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ORDINANCE No. 10685-19

Passed by the Common Council of the City of South Bend, Indiana \_\_\_\_\_

October 14, 2019

Attest: Dawn M. Jones City Clerk  
Dawn M. Jones

Attest: \_\_\_\_\_ President of Common Council

Presented by me to the Mayor of the City of South Bend, Indiana \_\_\_\_\_

October 14, 2019

Dawn M. Jones City Clerk  
Dawn M. Jones

Approved and signed by me October 15 2019

[Signature] Mayor

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**SUBSTITUTE BILL NO. 45-19**

**ORDINANCE NO. 10685-19**

**AN ORDINANCE FIXING MAXIMUM SALARIES AND WAGES OF APPOINTED  
OFFICERS AND NON-BARGAINING EMPLOYEES OF THE CITY OF SOUTH BEND,  
INDIANA,  
FOR THE CALENDAR YEAR 2020**

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**STATEMENT OF PURPOSE AND INTENT**

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This Ordinance sets forth the maximum amounts to be paid to non-bargaining personnel employed by the City of South Bend for the calendar year 2020. Salaries will be paid pursuant to the budget approved by the Common Council. The budgeted number to be paid may be less than the maximum amounts set forth herein.

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

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

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

**Section I.     **Maximum Compensation****

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

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

- (a)     **Holidays.** Holidays designated by the Board of Public Works shall govern non-bargaining employees for the calendar year 2020. The provisions of the City's Employee Handbook as it may be amended from time to time shall apply and are incorporated herein by reference.
- (b)     **Vacations.** Vacation for non-bargaining employees shall be as set forth in the City's Employee Handbook as it may be amended from time to time, incorporated herein by reference.
- (c)     **Family Leave.** The Family and Medical Leave Act Policy is, hereby, incorporated herein by reference in its entirety.
- (d)     **Parental Leave.** Parental leave will be offered to all eligible full-time employees in accordance with the policy adopted by the administration effective January 1, 2018. This policy may be amended from time to time and will be incorporated into the City's Employee Handbook.
- (e)     **Insurance.**
  - (1)     **Comprehensive Major Medical Insurance Program.** The City shall

maintain a comprehensive major medical insurance program in which, subject to Section III herein, non-bargaining employees regularly scheduled to work 30 hours or more per week may participate under the rules and guidelines of the plan document. All employees are provided access to a copy of a plan document each year.

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

appropriation by the Common Council before any such bonus or assistance may be paid.

I.C. 5-10.2-3-1.2 permits employers to purchase one year for every five years of service for employees in PERF covered positions under certain conditions. The Mayor shall have discretion to offer such early retirement incentive program, pursuant to statute, after consultation with the Controller and after appropriation by the Common Council.

- (i) **Other Monetary Fringe Benefits.** All other fringe benefits shall be as set forth in the City's Employee Handbook as it may be amended from time to time.

**Section III. Employee Definitions**

- (a) **Full-Time Employee.** Full-time employees are those employees who are regularly scheduled to work forty (40) hours per week, or a reduced full-time schedule of thirty (30) hours or more per week as approved by the Mayor on a voluntary basis. Such employees are eligible for the Employer's Benefits Package subject to the terms, conditions and limitations of each benefit program. However, solely for purposes of qualification for health care benefits under the federal Patient Protection and Affordable Care Act (the Act) as amended, the definition of full time employee shall be the equivalent of that which is provided in the Act, and this Section shall not be construed to be in conflict with the Act.
- (b) **Part-Time Employee.** Part-time employees are those employees who are not assigned to a full-time status as defined by the City including those who qualify for health care benefits under the Act, but who do not meet the City's definition of full-time employee under subpart (a) of this Section, and who are scheduled to work less than the City of South Bend's full-time schedule, not to equal or exceed one thousand five hundred sixty (1,560) hours per year. While they do receive certain mandated benefits (such as worker's compensation, social security benefits, and for some, health care under the Act), they are not eligible for other City benefit programs with the exception of the positions listed below:

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

**Section IV. City's Employee Handbook Availability**


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

**Section v. Effective Date**

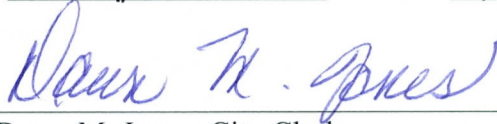
This Ordinance shall be in full force and effect from and after its passage by the Common Council and approved by the Mayor.

