%
Associate III - DCI - (Neighborhood Engagement Team)	Full Time	5		new	59,537	60,728	61,945	63,188	64,465	2.00%
Budget Analyst - Senior	Full Time	80		new	60,000	61,200	62,424	63,672	64,944	2.00%
Building and Code Inspector	Full Time	42				new				2.00%
Building Commissioner	Full Time	29, 66	76,279	77,818	79,374	80,946	82,536	84,144	85,770	2.00%
Building Inspector	Full Time	97	42,345	43,212	44,076	44,938	45,796	46,650	47,500	2.00%
Business Analyst	Full Time	44		new	49,000	50,000	51,000	52,000	53,000	2.00%
Business License Administrator	Full Time	28		new	31,691	32,382	33,073	33,764	34,455	2.00%
CAD Specialist - Senior	Full Time	34	43,015	43,888	44,766	45,648	46,536	47,428	48,324	2.00%
CED Specialist II	Full Time	5, 63	36,305	37,050	37,791	38,532	39,273	40,014	40,755	2.00%

Filed in Clerk's Office
OCT 5 2016
KAREEMAH FOWLER
CITY CLERK, SOUTH BEND, IN

City of South Bend, Indiana
2017 Nonbergraining 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
Director of Communications	Full Time	2,3	57,181	58,344	59,511	60,701	61,915	63,153	64,416	2.00%
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 - Venues, Parks & Arts	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		61,410	62,660	title change					
Director of Financial Services	Full Time	5, 63	54,090	55,172	56,275	57,401	58,549	59,720	60,914	2.00%
Director of Golf Operations	Full Time	116	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	63,002	64,102	65,214	66,338	67,474	68,622	2.00%
Director of Human Rights	Full Time	29,66,98	53,186	54,262	55,347	56,441	57,552	58,678	59,819	2.00%
Director of Information Technology	Full Time	3, 71	67,011	68,000	69,000	70,015	71,046	72,092	73,153	13.61%
Director of Infrastructure	Full Time	132					eliminated		70,000	
Director of Marketing & Promotions	Full Time		49,502	50,518	51,528	52,559	53,610	54,682	55,776	2.00%
Director of Office of Sustainability	Full Time	36			new	75,737	77,252	78,797	80,373	2.00%
Director of Parks & Recreation	Full Time	38,66			new	title change				
Director of Public Works	Full Time		74,047	75,530	77,041	78,577	80,140	81,731	83,348	2.00%
Director of Records Bureau (now Director of Civilian Services)	Full Time	3, 26	61,135	62,248	63,387	64,559	65,764	67,002	68,272	2.00%
Director of Recreation (aka Deputy Parks & Recreation Director)	Full Time	88	41,618	42,458	43,307	44,173	45,057	45,957	46,872	2.00%
Director of Redevelopment Engineering	Full Time	14	61,483	62,738	64,000	65,277	66,570	67,879	69,202	2.00%
Director of Safety & Risk	Full Time	119			new	56,753	57,888	59,046	60,227	100.00%
Director of SCADA, Information Systems	Full Time	40,66			new	72,000	73,440	74,909	76,407	2.00%
Director of Secretarial Services	Full Time	45	47,136	48,100	49,062	50,031	51,006	52,000	53,011	2.00%
Director of Services	Full Time	1			new	title change				
Director of Solid Waste Operations	Full Time	132			new	75,936	77,455	78,999	80,567	100.00%
Director of Streets & Sewers	Full Time	132			new	70,358	71,765	73,201	74,665	100.00%
Director of Treasury (formerly Director of City Finance)	Full Time	29,66,106	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	70,106	71,497	72,912	74,351	2.00%
Director of Wastewater Maintenance	Full Time	61	58,695	59,878	61,076	62,287	63,543	64,843	66,187	2.00%
Director of Water Quality & Laboratory	Full Time	114					new	70,000	71,400	2.00%
Director of Water Works	Full Time	110					eliminated			
Director of Zoo	Full Time	29,75	67,011	68,354	69,721	71,111	72,525	73,964	75,428	2.00%
Distribution Records Drafter	Full Time		55,822	56,940	58,079	59,241	60,426	61,634	62,867	2.00%
Distribution System Specialist	Full Time		36,780	37,518	38,268	39,034	39,814	40,611	41,423	2.00%
Diversity Compliance/Inclusion Officer	Full Time	109					new	66,000	67,320	2.00%
Division Director of Environmental Services	Full Time	24, 90	70,227	71,656	73,089	74,526	75,966	77,410	78,860	2.00%
Engineer Aide I	Full Time	29, 61,66,74	36,780	37,518	38,268	39,034	39,814	40,611	41,423	2.00%
Engineer I	Full Time	65					eliminated			
Engineer II	Full Time		64,377	65,676	66,990	68,329	69,696	71,090	72,512	2.00%
Engineer Inspector	Full Time		37,789	38,558	39,329	39,034	64,000	65,280	66,586	2.00%
Event Service Technician I	Full Time	32	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	34,542	35,153	35,778	36,417	37,071	37,739	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	47,755	14.43%
Executive Assistant - DCI - (Adm & Finance Team)	Full Time	65								
Executive Assistant and Director of Special Projects	Full Time	1, 3, 62	47,136	48,100	49,062	50,031	51,006	52,000	53,011	2.00%
Executive Director Department of Community Investment	Full Time	3, 5, 28	90,941	94,500	96,390	98,319	100,290	102,290	104,319	2.00%
Executive Director Venues, Parks & Arts (aka Superintendent - Park)	Full Time	29,64,98,114			new	90,000	91,800	93,636	95,505	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%

