

2019 Budget Presentation

Nonbargaining Salary Ordinance

September 19, 2018



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2019 NONBARGAINING SALARY ORDINANCE 19-24

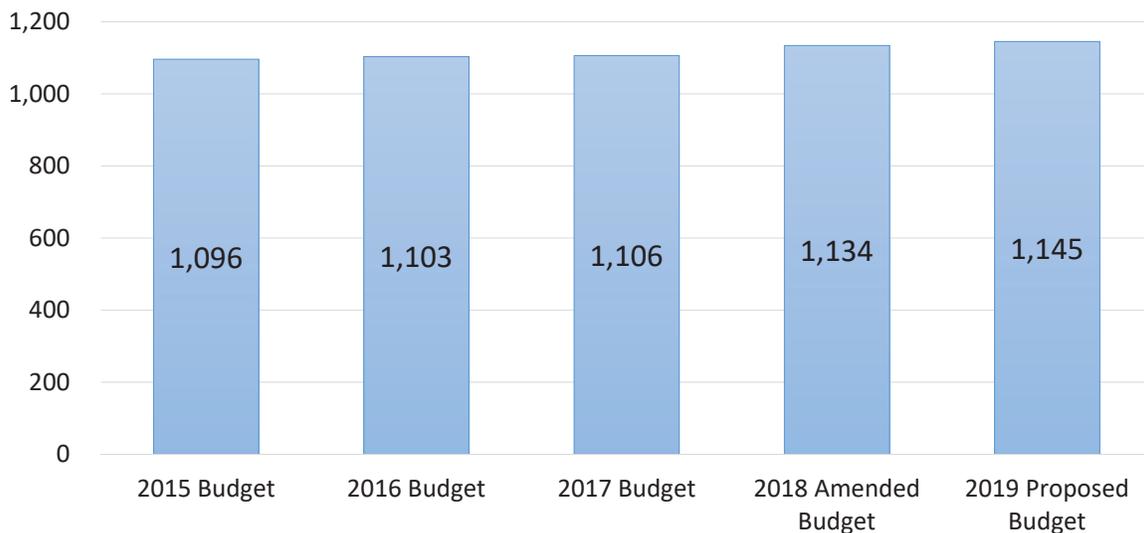


CITY OF SOUTH BEND

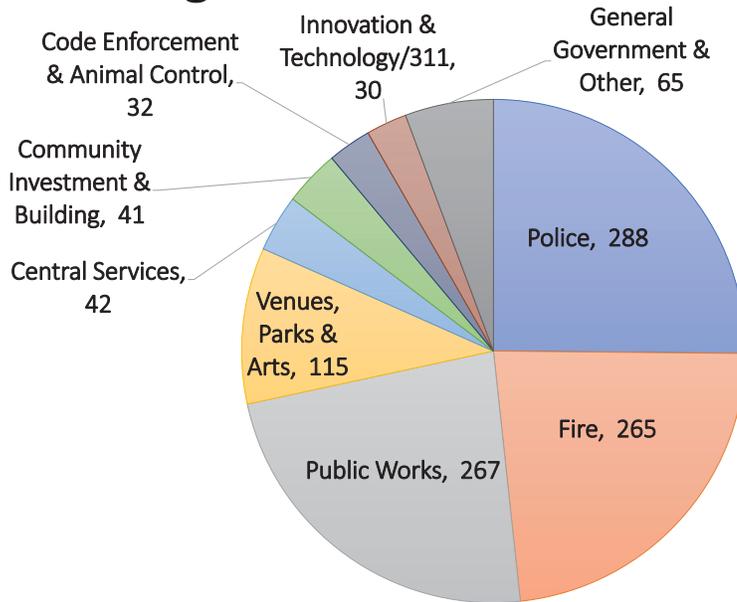
EXCELLENCE | ACCOUNTABILITY | INNOVATION | INCLUSION | EMPOWERMENT

Salary Ordinance Overview September 19, 2018

Budgeted Full-Time Positions



2019 Budgeted Full-Time Headcount Summary



Individual Departmental Presentations

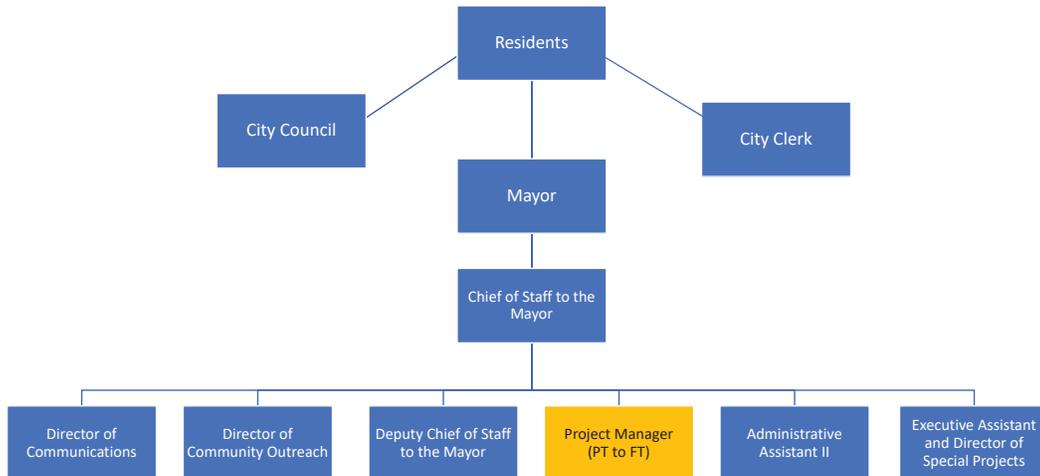
Presented in the order in which the budget presentations were made to Council:

- Mayor’s Office
- City Clerk
- South Bend Fire Department
- Department of Public Works
- Venues, Parks & Arts
- South Bend Police Department
- Department of Code Enforcement and Animal Care & Control
- Department of Administration & Finance
- Office of Diversity & Inclusion
- Department of Community Investment
- Office of Innovation & Technology/311 Call Center

Presentation Key:



Mayor's Office

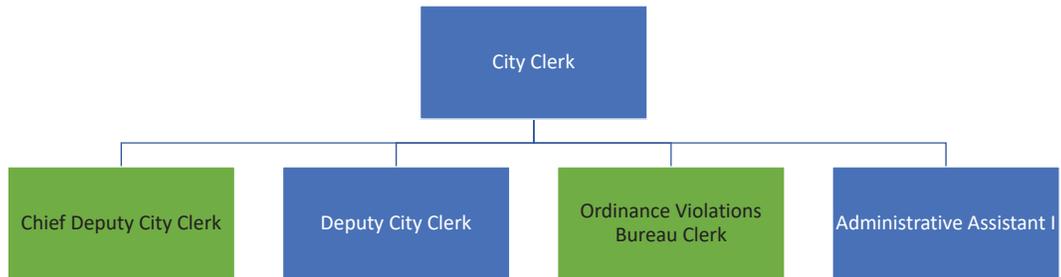


Presented to Council August 1, 2018

Mayor's Office requests:

- Project Manager to a full time position – total increase of 1.85%

City Clerk

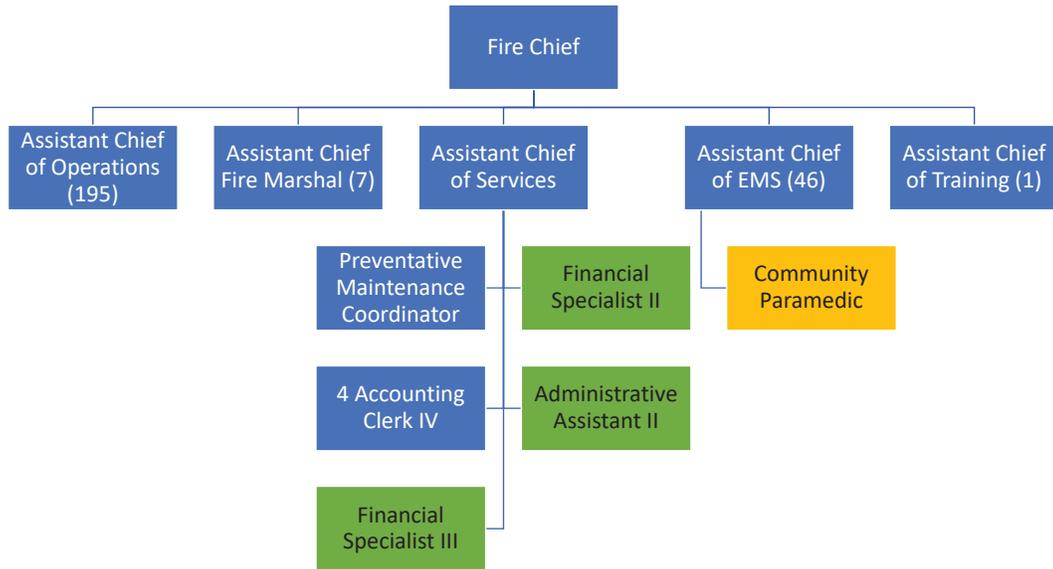


Presented to Council August 1, 2018

City Clerk requests:

- Requesting a salary increase for Chief Deputy Clerk to reflect work load and responsibility additions from \$51,709 to a cap of \$56,809
- Requesting a salary increase for Ordinance Violations Bureau Clerk to reflect work load and responsibility additions from \$42,910 to a cap of \$46,910

South Bend Fire Department

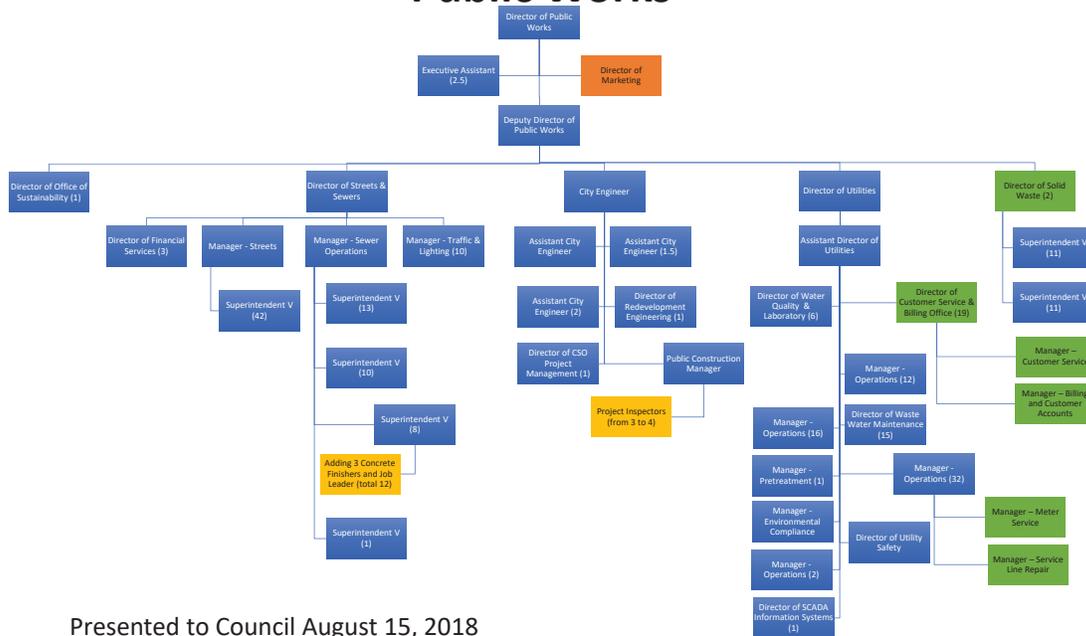


Presented to Council August 8, 2018

Fire Department requests:

- Admin Assistant I → II - The Administrative Assistant Position I has taken on increased responsibilities. In addition to being the administrative assistant for the Fire Chief, this position provides support to the other command staff. This position also serves as a purchasing liaison and enters all requisitions, handles all invoices, and tracks received and fulfilled orders.
- Financial Specialist II → III - The Financial Specialist III position continues to handle billing collections for the EMS division, assists as needed with EMS coding of calls. This position also is responsible for all payroll entry and tracking, as well as being a liaison for benefits. This position serves the Fire Prevention Division and assists Public Educators to book tours of stations, and is the primary contact for requested Fire Reports as well as coordinating APRA requests with the City Legal Department.
- Financial Specialist I → II - The Financial Specialist II position would maintain the required skills and abilities of the Accounting Clerk IV billing positions as well as holding the credential for a Certified Compliance Officer. This position directs the work of the billing staff and prepares reports and reimbursements for 3rd party customers, as well as posting of payments from reimbursements.
- Community Paramedic- Paramedic that will meet with citizens that frequently use the ambulances and emergency room. They will follow up with the citizens and identify core reasons for frequent utilization of the EMS system in order to facilitate acquiring the appropriate services for them. By finding the appropriate "medical home" for these patients, the intent is to reduce the burden on the EMS system by these patients and taking care of their true needs by appropriate service providers. Often times, these needs include social services, pharmacy needs, transportation needs, and simply household necessities.