  
\_\_\_\_\_  
Tim Scott, Council President  
South Bend Common Council

Attest:

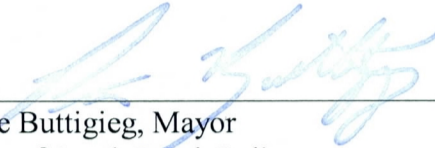
  
\_\_\_\_\_  
Dawn M. Jones, City Clerk  
Office of the City Clerk

Presented by me, the undersigned Clerk of the City of South Bend, to the Mayor of the City of South Bend, Indiana on the 14<sup>th</sup> day of October, 2019, at 2 o'clock P.m.



Dawn M. Jones, City Clerk  
Office of the City Clerk

Approved and signed by me on the 5<sup>th</sup> day of October, 2019, at 4 o'clock P.m.



Pete Buttigieg, Mayor  
City of South Bend, Indiana

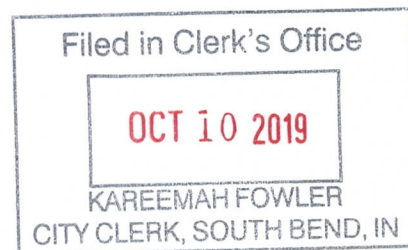
1st READING 9/23/19  
PUBLIC HEARING 10/14/19  
3rd READING 10/14/19  
NOT APPROVED  
REFERRED  
PASSED 7/1



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

October 7, 2019

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



Re:    SUBSTITUTE 2020 Non-Bargaining Employee and Officer Salary Ordinance

Dear President Scott:

Enclosed please find a substitute bill for the 2020 Non-Bargaining Employee and Officer Salary Ordinance.

Several changes were made to the attachment to the bill, with the goal of enhancing clarity and conforming to budget changes presented during the budget hearings, particularly the budget hearing on October 2, 2019.

I will present this bill to the Common Council at the appropriate committee and council meetings. It is requested that this substitute bill be filed for 2nd reading, public hearing and 3rd reading on October 14, 2019. If you have any further questions or need additional information, please let me know.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Daniel T. Parker".

Daniel T. Parker  
City Controller

Handwritten initials or a signature in blue ink, possibly "OK" or "JH".

City of South Bend, Indiana  
 2020 Nonbargaining Salary Ordinance Schedule  
 Maximum Salaries

