

SUBSTITUTE BILL NO. 67-23

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



PHONE 574.235.9216

FAX 574.235.9928

Filed in Clerk's Office

OCT 05 2023

DAWN M. JONES
CITY CLERK, SOUTH BEND, IN

CITY OF SOUTH BEND, IN

JAMES MUELLER, MAYOR

DEPARTMENT OF ADMINISTRATION AND FINANCE

October 5, 2023

Ms. Sharon McBride
President, South Bend Common Council
4th Floor, County-City Building
South Bend, IN 46601

RE: Substitute Re-Affirmation of the Annual Pay and Monetary Fringe Benefits of the South Bend Fire Department

Dear President McBride:

On December 13, 2021, the South Bend Common Council passed Ordinance No. 10831-21 (superseding 10820-21), which established the annual pay and monetary fringe benefits for all sworn members of the South Bend Fire Department for calendar years 2022, 2023, and 2024. This action followed successful labor negotiations between the City Advisory Negotiating Team working with our Agents who negotiated with the Fire Union Negotiating Team and their Agent.

The change made in this substitute bill was to clarify the highest tier of longevity pay in the chart begins for the "Lead" on the Ambulance once an employee has completed 9 years.

I will present this bill to the Common Council at the appropriate committee and council meetings. If you have any further questions or need additional information, please let me know.

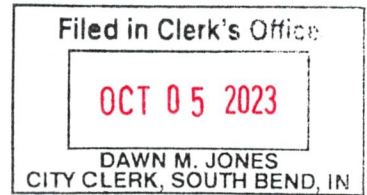
Thank you for your consideration.

Sincerely,

Kyle Willis
City Controller

SUBSTITUTE BILL NO. 67-23

ORDINANCE NO. 10981-23



A SUBSTITUTE ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA, FIXING THE ANNUAL PAY AND MONETARY FRINGE BENEFITS OF SWORN MEMBERS OF THE SOUTH BEND FIRE DEPARTMENT FOR CALENDAR YEAR 2024 IN CONFORMITY WITH ORDINANCE NOS. 10820-21 AND 10831-21 AND AMENDING AND CLARIFYING THE LONGEVITY PAY AT SECTION VII OF THESE ORDINANCES

STATEMENT OF PURPOSE AND INTENT

In 2021, the South Bend Common Council, pursuant to *Indiana Code* § 36-8-3-3 (d), established the annual compensation and monetary fringe benefits of the South Bend Fire Department via Ordinance Number 10820-21, passed on October 25, 2021 and subsequently amended by Ordinance Number 10831-21, passed on December 13, 2021. These ordinances followed successful negotiation of a collective bargaining agreement with members of the South Bend Firefighter's Association Local No. 362 for the three calendar years beginning January 1, 2022 and ending December 31, 2024.

This current ordinance fixes the annual pay and monetary fringe benefits of sworn members of the South Bend Fire Department for Calendar year 2024, and also establishes maximum annual pay and monetary fringe benefits for upper level policy making positions in the South Bend Fire Department, in conformity with Ordinance Number 10820-21, subsequently amended by Ordinance Number 10831-21, and reaffirms the terms of those Ordinances for the 2024 fiscal year with one change: a clarification of the Longevity pay described in Section VII to ensure the Ordinance language more clearly aligns with the collective bargaining agreement.

This Ordinance is in the best interest of the City and the affected South Bend Fire Department employees.

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

SECTION I. The annual pay and monetary fringe benefits of sworn members of the South Bend Fire Department, including all upper level policy making positions in the Department, are hereby fixed and re-affirmed for the 2024 calendar year as per Ordinance Number 10820-21, passed on October 25, 2021 and subsequently amended by Ordinance Number 10831-21, passed on December 13, 2021, which originally established the annual pay and monetary fringe benefits. A copy of Ordinance Nos. 10820-21 and 10831-21 are attached hereto, incorporated herein by reference, and reaffirmed in their entirety, except as set forth in Section II below.

SECTION II. Longevity pay for sworn members of the South Bend Fire Department, as provided in Section VII of Ordinance Nos. 10820-21 and 10831-21, is amended for calendar year 2024 as follows:

Longevity Pay.

(a) The Common Council hereby continues a longevity program for qualifying sworn members of the South Bend Fire Department.

