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SOUTH BEND, INDIANA 46601-1830



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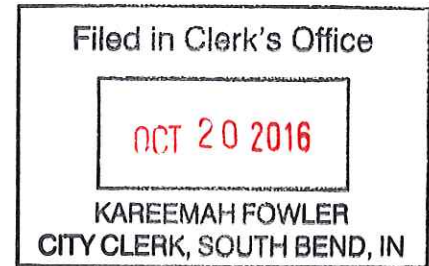
CITY OF SOUTH BEND PETE BUTTIGIEG, MAYOR

DEPARTMENT OF LAW

CRISTAL C. BRISCO
CORPORATION COUNSEL

ALADEAN M. DEROSE
CITY ATTORNEY

October 20, 2017



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

Re: Bill No. 61-16 2017-2020 Teamster Employee Wage Ordinance – Substitute

Dear Council President Scott:

Enclosed please find a proposed substitute Bill No. 61-16 which is the 2017-2020 Teamster Employee Wage Ordinance. Please note this Bill was filed on September 21, 2016 without inclusion of actual wages of Teamster employees. The ratification of the Collective Bargaining Agreement has allowed for the final filing of the ordinance.

This Bill also adds a new subpart (d) to Section II regarding the City's additional PERF contribution as agreed, and a new Section III that provides Council's approval of the cost of this new benefit, along with authorization for the Mayor or his designee to execute any documents required by the State of Indiana.

It is requested that this bill be filed for second reading, public hearing and third reading at the Council meeting 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,

Michael Schmidt
Assistant City Attorney

ELLIOT A. ANDERSON
ASHLEY MILLS COLBORN

BENJAMIN J. DOUGHERTY
MICHAEL J. SCHMIDT

ANDREA HUNTINGTON
STEPHANIE STEELE

Bill No. 61-16 (Substitute)

ORDINANCE NO. _____

AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND,
INDIANA FIXING MAXIMUM WAGES OF TEAMSTER EMPLOYEES FOR
CALENDAR YEARS 2017-2020

STATEMENT OF PURPOSE AND INTENT

This Ordinance sets forth the monetary aspects of the agreement reached between the City Negotiating Team and the Teamster's Negotiating Team on October 19, 2016.

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 Teamster employees.

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

Section I. **Maximum Compensation**

- (a) The maximum amounts to be paid as compensation for Teamster 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, wages are set and paid on a Bi-Weekly basis. Amounts by department and alphabetical position are set forth as well as the hourly wage for each position.

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

- (a) **Holidays.** Holidays for Teamster employees shall be as set forth in the Collective Bargaining Agreement, incorporated herein by reference.
- (b) **Vacations.** Vacation for Teamster employees shall be as set forth in the Collective Bargaining Agreement, incorporated herein by reference.
- (c) **Insurance.**
 - (1) **Comprehensive Major Medical Insurance Program/Preferred Provider Organization (PPO).** The City shall maintain a comprehensive major medical insurance program that all Teamster employees may participate in.
 - (2) **Short and Long Term Disability.** Short and Long Term Disability

shall be as set forth in the Collective Bargaining Agreement and 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 dollars (\$130) per month 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 of the City's Comprehensive Major Medical Insurance Program are met, and the contributions specified herein are made, but in such event said Employee shall forfeit the one hundred and thirty dollars (\$130) payment per month thereafter.
- (4) **Life Insurance.** The City shall provide term life insurance coverage in an amount not less than Fifteen Thousand Dollars (\$15,000) for each Teamster employee. 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, comprehensive major Medical Insurance, and short term disability programs require a minimum of sixty (60) day eligibility period; and that the long-term disability program requires a minimum of a ninety (90) day eligibility period which Teamster employees must meet.
- (d) **PERF Contribution.** The City shall contribute one and one half percent (1.5%) of the Employee's required three percent (3%) contribution to the Indiana Public Employee Retirement Fund ("PERF") under Ind. Code 5-10.2-3-2. Employees are responsible for the remaining one and one half percent (1.5%) contribution to PERF.
- (e) **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 and the Collective Bargaining Agreement. If there is a conflict between Policy and the Bargaining Agreement, the Bargaining Agreement shall prevail.
- (f) **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 isn't Medicare eligible. Such assistance shall not exceed one (1) year. Any such bonus or assistance must be approved by the Mayor and Controller and are 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.