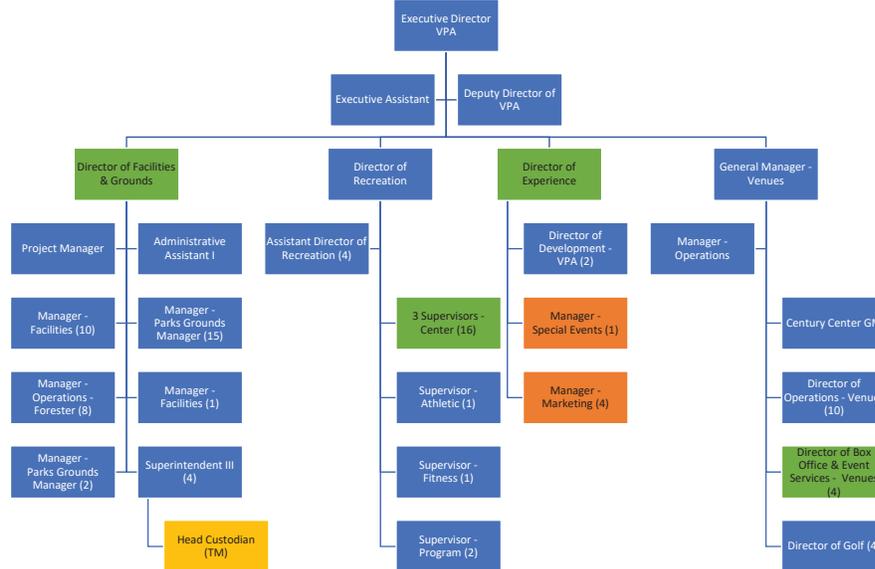
Public Works



Public Works requests:

- 1 FTE in Engineering for Inspection
- 4 FTE's in Streets for curb and sidewalk
- 1 FTE moving to Innovation & Technology
- Title Change: Public Works Public Information Officer to Director of Marketing – Public Works

Venues Parks & Arts



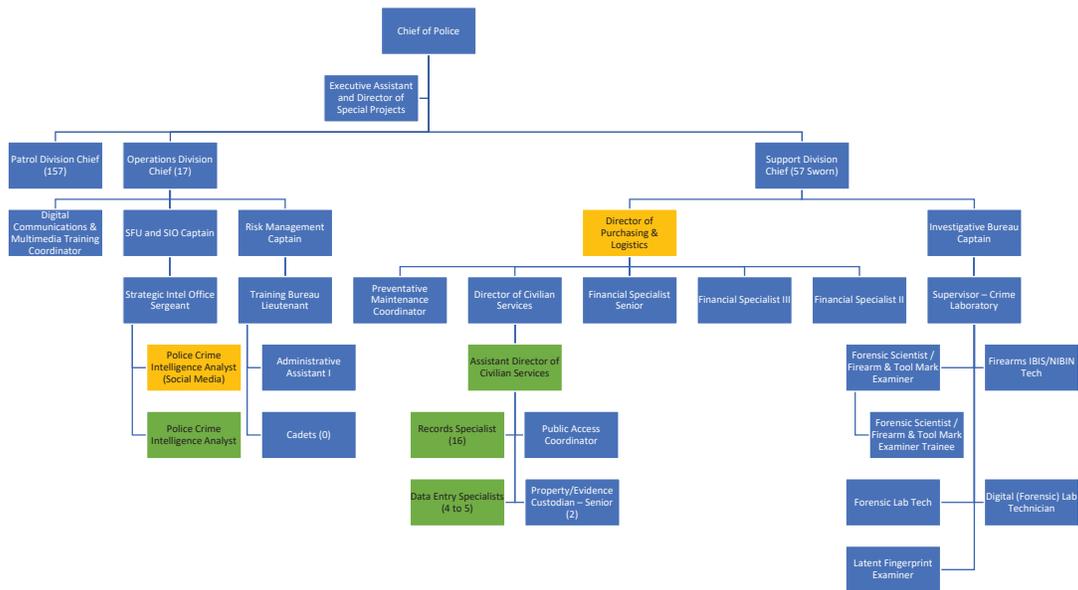
Presented to Council August 22, 2018

Venues Parks & Arts Requests:

Total Net Effect = +\$44,000 (0.7% Increase)

- 2% Raises | Migration of Positions to Venues | Departmental Efficiencies | New Teamsters Position | Ice Skating | Director of Facilities & Grounds | Experience Division (reorg fragments)

South Bend Police Department

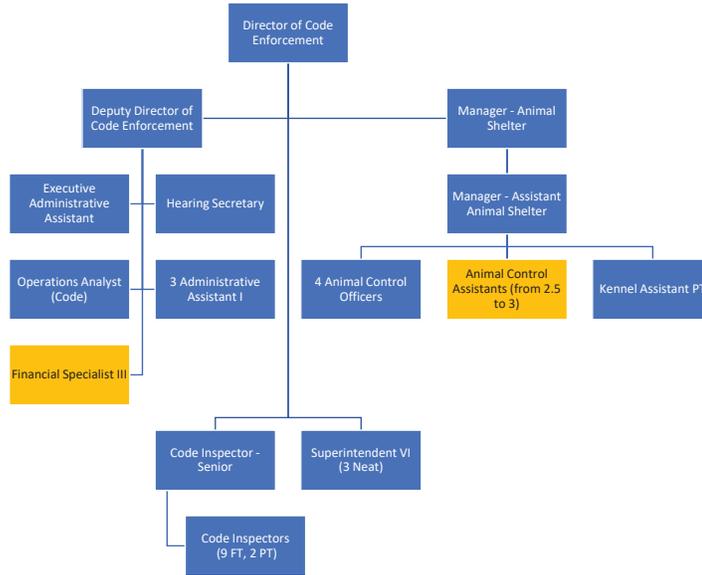


Presented to Council August 29, 2018

Police Department Requests:

- Director of Logistics – Civilianizing position to allow officer move to enforcement position.
- Crime Intelligence Analyst (Social Media) – new position to assist the SFU
- Alarm Specialist – Changing to Data Entry Specialist
- Data Entry Specialist/Records Specialists – New shift premiums and a potential tiered rate plan.
- Assistant Director of Civilian Services - To bring Assistant Director more in line with the Director pay. The Assistant Director Takes on task that were not taken into account prior. These include: 1) NCIC/IDACS Coordinator 2) Trainer and/or Training coordinator for Records and Front Desk personnel 3) Trainer for all other department members (sworn and civilian) who use: NIBRS, UCR, SBPD Records Management Systems (RMS) 4) Submits monthly statistical analysis regarding Part 1 Crimes in the COSB. These submissions go to: Chief's Office, Board of Public Safety, and Public. 5) Acts as Director in her/his absence while still responsible for her/his daily duties, and assists in oversight and supervision of non-sworn personnel such as (but not limited to): Property/Evidence, Records and Data personnel, Front Desk personnel, or combinations of the aforementioned.

Code Enforcement



Presented to Council September 5, 2018

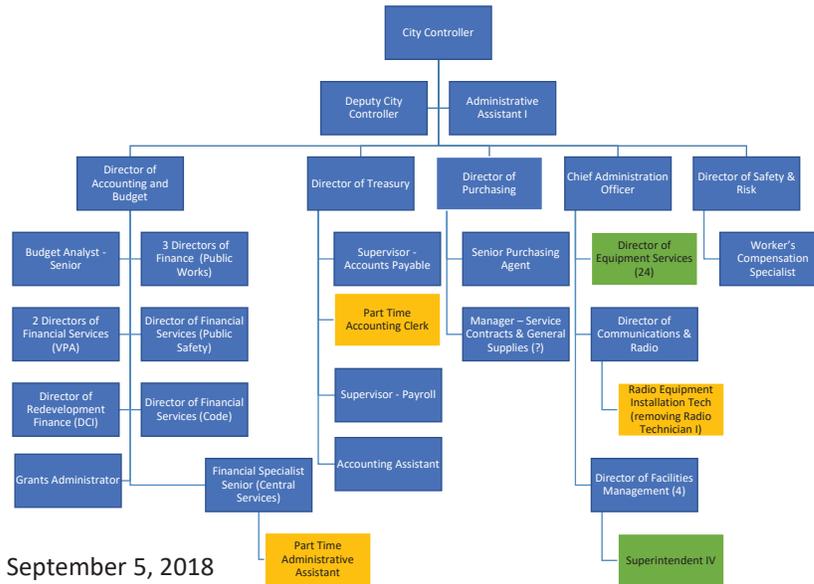
Code Enforcement Request:

- Full-Time Financial Specialist (from part-time position)

Animal Care & Control Request:

- Full-Time Animal Control Assistant (from part-time position)

Administration and Finance



Presented to Council September 5, 2018

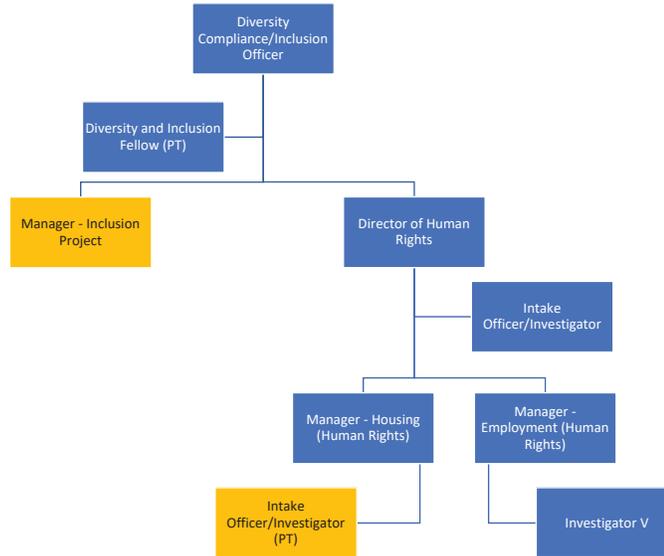
Administration & Finance Request:

- Part Time Accounts Payable Clerk for new financial system implementation assistance

Central Services Requests:

- Increase salary for Director of Equipment Services from \$61,284 to \$75,000 (salary will be more in line with other Directors with similar sized budgets and number of employees within the City)
- Eliminate the position of Radio Technician I and replace with Radio Installer I position due to the change in type of equipment
- Add one Part-time Administrative Assistant I to help with office support
- Promotion from Superintendent III to VI due to the continued increase in workload as the building maintenance group brings more buildings on-line to maintain through Central Services

