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PETE BUTTIGIEG
Mayor

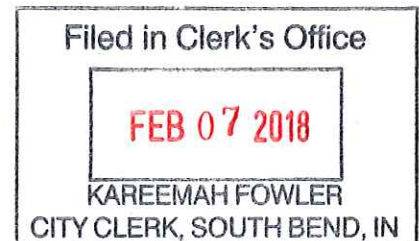
AARON PERRI
Executive Director

February 6, 2018

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

RE: Venues Parks & Arts Final Reorganization Phase

Dear President Scott,



Attached is **AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA AMENDING ORDINANCE NO. 10546-17 BY ADDING NEW SALARIED AND WAGE POSITIONS TO THE ORDINANCE FIXING MAXIMUM SALARIES AND WAGES OF APPOINTED OFFICERS AND NON-BARAING EMPLOYEES OF THE CITY OF SOUTH BEND FOR THE CALENDAR YEAR 2018.**

As discussed during budget season 2016 and 2017, the final phase of the Venues Parks & Arts reorganization creates a joint management structure for the Morris Performing Arts Complex and the Century Center. This effort underwent an analysis by HVS Consulting with the cooperation and input of the Civic Center Board of Managers, the Hotel Motel Tax Board, Visit South Bend Mishawaka, and current venue management. The results, which were delivered at a public meeting on August 29, 2017, project an annual savings of over \$200,000 and align a public private partnership for optimal care of the venues and customer experience.

These efforts were unanimously approved at the Civic Center Board of Managers meeting on November 15, 2017. Current SMG employees and executive leadership have been involved with this process since last summer and all impacted employees were notified of pending changes in early December.

The ordinance before you is necessary to create new positions within the city's salary ordinance, however, these are not net new positions to the city's budget. The associated dollars were included and approved in the 2018 budget. As a result of the new management structure, eight employees will shift from contracted labor to the city workforce on April 2nd of this year. Each employee will be transferred to the city at compatible salary and benefit levels. This ordinance adds four titles and changes one title. The remainder of the positions fit within the existing salary ordinance. Thank you for your consideration. I will attend the committee and council meetings to present.

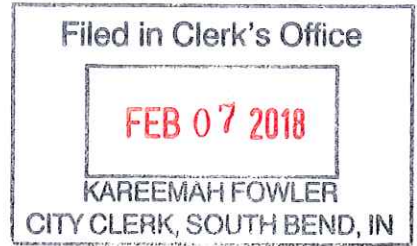
Respectfully,

A handwritten signature in black ink, appearing to read "A. Perri".

Aaron Perri – Executive Director, VPA



Handwritten initials in blue ink, possibly "AK" or "AP".



Bill NO _____

ORDINANCE NO. _____

AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA AMENDING ORDINANCE NO. 10546-17 BY ADDING NEW SALARIED AND WAGE POSITIONS TO THE ORDINANCE FIXING MAXIMUM SALARIES AND WAGES OF APPOINTED OFFICERS AND NON-BARGAINING EMPLOYEES OF THE CITY OF SOUTH BEND FOR THE CALENDAR YEAR 2018

STATEMENT OF PURPOSE AND INTENT

On October 23, 2017 this Council passed Ordinance No. 10546-17, signed by the Mayor on October 24, 2017 which fixed maximum salaries and wages of appointed officers and non-bargaining employees of the City of South Bend for the calendar year 2018.

Since the enactment of Ordinance No. 10546-17, the City's executive has notified this Council that new circumstances have occurred which did not exist in October 2017 necessitating the addition of new job positions to the referenced attachment to Ordinance No. 10546-17. That attachment consists of a list by title of all non-bargaining City employees and their maximum salaries.

Among the change in circumstances is the consolidation of administrative and maintenance services of Century Center and the Morris Performing Arts Center (MPAC) and the transfer of Century Center staff personnel from SMG (the City's contractual manager of Century Center), to the City's personnel and payroll. This change is expected to result in ultimate cost savings to the City.

The new positions established in this Ordinance are the following: General Manager—Venues; Director of Operations—Venues; Maintenance Technician; and Security Guard. Additionally, the title of "Director of Box Office and Event Services" as set out in Exhibit A to Ordinance No. 10546-17 is being changed to "Director of Box Office and Event Services—Venues."

Fund No. 670 (Century Center Operating) is the source of funding for the newly added salaried and wage positions. These employee positions are fully covered by the City's 2018 Budget and its appropriation for wages and salaries of non-bargaining City employees during fiscal year 2018.

NOW, THEREFORE, BE IT ORDAINED by the Common Council of the City of South Bend, Indiana as follows:

SECTION I. Ordinance No. 10546-17 is hereby amended to include the wage and salaried employee positions set forth in the amended attachment to Ordinance No. 10546-17 incorporated herein as Attachment "A." The newly created employee positions are highlighted in yellow for ease of identification.

SECTION II. All other portions and sections of Ordinance No. 10546-17 are unaffected by this amendment and are reconfirmed.

SECTION III. From and after its passage by the Common Council and approval by the Mayor, this ordinance shall take full effect on April 2, 2018

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 _____, 2____, at _____ o'clock ____ . m.

City Clerk

Approved and signed by me on the _____ day of _____, 2____, at _____ o'clock ____ . m.