Over 2%  
 New Position  
 New Title

Job Title	Status	Notes *	Current ?	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2019 Salary	2020 Salary	2020 % Increase	
311 Customer Service Liaison	Full Time	11	Y		new	40,500	41,310	42,136	42,979	43,839	44,716	45,610	46,522	2.00%
311 Customer Service Liaison II	Full Time	77	Y				new	43,788	44,664	45,557	46,468	47,397	48,345	2.00%
Academic Coordinator-CB Center	Full Time	46	N	31,980	32,620	title change								
Academic Coordinator-MLK Center	Full Time	46	N	36,348	37,075	title change								
Accounting Assistant	Full Time		Y	38,740	39,515	40,305	41,111	41,933	42,772	43,627	44,500	45,390	2.00%	
Accounting Clerk IV	Full Time		Y	30,186	30,790	31,406	32,034	32,674	33,328	33,995	34,675	35,369	2.00%	
Accounts Payable Administrator	Full Time	58	Y	31,746	32,381	33,029	33,689	34,363	35,050	35,751	36,466	37,195	2.00%	
Administrative Assistant I	Full Time	43	Y	35,984	36,704	37,438	38,187	38,950	39,730	40,525	41,336	42,163	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	37,050	37,791	38,547	39,318	40,104	40,906	41,724	42,558	43,409	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			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				
Animal Control Officer Senior	Full Time	31	N	34,788	35,484	title change								
Animal Welfare Assistant (formerly Animal Control Assistant)	Full Time	220	Y	31,252	31,877	32,515	33,165	33,828	34,505	35,195	35,899	36,617	2.00%	
Animal Welfare Officer (formerly Animal Control Officer)	Full Time	219	Y	31,486	32,116	32,758	33,413	34,081	34,763	35,458	36,167	36,890	2.00%	
Applications Developer	Full Time	132, 224	Y					new	54,686	55,780	56,896	58,034	59,191	5.00%
Assistant City Attorney	Full Time	117	Y	68,510	69,880	71,278	72,704	74,158	75,641	77,154	78,697	80,271	2.00%	
Assistant City Attorney/Claims Adjuster	Full Time	65	Y			new	72,704	74,158	75,641	77,154	78,697	80,271	2.00%	
Assistant City Engineer	Full Time	3, 117	Y	73,060	74,521	76,011	77,531	79,082	80,664	82,276	83,918	85,589	2.00%	
Assistant Director of Administration & Marketing	Full Time	36, 63	N	46,202	47,126	title change								
Assistant Director of Administrative Services	Full Time	41	N	50,154	51,157	title change								
Assistant Director of Booking & Event Operation	Full Time	38, 63	N	43,732	44,607	title change								
Assistant Director of Civilian Services	Full Time	127, 207	Y					title change	46,000	46,920	55,000	56,100	2.00%	
Assistant Director of Communication Center	Full Time		Y	45,084	50,000	51,000	52,020	53,060	54,122	55,204	56,308	57,434	2.00%	
Assistant Director of Community and Economic Development	Full Time	5, 63	N		title change									
Assistant Director of Distribution	Full Time		Y	46,566	47,497	48,447	49,416	50,405	51,413	52,441	53,490	54,560	2.00%	
Assistant Director of Human Resources	Full Time	63	N	51,376	52,404	53,452	54,521	55,611	56,722	57,854	59,007	60,182	2.00%	