Diversity and Inclusion



Presented to Council September 5, 2018

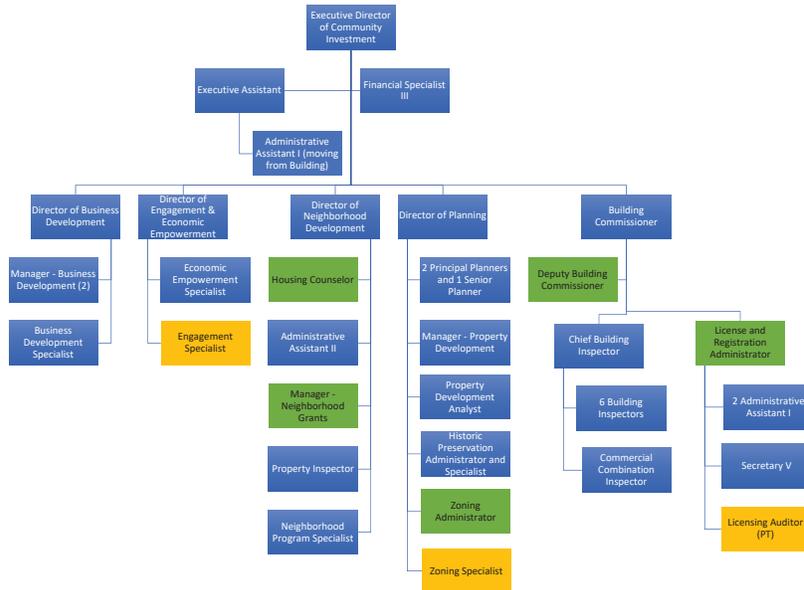
Office of Diversity & Inclusion Requests:

- 1 FTE Inclusion Manager to support DI policy development and research

Human Rights Commission Requests:

- 1 Part Time Administrative Assistant/Intake Officer to support increased caseload

Community Investment

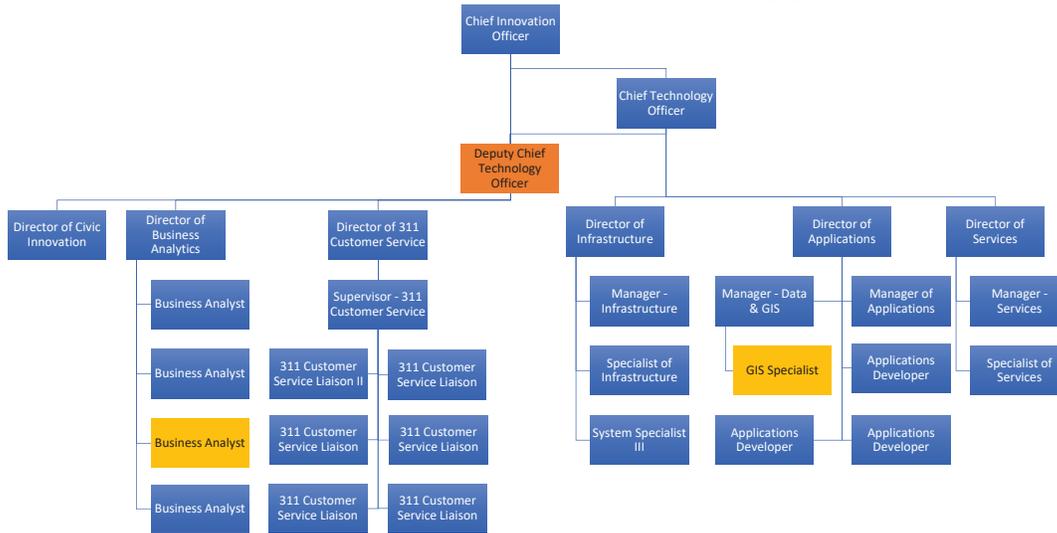


Presented to Council September 12, 2018

Community Investment Requests:

1. Create South Bend Planning Commission (SBPC) and Board of Zoning Appeals (BZA) with effective target date in Q3 2019
 - Transition current Zoning and Services Administrator to Zoning Administrator – max. salary increase
 - Transition former BZA Administrative Assistant to assist with SBPC and BZA and potential overflow of licensing/registrations (below)
 - 1 net new position (Zoning Specialist)
2. Licensing and Registration Administrator (formerly Business License Administrator) to cover contractor licensing and registrations and front office permitting – max. salary increase
3. Chief Building Inspector formally oversees inspector team
4. Deputy Building Commissioner (former Design/Plan Review Specialist) oversees and integrates permitting and inspection process – max. salary increase
5. Create new part-time Licensing Auditor to verify contractor licensing (costs covered by anticipated donations)
6. Insource more neighborhood engagement with new Engagement Specialist position
7. Adjusting max salaries for Housing Counselor and Manager – Neighborhood Grants positions in Neighborhood Development to further parity across teams
8. Business Analyst position moved to I&T Business Analytics team, included in allocations

Innovation & Technology



Presented to Council September 17, 2018

Innovation & Technology Requests:

1. Deputy Chief Technology Officer – Transfer of Director of Assets & Inventory from Engineering. With an accelerating pace of the adoption of new technologies including GIS, mobile devices, and a larger number of systems to track assets, Innovation & Technology will centralize the work previously performed by the Director of Assets & Inventory this past year in public works in order to build technical capacity that benefits all departments.
2. GIS Specialist – With the large increase on the emphasis of data and GIS capabilities, this resource will help in the analysis of data, configuration and maintenance of GIS systems and will develop additional reporting and analytical tools.

**City of South Bend
2019 Budget - Form 2 Summary
September 17, 2018**

Department	Current Position Title	Requested Position Title	Salary Ordinance Change	Change in FTE	Fund	(a) 2018 Ordinance/ Budget	(b) 2019 Proposed Ordinance/ Budget	(b) - (a) Change	Percent Change
Full Time Position Additions:									
Animal Control	Animal Control Assistant (Part-Time)	Animal Control Assistant	n/a	0.5	600-1207	11,138.00	35,899.00	24,761.00	222.31%
Central Services	NA	Radio Equipment Installation Tech	Yes	1.0	222	0.00	45,000.00	45,000.00	100.00%
Code Enforcement	Financial Specialist (Part-Time)	Financial Specialist III	n/a	0.5	600-1201	22,846.00	44,500.00	21,654.00	94.78%
Department of Community Investment	NA	Engagement Specialist	Yes	1.0	211	0.00	57,192.00	57,192.00	100.00%
Department of Community Investment	NA	Zoning Specialist	Yes	1.0	211	0.00	57,192.00	57,192.00	100.00%
Office of Diversity & Inclusion	NA	Manager - Inclusion Project	Yes	1.0	101-0401	0.00	52,000.00	52,000.00	100.00%
Engineering	NA	Project Inspector - VPA	n/a	1.0	101-0602	0.00	55,279.00	55,279.00	100.00%
Fire	NA	1st Class Fire Fighter (Community Paramedicine) - salary includes add pays of \$6,714	n/a	1.0	101-0901	0.00	65,830.00	65,830.00	100.00%
IT / Innovation / 311 Call Center	NA	GIS Specialist - Senior	n/a	1.0	279	0.00	52,116.00	52,116.00	100.00%
Mayor's Office	Part Time Project Manager	Project Manager (budget lower than cap)	n/a	0.5	101-0101	39,273.00	40,000.00	727.00	1.85%
Police	NA	Director of Purchasing & Logistics	Yes	1.0	101-0801	0.00	70,000.00	70,000.00	100.00%
Police	NA	Police Crime Intelligence Analyst (Social Media)	Yes	1.0	101-0801	0.00	50,000.00	50,000.00	100.00%
Streets & Sewers	NA	Concrete Finisher (Teamster)	n/a	1.0	202-0619	0.00	41,891.20	41,891.20	100.00%
Streets & Sewers	NA	Concrete Finisher (Teamster)	n/a	1.0	202-0619	0.00	41,891.20	41,891.20	100.00%
Streets & Sewers	NA	Concrete Finisher (Teamster)	n/a	1.0	202-0619	0.00	41,891.20	41,891.20	100.00%
Streets & Sewers	NA	Job Leader - Concrete Crew (Teamster)	n/a	1.0	641-0625	0.00	43,326.40	43,326.40	100.00%
VPA - Maintenance	NA	Head Custodian - Weekend (Teamster)	n/a	1.0	201-1101	0.00	35,651.00	35,651.00	100.00%

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Part Time Position Additions:									
Administration & Finance	NA	Part Time Accounting Clerk	n/a	0.5	101-0401	0.00	22,620.00	22,620.00	100.00%
Building Department	NA	Licensing Auditor	n/a	0.5	600-1306	0.00	35,000.00	35,000.00	100.00%
Central Services	NA	Part Time Admin Assistant	n/a	0.5	222	0.00	20,000.00	20,000.00	100.00%
Human Rights	NA	Administrative Assistant/Intake Officer	n/a	0.5	101-1008	0.00	21,300.00	21,300.00	100.00%
Position Upgrades (no salary ordinance change required):									
Central Services	Superintendent III	Superintendent IV	n/a	-	222	52,441.00	56,308.00	3,867.00	7.37%
Fire	Administrative Assistant I	Administrative Assistant II	n/a	-	101-0901	40,525.00	42,558.00	2,033.00	5.02%
Fire	Financial Specialist I	Financial Specialist II	n/a	-	101-0901	35,751.00	39,782.00	4,031.00	11.28%
Fire	Financial Specialist II	Financial Specialist III	n/a	-	101-0901	39,002.00	44,500.00	5,498.00	14.10%
Police	Alarm Specialist	Data Entry Specialist	n/a	-	101-0801	33,717.00	38,494.00	4,777.00	14.17%
Position Upgrades (salary ordinance change required):									
Building Department	Design/Plan Review Specialist	Deputy Building Commissioner	Yes	-	600	62,132.00	67,049.00	4,917.00	7.91%
Central Services	Director of Equipment Services	no change	Yes	-	222	61,284.00	75,000.00	13,716.00	22.38%
City Clerk	Chief Deputy Clerk	no change	Yes	-	101-0201	51,709.00	56,809.00	5,100.00	9.86%
City Clerk	Ordinance Violation Bureau Clerk	no change	Yes	-	101-0201	42,910.00	46,910.00	4,000.00	9.32%
Department of Community Investment	Manager - Neighborhood Grants	no change	Yes	-	211	60,581.00	67,049.00	6,468.00	10.68%
Department of Community Investment	Housing Counselor	no change	Yes	-	211	60,581.00	67,049.00	6,468.00	10.68%

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Position Upgrades (salary ordinance change required):									
Department of Community Investment (from Building)	Zoning & Services Administrator	Zoning Administrator	Yes	-	211	62,132.00	67,049.00	4,917.00	7.91%
Community Investment	Business License Administrator	Licensing & Registration Administrator	Yes	-	211	50,115.00	53,623.00	3,508.00	7.00%
Morris PAC	Director of Box Office & Event Services - Venues	no change	Yes	-	101-0404	59,994.00	64,000.00	4,006.00	6.68%
Police	Assistant Director of Civilian Services	no change	Yes	-	101-0801	46,920.00	55,000.00	8,080.00	17.22%
Police	Police Crime Intelligence Analysts	no change	Yes	-	101-0801	43,860.00	50,000.00	6,140.00	14.00%
Police	Data Entry Specialist	no change	Yes	-	101-0801	35,700.00	38,494.00	2,794.00	7.83%
Police	Records Specialist	no change	Yes	-	101-0801	33,660.00	36,285.00	2,625.00	7.80%
Solid Waste	Director of Solid Waste Operations	Director of Solid Waste	Yes	-	610	69,000.00	73,140.00	4,140.00	6.00%
VPA	Supervisor - Center	no change	Yes	-	201	48,850.00	55,000.00	6,150.00	12.59%
VPA - Experience Division	Director of Marketing & Promotions	Director of Experience	Yes	-	201-1110	56,892.00	65,000.00	8,108.00	14.25%
VPA - Maintenance	Superintendent - Park Maintenance	Director of Facilities & Grounds	Yes	-	201-1101	66,569.00	75,000.00	8,431.00	12.67%
Water Works	Superintendent V	Manager - Meter Service	Yes	-	620	57,565.00	66,855.00	9,290.00	16.14%
Water Works	Superintendent V	Manager - Service Line Repair	Yes	-	620	57,565.00	66,855.00	9,290.00	16.14%
Water Works	Manager - Customer Service	no change	Yes	-	620	51,760.00	56,500.00	4,740.00	9.16%
Water Works	Financial Specialist Senior	Manager - Billing and Customer Accounts	Yes	-	620	55,251.00	58,566.00	3,315.00	6.00%
Water Works	Director of Customer Service and Billing	no change	Yes	-	620	71,360.00	75,641.00	4,281.00	6.00%