Mayor, City of South Bend, Indiana

City of South Bend, Indiana
2018 Nonbargaining Salary Ordinance Schedule - as amended 2-26-18
Maximum Salaries

Job Title	Status	Notes *	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2018 % Increase
Full-Time Positions										
311 Customer Service Liaison	Full Time	11	new	40,500	41,310	42,136	42,979	43,839	44,716	2.00%
311 Customer Service Liaison II	Full Time	77	new			43,789	44,664	45,557	46,468	2.00%
Academic Coordinator-CB Center	Full Time	46	31,990	32,620	title change	43,111	43,933	44,772	45,627	2.00%
Academic Coordinator-MLK Center	Full Time	46	36,348	37,075	title change	40,305	41,127	41,958	42,799	2.00%
Accounting Assistant	Full Time	58	38,740	39,515	40,305	41,127	41,958	42,799	43,650	2.00%
Accounting Clerk IV	Full Time	58	30,186	30,790	31,406	32,034	32,674	33,328	33,995	2.00%
Accounts Payable Administrator	Full Time	43	31,746	32,381	33,029	33,689	34,363	35,051	35,751	2.00%
Administrative Assistant I - DCI (Adm & Finance Team)	Full Time	63	35,984	36,704	37,438	38,187	38,950	39,730	40,525	2.00%
Administrative Assistant II	Full Time	67	new	27,497	eliminated					
Administrative Assistant II - DCI (Adm & Finance Team)	Full Time	63	37,050	37,791	38,547	39,318	40,104	40,906	41,724	2.00%
Administrative Assistant III - DCI (Adm & Finance Team)	Full Time	5,155	new	36,704	37,438	38,187	38,950	39,730	40,525	2.00%
Administrative Assistant III - DCI (Neigh. Engagement Team)	Full Time	5,281,156	new	36,704	37,438	38,187	38,950	39,730	40,525	2.00%
Alarm Specialist	Full Time	122								
Analyst I - DCI (Neighborhood Engagement Team)	Full Time	5,138	new	40,019	40,819	41,636	42,468	43,316	44,180	2.00%
Animal Control Assistant	Full Time		31,252	31,877	32,515	33,165	33,828	34,505	35,195	2.00%
Animal Control Officer	Full Time		37,466	38,116	38,758	39,413	40,081	40,763	41,458	2.00%
Animal Control Officer - Senior	Full Time	31	34,788	35,484	title change					
Applications Developer	Full Time	132								
Assistant City Attorney	Full Time	117	68,510	69,890	71,278	72,704	74,155	75,641	77,162	2.00%
Assistant City Engineer	Full Time	65	73,060	74,571	76,011	77,531	79,082	80,664	82,276	2.00%
Assistant Director of Administration & Marketing	Full Time	3,117	46,202	47,126	title change					
Assistant Director of Administrative Services	Full Time	41	50,154	51,157	title change					
Assistant Director of Booking & Event Operation	Full Time	36,63	43,732	44,607	title change					
Assistant Director of Civilian Services	Full Time	127								
Assistant Director of Community and Economic Development	Full Time	21	48,084	50,000	51,000	52,020	53,060	54,122	55,204	2.00%
Assistant Director of Communication Center	Full Time	5,63	56,738	title change						
Assistant Director of Distribution	Full Time	47,497	48,566	49,647	50,746	51,864	53,001	54,156	55,330	2.00%
Assistant Director of Human Resources	Full Time	63	51,376	52,404	53,452	54,521	55,611	56,721	57,852	2.00%
Assistant Director of MPAC Financial Reporting	Full Time	36,63	44,824	45,720	46,635	47,568	48,519	49,488	50,475	2.00%
Assistant Director of Recreation	Full Time	29	51,246	52,271	53,300	54,342	55,397	56,466	57,549	2.00%
Assistant Director of SCADA Information Systems (formerly System Specialist IV)	Full Time	180	80,008	81,208	82,432	83,681	84,955	86,254	87,579	2.00%
Assistant Director of Treatment	Full Time	75,107	46,306	47,232	48,177	49,140	50,123	51,125	52,147	2.00%
Assistant Director of Utilities	Full Time	132								
Assistant Manager - Customer Service	Full Time	4,63	title change	52,338	53,365	54,407	55,464	56,536	57,623	2.00%
Assistant To The Mayor	Full Time	29,66,72								
Assistant Zoning Administrator	Full Time	101,138								
Associate II - DCI - (Adm & Finance Team)	Full Time	3,138	new	54,810	55,967	57,097	58,228	59,393	60,584	2.00%
Associate II - DCI - (Economic Resources Team)	Full Time	80	new							
Budget Analyst - Senior	Full Time	42								
Building and Code Inspector	Full Time	29,66	77,818	79,374	80,930	82,497	84,075	85,666	87,271	2.00%
Building Commissioner	Full Time	97	43,212	44,076	44,958	45,857	46,774	47,710	48,664	2.00%
Building Inspector	Full Time	44								
Business Analyst	Full Time	153	new	50,786	51,802	52,838	53,895	54,972	56,071	2.00%
Business Development Specialist (formerly Associate I - DCI - Business Development)	Full Time	28	31,070	31,691	32,328	32,981	33,649	34,332	35,030	2.00%
Business License Administrator (formerly Analyst II - DCI/Business Development)	Full Time	32	43,898	44,766	45,650	46,558	47,481	48,419	49,372	2.00%
CAD Specialist - Senior	Full Time	5,63	37,050	37,791	38,547	39,318	40,104	40,906	41,724	2.00%
CEO Specialist II	Full Time	5,63	53,794	54,790	55,808	56,839	57,883	58,941	60,012	2.00%
CEO Specialist Senior	Full Time	5,63	49,790	50,794	51,812	52,843	53,887	54,944	56,014	2.00%
CEO Specialist VI	Full Time	5,63	44,876	45,774	46,689	47,616	48,557	49,512	50,481	2.00%
Chemist	Full Time	112	47,736	48,691	49,665	50,658	51,671	52,704	53,758	2.00%
Chemist Lead	Full Time	184	44,902	45,800	46,716	47,650	48,601	49,569	50,554	2.00%
Chemist/Safety Officer	Full Time	29								
Chief Administration Officer	Full Time	29,66,103	45,318	46,224	47,149	48,084	49,030	49,986	50,953	2.00%
Chief Code Inspector	Full Time	65	45,916	46,834	47,771	48,728	49,704	50,699	51,714	2.00%
Chief Deputy City Clerk	Full Time									
Chief Innovation Officer	Full Time	3,4,29,66	65,442	66,751	68,081	69,434	70,809	72,206	73,626	2.00%
Chief of Staff to the Mayor	Full Time	71								
Chief Technology Officer	Full Time		30,264	30,859	31,467	32,088	32,721	33,366	34,023	2.00%
City Clerk, Secretary	Full Time	3,26,117	94,500	96,390	98,300	100,230	102,190	104,180	106,199	2.00%
City Controller	Full Time	3,26	94,500	96,390	98,300	100,230	102,190	104,180	106,199	2.00%
City Engineer	Full Time									