(b) Qualifying sworn members of the South Bend Fire Department holding the rank of First Class Firefighter and above, who are employed by the South Bend Fire Department shall receive additional compensation in recognition of the cumulative years of service on the South Bend Fire Department. For the purposes of Longevity Pay described in this subsection, "Years of Service" shall be calculated from the date on which a firefighter was sworn in and accrue upon the passing of the anniversary of said date. Such longevity pay shall be earned upon completion of the number of years indicated below, paid in a lump sum in the last payroll period in each of the months of December, listed below and shall be attributed to the annual salary base for pension purposes. Longevity pay shall be as follows:

Cumulative Years of Service on SBFD:

Longevity Pay	2022	2023	2024
<u>5-9-6-10</u> Years of Service	\$ 300	\$ 300	\$ 300
<u>10-14-11-15</u> Years of Service	\$ 600	\$ 600	\$ 600
<u>15-19-16-20</u> Years of Service	\$ 1,900	\$ 1,900	\$ 1,900
<u>20-24-21-25</u> Years of Service	\$ 3,400	\$ 3,400	\$ 3,400
<u>25+26+</u> Years of Service	\$ 6,500	\$ 7,250	\$ 8,300

(c) Qualifying sworn members of the South Bend Fire Department holding the rank designation of 'Lead' on the Ambulance in the South Bend Fire Department shall receive additional compensation in recognition of the cumulative years of service, earned upon completion of the number of years indicated below, calculated from a firefighter's designation as a "Lead." Such longevity pay shall be divided into bi-weekly payments over the year. Longevity pay shall be as follows:

Longevity Pay	2022	2023	2024
<u>0-1-1-2</u> Years of Service	\$ 550	\$ 550	\$ 550
<u>2-4-2-5</u> Years of Service	\$ 1,200	\$ 1,200	\$ 1,200
<u>5-8-5-10</u> Years of Service	\$ 1,800	\$ 1,800	\$ 1,800
<u>9-10+</u> Years of Service	\$ 2,400	\$ 2,400	\$ 2,400

SECTION III. All other terms, conditions, and provisions of Ordinance Number 10820-21, subsequently amended by Ordinance Number 10831-21, are hereby reaffirmed and approved for calendar year 2024 as if fully set forth herein.

SECTION IV. This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

Sharon McBride, Council President
South Bend Common Council

Attest:

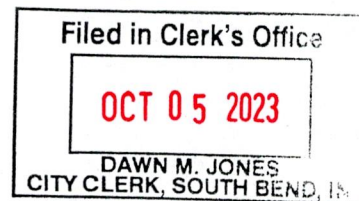
Dawn M. Jones, City Clerk
Office of the City Clerk

Presented by me, the undersigned Clerk of the City of South Bend, to the Mayor of the City of South Bend, Indiana, on the _____ day of _____, 2023, at _____ o'clock _____.m.

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

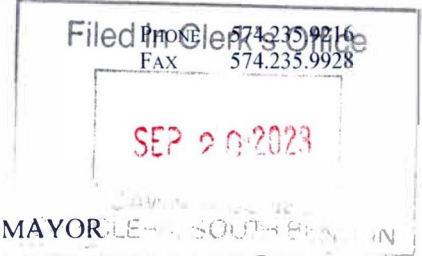
Approved and signed by me on the _____ day of _____, 2023, at ____ o'clock _____.m.

James Mueller, Mayor
City of South Bend



BILL NO. 67-23

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



CITY OF SOUTH BEND, IN JAMES MUELLER, MAYOR

DEPARTMENT OF ADMINISTRATION AND FINANCE

September 15, 2023

Ms. Sharon McBride
President, South Bend Common Council
4th Floor, County-City Building
South Bend, IN 46601

RE: AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA, FIXING THE ANNUAL PAY AND MONETARY FRINGE BENEFITS OF SWORN MEMBERS OF THE SOUTH BEND FIRE DEPARTMENT FOR CALENDAR YEAR 2024 IN CONFORMITY WITH ORDINANCE NOS. 10820-21 AND 10831-21 AND AMENDING AND CLARIFYING THE LONGEVITY PAY AT SECTION VII OF THESE ORDINANCES

Dear President McBride:

On December 13, 2021, the South Bend Common Council passed Ordinance No. 10831-21 (superseding 10820-21), which established the annual pay and monetary fringe benefits for all sworn members of the South Bend Fire Department for calendar years 2022, 2023, and 2024. This action followed successful labor negotiations between the City Advisory Negotiating Team working with our Agents who negotiated with the Fire Union Negotiating Team and their Agent.