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Title Changes only:

Engineering	Public Works Public Information Officer	Director of Marketing - Public Works	Yes	-	101-0602	65,704.00	67,018.00	1,314.00	2.00%
IT / Innovation / 311 Call Center	Director of Assets and Information Systems	Deputy Chief Technology Officer	Yes	-	279	82,942.00	84,600.84	1,658.84	2.00%
VPA - Experience Division	Director of Marketing & Promotions	Manager - Special Events	Yes	-	201-1110	56,892.00	58,030.00	1,138.00	2.00%
VPA - Experience Division	Director of Marketing & Promotions	Manager - Marketing	Yes	-	201-1110	56,892.00	58,030.00	1,138.00	2.00%

Position Eliminations:

Central Services	Radio Technician I	n/a	n/a	(1.0)	222	48,488.00	0.00	(48,488.00)	-100.00%
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Total new positions per Schedule	16.5
Less Part Time	(2.0)
Plus Part Time to Full Time	1.5
Actual NEW Full Time Positions	<u>16</u>

City of South Bend, Indiana
 2019 Nonbargaining Salary Ordinance Schedule - As of 9/17/18
 Maximum Salaries

Over 2%
 New Position
 New Title

Job Title	Status	Notes *	Current ?	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2019 Salary	2019 % Increase	
Full-Time Positions														
311 Customer Service Liaison	Full Time	11	Y		new	40,500	41,310	42,136	42,979	43,839	44,716	45,610	2.00%	
311 Customer Service Liaison II	Full Time	77	Y				new	43,788	44,664	45,557	46,468	47,397	2.00%	
Academic Coordinator-CB Center	Full Time	46	N	31,337	31,980	32,620	title change							
Academic Coordinator-MLK Center	Full Time	46	N	35,623	36,348	37,075	title change							
Accounting Assistant	Full Time	Y	Y	37,976	38,740	39,515	40,305	41,111	41,933	42,772	43,627	44,500	2.00%	
Accounting Clerk IV	Full Time	Y	Y	29,574	30,186	30,790	31,406	32,034	32,674	33,328	33,995	34,675	2.00%	
Accounts Payable Administrator	Full Time	58	Y	31,111	31,746	32,381	33,029	33,689	34,363	35,050	35,751	36,466	2.00%	
Administrative Assistant I	Full Time	43	Y	35,259	35,984	36,704	37,438	38,187	38,950	39,730	40,525	41,336	2.00%	
Administrative Assistant I - DCI (Adm & Finance Team)	Full Time	5, 63	N		new	27,487	eliminated							
Administrative Assistant II	Full Time	67	Y	36,313	37,050	37,791	38,547	39,318	40,104	40,906	41,724	42,558	2.00%	
Administrative Assistant II - DCI (Adm & Finance Team)	Full Time	5, 63	N		new	30,869	eliminated							
Administrative Assistant III - DCI (Adm & Finance Team)	Full Time	5, 155	N		new	36,704	37,438	38,187	38,951	39,730	eliminated			
Administrative Assistant III - DCI (Neigh. Engagement Team)	Full Time	5, 28, 156	N		new	36,704	37,438	38,187	38,951	39,730	eliminated			
Alarm Specialist	Full Time	122, 208	N						title change	33,056	33,717	eliminated		
Analyst I - DCI (Neighborhood Engagement Team)	Full Time	5, 138	N		new	40,019	40,819	41,636	42,468	43,318	eliminated			
Animal Control Assistant	Full Time	Y	Y	30,620	31,252	31,877	32,515	33,165	33,828	34,505	35,195	35,899	2.00%	
Animal Control Officer	Full Time	Y	Y	30,845	31,486	32,116	32,758	33,413	34,081	34,763	35,458	36,167	2.00%	
Animal Control Officer Senior	Full Time	31	N	34,084	34,788	35,484	title change							
Applications Developer	Full Time	132	Y						new	54,686	55,780	56,896	2.00%	
Assistant City Attorney	Full Time	117	Y	67,143	68,510	69,880	71,278	72,704	74,158	85,817	87,533	89,284	2.00%	
Assistant City Attorney/Claims Adjuster	Full Time	65	Y				new	72,704	74,158	75,641	77,154	78,697	2.00%	
Assistant City Engineer	Full Time	3, 117	Y	68,583	73,060	74,521	76,011	77,531	79,082	82,245	83,890	85,568	2.00%	
Assistant Director of Administration & Marketing	Full Time	36, 63	N	45,276	46,202	47,126	title change							
Assistant Director of Administrative Services	Full Time	41	N	49,149	50,154	51,157	title change							
Assistant Director of Booking & Event Operation	Full Time	36, 63	N	42,864	43,732	44,607	title change							
Assistant Director of Civilian Services	Full Time	127, 207	Y						title change	46,000	46,920	55,000	17.22%	
Assistant Director of Communication Center	Full Time	21	Y	44,185	45,084	50,000	51,000	52,020	53,060	54,122	55,204	56,308	2.00%	
Assistant Director of Community and Economic Development	Full Time	5, 63	N	55,624	56,758	title change								
Assistant Director of Distribution	Full Time	Y	Y	45,651	46,566	47,497	48,447	49,416	50,405	51,413	52,441	53,490	2.00%	
Assistant Director of Human Resources	Full Time	63	N	50,366	51,376	52,404	53,452	54,521	55,611	eliminated				
Assistant Director of MPAC Financial Reporting	Full Time	36, 63	N	43,936	44,824	45,720	46,635	47,568	48,519	eliminated				
Assistant Director of Recreation	Full Time	29	Y	50,219	51,246	52,271	55,000	56,100	57,222	58,366	59,533	60,724	2.00%	
Assistant Director of SCADA Information Systems	Full Time	160	Y		60,008	61,208	62,432	63,681	64,955	66,254	67,579	68,931	2.00%	
Assistant Director of Treatment	Full Time	N	Y	45,393	46,306	47,232	48,177	49,140	50,123	eliminated				
Assistant Director of Utilities	Full Time	75, 107	Y				new	76,000	81,500	83,130	84,793	86,489	2.00%	
Assistant Manager - Customer Service	Full Time	132	Y						title change	46,500	47,430	48,379	2.00%	
Assistant To The Mayor	Full Time	4, 63	N	64,136	title change									
Assistant Zoning Administrator	Full Time	29, 66, 72	N	51,293	52,338	53,385	57,122	eliminated						
Associate II - DCI - (Adm & Finance Team)	Full Time	101, 138	N				new	58,228	59,393	eliminated				
Associate II - DCI - (Economic Resources Team)	Full Time	5, 138	N		new	54,870	55,967	57,087	58,228	59,393	eliminated			
Budget Analyst - Senior	Full Time	80	Y				new	60,000	61,200	62,424	63,672	64,945	2.00%	
Building and Code Inspector	Full Time	42	Y			new	47,000	47,940	48,899	49,877	50,875	51,893	2.00%	
Building Commissioner	Full Time	29, 66	Y	76,279	77,818	79,374	84,930	86,629	88,361	90,128	91,931	93,770	2.00%	
Building Inspector	Full Time	97	Y	42,345	43,212	44,076	44,958	45,857	46,774	47,710	48,664	49,637	2.00%	
Business Analyst	Full Time	44	Y			new	49,000	49,980	50,980	51,999	53,039	54,100	2.00%	
Business Development Specialist (formerly Associate I - DCI - (Business Development Team))	Full Time	153	Y		new	50,786	51,802	52,838	53,895	54,972	56,071	57,192	2.00%	
CAD Specialist - Senior	Full Time	34	N	43,015	43,888	44,766	eliminated							
CED Specialist II	Full Time	5, 63	N	36,305	37,050	title change								
CED Specialist Senior	Full Time	5, 63	N	52,736	53,794	title change								
CED Specialist VI	Full Time	5, 63	N	48,793	49,790	title change								
Chemist	Full Time	Y	Y	43,975	44,876	45,774	46,689	47,623	48,575	49,547	50,538	51,549	2.00%	
Chemist Lead	Full Time	Y	Y	47,736	48,691	49,665	50,658	51,671	52,704	53,758	54,833	55,928	2.00%	
Chemist/Safety Officer	Full Time	112	N	44,021	44,902	45,800	46,716	47,650	title change					
Chief Administration Officer	Full Time	164	Y	67,011						new	97,419	99,367	2.00%	
Chief Building Inspector	Full Time	29	Y			new	55,000	56,100	57,222	58,366	59,533	60,724	2.00%	
Chief Code Inspector	Full Time	29, 66, 103	N	44,423	45,318	46,224	47,149	48,089	eliminated					
Chief Deputy City Clerk	Full Time	203	Y	44,996	45,916	46,834	47,771	48,726	49,701	50,695	51,709	56,809	9.86%	
Chief Innovation Officer	Full Time	65	Y			new	98,318	100,284	102,290	104,336	106,423	108,556	2.00%	
Chief of Staff to the Mayor	Full Time	3, 4, 29, 66	Y		new	65,442	66,751	71,424	72,852	74,310	75,796	77,312	78,858	2.00%
Chief Technology Officer	Full Time	71	Y			new	98,318	100,284	102,290	104,336	106,423	108,556	2.00%	
City Clerk Secretary	Full Time	Y	Y	29,658	30,264	30,869	31,487	32,116	32,759	33,414	34,082	34,764	2.00%	
City Controller	Full Time	3, 26, 117	Y	84,228	94,500	96,390	98,318	100,284	117,171	119,514	121,904	124,344	2.00%	
City Engineer	Full Time	3, 26	Y	74,909	94,500	96,390	98,318	100,284	102,290	104,336	106,423	108,556	2.00%	
Clerk Terminal Operator (now Records Specialist)	Full Time	N	Y	25,984	26,520	27,057	27,591	28,123	28,706	title change				
Club Pro Municipal Golf Course	Full Time	Y	Y	44,580	45,474	46,383	47,311	48,257	49,223	50,207	51,211	52,235	2.00%	
Code Inspector	Full Time	103	Y	36,285	37,024	37,764	38,520	39,290	40,076	40,877	41,695	42,529	2.00%	
Code Inspector - Senior	Full Time	103	Y					new	42,583	43,435	44,304	45,190	2.00%	
Collection Specialist	Full Time	35	N	31,367	32,006	32,646	title change							
Commercial Combination Inspector	Full Time	96	Y				new	49,113	50,095	51,097	52,119	53,151	2.00%	
Communication Specialist I	Full Time	21	Y	29,131	30,888	33,500	34,170	34,853	35,550	36,261	36,986	37,726	2.00%	
Communication Specialist II	Full Time	21	Y	32,676	34,528	41,500	42,330	43,177	44,040	44,921	45,819	46,735	2.00%	
Communication Specialist III	Full Time	21	Y	32,836	35,022	43,000	43,860	44,737	45,632	46,545	47,476	48,426	2.00%	
Communications Coordinator (VPA)	Full Time	170	Y						new	30,000	30,600	31,200	2.00%	
Corporation Counsel	Full Time	3,22,26,117	Y		new	94,500	96,390	98,318	100,284	122,189	124,633	127,126	2.00%	
Court Liaison	Full Time	Y	Y	30,996	31,616	32,248	32,893	33,551	34,222	34,907	35,605	36,317	2.00%	
Crime Analyst	Full Time	Y	Y	33,936	34,632	35,325	36,031	36,752	37,487	38,237	39,002	39,782	2.00%	
Custodian	Full Time	Y	Y	22,152	22,620	23,072	23,533	24,004	24,484	24,974	25,473	25,982	2.00%	
Customer Service Coordinator	Full Time	8	Y	37,789	38,558	39,329	40,116	40,918	41,736	42,571	43,422	44,290	2.00%	
Data Entry /Alarms Coordinator	Full Time	Y	Y	28,234	28,808	29,384	29,972	30,571	31,183	31,806	32,442	33,091	2.00%	