City of South Bend, Indiana
 2018 Nonbargaining Salary Ordinance Schedule - as amended 2-26-18
 Maximum Salaries

Job Title	Status	Notes *	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	% Increase
Clerk Terminal Operator (now Records Specialist)	Full Time		26,520	27,050	27,591	28,143	28,706	the change	51,211	2.00%
Club Pro Municipal Golf Course	Full Time	103	45,474	46,583	47,311	48,257	49,223	50,207	51,211	2.00%
Code Inspector	Full Time	103	37,024	37,764	38,520	39,290	40,076	40,877	41,695	2.00%
Code Inspector - Senior	Full Time	35	32,006	32,646	the change	new	42,583	43,235	44,304	2.00%
Commercial Combination Inspector	Full Time	96	30,888	33,500	34,170	34,853	35,550	36,261	36,986	2.00%
Communication Specialist I	Full Time	21	34,528	41,500	42,330	43,177	44,040	44,921	45,819	2.00%
Communication Specialist II	Full Time	21	35,022	43,000	43,860	44,737	45,632	46,545	47,476	2.00%
Communication Specialist III	Full Time	170	32,226,117	96,390	96,390	98,318	100,284	102,298	104,353	2.00%
Communications Coordinator (VPA)	Full Time		31,616	32,248	32,893	33,551	34,222	34,907	35,605	2.00%
Corporation Counsel	Full Time		34,632	35,325	36,031	36,752	37,487	38,237	39,002	2.00%
Court Liaison	Full Time		22,620	23,072	23,533	24,004	24,484	24,974	25,473	2.00%
Crime Analyst	Full Time	8	38,558	39,329	40,116	40,918	41,736	42,571	43,422	2.00%
Customer Service Coordinator	Full Time	92	28,808	29,384	29,972	30,571	31,183	31,806	32,442	2.00%
Data Entry/Records Coordinator	Full Time	124	32,552	33,203	33,867	34,544	the change	35,000	35,700	2.00%
Data Entry Specialist	Full Time		28,262	28,927	29,404	29,992	30,592	31,204	31,828	2.00%
Data Entry Specialist II	Full Time		43,212	44,076	44,958	45,857	46,774	47,710	48,664	2.00%
Departmental System Specialist	Full Time	3, 4, 29, 66	62,170	63,413	64,682	65,987	67,327	68,700	70,105	2.00%
Deputy Chief of Staff to the Mayor	Full Time	69, 179	99,338	40,125	40,927	43,246	44,111	44,993	45,893	2.00%
Deputy City Clerk	Full Time	29, 66, 117	72,000	73,440	78,561	80,153	81,786	83,459	85,171	2.00%
Deputy City Controller	Full Time	131	new	60,000	61,200	62,400	63,600	64,800	66,000	2.00%
Deputy Director of Code Enforcement	Full Time	13, 29, 142	new	90,000	91,800	93,600	95,400	97,200	99,000	2.00%
Deputy Director of Human Resources (formerly Manager - Talent)	Full Time	33	78,270	76,775	76,775	90,000	91,800	93,600	95,400	2.00%
Deputy Director of Public Works	Full Time	29	55,172	56,275	57,380	58,489	59,600	60,715	61,835	2.00%
Deputy Director of Venues, Parks & Arts (the Exec Director Morris PAC)	Full Time	37	33,566	34,237	34,922	35,621	36,333	37,050	37,772	2.00%
Deputy Mayor	Full Time	17, 146	new	66,191	66,495	66,800	67,105	67,410	67,715	2.00%
Design Plan Review Specialist	Full Time	125	new	63,913	65,191	66,495	67,825	69,181	70,560	2.00%
Digital (Forensic) Lab Technician	Full Time	5, 138	new	63,913	65,191	66,495	67,825	69,181	70,560	2.00%
Digital Communications & Multimedia Training Coordinator	Full Time	5, 138	new	63,913	65,191	66,495	67,825	69,181	70,560	2.00%
Director - DCI - (Admin/Finance Team)	Full Time	11, 60, 66, 132	new	52,000	55,640	56,753	57,888	59,045	60,225	2.00%
Director - DCI - (Planning Team)	Full Time	116	56,992	58,132	the change	eliminated	the change	73,440	74,909	2.00%
Director of 311 Customer Service	Full Time	30	56,992	58,132	the change	eliminated	the change	73,440	74,909	2.00%
Director of Accounting and Budget	Full Time	76	56,992	58,132	59,294	60,467	61,650	62,843	64,045	2.00%