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

Job Title	Status	note	26 pay dates					% Increase		
			2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary		2016 Salary	2017 Salary
Financial Specialist IV	Full Time	20, 44	42,068	42,899	43,757	44,632	45,525	46,435	47,364	2.00%
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/Business Analyst	Full Time	41			new	52,180	53,224	54,288	55,374	2.00%
Foreman IV	Full Time	65			new	54,570	55,661	56,775	57,910	2.00%
Foreman V	Full Time	118	37,101	37,856	38,613	39,379	40,173	40,977	41,792	16.88%
General Zoo Curator	Full Time	56, 118	41,829	42,666	43,519	44,390	45,278	46,183	47,092	3.70%
GIS Manager	Full Time		46,079	47,008	47,948	48,907	49,885	50,883	51,901	2.00%
GIS Specialist - Senior	Full Time		54,913	56,030	57,151	58,284	59,459	60,649	61,862	2.00%
Graphic Designer	Full Time	130	44,464	45,370	46,277	47,203	48,147	49,110	50,092	2.00%
Grants Administrator	Full Time	115					new position	47,892	47,892	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	47,892	100.00%
Hearing Secretary	Full Time	104					new	38,694	39,468	2.00%
Horticulturist Tech	Full Time	136						new	47,892	100.00%
Housing Specialist Senior	Full Time	5, 63	49,447	50,440	title change	title change				
Housing Specialist V	Full Time	5, 63	41,918	42,770	title change	title change				
Housing Specialist VI	Full Time	5, 63	44,509	45,422	title change	title change				
Human Resource Generalist - Senior (Public Safety Focus)	Full Time	91								
Human Resources Generalist	Full Time	65								
Human Resources Generalist/Benefits Coordinator	Full Time	89								
Human Resources Specialist IV	Full Time	13, 63								
Industrial Pretreatment Specialist I	Full Time		42,056	42,900	43,758	44,633	45,526	46,436	47,365	2.00%
Intake Officer/Investigator	Full Time		46,818	47,762	48,717	49,682	50,655	51,639	52,633	2.00%
Internal Auditor	Full Time	63	53,581	54,642	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								
Laboratory Technician	Full Time		29,658	30,264	30,869	31,487	32,116	32,759	33,414	2.00%
License Clerk	Full Time		33,936	34,632	35,325	36,031	36,752	37,487	38,237	2.00%
Locator	Full Time	63	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		37,083	37,830	38,587	39,357	40,141	40,940	41,754	2.00%
Manager - Box Office	Full Time	36, 63			new	55,000	56,100	57,220	58,360	2.00%
Manager - CSO Operations	Full Time									
Manager - Customer Service	Full Time	60	53,778	54,860	55,957	57,076	58,218	59,382	60,570	2.00%
Manager - Data & GIS	Full Time	132	43,334	44,226	45,111	46,013	46,933	47,872	48,829	2.00%
Manager - Environmental Compliance	Full Time		56,986	58,566	60,757	65,010	66,310	67,636	68,989	2.00%
Manager - Equipment Services	Full Time	29, 66	53,329	54,418	55,506	56,616	57,749	58,904	60,082	2.00%
Manager - Events	Full Time	130								
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								
Manager - Golf Course/Rink	Full Time		49,620	50,622	51,634	52,667	53,720	54,795	55,881	2.00%
Manager - Industrial Pretreatment	Full Time	111								
Manager - Infrastructure	Full Time	132								
Manager - Interactive Marketing	Full Time	36			new	35,815	36,531	37,262	38,007	100.00%
Manager - Maintenance (MPAC)	Full Time	114	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 (MPAC)	Full Time	29, 50	57,083	58,240	59,405	64,664	65,957	67,276	68,622	2.00%
Manager - Operations - Distribution	Full Time	132								
Manager - Operations - Forester	Full Time	29, 66, 69	51,733	52,780	53,836	55,751	59,156	60,339	61,546	100.00%
Manager - Park Grounds Manager	Full Time	50			new	57,996	59,156	60,339	61,546	2.00%