City of South Bend, Indiana
 2019 Nonbargaining Salary Ordinance Schedule - As of 9/17/18
 Maximum Salaries

Over 2%
 New Position
 New Title

Job Title	Status	Notes *	Current ?	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2019 Salary	% Increase	
Data Entry Records Coordinator	Full Time	92	N	31,894	32,552	33,203	33,867	34,544	title change					
Data Entry Specialist	Full Time	124, 184	Y						title change	35,000	35,700	38,494	7.83%	
Data Entry Specialist II	Full Time		Y	27,707	28,262	28,827	29,404	29,992	30,592	31,204	31,828	32,465	2.00%	
Departmental System Specialist	Full Time		Y	42,351	43,212	44,076	44,958	45,857	46,774	47,710	48,664	49,637	2.00%	
Deputy Building Commissioner (formerly Desigr/ Plan Review Specialist)	Full Time		Y	54,080	55,172	56,275	57,401	58,549	59,720	60,914	62,132	67,049	7.91%	
Deputy Chief of Staff to the Mayor	Full Time	3, 4, 29, 66	Y	new	62,170	63,413	67,852	69,209	70,593	72,005	73,445	74,914	2.00%	
Deputy Chief Technology Officer (formerly Director of Assets and Information Systems)	Full Time	178	Y							new	83,000	84,660	2.00%	
Deputy City Clerk	Full Time	69, 179	Y	38,543	39,338	40,125	40,927	43,246	44,111	44,993	50,000	51,000	2.00%	
Deputy City Controller	Full Time	29, 66, 117	Y	new	72,000	73,440	78,581	80,153	81,756	95,509	97,419	99,367	2.00%	
Deputy Director of Code Enforcement	Full Time	131	Y						new	75,000	76,500	78,030	2.00%	
Deputy Director of Human Resources	Full Time	13, 29, 142	Y		new	60,000	61,200	65,000	66,300	67,626	76,500	78,030	2.00%	
Deputy Director of Public Works	Full Time	33	Y			new	90,000	91,800	93,636	95,509	97,419	99,367	2.00%	
Deputy Director of Venues, Parks & Arts	Full Time	29	Y	73,772	75,270	76,775	90,000	91,800	93,636	95,509	97,419	99,367	2.00%	
Deputy Mayor	Full Time	37	N			new	98,000							
Digital (Forensic) Lab Technician	Full Time	17, 146	Y	32,896	33,566	34,237	34,922	35,621	36,333	37,060	55,000	56,100	2.00%	
Digital Communications & Multimedia Training Coordinator	Full Time	125	Y						new	54,000	55,080	56,182	2.00%	
Director I - DCJ - (Adm/Finance Team)	Full Time	5, 138	N		new	63,913	65,191	66,495	67,825	69,181	eliminated			
Director I - DCJ - (Planning Team)	Full Time	5, 138	N		new	63,913	65,191	66,495	67,825	69,181	eliminated			
Director of 311 Customer Service	Full Time	11,60,66,132	Y		new	52,000	55,640	56,753	57,888	73,440	74,909	76,407	2.00%	
Director of Accounting and Budget	Full Time	116	Y						new title	73,201	74,665	76,158	2.00%	
Director of Administrative Services	Full Time	30	N	55,864	56,992	58,132	title change							
Director of Administrative Services - Parks	Full Time	76	N	55,864	56,992	58,132	59,294	eliminated						
Director of Applications	Full Time	132	Y							title change	73,440	74,909	76,407	2.00%
Director of Booking & Event Services	Full Time	87	Y						title change	57,665	58,818	59,994	61,194	2.00%
Director of Box Office & Event Services - Venues	Full Time	85, 182	Y						title change	57,665	58,818	59,994	64,000	6.68%
Director of Business Analytics	Full Time	132	Y						title change	73,440	74,909	76,407	2.00%	
Director of Business Development	Full Time	153	Y		new	69,721	71,115	72,538	76,000	77,520	79,070	80,651	2.00%	
Director of Central Services	Full Time	138	N		68,354	69,721	74,601	76,093	77,615	81,000	eliminated			
Director of Civic Innovation	Full Time	158	Y							new	74,909	76,407	2.00%	
Director of Civilian Services	Full Time	135	Y							60,000	61,200	62,424	2.00%	
Director of Code Enforcement	Full Time	29, 66	Y	67,867	69,238	70,623	75,567	77,078	78,620	80,192	81,796	83,432	2.00%	
Director of Communication Center	Full Time	29, 66	Y	54,334	55,432	56,541	60,499	61,709	62,943	64,202	65,486	66,796	2.00%	
Director of Communications	Full Time	2, 3	Y	57,181	58,344	59,511	60,701	61,915	63,153	64,416	65,704	67,018	2.00%	
Director of Communications & Radio	Full Time		Y	51,310	52,338	53,385	54,452	55,542	56,652	57,785	58,941	60,120	2.00%	
Director of Communications Public Works	Full Time	8, 95	N		new	39,642	40,435	41,244	eliminated					
Director of Community Development	Full Time	5, 63	N	67,011	68,354	title change								
Director of Community Outreach	Full Time	21,29,82,137	Y		new	45,000	49,500	50,490	55,000	56,100	64,416	65,704	2.00%	
Director of CSO Project Management	Full Time	117	Y	71,292	72,722	74,176	75,660	77,173	78,717	81,865	83,502	85,172	2.00%	
Director of Customer Service & Billing Office	Full Time	108, 161, 200	Y						new	66,000	67,320	71,360	75,641	6.00%
Director of Development - Venues, Parks & Arts	Full Time	76, 130	Y	55,322	56,446	57,575	58,726	eliminated	reinstated	55,000	56,100	57,222	2.00%	
Director of Distributions	Full Time	159	N	57,276	58,422	59,590	60,782	61,998	63,238	eliminated				
Director of Economic Development	Full Time	5, 63	N	67,011	68,354	title change								
Director of Energy Conservation	Full Time	38	N	68,016	69,394	70,782	title change							
Director of Engagement & Economic Empowerment	Full Time	153	Y		new	81,600	83,232	84,897	94,000	95,880	97,070	80,651	2.00%	
Director of Equipment Services	Full Time	167, 196	Y	53,329	54,418	55,506	56,616	57,749	58,904	60,082	61,284	75,000	22.38%	
Director of Experience (VPA)	Full Time	188	Y								title change	65,000	14.25%	
Director of Facilities & Grounds	Full Time	187	Y								title change	75,000	12.67%	
Director of Facilities Management (formerly Sustainability Project Manager)	Full Time	39, 133, 175	Y			new	61,000	62,220	63,464	64,734	66,029	67,350	2.00%	
Director of Finance (Public Works)	Full Time	138	N	63,240	64,506	65,796	67,112	68,454	69,823	71,220	eliminated			
Director of Financial & Program Management	Full Time	5, 63	N	61,410	62,660	title change								
Director of Financial Services	Full Time	116, 140	Y	54,090	55,172	56,275	57,401	58,549	59,720	60,914	66,554	67,885	2.00%	
Director of Financial Services (Park Administration)	Full Time	140	Y	55,322	56,446	57,575	58,726	59,901	61,099	62,321	66,554	67,885	2.00%	
Director of Financial Services (Water Utility)	Full Time	140	Y	57,931	59,098	60,280	61,486	62,715	63,970	65,249	66,554	67,885	2.00%	
Director of Golf Operations	Full Time		Y	55,864	56,992	58,132	59,294	60,480	61,690	62,924	64,182	65,466	2.00%	
Director of Human Resources	Full Time	3	Y	61,910	80,002	81,602	83,234	84,899	86,597	88,329	90,096	91,898	2.00%	
Director of Human Rights	Full Time	29, 66, 98	Y	53,186	54,262	55,347	59,221	60,405	61,614	70,000	71,400	72,828	2.00%	
Director of Information Technology	Full Time	3, 71	N	67,011	87,000	88,740	90,515	eliminated						
Director of Infrastructure	Full Time	132	Y							title change	73,440	74,909	76,407	2.00%
Director of Marketing - Public Works (formerly Public Information Officer - Public Works)	Full Time	206	Y							title change	74,909	76,407	2.00%	
Director of Marketing & Promotions	Full Time	36	Y	49,502	50,518	51,528	52,559	53,610	54,682	55,776	56,892	58,030	2.00%	
Director of Neighborhood Development	Full Time	153	Y		new	69,721	71,115	72,538	76,000	77,520	79,070	80,651	2.00%	
Director of Office of Sustainability	Full Time	38, 66	Y			new	75,737	77,252	78,797	80,373	81,980	83,620	2.00%	
Director of Operations - Venues	Full Time	181	Y							new	90,000	91,800	2.00%	
Director of Parks & Recreation	Full Time		N	74,047	75,530	77,041	title change							
Director of Planning	Full Time	153	Y				71,115	72,537	76,000	77,520	79,070	80,651	2.00%	
Director of Public Works	Full Time	3, 26	Y	81,135	108,248	110,413	110,413	112,621	114,874	117,171	119,514	121,904	2.00%	
Director of Purchasing	Full Time	168, 172	Y							new	80,000	81,600	2.00%	
Director of Purchasing & Logistics (Police Dept)	Full Time	186	Y								new	70,000	100.00%	
Director of Records Bureau (now Director of Civilian Services)	Full Time	88	N	41,616	42,458	43,307	44,173	45,057	47,797	title change				
Director of Recreation	Full Time	14	Y	61,483	62,738	67,000	68,340	69,707	71,101	72,523	73,973	75,452	2.00%	
Director of Redevelopment Engineering	Full Time	119	Y						new	97,238	99,183	101,167	2.00%	
Director of Redevelopment Finance (formerly Director II - Admin/Finance Team)	Full Time	174	Y						title change	77,520	72,000	73,440	2.00%	
Director of Safety & Risk	Full Time	40, 66	Y			new	56,753	57,888	59,046	60,227	61,432	62,661	2.00%	
Director of SCADA Information Systems	Full Time	45	Y			new	72,000	73,440	74,909	76,407	77,935	79,494	2.00%	
Director of Secretarial Services	Full Time	1	N	47,136	48,100	49,062	title change							
Director of Services	Full Time	132	Y							title change	73,440	74,909	76,407	2.00%
Director of Solid Waste (Formerly Director of Solid Waste Operations)	Full Time	132, 163, 199	Y							title change	65,400	69,000	73,140	6.00%
Director of Streets & Sewers	Full Time	29, 66, 106	Y	68,193	69,576	70,968	75,936	77,455	81,500	83,130	84,793	86,489	2.00%	
Director of Treasury	Full Time		Y	66,300	67,626	68,979	70,358	71,765	73,201	74,665	76,158	77,681	2.00%	
Director of Treatment	Full Time		N	53,881	54,964	56,063	57,185	58,328	59,495	eliminated				
Director of Utilities	Full Time	74	Y				new	90,000	91,800	93,636	95,509	97,419	2.00%	