Director of Administrative Services - Parks	Full Time	132	56,992	58,132	59,294	60,467	61,650	62,843	64,045	2.00%
Director of Applications	Full Time	178	56,992	58,132	59,294	60,467	61,650	62,843	64,045	2.00%
Director of Assets and Information Systems	Full Time	67	56,992	58,132	59,294	60,467	61,650	62,843	64,045	2.00%
Director of Booking & Event Services	Full Time	85, 182	the change	the change	the change	the change	the change	the change	the change	2.00%
Director of Business Analytics	Full Time	132	69,721	71,115	72,538	73,981	75,444	76,927	78,430	2.00%
Director of Business Development (formerly Director II - DCI - (Economic Resource	Full Time	153	new	69,721	71,115	72,538	73,981	75,444	76,927	2.00%
Director of Business Development (formerly Director II - DCI - (Economic Resource	Full Time	138	68,354	69,721	71,115	72,538	73,981	75,444	76,927	2.00%
Director of Central Services	Full Time	158	68,354	69,721	71,115	72,538	73,981	75,444	76,927	2.00%
Director of Civic Innovation	Full Time	135	69,238	70,623	72,028	73,453	74,898	76,363	77,848	2.00%
Director of Civilian Services (the Director of Records Bureau)	Full Time	29, 66	55,432	56,541	57,667	58,809	59,966	61,139	62,327	2.00%
Director of Code Enforcement	Full Time	2, 3	58,344	59,511	60,701	61,915	63,153	64,416	65,704	2.00%
Director of Communication Center	Full Time	8, 95	52,338	53,385	54,452	55,542	56,652	57,785	58,941	2.00%
Director of Communications	Full Time	5, 63	68,354	the change	49,500	50,490	51,500	52,530	53,580	2.00%
Director of Communications & Radio	Full Time	5, 63	68,354	the change	49,500	50,490	51,500	52,530	53,580	2.00%
Director of Community Development	Full Time	21, 29, 82, 137	new	43,000	44,000	45,000	46,000	47,000	48,000	2.00%
Director of Community Outreach	Full Time	117	72,172	74,176	75,660	77,173	78,717	80,290	81,892	2.00%
Director of CSO Project Management	Full Time	108, 161	56,446	57,575	58,726	59,900	61,100	62,320	63,560	2.00%
Director of Customer Service & Billing Office	Full Time	76, 130	58,422	59,590	60,782	61,998	63,238	64,500	65,780	2.00%
Director of Development - Venues, Parks & Arts	Full Time	159	58,422	59,590	60,782	61,998	63,238	64,500	65,780	2.00%
Director of Distributions	Full Time	5, 63	68,354	the change	49,500	50,490	51,500	52,530	53,580	2.00%
Director of Economic Development	Full Time	38	69,394	70,782	the change	71,717	73,130	74,560	76,010	2.00%
Director of Energy Conservation	Full Time	153	new	81,500	83,232	84,997	86,790	88,610	90,450	2.00%
Director of Engagement & Economic Empowerment (replacing Asst Director Postik	Full Time	167	54,418	55,506	56,616	57,749	58,904	60,082	61,284	2.00%
Director of Equipment Services (formerly Manager - Equipment Services)	Full Time	39, 133, 175	64,506	65,796	67,112	68,454	69,823	71,220	72,645	2.00%
Director of Facilities Management (formerly Sustainability Project Manager)	Full Time	138	62,650	63,936	65,256	66,610	67,989	69,393	70,822	2.00%
Director of Finance (Public Works)	Full Time	5, 63	62,650	63,936	65,256	66,610	67,989	69,393	70,822	2.00%
Director of Financial & Program Management	Full Time	116, 140	55,172	56,275	57,401	58,549	59,720	60,914	62,134	2.00%
Director of Financial Services	Full Time	140	56,446	57,575	58,726	59,900	61,099	62,327	63,580	2.00%
Director of Financial Services (Park Administration)	Full Time	140	56,446	57,575	58,726	59,900	61,099	62,327	63,580	2.00%

City of South Bend, Indiana
 2018 Nonbargaining Salary Ordinance Schedule - as amended 2-26-18
 Maximum Salaries