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Job Title	Status	note	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	% Increase
Specialist of Services	Full Time	132								
Stock Room & Safety Coordinator	Full Time		44,037	44,928	45,827	46,743	47,678	48,632	54,886	100.00%
Superintendent - Maintenance	Full Time	48	55,864	56,992	58,132	title change	58,132	63,985	65,264	2.00%
Superintendent - Park Maintenance	Full Time	48	44,211	45,110	46,012	new	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	49,100	2.00%
Supervisor - Accounts Payable	Full Time		42,068	43,550	44,421	45,309	46,216	47,140	48,083	2.00%
Supervisor - Administrative Assistant	Full Time				new	34,500	35,190	35,894	36,612	2.00%
Supervisor - Assistant Program	Full Time				new	33,272	33,937	34,616	35,309	2.00%
Supervisor - Athletic	Full Time	55			new	33,272	33,937	34,616	35,309	2.00%
Supervisor - Center	Full Time	118	39,541	40,352	41,159	41,982	42,822	43,678	44,552	2.00%
Supervisor - Communication I	Full Time	47, 118	39,541	40,352	41,159	41,982	42,822	43,678	44,552	2.00%
Supervisor - Communication II	Full Time	21	40,303	41,132	46,000	46,920	47,858	48,816	49,792	2.00%
Supervisor - Crime Laboratory	Full Time	21	40,838	41,678	47,500	48,450	49,419	50,407	51,416	2.00%
Supervisor - Customer Service	Full Time		50,938	51,974	53,013	54,074	55,155	56,258	57,383	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	53,181	54,245	55,330	56,436	2.00%
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	45,277	46,183	47,106	2.00%
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	41,932	42,767	2.00%
Supervisor - Program	Full Time	51, 52, 118	39,541	40,352	41,159	41,982	42,822	43,678	44,552	2.00%
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	41,746	42,581	47,992	100.00%
Supervisor - Shelter Events	Full Time	118	38,562	39,338	40,125	40,927	41,746	42,581	47,992	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	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	32,620	33,284	33,963	2.00%
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%
Workers 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	32,620	33,284	33,963	2.00%
Zoning and Business Services Administrator	Full Time	72, 98				new	58,264	59,720	60,814	2.00%
Zoning Specialist	Full Time	49	37,774	38,532	39,303	40,089	40,890	41,708	42,542	2.00%
Zoo Education Curator	Full Time						36,210	36,934	37,673	2.00%
Zoo Veterinarian	Full Time	23	54,470	55,562	56,666	57,784	58,914	60,060	61,224	2.00%
Part-Time Positions Receiving Benefits										
Chief Assistant City Attorney	Part Time	22, 25	41,295	42,146	42,989	eliminated	60,122	61,324	65,078	6.12%
City Attorney	Part Time	22, 117	55,522	56,654	57,787	58,943	38,407	39,175	39,959	2.00%
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%
Other Part Time Positions										
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	35,739	36,478	37,229	38,005	38,805	39,630	40,481	2.00%
Associate IV - DCI - (Economic Resources Team) (20 hours)	Part Time	5				37,005	37,745	38,500	39,270	2.00%
City Engineer (hourly rate)	Part Time	6				37,30	38,05	38,81	39,58	2.00%

City of South Bend, Indiana
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Job Title	Status	note	26 pay dates					% Increase				
			2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary		2016 Salary	2017 Salary		
Code Inspector IV												
Construction Inspector (hourly rate)	Part Time	57	-	-	new	19,260	19,645	20,038	20,439	20,038	20,439	2.00%
Engineer (29 hours per week)	Part Time	7	-	new	19.00	19.38	19.77	20.16	20.57	20.16	20.57	2.00%
Police Department Lab Technician (20 hour per week)	Part Time	94	-	-	0.00	0.00	new	new	new	new	new	2.00%
Secretary - Human Rights (hourly rate)	Part Time	18	-	new	12,600	12,852	13,109	13,371	13,639	13,371	13,639	2.00%
Secretary V (Mayor's Office) (hourly rate)	Part Time	57	-	-	new	10.00	10.20	10.40	10.61	10.40	10.61	2.00%
Non Bargaining Maximum Hourly Rate (excluding above)	Part Time	21	26.40	new	14.50	14.79	15.09	15.39	15.70	15.39	15.70	2.00%
	Part Time			26.92	27.46	28.01	28.57	29.14	29.72	29.14	29.72	2.00%

Other Compensation

Job Title	Status	note	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	% Increase
Water Utility Off duty water technicians monitoring water operations off site	Hourly	19	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 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 (existing title); Assistant Director of M/PAC 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 MILK Center to Program Coordinator for 2014

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Job Title	Status	note	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	% Increase
47 - title change from Healthy Seniors Supervisor to Center Supervisor (existing title)										
48 - title change from Maintenance to Park Maintenance Superintendent for 2014										
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 and Sewers; increased salary due to increase in job responsibilities										

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Job Title	Status	note	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2017 % Increase
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.										
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										
135 - new responsibilities due to the consolidation of PSAP in 2016, therefore, new title and additional wages.										
136 - replacing an unused Superintendent III position - Horticulturist will oversee landscaping plans, plantings and plant maintenance in the city corridors, islands, roundabouts, and within the city venues and parks.										