City of South Bend, Indiana
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Over 2%
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Job Title	Status	Notes *	Current ?	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2019 Salary	2019 % Increase	
Director of Utility Safety	Full Time	112	Y					new	53,500	54,570	55,661	56,774	2.00%	
Director of Wastewater	Full Time	61	N	66,065	67,392	68,740	title change							
Director of Wastewater Maintenance	Full Time	114	Y	58,695	59,878	61,076	62,297	63,543	70,000	71,400	72,828	74,285	2.00%	
Director of Water Quality & Laboratory	Full Time	110	Y					new	70,000	71,400	72,828	74,285	2.00%	
Director of Water Works	Full Time	29, 75	N	67,011	68,354	69,721	81,000	eliminated						
Director of Zoo	Full Time		N	55,822	56,940	58,079	59,241	60,426	61,634	eliminated				
Distribution Records Drafter	Full Time		Y	36,780	37,518	38,268	39,034	39,814	40,611	41,423	42,251	43,096	2.00%	
Distribution System Specialist	Full Time	109	Y					new	66,000	67,320	68,666	70,039	2.00%	
Diversity Compliance/Inclusion Officer	Full Time	24, 90	Y		new	41,600	42,432	43,281	75,000	76,500	78,030	79,591	2.00%	
Division Director of Environmental Services	Full Time	29,61,66,74	N	70,227	71,656	73,089	78,205	eliminated						
Economic Empowerment Specialist	Full Time	153	Y		new	50,786	51,802	52,838	53,895	54,972	56,071	57,192	2.00%	
Engagement Specialist	Full Time	194	Y									new	57,192	100.00%
Engineer Aide IV	Full Time		Y	36,780	37,518	38,268	39,034	39,814	40,611	41,423	42,251	43,096	2.00%	
Engineer I	Full Time	65	Y				new	64,000	65,280	66,586	67,918	69,276	2.00%	
Engineer II	Full Time		Y	64,377	65,676	66,990	68,329	69,696	71,090	72,512	73,962	75,441	2.00%	
Engineer Inspector	Full Time	32	N	37,789	38,558	39,329	title change							
Event Service Technician I	Full Time		Y	24,449	24,960	25,459		26,488	27,018	27,558	28,109	28,671	2.00%	
Event Service Technician II	Full Time		Y	27,831	28,392	28,960	29,539	30,130	30,732	31,347	31,974	32,613	2.00%	
Evidence Technician	Full Time	88	Y	33,948	35,542	36,253	36,978	37,717	40,010	40,810	41,626	42,459	2.00%	
Executive Administrative Assistant	Full Time	105	Y					new	40,508	41,318	42,144	42,987	2.00%	
Executive Assistant	Full Time	43, 117	Y			new	45,000	45,900	46,818	53,575	54,647	55,740	2.00%	
Executive Assistant - DCI - (Adm & Finance Team)	Full Time	65, 154	N				new	51,044	52,065	53,106	eliminated			
Executive Assistant and Director of Special Projects	Full Time	1, 3, 62	Y	47,136	48,100	49,062	50,043	51,044	52,065	53,106	54,168	55,251	2.00%	
Executive Director of Community Investment	Full Time	3, 5, 26	Y	90,941	94,500	96,390	96,390	98,318	100,284	102,290	104,336	106,423	2.00%	
Executive Director Venues, Parks & Arts	Full Time	29,64,98,114	Y			new	90,000	91,800	93,636	115,000	117,300	119,646	2.00%	
Financial Specialist I	Full Time		Y	31,111	31,746	32,381	33,029	33,689	34,363	35,050	35,751	36,466	2.00%	
Financial Specialist II	Full Time		Y	33,934	34,632	35,325	36,031	36,752	37,487	38,237	39,002	39,782	2.00%	
Financial Specialist III	Full Time		Y	37,977	38,740	39,515	40,305	41,111	41,933	42,772	43,627	44,500	2.00%	
Financial Specialist IV	Full Time	20, 44	Y	42,058	42,899	43,757	44,632	45,525	46,435	47,364	48,311	49,277	2.00%	
Financial Specialist Senior	Full Time		Y	48,077	49,062	50,043	51,044	52,065	53,106	54,168	55,251	56,356	2.00%	
Fingerprint/Photo Technician	Full Time		Y	32,896	33,566	34,237	34,922	35,621	36,333	37,060	37,801	38,557	2.00%	
Firearms IBIS/NIBIN Tech	Full Time	134, 146	Y						title change	37,060	45,000	45,900	2.00%	
Fiscal Officer	Full Time	41, 138	N				new	52,180	53,224	54,288	55,374	eliminated		
Fiscal Officer/Business Analyst	Full Time	65, 138	N				new	54,570	55,661	56,775	57,910	eliminated		
Foreman IV	Full Time	118	Y	37,101	37,856	38,613	39,385	40,173	40,977	47,892	48,850	49,827	2.00%	
Foreman V	Full Time	56, 118	Y	41,829	42,666	43,519	44,390	45,278	46,183	47,092	48,050	49,027	2.00%	
Forensic Lab Tech	Full Time	149	Y						new	60,000	61,200	62,400	2.00%	
Forensic Scientist / Firearm & Tool Mark Examiner	Full Time	145	Y	51,714	52,754	53,809	54,885	55,983	57,103	58,245	73,000	74,460	2.00%	
Forensic Scientist / Firearm & Tool Mark Examiner Trainee	Full Time	145	Y	51,714						new	60,000	61,200	2.00%	
General Manager - Venues	Full Time	181	Y							new	98,500	100,470	2.00%	
GIS Manager	Full Time		Y	54,913	56,030	57,151	58,294	59,459	60,649	61,862	63,099	64,361	2.00%	
GIS Specialist - Senior	Full Time		Y	44,464	45,370	46,277	47,203	48,147	49,110	50,092	51,094	52,116	2.00%	
Grants Administrator	Full Time	115	Y						title change	60,456	61,665	62,898	2.00%	
Graphic Designer	Full Time	130	Y						new	47,892	48,850	49,827	2.00%	
Greenskeeper	Full Time		Y	40,337	41,158	41,981	42,821	43,677	44,551	45,442	46,351	47,278	2.00%	
Hearing Secretary	Full Time	104	Y					new	38,694	39,468	40,257	41,062	2.00%	
Historic Preservation Administrator	Full Time	157	Y							new	56,071	57,192	2.00%	
Historic Preservation Specialist	Full Time	157	Y							new	42,000	42,840	2.00%	
Horticulturist Tech	Full Time	136	Y						new	47,892	48,850	49,827	2.00%	
Housing Counselor	Full Time	153, 193	Y		new	54,870	55,967	57,087	58,228	59,393	60,581	67,049	10.68%	
Housing Specialist Senior	Full Time	5, 63	N	49,447	50,440	title change								
Housing Specialist V	Full Time	5, 63	N	41,918	42,770	title change								
Housing Specialist VI	Full Time	5, 63	N	44,509	45,422	title change								
Human Resource Generalist - Senior (Public Safety Focus)	Full Time	91	Y					new	60,000	61,200	62,424	63,672	2.00%	
Human Resources Generalist	Full Time	65	Y				new	33,000	33,660	34,333	35,020	35,720	2.00%	
Human Resources Generalist/Benefits Coordinator	Full Time	89	Y				new	40,000	40,800	41,616	42,448	43,296	2.00%	
Human Resources Specialist IV	Full Time	13, 63	Y	42,056	42,900	43,758	44,633	45,526	46,436	47,365	48,312	49,278	2.00%	
HVAC Technician	Full Time	129	Y					new	47,892	48,850	49,827	50,814	2.00%	
Industrial Pretreatment Specialist I	Full Time		Y	46,818	47,762	48,717	49,692	50,685	51,699	52,733	53,788	54,864	2.00%	
Intake Officer/Investigator	Full Time		Y	31,014	31,642	32,275	32,920	33,579	34,250	34,935	35,634	36,347	2.00%	
Internal Auditor	Full Time	63	Y	53,581	54,678	55,772	56,887	58,025	59,185	60,369	61,576	62,808	2.00%	
Inventory Control Technician II	Full Time		Y	32,653	33,332	33,999	34,679	35,372	36,080	36,801	37,537	38,288	2.00%	
Investigator II	Full Time		Y	35,543	36,270	36,995	37,735	38,490	39,260	40,045	40,846	41,663	2.00%	
Investigator III	Full Time		Y	new	38,584	39,356	40,143	40,946	41,765	42,600	43,452	44,321	2.00%	
Investigator IV	Full Time		Y	40,073	40,898	41,716	42,550	43,401	44,269	45,155	46,058	46,979	2.00%	
Investigator V	Full Time		Y	42,053	42,900	43,758	44,633	45,526	46,436	47,365	48,312	49,278	2.00%	
Investigator VI	Full Time	83	Y					new	47,589	48,541	49,512	50,502	2.00%	
Laboratory Technician	Full Time		Y	29,658	30,264	30,869	31,487	32,116	32,759	33,414	34,082	34,764	2.00%	
Latent Fingerprint Examiner	Full Time	88, 147	Y	33,948	35,542	36,253	36,978	37,717	40,010	40,810	55,000	56,100	2.00%	
Licensing & Registration Administrator (formerly Business License Administrator)	Full Time	28	Y	new	31,070	31,691	45,390	47,224	48,168	49,132	50,115	53,623	7.00%	
License Clerk	Full Time	63	Y	33,936	34,632	35,325	36,031	36,752	37,487	38,237	39,002	39,782	2.00%	
Locator	Full Time		Y	37,469	38,220	38,984	39,764	40,559	41,371	42,198	43,042	43,903	2.00%	
Maintenance Foreman II	Full Time		Y	33,538	34,216	34,900	35,598	36,310	37,036	37,777	38,533	39,304	2.00%	
Maintenance Technician	Full Time	181	Y					new	50,000	51,000	52,000	53,000	2.00%	
Manager - Animal Shelter	Full Time	30	Y			new	47,501	48,451	49,420	50,408	51,416	52,444	2.00%	
Manager - Applications	Full Time	132	Y						title change	66,254	67,579	68,931	2.00%	
Manager - Assistant Animal Shelter	Full Time	31, 68	Y			new	40,000	40,800	41,616	42,448	43,297	44,163	2.00%	
Manager - Assistant Facility Operations	Full Time		Y	31,620	32,266	32,911	33,570	34,241	34,926	35,624	36,336	37,063	2.00%	
Manager - Benefits	Full Time	27, 89, 143	Y			new	55,000	56,100	title change	reinstated	59,466	60,655	2.00%	
Manager - Billing and Customer Accounts	Full Time	201	Y								title change	58,566	6.00%	
Manager - Box Office	Full Time	36, 63	N	37,083	37,830	38,587	title change							