Job Title	Status	Notes *	2012	2013	2014	2015	2016	2017	2018	% Increase
Director of Financial Services (Water Utility)	Full Time	140	59,098	60,280	61,466	62,715	63,970	65,249	66,554	2.00%
Director of Golf Operations	Full Time		56,992	58,132	59,294	60,480	61,692	62,924	64,182	2.00%
Director of Human Resources	Full Time	3	80,002	81,602	83,234	84,889	86,567	88,229	90,096	2.00%
Director of Information Technology	Full Time	29, 66, 98	54,262	55,347	56,221	60,405	61,614	70,000	71,400	2.00%
Director of Infrastructure	Full Time	3, 71	87,000	88,740	90,515	eliminated				
Director of Marketing & Promotions	Full Time	132								
Director of Neighborhood Development (formerly Director II - DCI - Neighborhood)	Full Time	36	50,518	51,528	52,559	53,610	54,682	55,776	56,892	2.00%
Director of Office of Sustainability	Full Time	153	new	69,721	71,115	72,538	76,000	77,520	79,070	2.00%
Director of Operations - Venues	Full Time	38, 66	new	new	75,737	77,252	78,797	80,373	81,980	2.00%
Director of Parks & Recreation	Full Time	181	75,530	77,041	title change					
Director of Planning (formerly Director II - DCI - (Planning Team))	Full Time	153		new	71,115	72,537	76,000	77,520	79,070	2.00%
Director of Public Works	Full Time	3, 26	108,248	110,413	110,413	112,621	114,874	117,171	119,514	2.00%
Director of Purchasing	Full Time	168, 172								
Director of Records Bureau (now Director of Civilian Services)	Full Time	88	42,458	43,307	44,173	45,057	47,797	48,623	49,463	2.00%
Director of Recreation (aka Deputy Parks & Recreation Director)	Full Time	14	62,738	67,000	69,340	69,707	71,101	72,523	73,973	2.00%
Director of Redevelopment Engineering	Full Time	119								
Director of Redevelopment Finance (formerly Director II - Admin/Finance Team)	Full Time	174		new	56,753	57,888	59,046	60,227	61,432	-7.12%
Director of Safety & Risk	Full Time	40, 66		new	72,000	73,440	74,909	76,407	77,935	2.00%
Director of SCADA Information Systems	Full Time	45		new	title change					
Director of Secretarial Services	Full Time	132	48,100	49,062						
Director of Services	Full Time	132, 153								
Director of Solid Waste Operations	Full Time	132, 153	69,576	70,968	75,936	77,455	81,500	83,130	84,793	2.00%
Director of Streets & Sewers	Full Time	29, 66, 106	67,626	68,979	70,358	71,765	73,201	74,665	76,158	2.00%
Director of Treasury (formerly Director of City Finance)	Full Time		54,964	56,053	57,185	58,328	59,495	60,627	61,822	2.00%
Director of Treatment	Full Time	74			new	90,000	91,800	93,636	95,509	2.00%
Director of Utilities Safety	Full Time	112				new	53,500	54,570	55,661	2.00%
Director of Wastewater	Full Time	67	67,392	68,740	title change					
Director of Wastewater Maintenance	Full Time	114	59,878	61,076	62,297	63,543	70,000	71,400	72,828	2.00%
Director of Water Quality & Laboratory	Full Time	110				new	70,000			
Director of Water Works	Full Time	29, 75	68,354	69,721	81,000	60,426	61,634	62,823	64,023	2.00%
Director of Zoo	Full Time	29, 75	56,940	58,079	59,241	59,814	60,000	60,000	60,000	2.00%
Distribution Records Drafter	Full Time	109	37,518	38,268	39,034	39,814	40,611	41,423	42,251	2.00%
Diversity Compliance/Inclusion Officer	Full Time									
Division Director of Environmental Services	Full Time	24, 30	new	41,600	42,432	43,281	44,144	45,000	45,867	2.00%
Economic Empowerment Specialist (formerly Associate I - DCI (Economic Resour	Full Time	29, 61, 66, 74	71,656	73,089	78,205	83,338	88,488	93,636	98,798	2.00%
Engineer Aide IV	Full Time	153	new	38,268	39,034	39,814	40,611	41,423	42,251	2.00%
Engineer I	Full Time	65	37,518	38,268	39,034	39,814	40,611	41,423	42,251	2.00%
Engineer II	Full Time				68,329	69,696	71,090	72,512	73,962	2.00%
Engineer Inspector	Full Time		65,676	66,990	68,329	69,696				
Event Service Technician I	Full Time	32	38,558	39,329	title change					
Event Service Technician II	Full Time		24,960	25,459	25,968	26,488	27,018	27,558	28,109	2.00%
Evidence Technician	Full Time	88	28,392	28,960	29,539	30,130	30,732	31,347	31,974	2.00%
Executive Administrative Assistant	Full Time	105	35,542	36,253	36,978	37,717	40,010	40,810	41,626	2.00%
Executive Assistant	Full Time	43, 117		new	45,000	45,900	46,818	47,722	48,647	2.00%
Executive Assistant - DCI - (Adm & Finance Team)	Full Time	65, 154		new	51,044	52,065	53,075	54,066	55,037	2.00%
Executive Assistant and Director of Special Projects	Full Time	1, 3, 62	48,100	49,062	50,043	51,044	52,065	53,106	54,168	2.00%
Executive Director of Community Investment	Full Time	3, 5, 26	94,500	96,390	96,390	98,318	100,284	102,290	104,336	2.00%
Executive Director Venues, Parks & Arts (aka Superintendent-Park)	Full Time	29, 64, 98, 114		new	90,000	91,800	93,636	95,509	97,423	2.00%
Financial Specialist I	Full Time		31,746	32,381	33,029	33,689	34,353	35,002	35,656	2.00%
Financial Specialist II	Full Time		34,672	35,325	36,031	36,752	37,487	38,237	38,992	2.00%
Financial Specialist III	Full Time		38,740	39,515	40,305	41,111	41,933	42,772	43,627	2.00%
Financial Specialist IV	Full Time	20, 44	42,899	43,757	44,632	45,525	46,435	47,364	48,311	2.00%
Financial Specialist Senior	Full Time		49,062	50,043	51,044	52,065	53,106	54,168	55,251	2.00%
Fingerprint/Photo Technician	Full Time		33,566	34,237	34,922	35,621	36,333	37,060	37,801	2.00%
Firmans IBS/NBIN Tech	Full Time									
Fiscal Officer	Full Time	134, 146								
Fiscal Officer/Business Analyst	Full Time	41, 138		new	52,180	53,224	54,288	55,374	56,482	2.00%
Foreman IV	Full Time	65, 138		new	54,570	55,661	56,775	57,910	59,076	2.00%
Foreman V	Full Time	118			38,613	39,395	40,177	40,972	41,782	2.00%
Forensic Lab Tech	Full Time	56, 118			43,519	44,390	45,278	46,183	47,103	2.00%
Forensic Scientist/ Firmam & Tool Mark Examiner (formerly Crime Lab Firmams E	Full Time	149								
Forensic Scientist/ Firmam & Tool Mark Examiner Trainee	Full Time	145	52,754	53,809	54,895	55,983	57,103	58,245	59,409	2.00%
General Manager - Venues	Full Time	181						new	98,500	100.00%