Assistant Director of MPAC Financial Reporting	Full Time	36, 63	N	44,824	45,720	46,635	47,568	48,519	49,496	50,499	51,528	52,582	2.00%	
Assistant Director of Recreation	Full Time	29	Y	51,246	52,271	53,313	54,372	55,448	56,541	57,651	58,778	60,022	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	70,310	2.00%	
Assistant Director of Treatment	Full Time		N	46,306	47,232	48,177	49,140	50,123	51,125	52,146	53,187	54,248	55,330	2.00%
Assistant Director of Utilities	Full Time	75, 107	Y			new	76,000	77,000	78,000	79,000	80,000	81,000	82,000	2.00%
Assistant Manager - Customer Service	Full Time	132	Y					title change	46,500	47,430	48,379	49,347	50,334	2.00%
Assistant To The Mayor	Full Time	4, 63	N		title change									
Assistant Zoning Administrator	Full Time	29, 66, 72	N	52,338	53,385	54,452	55,541	56,651	57,782	58,934	60,107	61,301	62,516	2.00%
Associate II - DCI - (Adm & Finance Team)	Full Time	101, 138	N					new	58,228	59,393	60,578	61,782	63,005	2.00%
Associate II - DCI - (Economic Resources Team)	Full Time	5, 138	N		new	54,870	55,967	57,087	58,228	59,393	60,578	61,782	63,005	2.00%
Budget Analyst - Senior	Full Time	80	Y				new	60,000	61,200	62,424	63,672	64,945	66,244	2.00%
Building and Code Inspector	Full Time	42	Y		new	47,000	47,940	48,899	49,877	50,875	51,893	52,931	54,000	2.00%
Building Commissioner	Full Time	29, 66	Y	77,818	79,374	84,930	86,629	88,361	90,128	91,931	93,770	95,645	97,556	2.00%
Building Inspector	Full Time	97	Y	43,212	44,076	44,958	45,857	46,774	47,710	48,664	49,637	50,630	51,642	2.00%
Business Analyst	Full Time	44	Y		new	49,000	49,980	50,980	51,999	53,039	54,100	55,182	56,284	2.00%
Business Analyst - Senior (formerly Business Analyst)	Full Time	225	Y								title change	59,000	60,180	9.08%
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	58,336	2.00%
CAD Specialist - Senior	Full Time	34	N	43,888	44,766	eliminated								
CED Specialist II	Full Time	5, 63	N		title change									
CED Specialist Senior	Full Time	5, 63	N	53,794	54,744	title change								
CED Specialist VI	Full Time	5, 63	N	49,790	50,744	title change								
Chemist	Full Time		Y	44,876	45,774	46,689	47,623	48,575	49,547	50,538	51,549	52,580	53,630	2.00%
Chemist Lead	Full Time		Y	47,736	48,691	49,665	50,658	51,671	52,704	53,758	54,833	55,930	57,048	2.00%
Chemist/Safety Officer	Full Time	112	N	44,902	45,800	46,716	47,650	48,600	49,568	50,554	51,558	52,580	53,612	2.00%
Chief Administration Officer	Full Time	164	Y							new	97,419	99,367	101,354	2.00%
Chief Assistant City Attorney	Part Time	22, 25	N	42,146	42,989	eliminated								
Chief Building Inspector	Full Time	29	Y		new	55,000	56,100	57,222	58,366	59,534	60,724	61,938	63,177	2.00%
Chief Code Inspector	Full Time	29, 66, 103, 210	Y	45,318	46,224	47,151	48,099	49,078	50,078	51,099	52,142	53,207	54,294	2.00%
Chief Deputy City Clerk	Full Time	203, 232	Y	45,916	46,834	47,771	48,726	49,701	50,695	51,709	52,742	53,795	54,868	2.00%