- (g) **Definition of Full-Time Employee.** Full-time employees are those employees who are not in a part time status and who are regularly scheduled to work the City of South Bend's full-time scheduled, 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 and conditions and limitations of each benefit program.
- (h) **Definition of Part-Time Employee.** Part-time employees are those employees who are not assigned to a full-time status and who are scheduled to work less than the City of South Bend's full-time schedule, not to exceed one thousand five hundred eight (1508) hours per year. While they do receive certain mandated benefits (such as worker's compensation and social security benefits), they are not eligible for other City benefit programs.

Section III.

Additional Appropriation and State of Indiana Approval

Any appropriation for 2017 PERF contributions required by this ordinance are approved by the Common Council, and the Mayor or his designee is authorized to execute any documents related thereto required by any agency of the State of Indiana.

Section IV.

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

Filed in Clerk's Office
OCT 20 2016
KAREEMAH FOWLER
CITY CLERK, SOUTH BEND, IN

**City of South Bend
2017-2020 Teamster Employees Wage Ordinance
Position Maximum Hourly Pay Rate Levels
October 19, 2016**

Original

Position Title	2016 Rate \$	2017 Rate \$	1.0% Increase	2018 Rate \$	0.75% Increase	2019 Rate \$	0.75% Increase	2020 Rate \$	1.0% Increase
TRAFFIC AND LIGHTING DEPARTMENT									
Staff Positions:									
Group Leader - Traffic & Lighting	18.45	18.63	1%	18.77	0.75%	18.92	0.75%	19.10	1%
Operations Technician - Job Leader (new position in 2017)	19.88	20.08	1%	20.23	0.75%	20.38	0.75%	20.58	1%
Operations Technician	17.73	17.91	1%	18.04	0.75%	18.18	0.75%	18.36	1%
Sign Artist	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Sign Artist - Job Leader	19.88	20.08	1%	20.23	0.75%	20.38	0.75%	20.58	1%
Signal Technician I	18.37	18.55	1%	18.69	0.75%	18.83	0.75%	19.02	1%
Signal Technician II	19.18	19.37	1%	19.52	0.75%	19.66	0.75%	19.86	1%
Signal Technician II - Job Leader	19.88	20.08	1%	20.23	0.75%	20.38	0.75%	20.58	1%
POLICE DEPARTMENT BUILDING MAINTENANCE									
Staff Positions:									
Police Facility Operations Technician II (formerly Building Maintenance)	17.48	17.65	1%	17.79	0.75%	17.92	0.75%	18.10	1%
Police Facility Operations Technician I (formerly General Laborer)	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