City of South Bend, Indiana
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 Maximum Salaries

Job Title	Status	Notes *	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	% Increase
General Zoo Curator	Full Time		47,008	47,948	48,907	49,885	50,883	eliminated		
GIS Manager	Full Time		56,030	57,151	58,294	59,459	60,649	61,862	63,099	2.00%
GIS Specialist - Senior	Full Time		45,370	46,277	47,203	48,147	49,110	50,092	51,094	2.00%
Grants Administrator	Full Time	115					title change			
Graphic Designer	Full Time	130					new			
Greenskeeper	Full Time		41,158	41,981	42,821	43,677	44,551	45,442	46,351	2.00%
Hearing Secretary	Full Time	104					new			
Historic Preservation Administrator	Full Time	157					new			
Historic Preservation Specialist	Full Time	157					new			
Horticultural Tech	Full Time	136					new			
Housing Counselor (formerly Associate II - DCI - Neighborhood Engagement Tea	Full Time	133	new	54,870	55,967	57,087	58,228	59,393	60,581	2.00%
Housing Specialist Senior	Full Time	5, 63	50,440	title change						
Housing Specialist V	Full Time	5, 63	42,770	title change						
Housing Specialist VI	Full Time	5, 63	45,422	title change						
Human Resources Generalist - Senior (Public Safety Focus)	Full Time	91								
Human Resources Generalist	Full Time	65			new	33,000	33,660	34,333	35,020	2.00%
Human Resources Generalist/Benefits Coordinator	Full Time	89				new	40,000	40,800	41,616	2.00%
Human Resources Specialist IV	Full Time	129	42,900	43,758	44,633	45,526	46,436	47,365	48,312	2.00%
HVAC Technician	Full Time		47,762	48,717	49,692	50,685	51,699	52,733	53,788	2.00%
Industrial Pretreatment Specialist I	Full Time		31,642	32,275	32,920	33,579	34,250	34,935	35,634	2.00%
Intake Officer/Investigator	Full Time	63	54,678	55,772	56,887	58,025	59,185	60,369	61,576	2.00%
Internal Auditor	Full Time		33,332	33,999	34,679	35,372	36,080	36,801	37,537	2.00%
Inventory Control Technician II	Full Time		36,270	36,995	37,735	38,490	39,260	40,045	40,846	2.00%
Investigator II	Full Time		38,584	39,356	40,143	40,946	41,765	42,600	43,452	2.00%
Investigator IV	Full Time		40,998	41,716	42,550	43,401	44,269	45,155	46,058	2.00%
Investigator V	Full Time		42,900	43,758	44,633	45,526	46,436	47,365	48,312	2.00%
Investigator VI	Full Time	83				new	47,889	48,851	49,812	2.00%
Laboratory Technician	Full Time		30,264	30,869	31,487	32,116	32,759	33,414	34,082	2.00%
Latent Fingerprint Examiner (formerly Evidence Technician)	Full Time	88, 147	35,642	36,253	36,978	37,717	40,810	40,810	55,000	34.77%
Locator	Full Time	63	34,622	35,325	36,031	36,752	37,487	38,237	39,002	2.00%
Maintenance Foreman II	Full Time		38,220	38,984	39,764	40,559	41,371	42,198	43,042	2.00%
Maintenance Technician	Full Time	181	34,216	34,900	35,598	36,310	37,036	37,777	38,533	2.00%
Manager - Animal Shelter	Full Time	30		new	47,501	48,451	49,420	50,408	51,416	2.00%
Manager - Applications	Full Time	132			new	40,000	40,800	41,616	42,448	2.00%
Manager - Assistant Animal Shelter	Full Time	31, 68	32,266	32,911	33,570	34,241	34,926	35,624	36,336	2.00%
Manager - Business Development (formerly Associate III - DCI - Business Develo	Full Time	27, 89, 143	37,830	38,587	39,357	40,143	40,946	41,765	42,600	2.00%
Manager - Box Office	Full Time	36, 63		title change						
Manager - Business Development (formerly Associate III - DCI - Business Develo	Full Time	153	new	59,537	60,728	61,942	63,181	64,445	65,734	2.00%
Manager - CSO Operations	Full Time		54,860	55,957	57,076	58,218	59,382	60,570	61,781	2.00%
Manager - Customer Service	Full Time	60, 162	44,226	45,111	46,013	46,933	47,872	48,829	49,802	2.00%
Manager - Data & GIS	Full Time	132					title change			
Manager - Employment (Human Rights) (replacing (1) Investigator V)	Full Time	151								
Manager - Environmental Compliance	Full Time	29, 66	59,566	60,757	65,010	66,310	67,636	68,989	70,369	2.00%
Manager - Events	Full Time	130					new			
Manager - Facilities	Full Time	50	45,656	46,659	47,501	48,451	49,420	50,408	51,416	2.00%
Manager - Facility Operations	Full Time	86				title change				
Manager - Facility Operations (MPAC)	Full Time		50,622	51,634	52,667	53,720	54,795	55,881	56,994	2.00%
Manager - Golf Course/Rink	Full Time	151					eliminated			
Manager - Housing (Human Rights)(replacing (1) Investigator V)	Full Time	111					new			
Manager - Industrial Pretreatment	Full Time	132					title change			
Manager - Infrastructure	Full Time	36	53,274	54,339	55,426	56,535	57,665	58,825	60,007	2.00%
Manager - Interactive Marketing	Full Time	114								
Manager - Maintenance	Full Time		53,274	54,339	55,426	56,535	57,665	58,825	60,007	2.00%
Manager - Maintenance (MPAC)	Full Time		new	50,786	51,802	52,838	53,895	54,971	56,061	2.00%
Manager - Neighborhood Grants (formerly Associate I - DCI - Neighborhood Enge	Full Time	153	33,098	33,760	34,435	35,124	35,826	36,543	37,274	2.00%
Manager - Office	Full Time	29, 50	58,240	59,405	64,664	65,957	67,276	68,622	69,994	2.00%
Manager - Operations	Full Time	132					title change			
Manager - Operations - Distribution	Full Time	29, 66, 69	62,780	63,836	64,915	66,016	67,139	68,285	69,456	2.00%
Manager - Operations - Forester	Full Time	50		new	57,996	59,156	60,339	61,546	62,777	2.00%
Manager - Park Grounds Manager	Full Time	113	39,286	40,072	40,873	41,691	42,524	43,372	44,234	2.00%
Manager - Parts Maintenance	Full Time	12, 117, 138	new	67,626	68,979	70,358	71,765	73,200	74,663	2.00%
Manager - Performance Improvement	Full Time		43,888	44,766	45,661	46,574	47,506	48,456	49,425	2.00%
Manager - Permits	Full Time									