Chief Innovation Officer	Full Time	65	Y			new	98,318	100,284	102,290	104,336	106,423	108,551	110,720	2.00%
Chief of Staff to the Mayor	Full Time	3, 4, 29, 66, 227	Y	65,442	66,751	71,424	72,852	74,310	75,796	77,312	78,858	80,434	82,041	24.91%
Chief Technology Officer	Full Time	71	Y			new	98,318	100,284	102,290	104,336	106,423	108,551	110,720	2.00%
City Attorney	Part Time	22, 117	Y	56,654	57,787	58,943	60,122	61,324	62,549	63,798	65,071	66,369	67,692	2.00%
City Clerk Secretary	Full Time		Y	30,264	30,869	31,487	32,116	32,759	33,414	34,082	34,764	35,459	36,167	2.00%
City Controller	Full Time	3, 26, 117	Y	94,500	96,390	98,318	100,284	102,290	104,336	106,423	108,551	110,720	112,922	2.00%
City Engineer	Full Time	3, 26	Y	94,500	96,390	98,318	100,284	102,290	104,336	106,423	108,551	110,720	112,922	2.00%
City Engineer (hourly rate)	Part Time	6	Y		new	36.57	37.30	38.05	38.81	39.58	40.37	41.18	42.00	2.00%
City Minimum Wage	All Positions									10.10	10.10	10.10	10.10	0.00%
Clerk Terminal Operator (now Records Specialist)	Full Time		N	26,520	27,050	27,591	28,143	28,706	29,279	29,862	30,454	31,056	31,668	2.00%
Club Pro Municipal Golf Course	Full Time		Y	45,474	46,383	47,311	48,257	49,223	50,207	51,211	52,235	53,280	54,345	2.00%
Code Inspector	Full Time	103	Y	37,024	37,764	38,520	39,290	40,076	40,877	41,693	42,525	43,380	44,248	2.00%
Code Inspector - Senior	Full Time	103	Y				new	42,583	43,435	44,304	45,190	46,094	47,016	2.00%
Collection Specialist	Full Time	35	N	32,006	32,646	title change								
Commercial Combination Inspector	Full Time	96	Y				new	49,113	50,095	51,097	52,119	53,161	54,223	2.00%
Communication Specialist I	Full Time	21	Y	30,888	31,500	32,130	32,778	33,444	34,128	34,829	35,537	36,254	36,980	2.00%
Communication Specialist II	Full Time	21	Y	34,528	35,150	35,790	36,447	37,121	37,811	38,517	39,239	39,967	40,701	2.00%
Communication Specialist III	Full Time	21	Y	35,022	35,650	36,290	36,943	37,611	38,294	38,992	39,705	40,433	41,176	2.00%
Communications Coordinator (VPA)	Full Time	170	Y					new	30,000	30,600	31,212	31,836	32,471	2.00%
Contract Compliance Administrator	Full Time	211	Y							new	47,000	47,600	48,200	100.00%
Corporation Counsel	Full Time	3, 22, 26, 117	Y	94,500	96,390	98,318	100,284	102,290	104,336	106,423	108,551	110,720	112,922	2.00%
Court Liaison	Full Time		Y	31,616	32,248	32,893	33,551	34,222	34,907	35,605	36,317	37,043	37,782	2.00%
Crime Analyst	Full Time		Y	34,632	35,325	36,031	36,752	37,487	38,237	39,002	39,782	40,578	41,389	2.00%
Custodian	Full Time	234	Y	22,620	23,072	23,533	24,004	24,484	24,974	25,473	25,982	26,500	27,028	15.46%
Customer Service Coordinator	Full Time	8	Y	38,558	39,329	40,116	40,918	41,736	42,571	43,422	44,290	45,176	46,079	2.00%
Data Entry/Alarms Coordinator	Full Time		Y	28,808	29,384	29,972	30,571	31,183	31,806	32,440	33,084	33,738	34,402	2.00%