Police Facility Operations Technician III (formerly Maintenance Technician I)	20.46	20.66	1%	20.82	0.75%	20.98	0.75%	21.19	1%
PARK AND RECREATION DEPARTMENT									
Staff Positions:									
Arborist I	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Arborist II	20.98	21.19	1%	21.35	0.75%	21.51	0.75%	21.72	1%
Arborist/Weed Control	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Asst. Greens Superintendent	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%
Athletic Field Maintenance	17.58	17.76	1%	17.89	0.75%	18.02	0.75%	18.20	1%
Building Maintenance - Custodian & Laborer	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
Building & Structural Maintenance I	20.24	20.44	1%	20.60	0.75%	20.75	0.75%	20.96	1%
Building & Structural Maintenance II	20.98	21.19	1%	21.35	0.75%	21.51	0.75%	21.72	1%
Construction Maintenance / Carpenter I	19.61	19.81	1%	19.95	0.75%	20.10	0.75%	20.31	1%
Construction Maintenance / Carpenter II	20.24	20.44	1%	20.60	0.75%	20.75	0.75%	20.96	1%
Construction Maintenance / Carpenter III	20.98	21.19	1%	21.35	0.75%	21.51	0.75%	21.72	1%
Construction Maintenance / Mason	20.24	20.44	1%	20.60	0.75%	20.75	0.75%	20.96	1%
Construction Maintenance / Welder	20.98	21.19	1%	21.35	0.75%	21.51	0.75%	21.72	1%
Electrician - Park	17.39	17.56	1%	17.70	0.75%	17.83	0.75%	18.01	1%
Equipment Operator II - Park	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
General Laborer	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Group Leader - Recreation	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Group Leader - Street Island	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Group Leader - Leeper	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Group Leader - Plaza	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Group Leader - Custodian	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Head Custodian	16.72	16.89	1%	17.01	0.75%	17.14	0.75%	17.31	1%
Heavy Equipment Operator I	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%
Heavy Equipment Operator II	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Job Leader	19.84	20.04	1%	20.19	0.75%	20.34	0.75%	20.54	1%
Job Leader - Mower Shop	19.84	20.04	1%	20.19	0.75%	20.34	0.75%	20.54	1%
Mechanic IV - Park - Garage	19.37	19.56	1%	19.71	0.75%	19.86	0.75%	20.06	1%
Mechanic IV - Park - Golf	19.37	19.56	1%	19.71	0.75%	19.86	0.75%	20.06	1%
Operator I	16.89	17.06	1%	17.19	0.75%	17.32	0.75%	17.49	1%
Painter IV	19.06	19.25	1%	19.39	0.75%	19.54	0.75%	19.74	1%
Plumber IV - Park	20.98	21.19	1%	21.35	0.75%	21.51	0.75%	21.72	1%