City of South Bend, Indiana
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Maximum Salaries

Job Title	Status	Notes *	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	% Increase	
Manager - Print Shop	Full Time	84, 118	42,666	43,519	44,390	45,278	46,183	47,107	48,049	2.00%	
Manager - Production	Full Time		37,180	37,924	38,682	39,456	40,250	41,065	41,892	2.00%	
Manager - Property & Evidence	Full Time	126									
Manager - Property Development (formerly Associate III - DCI - (Economic Resou	Full Time	153									
Manager - Public Construction	Full Time		60,138	new	60,728	61,943	63,819	65,935	68,307	2.00%	
Manager - Purchasing	Full Time	168	60,008	61,208	62,432	63,681	64,955	66,254	67,579	2.00%	
Manager - Records Bureau	Full Time	92									
Manager - Safety & Risk	Full Time	40	52,000	53,040	the change						
Manager - Service Contracts & General Supplies	Full Time	165, 172									
Manager - Services	Full Time	132									
Manager - Sewer Operations	Full Time		60,008	61,208	62,432	63,681	64,955	66,254	67,579	2.00%	
Manager - Solid Waste Operations	Full Time		55,952	57,071	58,212	59,377	60,564	61,778	63,012	2.00%	
Manager - Streets	Full Time		55,952	57,071	58,212	59,377	60,564	61,778	63,012	2.00%	
Manager - Traffic & Lighting	Full Time	131									
Manager - Utility Purchasing & Storage	Full Time	131									
Manager - Wireless Construction	Full Time	113									
Manager - Zoo Concessions & Gift Shop	Full Time	173									
Manager I - Assistant Box Office	Full Time	50									
Manager II - Assistant Box Office	Full Time		30,732	new	31,347	31,974	32,613	33,265	33,931	2.00%	
Marketing and Education Curator	Full Time	49	34,346	35,033	35,734	36,448	37,177	37,921	38,679	2.00%	
Neighborhood Program Specialist (formerly Analyst II - DCI) (Neighborhood Engag	Full Time	153	33,916	35,514	the change						
Neighborhood Program Specialist (formerly Analyst II - DCI) (Neighborhood Engag	Full Time		new	45,390	46,298	47,224	48,168	49,132	50,115	2.00%	
Network Engineer	Full Time	28, 66	53,664	54,737	55,864	57,040	58,269	59,540	60,835	2.00%	
Operations Analyst (Codel) (formerly Data Analyst)	Full Time	65, 168									
Ordinance Violations Bureau Clerk	Full Time	29	33,202	33,865	34,532	35,202	35,892	36,592	37,292	2.00%	
Paralegal	Full Time	70	40,768	41,583	42,415	43,263	44,129	44,991	45,844	2.00%	
Park Police II	Full Time	70	32,240	32,895	33,542	34,213	34,897	35,595	36,307	2.00%	
Park Ranger	Full Time	70									
Planner VI	Full Time	5, 63	49,790	the change							
Police Crime Intelligence Analyst	Full Time	128									
Preventive Maintenance Coordinator	Full Time		37,414	38,192	38,976	39,704	40,498	41,308	42,134	2.00%	
Principal Planner (formerly Associate II - DCI - (Planning))	Full Time	153		new	55,987	56,228	56,893	57,593	58,324	10.88%	
Print Shop Technician	Full Time	46, 118	35,048	35,749	36,464	37,193	37,937	38,696	39,470	2.00%	
Program Coordinator	Full Time			new	33,272	33,937	34,616	35,307	36,011	2.00%	
Programmer Analyst I	Full Time		41,692	42,485	43,335	44,201	45,085	45,977	46,860	2.00%	
Programmer Analyst II	Full Time		42,446	44,315	45,201	46,105	47,027	47,968	48,927	2.00%	
Project Analyst VI	Full Time	5, 63	42,094	the change							
Project Analyst VIII	Full Time	5, 63	45,474	the change							
Project Inspector	Full Time	93, 117									
Project Inspector I	Full Time	93	43,888	44,766	45,661	46,574	47,502	48,434	49,361	2.00%	
Project Inspector II	Full Time	83	46,748	47,683	48,637	49,609	50,581	51,562	52,534	2.00%	
Project Manager	Full Time	32	48,256	49,221	50,206	51,210	52,234	53,279	54,345	2.00%	
Property Development Analyst (formerly Associate I - DCI - (Admin & Finance Team	Full Time	153		new	50,786	51,802	52,838	53,895	54,972	56,071	2.00%
Property/Inspection (formerly Associate I - DCI - (Neighborhood Engagement Team	Full Time	153		new	33,500	33,500	34,489	35,479	36,460	37,441	2.00%
Property/Evidence Custodian- Senior	Full Time										
Public Access Coordinator	Full Time	121									
Public Assistance Clerk II (now Records Specialist)	Full Time		27,638	28,191	28,745	29,330	29,916	30,502	31,087	2.00%	
Public Assistance Specialist	Full Time	63	40,326	41,133	41,955	42,794	43,650	44,523	45,413	2.00%	
Public Service Officer	Full Time	122									
Public Works Public Information Officer	Full Time	144									
Public Works Safety Coordinator	Full Time	102	44,928	45,627	46,743	47,678	48,605	49,527	50,444	2.00%	
Quality Assurance Distribution Technician	Full Time	73	37,856	38,613	39,385	40,173	40,977	41,796	42,632	2.00%	
Quality Assurance Treatment Technician	Full Time		40,534	41,345	42,172	43,019	43,877	44,736	45,595	2.00%	
Radio Technician I	Full Time		43,056	43,917	44,795	45,691	46,605	47,537	48,488	2.00%	
Radio Technician II	Full Time		44,426	45,349	46,266	47,181	48,125	49,087	50,060	2.00%	
Radio Technician III	Full Time		47,814	48,770	49,746	50,741	51,755	52,779	53,847	2.00%	
Records Specialist	Full Time	120									
Residential Combination Inspector	Full Time	96									
Residential Marketing Specialist	Full Time	5, 63	58,370	the change							
Sales/Event Associate	Full Time	36	34,424	35,112	35,800	36,498	37,196	37,904	38,612	2.00%	
SCADA Instrument Specialist	Full Time		50,622	51,634	52,667	53,720	54,795	55,891	57,009	2.00%	
Secretary II	Full Time		25,766	26,281	26,807	27,343	27,890	28,448	29,017	2.00%	
Secretary III	Full Time	35	27,066	27,607	28,159	28,723	29,297	29,883	30,481	2.00%	
Secretary IV	Full Time		28,730	29,305	29,891	30,489	31,098	31,720	32,354	2.00%	
Secretary of the Board	Full Time	62	40,534	41,345	the change						
Secretary V	Full Time		30,264	30,889	31,487	32,116	32,799	33,414	34,082	2.00%	