City of South Bend, Indiana
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Over 2%
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Job Title	Status	Notes *	Current ?	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2019 Salary	2019 % Increase	
Manager - Business Development	Full Time	153	Y			59,537	60,728	61,942	63,181	64,445	65,734	67,049	2.00%	
Manager - CSO Operations	Full Time		Y	53,778	54,860	55,957	57,076	58,218	59,382	60,570	61,781	63,017	2.00%	
Manager - Customer Service	Full Time	60, 162, 200	Y	43,334	44,226	45,111	46,013	46,933	47,872	48,829	51,760	56,500	9.16%	
Manager - Data & GIS	Full Time	132	Y						title change	66,254	67,579	68,931	2.00%	
Manager - Employment (Human Rights)	Full Time	151	Y						new	53,397	54,465	55,557	2.00%	
Manager - Environmental Compliance	Full Time	29, 66	Y	56,986	59,566	60,757	65,010	66,310	67,636	68,989	70,369	71,776	2.00%	
Manager - Events	Full Time	130	Y					new	47,892	48,850	49,827	50,822	2.00%	
Manager - Facilities	Full Time	50	Y				57,996	59,156	60,339	61,546	62,777	64,033	2.00%	
Manager - Facility Operations	Full Time		Y	44,755	45,656	46,569	47,501	48,451	49,420	50,408	51,416	52,444	2.00%	
Manager - Facility Operations (MPAC)	Full Time	86	Y					title change	57,665	58,818	59,994	61,194	2.00%	
Manager - Golf Course/Rink	Full Time		N	49,620	50,622	51,634	52,667	53,720	54,795	55,884	56,987	58,104	2.00%	
Manager - Housing (Human Rights)	Full Time	151	Y						new	53,397	54,465	55,557	2.00%	
Manager - Inclusion Project	Full Time	205	Y						new	52,000	53,000	54,000	100.00%	
Manager - Industrial Pretreatment	Full Time	111	Y					new	59,000	60,180	61,384	62,612	2.00%	
Manager - Infrastructure	Full Time	132	Y						title change	66,254	67,579	68,931	2.00%	
Manager - Interactive Marketing	Full Time	36	Y			new	35,815	36,531	37,262	38,007	48,850	49,827	2.00%	
Manager - Maintenance	Full Time	114	Y	52,211	53,274	54,339	55,426	56,535	57,665	58,818	59,994	61,194	2.00%	
Manager - Maintenance (MPAC)	Full Time		Y	52,211	53,274	54,339	55,426	56,535	57,665	58,818	59,994	61,194	2.00%	
Manager - Marketing	Full Time	188	Y							title change	58,030	59,000	60,000	2.00%
Manager - Meter Service	Full Time	201	Y						title change	66,855	67,855	68,855	16.14%	
Manager - Neighborhood Grants	Full Time	153, 192	Y		new	50,786	51,802	52,838	53,895	54,972	60,581	67,049	10.68%	
Manager - Office	Full Time		Y	32,424	33,098	33,760	34,435	35,124	35,826	36,543	37,274	38,019	2.00%	
Manager - Operations	Full Time	29, 50	Y	57,083	58,240	59,405	64,664	65,957	67,276	68,622	69,994	71,394	2.00%	
Manager - Operations - AmeriCorps	Full Time	183	Y							new	40,000	40,800	2.00%	
Manager - Operations - Distribution	Full Time	132	Y						title change	65,400	66,708	68,042	2.00%	
Manager - Operations - Forester	Full Time	29, 66, 69	Y	51,733	52,780	53,836	55,751	59,156	60,339	61,546	62,777	64,033	2.00%	
Manager - Park Grounds Manager	Full Time	50	Y			new	57,996	59,156	60,339	61,546	62,777	64,033	2.00%	
Manager - Parts Maintenance	Full Time	113	N	38,515	39,286	40,072	40,873	41,691	title change	71,765	73,440	75,165	2.00%	
Manager - Performance Improvement	Full Time	12, 117, 138	N		new	67,626	68,979	70,358	71,765	73,440	75,165	76,924	2.00%	
Manager - Permits	Full Time		Y	43,015	43,888	44,766	45,661	46,574	47,506	48,456	49,425	50,414	2.00%	
Manager - Print Shop	Full Time		Y	41,829	42,666	43,519	44,390	45,278	46,183	47,107	48,049	49,010	2.00%	
Manager - Production	Full Time	84, 118	Y	36,435	37,180	37,924	38,682	39,456	40,246	41,051	41,871	42,706	2.00%	
Manager - Property & Evidence	Full Time	126	Y						title change	43,000	43,860	44,737	2.00%	
Manager - Property Development	Full Time	153	Y			new	60,728	61,943	63,181	64,445	65,734	67,049	2.00%	
Manager - Public Construction	Full Time		Y	58,939	60,138	61,341	62,568	63,819	65,095	66,397	67,725	69,080	2.00%	
Manager - Purchasing	Full Time	168	Y	56,744	60,008	61,208	62,432	63,681	64,955	66,254	67,579	68,931	2.00%	
Manager - Records Bureau	Full Time	92	Y					title change	36,645	37,378	38,126	38,899	2.00%	
Manager - Safety & Risk	Full Time	40	N	48,170	52,000	53,040	title change							
Manager - Service Contracts & General Supplies	Full Time	165, 172	Y						new	60,000	61,200	62,400	2.00%	
Manager - Service Line Repair	Full Time	201	Y						title change	66,855	67,855	68,855	16.14%	
Manager - Services	Full Time	132	Y						title change	59,307	60,493	61,703	2.00%	
Manager - Sewer Operations	Full Time		Y	57,083	60,008	61,208	62,432	63,681	64,955	66,254	67,579	68,931	2.00%	
Manager - Solid Waste Operations	Full Time		Y	54,854	55,952	57,071	58,212	59,377	60,564	61,776	63,012	64,272	2.00%	
Manager - Special Events	Full Time	188	Y							title change	58,030	59,000	60,000	100.00%
Manager - Streets	Full Time	131	Y	54,854	55,952	57,071	58,212	59,377	60,564	65,400	66,708	68,042	2.00%	
Manager - Traffic & Lighting	Full Time	131	Y	54,854	55,952	57,071	58,212	59,377	60,564	65,400	66,708	68,042	2.00%	
Manager - Utility Purchasing & Storeroom	Full Time	113	Y					new	51,000	52,020	53,060	54,121	2.00%	
Manager - Wireless Construction	Full Time	173	Y						new	66,000	67,320	68,660	2.00%	
Manager I - Assistant Box Office	Full Time		Y	30,120	30,732	31,347	31,974	32,613	33,265	33,931	34,610	35,302	2.00%	
Manager II - Assistant Box Office	Full Time		Y	33,671	34,346	35,033	35,734	36,448	37,177	37,921	38,679	39,453	2.00%	
Marketing and Education Curator	Full Time	49	N	37,805	38,584	39,356	title change							
Naturalist	Full Time		Y	32,252	32,916	33,574	34,246	34,931	35,629	36,342	37,069	37,810	2.00%	
Neighborhood Program Specialist	Full Time	153	Y		new	45,390	46,298	47,224	48,168	49,132	50,115	51,117	2.00%	
Network Engineer	Full Time	29, 66	Y	52,602	53,664	54,737	55,869	59,740	60,935	62,154	63,397	64,665	2.00%	
Operations Analyst (Code)	Full Time	65, 169	Y			new	50,000	51,000	52,020	53,060	54,121	55,192	2.00%	
Ordinance Violations Bureau Clerk	Full Time	29, 204	Y	32,529	33,202	33,866	39,643	40,436	41,245	42,069	42,910	43,760	9.32%	
Paralegal	Full Time	117	Y	39,959	40,768	41,583	42,415	43,263	44,129	45,000	45,884	46,777	2.00%	
Planner VI	Full Time	5, 63	N	48,793	49,790	title change								
Police Crime Intelligence Analyst	Full Time	128, 189	Y						new	43,000	43,860	50,000	14.00%	
Police Crime Intelligence Analyst (Social Media)	Full Time	190	Y						new	50,000	50,000	100.00%		
Preventative Maintenance Coordinator	Full Time		Y	36,665	37,414	38,162	38,926	39,704	40,498	41,308	42,134	42,977	2.00%	
Principal Planner	Full Time	153	Y			new	55,967	57,086	58,228	59,393	60,579	61,787	2.00%	
Print Shop Technician	Full Time		Y	34,340	35,048	35,749	36,464	37,193	37,937	38,696	39,470	40,259	2.00%	
Program Coordinator	Full Time	46, 118	Y			new	33,272	33,937	34,616	47,892	48,850	49,827	2.00%	
Program Director - AmeriCorps	Full Time	183	Y						new	55,000	56,100	57,200	2.00%	
Programmer Analyst I	Full Time		Y	40,827	41,652	42,485	43,335	44,201	45,085	45,987	46,907	47,845	2.00%	
Programmer Analyst II	Full Time		Y	42,577	43,446	44,315	45,201	46,105	47,027	47,968	48,927	49,906	2.00%	
Project Analyst VI	Full Time	5, 63	N	41,257	42,094	title change								
Project Analyst VIII	Full Time	5, 63	N	44,579	45,474	title change								
Project Inspector	Full Time	93, 117	Y					title change	50,602	53,132	54,195	55,279	2.00%	
Project Inspector I	Full Time	93	N	43,015	43,888	44,766	45,661	46,574	47,506	48,456	49,425	50,414	2.00%	
Project Inspector II	Full Time	93	N	45,819	46,748	47,683	48,637	49,609	50,600	51,600	52,610	53,630	2.00%	
Project Manager	Full Time	32	Y	47,289	48,256	49,221	50,206	51,210	52,234	53,279	54,345	55,432	2.00%	
Property Development Analyst	Full Time	153	Y		new	50,786	51,802	52,838	53,895	54,972	56,071	57,192	2.00%	
Property Inspector	Full Time	153	Y		new	50,786	51,802	52,838	53,895	54,972	56,071	57,192	2.00%	
Property/Evidence Custodian- Senior	Full Time		Y	31,854	32,500	33,150	33,813	34,489	35,179	35,883	36,601	37,333	2.00%	
Public Access Coordinator	Full Time	121	Y						title change	36,125	36,848	37,585	2.00%	
Public Assistance Clerk II (now Records Specialist)	Full Time		N	27,083	27,638	28,191	28,755	29,330	29,916	title change				
Public Relations Specialist	Full Time	63	Y	39,535	40,326	41,133	41,955	42,794	43,650	44,523	45,413	46,321	2.00%	
Public Service Officer	Full Time	122	Y						title change	33,000	33,660	34,333	2.00%	
Public Works Public Information Officer	Full Time	144, 206	N						new	65,704	66,704	67,704	2.00%	