City of South Bend, Indiana  
2020 Nonbargaining Salary Ordinance Schedule  
Maximum Salaries

Over 2%  
New Position  
New Title

Job Title	Status	Notes *	Current ?	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2019 Salary	2020 Salary	% Increase	
Data Entry Records Coordinator	Full Time	92	N	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	39,264	2.00%	
Data Entry Specialist II	Full Time		Y	28,262	28,872	29,404	29,992	30,592	31,204	31,828	32,465	33,114	2.00%	
Departmental System Specialist	Full Time		Y	43,212	44,078	44,958	45,857	46,774	47,710	48,664	49,637	50,630	2.00%	
Deputy Building Commissioner (formerly Design/ Plan Review Specialist)	Full Time		Y	55,172	56,275	57,401	58,549	59,720	60,914	62,132	67,049	68,390	2.00%	
Deputy Chief of Staff to the Mayor	Full Time	3, 4, 29, 66	Y	62,170	63,413	67,852	69,209	70,593	72,005	73,445	74,914	76,414	2.00%	
Deputy Chief Technology Officer (formerly Director of Assets and Information Systems)	Full Time	178	Y					new		83,000	84,660	86,353	2.00%	
Deputy City Attorney III	Part Time		N	36,192	36,916	37,654	38,407	39,175	eliminated					
Deputy City Attorney IV	Part Time		N	46,410	47,338	48,285	49,251	50,236	eliminated					
Deputy City Clerk	Full Time	69, 179, 232	Y	39,338	40,125	40,927	43,246	44,111	44,993	50,000	51,000	53,550	5.00%	
Deputy City Controller	Full Time	29, 66, 117	Y	72,000	73,440	78,581	80,153	81,758	95,509	97,419	99,367	101,354	2.00%	
Deputy Director of Code Enforcement	Full Time	131, 215	Y					new	75,000	76,500	78,030	81,932	5.00%	
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	79,591	2.00%	
Deputy Director of Public Works	Full Time	33	Y			90,000	91,800	93,636	95,509	97,419	99,367	101,354	2.00%	
Deputy Director of Venues, Parks & Arts	Full Time	29	Y	75,270	76,775	90,000	91,800	93,636	95,509	97,419	99,367	101,354	2.00%	
Deputy Mayor	Full Time	37	N		new	98,000								
Design Specialist (formerly Business Analyst)	Full Time	226	Y								title change	58,033	7.27%	
Digital (Forensic) Lab Technician	Full Time	17, 146	Y	33,566	34,237	34,922	35,621	36,333	37,060	55,000	56,100	57,222	2.00%	
Digital Communications & Multimedia Training Coordinator	Full Time	125	Y					new	54,000	55,080	56,182	57,306	2.00%	
Director I - DCI - (Adm/Finance Team)	Full Time	5, 138	N	new	63,913	65,191	66,495	67,825	69,181	eliminated				
Director I - DCI - (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	53,640	56,753	57,888	73,440	74,909	76,407	77,935	2.00%	
Director of Accounting and Budget	Full Time	116	Y					new title	73,201	74,665	76,158	77,681	2.00%	
Director of Administrative Services	Full Time	30	Y	56,992	58,132	title change								
Director of Administrative Services - Parks	Full Time	76	N	56,992	58,132	59,294	eliminated							
Director of Applications	Full Time	132, 224	Y					title change	73,440	74,909	76,407	80,227	5.00%	
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	65,280	2.00%
Director of Business Analytics	Full Time	132	Y					title change	73,440	74,909	76,407	77,935	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	82,264	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	77,935	2.00%	
Director of Civilian Services	Full Time	135	Y						60,000	61,200	62,424	63,672	2.00%	
Director of Code Enforcement	Full Time	29, 66, 216	Y	69,238	70,623	75,567	77,078	78,620	80,192	81,796	83,432	85,105	14.64%	
Director of Communication Center	Full Time	29, 66	Y	55,432	56,541	60,499	61,709	62,943	64,202	65,486	66,796	68,132	2.00%	
Director of Communications	Full Time	2, 3	Y	58,344	59,511	60,701	61,915	63,153	64,416	65,704	67,018	68,358	2.00%	
Director of Communications Public Works	Full Time		Y	52,338	53,385	54,452	55,542	56,652	57,785	58,941	60,120	61,322	2.00%	
Director of Community Development	Full Time	8, 95	N			39,642	40,435	41,244	eliminated					
Director of Community Initiatives	Full Time	213	Y	68,354	title change						new	88,500	100.00%	
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	67,018	2.00%	
Director of CSO Project Management	Full Time	117	Y	72,722	74,176	75,660	77,173	78,717	81,865	83,502	85,172	86,875	2.00%	
Director of Customer Service & Billing Office	Full Time	108, 161, 200	Y					new	66,000	67,320	71,360	71,154	2.00%	