City of South Bend, Indiana
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 Maximum Salaries

Job Title	Status	Notes *	2012		2013		2014		2015		2016		2017		2018	
			Salary		Salary		Salary		Salary		Salary		Salary		Salary	% Increase
311 Customer Service Liaison (hourly rate)	Part Time	57, 67, 99			new		17,00		17,34		20,66		21,07		21,49	1,99%
Administrative Assistant III	Part Time	95					37,005		new		38,500		20,63		21,04	1,99%
Associate IV - DCU - (Economic Resources Team) (20 hours)	Part Time	5	36,478		36,279		37,30		37,745		38,81		eliminated		40,37	2,00%
City Engineer (hourly rate)	Part Time	6	new		36,57		19,260		19,645		20,038		20,439		20,846	1,99%
Code Inspector IV	Part Time	57	new		19,00		19,38		19,77		20,16		20,57		20,98	1,99%
Construction Inspector (hourly rate)	Part Time	7	new		12,600		12,882		new		13,109		13,639		13,912	2,00%
Engineer (29 hours per week)	Part Time	94	new		new		10,00		10,20		10,40		eliminated		eliminated	
Police Department Lab Technician (20 hour per week)	Part Time	18	new		14,50		14,79		15,09		15,39		15,70		eliminated	
Secretary - Human Rights (hourly rate)	Part Time	57	new		27,46		28,01		28,57		29,14		29,72		30,31	1,99%
Secretary V (Mayor's Office) (hourly rate)	Part Time	21, 176														
Non Bargaining Maximum Hourly Rate (excluding above)	Part Time		26,92													
City Minimum Wage for All Positions	All Positions												10,10		10,10	0,00%
City Minimum Wage																
Other Compensation																
Water Utility	Off duty water technicians monitoring water operations off site	Hourly	0,30		0,30		0,30		0,30		0,30		eliminated			
Sewer Insurance	Sewer Insurance off-call wages	Annual	19		5,000		5,100		5,202		5,306		eliminated			

Notes
 For 1-136, refer to prior year salary ordinance
 2018 Revision Explanations:
 181 - new position - Century Center Reorganization effective 4/1/18
 182 - title change only

Filed in Clerk's Office
FEB 07 2018
 KAREEMAH FOWLER
 CITY CLERK, SOUTH BEND, IN