Filed in Clerk's Office

OCT 20 2016

**KAREEMAH FOWLER
CITY CLERK, SOUTH BEND, IN**

**City of South Bend
2017-2020 Teamster Employees Wage Ordinance
Position Maximum Hourly Pay Rate Levels
October 19, 2016**

Original

Position Title	2016 Rate \$	2017 Rate \$	1.0% Increase	2018 Rate \$	0.75% Increase	2019 Rate \$	0.75% Increase	2020 Rate \$	1.0% Increase
STREET DEPARTMENT									
Staff Positions:									
Equipment Operator I	16.89	17.06	1%	17.19	0.75%	17.32	0.75%	17.49	1%
Equipment Operator II	17.49	17.66	1%	17.80	0.75%	17.93	0.75%	18.11	1%
Equipment Operator III	18.17	18.35	1%	18.49	0.75%	18.63	0.75%	18.81	1%
General Laborer	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
Heavy Equipment Operator I	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%
Heavy Equipment Operator II	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Job Leader	19.88	20.08	1%	20.23	0.75%	20.38	0.75%	20.58	1%
EQUIPMENT SERVICES									
Staff Positions:									
Building Maintenance	17.48	17.65	1%	17.79	0.75%	17.92	0.75%	18.10	1%
Body Repair IV	19.38	19.57	1%	19.72	0.75%	19.87	0.75%	20.07	1%
Body Repair V	20.45	20.65	1%	20.81	0.75%	20.97	0.75%	21.18	1%
General Laborer (Janitor)	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
Machinist IV	19.38	19.57	1%	19.72	0.75%	19.87	0.75%	20.07	1%
Machinist V	20.45	20.65	1%	20.81	0.75%	20.97	0.75%	21.18	1%
Mechanic III *	18.86	19.05	1%	19.19	0.75%	19.34	0.75%	19.53	1%
Mechanic IV *	19.87	20.07	1%	20.22	0.75%	20.37	0.75%	20.57	1%
Mechanic V *	21.45	21.66	1%	21.83	0.75%	21.99	0.75%	22.21	1%
Parts Clerk I	17.44	17.61	1%	17.75	0.75%	17.88	0.75%	18.06	1%
Parts Clerk II	17.97	18.15	1%	18.29	0.75%	18.42	0.75%	18.61	1%
SOLID WASTE									
Staff Positions:									
Driver	18.15	18.33	1%	18.47	0.75%	18.61	0.75%	18.79	1%
Operator I	16.89	17.06	1%	17.19	0.75%	17.32	0.75%	17.49	1%
Operator II	17.23	17.40	1%	17.53	0.75%	17.66	0.75%	17.84	1%
Equipment Operator III (Code)	17.75	17.93	1%	18.06	0.75%	18.20	0.75%	18.38	1%
Job Leader	19.84	20.04	1%	20.19	0.75%	20.34	0.75%	20.54	1%
Picker I	17.34	17.51	1%	17.64	0.75%	17.78	0.75%	17.95	1%
Picker II	17.74	17.92	1%	18.05	0.75%	18.19	0.75%	18.37	1%
ORGANIC RESOURCES									
Staff Positions:									
Heavy Equipment Operator I	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%
Heavy Equipment Operator II	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Job Leader	20.16	20.36	1%	20.51	0.75%	20.67	0.75%	20.87	1%
General Laborer	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
WASTEWATER									
Staff Positions:									
CSO Rep I	18.53	18.72	1%	18.86	0.75%	19.00	0.75%	19.19	1%
CSO Rep II	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Dewater Operator	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Janitor	16.14	16.30	1%	16.42	0.75%	16.55	0.75%	16.71	1%
Lift Station - Rep I	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Lift Station - Rep II	20.13	20.33	1%	20.48	0.75%	20.64	0.75%	20.84	1%
Maintenance Electrician I	18.19	18.37	1%	18.51	0.75%	18.65	0.75%	18.83	1%
Maintenance Electrician II	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Maintenance Electrician III	20.13	20.33	1%	20.48	0.75%	20.64	0.75%	20.84	1%
Maintenance Electrician IV	20.93	21.14	1%	21.30	0.75%	21.46	0.75%	21.67	1%
Maintenance Electrician V	22.21	22.43	1%	22.60	0.75%	22.77	0.75%	23.00	1%
Maintenance Lead	22.52	22.75	1%	22.92	0.75%	23.09	0.75%	23.32	1%
Maintenance Repair I	18.53	18.72	1%	18.86	0.75%	19.00	0.75%	19.19	1%

City of South Bend
2017-2020 Teamster Employees Wage Ordinance
Position Maximum Hourly Pay Rate Levels
October 19, 2016