Director of Development - Venues, Parks & Arts	Full Time	76, 130	Y	56,446	57,575	58,726	eliminated	reinstated	55,000	56,100	57,222	58,366	2.00%	
Director of Distribution	Full Time	159, 231	Y	58,422	59,590	60,782	61,998	63,238	eliminated		reinstated	80,000	100.00%	
Director of Economic Development	Full Time	5, 63	N	68,354	title change									
Director of Energy Conservation	Full Time	38	N	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	79,070	80,651	82,264	2.00%	
Director of Equipment Services	Full Time	167, 196	Y	54,418	55,506	56,616	57,749	58,904	60,082	61,284	75,000	76,500	2.00%	
Director of Experience (VPA)	Full Time	188	Y							title change	65,000	66,300	2.00%	
Director of Facilities & Grounds	Full Time	187	Y							title change	75,000	76,500	2.00%	
Director of Facilities Management	Full Time	175	Y							title change	66,029	67,350	68,697	2.00%
Director of Finance (Public Works)	Full Time	138	N	64,506	65,796	67,112	68,454	69,823	71,220	eliminated				
Director of Financial & Program Management	Full Time	5, 63	N	62,660	title change									
Director of Financial Services	Full Time	116, 140	Y	55,172	56,275	57,401	58,549	59,720	60,914	66,554	67,885	69,243	2.00%	
Director of Financial Services (Park Administration)	Full Time	140	Y	56,446	57,575	58,726	59,901	61,099	62,321	66,554	67,885	69,243	2.00%	
Director of Financial Services (Water Utility)	Full Time	140	Y	59,098	60,280	61,486	62,715	63,970	65,249	66,554	67,885	69,243	2.00%	
Director of Golf Operations	Full Time		Y	56,992	58,132	59,294	60,480	61,690	62,924	64,182	65,466	66,775	2.00%	
Director of Human Resources	Full Time	3	Y	80,002	81,602	83,234	84,899	86,597	88,329	90,096	91,898	93,736	2.00%	
Director of Human Rights	Full Time	29, 66, 98, 223	N	54,262	55,347	59,221	60,405	61,614	70,000	71,400	72,828	eliminated		
Director of Human Rights - Employment	Full Time	223	Y								new	67,565	100.00%	
Director of Human Rights - Housing	Full Time	223	Y								new	67,565	100.00%	
Director of Information Technology	Full Time	3, 71	N	87,000	88,740	90,515	eliminated							
Director of Infrastructure	Full Time	132	Y					title change	73,440	74,909	76,407	77,935	2.00%	
Director of Marketing - Public Works	Full Time	206	Y							title change	67,018	68,358	2.00%	
Director of Marketing & Promotions	Full Time	36	Y	50,518	51,528	52,559	53,610	54,682	55,776	56,892	58,030	59,191	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	82,264	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	85,292	2.00%	
Director of Operations - Venues	Full Time	181	Y						new	90,000	91,800	93,636	2.00%	
Director of Parks & Recreation	Full Time		N	75,530	77,041	title change								
Director of Planning	Full Time	153	Y	new	71,115	72,537	76,000	77,520	79,070	80,651	82,264	83,900	2.00%	
Director of Public Works	Full Time	3, 26	Y	108,248	110,413	110,413	112,621	114,874	117,171	119,514	121,904	124,342	2.00%	
Director of Purchasing	Full Time	168, 172	Y						new	80,000	81,600	83,232	2.00%	
Director of Purchasing & Logistics (Police Dept)	Full Time	186	Y						new	70,000	71,400	72,828	2.00%	
Director of Records Bureau (now Director of Civilian Services)	Full Time	89	N	42,458	43,307	44,173	45,057	47,797	title change					
Director of Recreation	Full Time	14	Y	62,738	67,000	68,340	69,707	71,101	72,523	73,973	75,452	76,961	2.00%	
Director of Redevelopment Engineering	Full Time	119	Y					new	97,238	98,183	101,167	103,190	2.00%	
Director of Redevelopment Finance	Full Time	174	Y					title change	77,520	79,070	80,651	82,264	2.00%	
Director of Safety & Risk	Full Time	40, 66	Y		new	56,753	57,888	59,046	60,227	61,432	62,661	63,914	2.00%	
Director of SCADA Information Systems	Full Time	45	Y		new	72,000	73,440	74,909	76,407	77,935	79,494	81,084	2.00%	
Director of Secretarial Services	Full Time	1	N	48,100	49,062	title change								
Director of Services	Full Time	132	Y					title change	73,440	74,909	76,407	77,935	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	74,603	2.00%	
Director of Streets & Sewers	Full Time	29, 66, 106	Y	69,576	70,968	75,936	77,455	81,500	83,130	84,793	86,489	88,219	2.00%	
Director of Treasury	Full Time		Y	67,626	68,979	70,358	71,765	73,201	74,665	76,158	77,681	79,235	2.00%	