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Public Works Safety Coordinator	Full Time	102	N	44,038	44,928	45,827	46,743	47,678	eliminated				
Quality Assurance Distribution Technician	Full Time		Y	37,101	37,856	38,613	39,385	40,173	40,977	41,796	42,632	43,485	2.00%
Quality Assurance Treatment Technician	Full Time	73	N	39,729	40,534	41,345	42,172	eliminated					
Radio Equipment Installation Technician	Full Time	197	Y								new	45,000	100.00%
Radio Technician I	Full Time		Y	42,193	43,056	43,917	44,795	45,691	46,605	47,537	48,488	49,458	2.00%
Radio Technician II	Full Time		Y	43,575	44,460	45,349	46,256	47,181	48,125	49,087	50,069	51,070	2.00%
Radio Technician III	Full Time		Y	46,865	47,814	48,770	49,746	50,741	51,755	52,791	53,847	54,924	2.00%
Records Specialist	Full Time	120, 184	Y						title change	33,000	33,660	36,285	7.80%
Residential Combination Inspector	Full Time	96	Y					new	46,774	47,710	48,664	49,637	2.00%
Residential Marketing Specialist	Full Time	5, 63	N	57,222	58,370	title change							
Sales/Event Associate	Full Time	36	N	33,747	34,424	35,112	title change						
SCADA Instrument Specialist	Full Time		Y	49,611	50,622	51,634	52,667	53,720	54,795	55,891	57,009	58,149	2.00%
Secretary II	Full Time		Y	25,256	25,766	26,281	26,807	27,343	27,890	28,448	29,017	29,597	2.00%
Secretary III	Full Time	35	Y	26,527	27,066	27,607	28,159	28,723	29,297	29,883	30,481	31,091	2.00%
Secretary IV	Full Time		Y	28,151	28,730	29,305	29,891	30,489	31,098	31,720	32,354	33,001	2.00%
Secretary of the Board	Full Time	62	N	39,729	40,534	41,345	title change						
Secretary V	Full Time		Y	29,659	30,264	30,869	31,487	32,116	32,759	33,414	34,082	34,764	2.00%
Security Guard	Full Time	181	Y							new	37,000	37,740	2.00%
Senior Planner (formerly Associate I - DCI - (Planning Team))	Full Time	153	Y		new	50,786	51,802	52,838	53,895	54,972	60,581	61,793	2.00%
Senior Purchasing Agent	Full Time	166, 172	Y							new	50,000	51,000	2.00%
Site Acquisition Specialist	Full Time	173	Y							new	67,000	68,340	2.00%
Special Events Assistant	Full Time		Y	35,906	36,634	37,367	38,114	38,876	39,654	40,447	41,256	42,081	2.00%
Specialist of Infrastructure	Full Time	132	Y						title change	54,686	55,780	56,896	2.00%
Specialist of Services	Full Time	132	Y						title change	54,686	55,780	56,896	2.00%
Stock Room & Safety Coordinator	Full Time		Y	44,037	44,928	45,827	46,743	47,678	48,632	49,604	50,596	51,608	2.00%
Superintendent - Maintenance	Full Time	48	N	55,864	56,992	58,132	title change						
Superintendent - Park Maintenance	Full Time	48, 187	N			new	61,500	62,730	63,985	65,264	66,569	eliminated	
Superintendent II	Full Time		Y	44,211	45,110	46,012	46,932	47,871	48,829	49,805	50,801	51,817	2.00%
Superintendent III	Full Time		Y	45,651	46,566	47,497	48,447	49,416	50,405	51,413	52,441	53,490	2.00%
Superintendent IV	Full Time		Y			new	51,000	52,020	53,060	54,122	55,204	56,308	2.00%
Superintendent V	Full Time	53	Y	50,097	51,116	52,138	53,181	54,245	55,330	56,436	57,565	58,716	2.00%
Supervisor - 311 Customer Service	Full Time	78	Y				new	46,267	47,192	48,136	49,099	50,081	2.00%
Supervisor - Accounts Payable	Full Time		Y	42,058	43,550	44,421	45,309	46,216	47,140	48,083	49,045	50,026	2.00%
Supervisor - Administrative Assistant	Full Time	52	Y			new	34,500	35,190	35,894	36,612	37,344	38,091	2.00%
Supervisor - Assistant Program	Full Time	55	Y			new	33,272	33,937	34,616	35,309	36,015	36,735	2.00%
Supervisor - Athletic	Full Time	118	Y	39,541	40,352	41,159	41,982	42,822	43,678	47,892	48,850	49,827	2.00%
Supervisor - Center	Full Time	47, 118	Y	39,541	40,352	41,159	41,982	42,822	43,678	47,892	48,850	55,000	12.59%
Supervisor - Communication I	Full Time	21	Y	40,303	41,132	46,000	46,920	47,858	48,816	49,792	50,788	51,804	2.00%
Supervisor - Communication II	Full Time	21	Y	40,839	41,678	47,500	48,450	49,419	50,407	51,416	52,444	53,493	2.00%
Supervisor - Crime Laboratory	Full Time	146	Y	50,938	51,974	53,013	54,074	55,155	56,258	57,383	69,000	70,380	2.00%
Supervisor - Customer Service	Full Time		N	40,303	41,132	41,955	42,794	43,650	44,523	eliminated			
Supervisor - Data Processing	Full Time		N	40,303	41,132	41,955	42,794	43,650	44,523	eliminated			
Supervisor - Fitness	Full Time		Y	39,541	40,352	41,159	41,982	42,822	43,678	44,552	45,443	46,352	2.00%
Supervisor - Fitness/Wellness	Full Time	51	Y			new	33,372	34,039	34,720	35,415	36,123	36,845	2.00%
Supervisor - Healthy Seniors	Full Time	47	N	33,979	34,684	title change							
Supervisor - Maintenance Mechanic	Full Time		Y	50,097	51,116	52,138	53,181	54,245	55,330	56,436	57,565	58,716	2.00%
Supervisor - Operations	Full Time	36	Y	52,211	53,274	54,339	55,426	56,535	57,665	58,819	59,995	61,195	2.00%
Supervisor - Park Police	Full Time	56, 79	N			new	44,389	eliminated					
Supervisor - Park Ranger	Full Time	79	Y				new	45,277	46,183	47,106	48,048	49,009	2.00%
Supervisor - Payroll	Full Time	88, 141	Y	37,976	38,740	39,515	40,305	41,111	45,000	45,900	50,000	51,000	2.00%
Supervisor - Program	Full Time	51, 52, 118	Y	39,541	40,352	41,159	41,982	42,822	43,678	47,892	48,850	49,827	2.00%
Supervisor - Rum Village Park	Full Time		Y	36,622	37,362	38,109	38,871	39,649	40,442	41,251	42,076	42,918	2.00%
Supervisor - Shelter Operations	Full Time	131	Y						title change	36,200	36,924	37,662	2.00%
Supervisor - Signal	Full Time		Y	49,611	50,622	51,634	52,667	53,720	54,795	55,891	57,009	58,149	2.00%
Supervisor - Special Events	Full Time	118	Y	38,562	39,338	40,125	40,927	41,746	42,581	47,892	48,850	49,827	2.00%
Supervisor - Youth	Full Time	55	Y	39,541	40,352	41,159	41,982	42,822	43,678	44,552	45,443	46,352	2.00%
System Specialist I	Full Time	16	Y		new	42,500	43,350	44,217	45,101	46,003	46,923	47,861	2.00%
System Specialist II	Full Time		Y	48,086	49,530	50,521	51,531	52,562	53,613	54,685	55,779	56,895	2.00%
System Specialist III	Full Time		Y	51,149	53,716	54,790	55,886	57,004	58,144	59,307	60,493	61,703	2.00%
System Specialist IV	Full Time	45	Y	56,134	60,008	61,208	62,432	63,681	64,955	66,254	67,579	68,931	2.00%
Utilities System Specialist	Full Time		Y	49,042	50,024	51,024	52,045	53,086	54,148	55,231	56,336	57,463	2.00%
Violence Prevention Coordinator I	Full Time	54	N	31,337	31,980	32,620	title change						
Violence Prevention Coordinator II	Full Time	54	Y	35,096	35,802	36,518	37,248	37,993	38,753	39,528	40,319	41,125	2.00%
Volunteer Coordinator	Full Time	152	Y						new	48,850	49,827	50,815	2.00%
Water Quality Specialist	Full Time	63, 73	Y	50,982	52,026	53,067	54,128	55,210	56,315	57,441	58,590	59,762	2.00%
Water Treatment Operator PF	Full Time		N	40,303	41,132	41,955	42,794	43,650	44,523	eliminated			
Water Works Special Projects Coordinator I	Full Time	63	N	39,729	40,534	41,345	42,172	43,015	43,875	eliminated			
Water Works Special Projects Coordinator II	Full Time	63	N	43,334	44,226	45,111	46,013	46,933	47,872	eliminated			
Worker's Compensation Specialist	Full Time	81	Y				new	35,000	35,700	36,414	37,142	37,885	2.00%
Youth Sports Coordinator	Full Time	54	N	31,337	31,980	32,620	title change						
Zoning Administrator (formerly Zoning & Services Administrator)	Full Time	202	Y				new	58,264	59,720	60,914	62,132	67,049	7.91%
Zoning Specialist	Full Time	195	Y								new	57,192	100.00%
Zoo Education Curator	Full Time	49	N				35,500	36,210	36,934	eliminated			
Zoo Veterinarian	Full Time	23	N	54,470	55,562	83,000	84,660	86,353	88,080	eliminated			
Part-Time Positions Receiving Benefits													
Chief Assistant City Attorney	Part Time	22, 25	N	41,295	42,146	42,989	eliminated						
City Attorney	Part Time	22, 117	Y	55,522	56,654	57,787	58,943	60,122	61,324	65,078	66,380	67,708	2.00%
Deputy City Attorney III	Part Time		N	35,460	36,192	36,916	37,654	38,407	39,175	eliminated			
Deputy City Attorney IV	Part Time		N	45,492	46,410	47,338	48,285	49,251	50,236	eliminated			
Project Manager - Part Time	Part Time	176	Y							new	39,273	40,058	2.00%

City of South Bend, Indiana
 2019 Nonbargaining Salary Ordinance Schedule - As of 9/17/18
 Maximum Salaries

Over 2%
 New Position
 New Title

Job Title	Status	Notes *	Current ?	2011 Salary	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2019 Salary	2019 % Increase
Other Part Time Positions													
City Engineer (hourly rate)	Part Time	6	Y		new	36.57	37.30	38.05	38.81	39.58	40.37	41.18	2.00%
Non Bargaining Maximum Hourly Rate (excluding above)	Part Time		Y	26.40	26.92	27.46	28.01	28.57	29.14	29.72	30.31	30.92	2.00%
City Minimum Wage for All Positions													
City Minimum Wage	All Positions									10.10	10.10	10.10	0.00%

*** Notes**

For 1-180, refer to prior year salary ordinance

2018 Revision Explanations:

- 181 - new positions - Century Center Reorganization effective 4/1/18
- 182 - title change and salary increase - from Director of Box Office Services to Director of Box Office & Event Services - Venues
- 183 - new position - reimbursed by AmeriCorps program up to 66%, renewed in 3-year cycles
- 184 - salary increase - ability to give shift premiums for afternoons and midnights
- 185 - new positions - manage the City's prioritized procedures, programs and tasks in compliance with Mayoral Executive Order No. 01-2016, Diversity Ordinance, and the city-wide Diversity and Inclusion Plan
- 186 - new position - to civilianize the logistics coordinator position
- 187 - title change - from Superintendent-Park Maintenance to Director of Facilities & Grounds
- 188 - title change - reclassifying three (3) Director of Marketing & Promotions employees to Director of Experience, Manager-Marketing, and Manager-Special Events
- 189 - salary increase - review of the position determined the wage range needs to be increased to a more competitive range
- 190 - new position - this position will monitor, vet, and analyze social media while collaborating with other Crime Analysts and/or officers
- 192 - salary increase - bring salary in line with other Manager level positions within the Department of Community Investment
- 193 - salary increase - bring salary in line with other Manager level positions within the Department of Community Investment as level of high responsibility warrants it
- 194 - new position - assist in researching and developing programming designed to engage and empower residents
- 195 - new positions - positions necessary to establish City's own Planning Commission rather than relying on Area Plan Commission
- 196 - salary increase - bring salary in line with other Director level positions to allow for the hiring and retention of skilled employees
- 197 - new position - with the change in technology and equipment, we can better serve our customers with an installation technician
- 198 - new position - this position will inspect and bring into compliance all historic properties within the City
- 199 - title change and salary increase - change Director of Solid Waste Operations to Director of Solid Waste, bring the compensation closer to the industry average for this position
- 200 - salary increase - increase compensation to appropriately match job responsibilities
- 201 - new positions - reorganization, positions will have increased responsibilities
- 202 - title change - Zoning and Business Services Administrator replaced with Business Services Administrator
- 203 - salary increase - increase compensation to appropriately match job responsibilities
- 204 - salary increase - increase compensation to appropriately match job responsibilities
- 205 - new position - to assist with implementing plan to be set forth based upon results of the Disparity Study
- 206 - title change - Director of Marketing - Public Works replaced Public Works Public Information Officer
- 207 - salary increase - increase compensation to appropriately match job responsibilities
- 208 - eliminated - Alarm Specialist
- 209 - title change/salary increase - position change to better align with the goals of the reorganized building department