Original										
Position Title	2016	2017	1.0%	2018	0.75%	2019	0.75%	2020	1.0%	
	Rate \$	Rate \$	Increase	Rate \$	Increase	Rate \$	Increase	Rate \$	Increase	
Maintenance Repair II	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%	
Maintenance Repair III	20.13	20.33	1%	20.48	0.75%	20.64	0.75%	20.84	1%	
Maintenance Repair IV	20.93	21.14	1%	21.30	0.75%	21.46	0.75%	21.67	1%	
Operator - General	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%	
Operator - Lead	22.52	22.75	1%	22.92	0.75%	23.09	0.75%	23.32	1%	
Operator - Senior	20.13	20.33	1%	20.48	0.75%	20.64	0.75%	20.84	1%	
Sanitation Operator	16.85	17.02	1%	17.15	0.75%	17.27	0.75%	17.45	1%	
SEWER DEPARTMENT										
Staff Positions:										
Concrete Finisher (formerly Curb & Sidewalk Finisher)	19.64	19.84	1%	19.99	0.75%	20.14	0.75%	20.34	1%	
Heavy Equipment Operator I	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%	
Job Leader	20.32	20.52	1%	20.68	0.75%	20.83	0.75%	21.04	1%	
Operator I	16.89	17.06	1%	17.19	0.75%	17.32	0.75%	17.49	1%	
Operator II	17.49	17.66	1%	17.80	0.75%	17.93	0.75%	18.11	1%	
Operator III	18.17	18.35	1%	18.49	0.75%	18.63	0.75%	18.81	1%	
WATER WORKS										
Staff Positions:										
Auditor I - Bargaining.	17.30	17.47	1%	17.60	0.75%	17.74	0.75%	17.91	1%	
Auditor II - Bargaining.	18.43	18.61	1%	18.75	0.75%	18.89	0.75%	19.08	1%	
Auditor III - Bargaining.	19.90	20.10	1%	20.25	0.75%	20.40	0.75%	20.61	1%	
Auditor IV - Bargaining.	20.30	20.50	1%	20.66	0.75%	20.81	0.75%	21.02	1%	
Customer Service & Billing	16.27	16.43	1%	16.56	0.75%	16.68	0.75%	16.85	1%	
Data Processor	17.97	18.15	1%	18.29	0.75%	18.42	0.75%	18.61	1%	
Field Repairman/Inspector I	18.87	19.06	1%	19.20	0.75%	19.35	0.75%	19.54	1%	
Field Repairman / Inspector II	19.12	19.31	1%	19.46	0.75%	19.60	0.75%	19.80	1%	
Field Repairman / Inspector III	19.36	19.55	1%	19.70	0.75%	19.85	0.75%	20.05	1%	
General Laborer	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%	
Heavy Equipment Operator I	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%	
Heavy Equipment Operator II	19.54	19.74	1%	19.88	0.75%	20.03	0.75%	20.23	1%	
Job Leader *	19.84	20.04	1%	20.19	0.75%	20.34	0.75%	20.54	1%	
Machinist	19.12	19.31	1%	19.46	0.75%	19.60	0.75%	19.80	1%	
Maintenance Tech - Helper	16.48	16.64	1%	16.77	0.75%	16.90	0.75%	17.06	1%	
Maintenance Tech I	17.54	17.72	1%	17.85	0.75%	17.98	0.75%	18.16	1%	
Maintenance Tech II	18.64	18.83	1%	18.97	0.75%	19.11	0.75%	19.30	1%	
Meter Serviceman III	17.18	17.35	1%	17.48	0.75%	17.61	0.75%	17.79	1%	
Meter Serviceman IV	17.84	18.02	1%	18.15	0.75%	18.29	0.75%	18.47	1%	
Operator I	16.89	17.06	1%	17.19	0.75%	17.32	0.75%	17.49	1%	
Operator II	17.49	17.66	1%	17.80	0.75%	17.93	0.75%	18.11	1%	

* 2016 rate reflects change negotiated for the 2017 contract

City of South Bend
2017-2020 Teamster Employees Wage Ordinance
Position Maximum Hourly Pay Rate Levels
October 19, 2016