City of South Bend, Indiana  
 2020 Nonbargaining Salary Ordinance Schedule  
 Maximum Salaries

Over 2%  
 New Position  
 New Title

Job Title	Status	Notes *	Current ?	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2019 Salary	2020 Salary	2020 % Increase
<b>*Notes</b>													
For 1-210, refer to prior year salary ordinances													
<b>2020 Revision Explanations:</b>													
211 - New Position - Contract Compliance Administrator - added in Diversity & Inclusion to help implement recommendations of the disparity study													
212 - New Position - GVI Program Manager added in new division "Community Initiatives" to run the GVI Program													
213 - New Position - Director of Community Initiatives created to head the new division "Community Initiatives"													
214 - Salary Cap Increase - Supervisor-Payroll - increase by 10% to better align with market rate for other governments in Indiana													
215 - Salary Cap Increase - Deputy Dir. of Code Enforcement - increase by 5% to better align with Deputy Department Head salaries in other departments of the City													
216 - Salary Cap Increase - Director of Code Enforcement - increase by 14.6% to better align with Department Head salaries in other departments of the City													
217 - Title Change / Salary Cap Increase - from Manager-Animal Shelter to Manager-Animal Resource Center - increase by 7.5% in recognition of the level of supervision exercised by this position													
218 - Title Change - from Manager-Assistant Animal Shelter to Manager-Assistant Animal Resource Center													
219 - Title Change - from Animal Control Officer to Animal Welfare Officer													
220 - Title Change - from Animal Control Assistant to Animal Welfare Assistant													
221 - Salary Cap Increase - Manager-Inclusion Project - increase by 9.62% to reflect increased responsibilities in implementing the recommendations of the disparity study													
222 - Salary Cap Increase - Human Resource Generalist-Senior (Public Safety Focus) - increase by 6% to better align with market rate at other governmental entities													
223 - Title Changes - Director of Human Rights position split into two "Co-Director" positions: Director of Human Rights-Housing and Director of Human Rights-Employment													
224 - Salary Cap Increase - Applications Developer and Director of Applications - increase by 10% to approach 20th percentile of market rate for this position in our area													
225 - New Position - Business Analyst-Senior - creation of new tier of Business Analyst division of IT. No new FTE, one of the current Business Analysts will be promoted													
226 - New Position - Design Specialist - creation of new tier of Business Analyst division of IT. No new FTE, one of the current Business Analysts will be promoted													
227 - Salary Cap Increase - Chief of Staff to the Mayor - increase by 24.91% to better reflect the level of responsibility inherent in this position													
228 - Salary Cap Increase - Police Crime Intelligence Analyst - increase by 16% to better align with market rate for this position in our area													
229 - Salary Cap Increase - Manager-Operations-AmenCorps - increase by 12.75% to attract qualified candidates, this position has been unfilled for many months													
230 - Title Change / Salary Cap Increase - from Distribution Records Drafter to Manager-Distribution Services & Records - increase by 20.6%													
231 - Reinstated Position - Director of Distribution - employee at Water Works was promoted from Manager-Operations, 12.1% increase in salary cap over Manager-Operations salary cap													
232 - Increases to Deputy City Clerk positions to reflect increased responsibilities related to the Youth Council													
233 - New Position - Youth Engagement Coordinator, to develop a coordinated pilot program for Youth Engagement across the City													
234 - This increase helps ensure that every full-time employee in the City of South Bend makes at least \$30,000 per year.													

Filed in Clerk's Office  
 OCT 10 2019  
 KAREEMAH FOWLER  
 CITY CLERK, SOUTH BEND, IN