Original

Position Title	2016 Rate \$	2017 Rate \$	1.0% Increase	2018 Rate \$	0.75% Increase	2019 Rate \$	0.75% Increase	2020 Rate \$	1.0% Increase
TRAFFIC AND LIGHTING DEPARTMENT									
Staff Positions:									
Group Leader - Traffic & Lighting	18.45	18.63	1%	18.77	0.75%	18.92	0.75%	19.10	1%
Operations Technician - Job Leader (new position in 2017)	19.88	20.08	1%	20.23	0.75%	20.38	0.75%	20.58	1%
Operations Technician	17.73	17.91	1%	18.04	0.75%	18.18	0.75%	18.36	1%
Sign Artist	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Sign Artist - Job Leader	19.88	20.08	1%	20.23	0.75%	20.38	0.75%	20.58	1%
Signal Technician I	18.37	18.55	1%	18.69	0.75%	18.83	0.75%	19.02	1%
Signal Technician II	19.18	19.37	1%	19.52	0.75%	19.66	0.75%	19.86	1%
Signal Technician II - Job Leader	19.88	20.08	1%	20.23	0.75%	20.38	0.75%	20.58	1%
POLICE DEPARTMENT BUILDING MAINTENANCE									
Staff Positions:									
Police Facility Operations Technician II (formerly Building Maintenance)	17.48	17.65	1%	17.79	0.75%	17.92	0.75%	18.10	1%
Police Facility Operations Technician I (formerly General Laborer)	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
Police Facility Operations Technician III (formerly Maintenance Technician I)	20.46	20.66	1%	20.82	0.75%	20.98	0.75%	21.19	1%
PARK AND RECREATION DEPARTMENT									
Staff Positions:									
Arborist I	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Arborist II	20.98	21.19	1%	21.35	0.75%	21.51	0.75%	21.72	1%
Arborist/Weed Control	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Asst. Greens Superintendent	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%
Athletic Field Maintenance	17.58	17.76	1%	17.89	0.75%	18.02	0.75%	18.20	1%
Building Maintenance - Custodian & Laborer	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
Building & Structural Maintenance I	20.24	20.44	1%	20.60	0.75%	20.75	0.75%	20.96	1%
Building & Structural Maintenance II	20.98	21.19	1%	21.35	0.75%	21.51	0.75%	21.72	1%
Construction Maintenance / Carpenter I	19.61	19.81	1%	19.95	0.75%	20.10	0.75%	20.31	1%
Construction Maintenance / Carpenter II	20.24	20.44	1%	20.60	0.75%	20.75	0.75%	20.96	1%
Construction Maintenance / Carpenter III	20.98	21.19	1%	21.35	0.75%	21.51	0.75%	21.72	1%
Construction Maintenance / Mason	20.24	20.44	1%	20.60	0.75%	20.75	0.75%	20.96	1%
Construction Maintenance / Welder	20.24	20.44	1%	20.60	0.75%	20.75	0.75%	20.96	1%
Electrician - Park	20.98	21.19	1%	21.35	0.75%	21.51	0.75%	21.72	1%
Equipment Operator II - Park	17.39	17.56	1%	17.70	0.75%	17.83	0.75%	18.01	1%
General Laborer	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
Group Leader - Recreation	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Group Leader - Street Island	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Group Leader - Leeper	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Group Leader - Plaza	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Group Leader - Custodian	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Head Custodian	16.72	16.89	1%	17.01	0.75%	17.14	0.75%	17.31	1%
Heavy Equipment Operator I	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%
Heavy Equipment Operator II	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Job Leader	19.84	20.04	1%	20.19	0.75%	20.34	0.75%	20.54	1%
Job Leader - Mower Shop	19.84	20.04	1%	20.19	0.75%	20.34	0.75%	20.54	1%
Mechanic IV - Park - Garage	19.37	19.56	1%	19.71	0.75%	19.86	0.75%	20.06	1%
Mechanic IV - Park - Golf	19.37	19.56	1%	19.71	0.75%	19.86	0.75%	20.06	1%
Operator I	16.89	17.06	1%	17.19	0.75%	17.32	0.75%	17.49	1%
Painter IV	19.06	19.25	1%	19.39	0.75%	19.54	0.75%	19.74	1%
Plumber IV - Park	20.98	21.19	1%	21.35	0.75%	21.51	0.75%	21.72	1%

City of South Bend
2017-2020 Teamster Employees Wage Ordinance
Position Maximum Hourly Pay Rate Levels
October 19, 2016

Original

Position Title	2016 Rate \$	2017 Rate \$	1.0% Increase	2018 Rate \$	0.75% Increase	2019 Rate \$	0.75% Increase	2020 Rate \$	1.0% Increase
STREET DEPARTMENT									
Staff Positions:									
Equipment Operator I	16.89	17.06	1%	17.19	0.75%	17.32	0.75%	17.49	1%
Equipment Operator II	17.49	17.66	1%	17.80	0.75%	17.93	0.75%	18.11	1%
Equipment Operator III	18.17	18.35	1%	18.49	0.75%	18.63	0.75%	18.81	1%
General Laborer	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
Heavy Equipment Operator I	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%
Heavy Equipment Operator II	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Job Leader	19.88	20.08	1%	20.23	0.75%	20.38	0.75%	20.58	1%
EQUIPMENT SERVICES									
Staff Positions:									
Building Maintenance	17.48	17.65	1%	17.79	0.75%	17.92	0.75%	18.10	1%
Body Repair IV	19.38	19.57	1%	19.72	0.75%	19.87	0.75%	20.07	1%
Body Repair V	20.45	20.65	1%	20.81	0.75%	20.97	0.75%	21.18	1%
General Laborer (Janitor)	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
Machinist IV	19.38	19.57	1%	19.72	0.75%	19.87	0.75%	20.07	1%
Machinist V	20.45	20.65	1%	20.81	0.75%	20.97	0.75%	21.18	1%
Mechanic III *	18.86	19.05	1%	19.19	0.75%	19.34	0.75%	19.53	1%
Mechanic IV *	19.87	20.07	1%	20.22	0.75%	20.37	0.75%	20.57	1%
Mechanic V *	21.45	21.66	1%	21.83	0.75%	21.99	0.75%	22.21	1%
Parts Clerk I	17.44	17.61	1%	17.75	0.75%	17.88	0.75%	18.06	1%
Parts Clerk II	17.97	18.15	1%	18.29	0.75%	18.42	0.75%	18.61	1%
SOLID WASTE									
Staff Positions:									
Driver	18.15	18.33	1%	18.47	0.75%	18.61	0.75%	18.79	1%
Operator I	16.89	17.06	1%	17.19	0.75%	17.32	0.75%	17.49	1%
Operator II	17.23	17.40	1%	17.53	0.75%	17.66	0.75%	17.84	1%
Equipment Operator III (Code)	17.75	17.93	1%	18.06	0.75%	18.20	0.75%	18.38	1%
Job Leader	19.84	20.04	1%	20.19	0.75%	20.34	0.75%	20.54	1%
Picker I	17.34	17.51	1%	17.64	0.75%	17.78	0.75%	17.95	1%
Picker II	17.74	17.92	1%	18.05	0.75%	18.19	0.75%	18.37	1%
ORGANIC RESOURCES									
Staff Positions:									
Heavy Equipment Operator I	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%
Heavy Equipment Operator II	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Job Leader	20.16	20.36	1%	20.51	0.75%	20.67	0.75%	20.87	1%
General Laborer	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%
WASTEWATER									
Staff Positions:									
CSO Rep I	18.53	18.72	1%	18.86	0.75%	19.00	0.75%	19.19	1%
CSO Rep II	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Dewater Operator	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Janitor	16.14	16.30	1%	16.42	0.75%	16.55	0.75%	16.71	1%
Lift Station - Rep I	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%
Lift Station - Rep II	20.13	20.33	1%	20.48	0.75%	20.64	0.75%	20.84	1%
Maintenance Electrician I	18.19	18.37	1%	18.51	0.75%	18.65	0.75%	18.83	1%
Maintenance Electrician II	18.57	18.76	1%	18.90	0.75%	19.04	0.75%	19.23	1%
Maintenance Electrician III	20.13	20.33	1%	20.48	0.75%	20.64	0.75%	20.84	1%
Maintenance Electrician IV	20.93	21.14	1%	21.30	0.75%	21.46	0.75%	21.67	1%
Maintenance Electrician V	22.21	22.43	1%	22.60	0.75%	22.77	0.75%	23.00	1%
Maintenance Lead	22.52	22.75	1%	22.92	0.75%	23.09	0.75%	23.32	1%
Maintenance Repair I	18.53	18.72	1%	18.86	0.75%	19.00	0.75%	19.19	1%

City of South Bend
2017-2020 Teamster Employees Wage Ordinance
Position Maximum Hourly Pay Rate Levels
October 19, 2016

Original										
Position Title	2016	2017	1.0%	2018	0.75%	2019	0.75%	2020	1.0%	
	Rate \$	Rate \$	Increase	Rate \$	Increase	Rate \$	Increase	Rate \$	Increase	
Maintenance Repair II	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%	
Maintenance Repair III	20.13	20.33	1%	20.48	0.75%	20.64	0.75%	20.84	1%	
Maintenance Repair IV	20.93	21.14	1%	21.30	0.75%	21.46	0.75%	21.67	1%	
Operator - General	19.31	19.50	1%	19.65	0.75%	19.80	0.75%	19.99	1%	
Operator - Lead	22.52	22.75	1%	22.92	0.75%	23.09	0.75%	23.32	1%	
Operator - Senior	20.13	20.33	1%	20.48	0.75%	20.64	0.75%	20.84	1%	
Sanitation Operator	16.85	17.02	1%	17.15	0.75%	17.27	0.75%	17.45	1%	
SEWER DEPARTMENT										
Staff Positions:										
Concrete Finisher (formerly Curb & Sidewalk Finisher)	19.64	19.84	1%	19.99	0.75%	20.14	0.75%	20.34	1%	
Heavy Equipment Operator I	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%	
Job Leader	20.32	20.52	1%	20.68	0.75%	20.83	0.75%	21.04	1%	
Operator I	16.89	17.06	1%	17.19	0.75%	17.32	0.75%	17.49	1%	
Operator II	17.49	17.66	1%	17.80	0.75%	17.93	0.75%	18.11	1%	
Operator III	18.17	18.35	1%	18.49	0.75%	18.63	0.75%	18.81	1%	
WATER WORKS										
Staff Positions:										
Auditor I - Bargaining.	17.30	17.47	1%	17.60	0.75%	17.74	0.75%	17.91	1%	
Auditor II - Bargaining.	18.43	18.61	1%	18.75	0.75%	18.89	0.75%	19.08	1%	
Auditor III - Bargaining.	19.90	20.10	1%	20.25	0.75%	20.40	0.75%	20.61	1%	
Auditor IV - Bargaining.	20.30	20.50	1%	20.66	0.75%	20.81	0.75%	21.02	1%	
Customer Service & Billing	16.27	16.43	1%	16.56	0.75%	16.68	0.75%	16.85	1%	
Data Processor	17.97	18.15	1%	18.29	0.75%	18.42	0.75%	18.61	1%	
Field Repairman/Inspector I	18.87	19.06	1%	19.20	0.75%	19.35	0.75%	19.54	1%	
Field Repairman / Inspector II	19.12	19.31	1%	19.46	0.75%	19.60	0.75%	19.80	1%	
Field Repairman / Inspector III	19.36	19.55	1%	19.70	0.75%	19.85	0.75%	20.05	1%	
General Laborer	16.03	16.19	1%	16.31	0.75%	16.43	0.75%	16.60	1%	
Heavy Equipment Operator I	18.85	19.04	1%	19.18	0.75%	19.33	0.75%	19.52	1%	
Heavy Equipment Operator II	19.54	19.74	1%	19.88	0.75%	20.03	0.75%	20.23	1%	
Job Leader *	19.84	20.04	1%	20.19	0.75%	20.34	0.75%	20.54	1%	
Machinist	19.12	19.31	1%	19.46	0.75%	19.60	0.75%	19.80	1%	
Maintenance Tech - Helper	16.48	16.64	1%	16.77	0.75%	16.90	0.75%	17.06	1%	
Maintenance Tech I	17.54	17.72	1%	17.85	0.75%	17.98	0.75%	18.16	1%	
Maintenance Tech II	18.64	18.83	1%	18.97	0.75%	19.11	0.75%	19.30	1%	
Meter Serviceman III	17.18	17.35	1%	17.48	0.75%	17.61	0.75%	17.79	1%	
Meter Serviceman IV	17.84	18.02	1%	18.15	0.75%	18.29	0.75%	18.47	1%	
Operator I	16.89	17.06	1%	17.19	0.75%	17.32	0.75%	17.49	1%	
Operator II	17.49	17.66	1%	17.80	0.75%	17.93	0.75%	18.11	1%	

* 2016 rate reflects change negotiated for the 2017 contract