All annual pay amounts and monetary fringe benefits set forth in the proposed 2024 budget for the Fire Department reflect the exact amounts originally established in Ordinance No. 10831-21. The attached ordinance re-affirms all of those monetary amounts and programs for the 2024 calendar year, which were originally part of the 3-year agreement, with one change to clarify the description of Longevity pay described in Section VII.

I will present this bill to the Common Council at the appropriate committee and council meetings. It is requested that this bill be filed for 1st reading on September 25, 2023, with 2nd reading, public hearing and 3rd reading scheduled for October 9, 2023. If you have any further questions or need additional information, please let me know.

Thank you for your consideration.

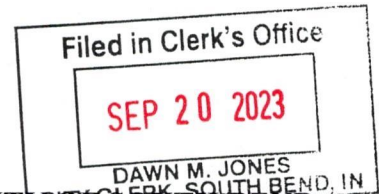
Sincerely,

A handwritten signature in blue ink that reads 'Kyle Willis'.

Kyle Willis
City Controller

BILL NO. 67-23

ORDINANCE NO. 10981-23



**AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND,
INDIANA, FIXING THE ANNUAL PAY AND MONETARY FRINGE BENEFITS OF
SWORN MEMBERS OF THE SOUTH BEND FIRE DEPARTMENT FOR CALENDAR
YEAR 2024 IN CONFORMITY WITH ORDINANCE NOS. 10820-21 AND 10831-21 AND
AMENDING AND CLARIFYING THE LONGEVITY PAY AT SECTION VII OF
THESE ORDINANCES**

STATEMENT OF PURPOSE AND INTENT

In 2021, the South Bend Common Council, pursuant to *Indiana Code* § 36-8-3-3 (d), established the annual compensation and monetary fringe benefits of the South Bend Fire Department via Ordinance Number 10820-21, passed on October 25, 2021 and subsequently amended by Ordinance Number 10831-21, passed on December 13, 2021. These ordinances followed successful negotiation of a collective bargaining agreement with members of the South Bend Firefighter's Association Local No. 362 for the three calendar years beginning January 1, 2022 and ending December 31, 2024.

This current ordinance fixes the annual pay and monetary fringe benefits of sworn members of the South Bend Fire Department for Calendar year 2024, and also establishes maximum annual pay and monetary fringe benefits for upper level policy making positions in the South Bend Fire Department, in conformity with Ordinance Number 10820-21, subsequently amended by Ordinance Number 10831-21, and reaffirms the terms of those Ordinances for the 2024 fiscal year with one change: a clarification of the Longevity pay described in Section VII to ensure the Ordinance language more clearly aligns with the collective bargaining agreement.

This Ordinance is in the best interest of the City and the affected South Bend Fire Department employees.

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

SECTION I. The annual pay and monetary fringe benefits of sworn members of the South Bend Fire Department, including all upper level policy making positions in the Department, are hereby fixed and re-affirmed for the 2024 calendar year as per Ordinance Number 10820-21, passed on October 25, 2021 and subsequently amended by Ordinance Number 10831-21, passed on December 13, 2021, which originally established the annual pay and monetary fringe benefits. A copy of Ordinance Nos. 10820-21 and 10831-21 are attached hereto, incorporated herein by reference, and reaffirmed in their entirety, except as set forth in Section II below.

SECTION II. Longevity pay for sworn members of the South Bend Fire Department, as provided in Section VII of Ordinance Nos. 10820-21 and 10831-21, is amended for calendar year 2024 as follows:

Longevity Pay.

(a) The Common Council hereby continues a longevity program for qualifying sworn members of the South Bend Fire Department.

(b) Qualifying sworn members of the South Bend Fire Department holding the rank of First Class Firefighter and above, who are employed by the South Bend Fire Department shall receive additional compensation in recognition of the cumulative years of service on the South Bend Fire Department. For the purposes of Longevity Pay described in this subsection, “Years of Service” shall be calculated from the date on which a firefighter was sworn in and accrue upon the passing of the anniversary of said date. Such longevity pay shall be earned upon completion of the number of years indicated below, paid in a lump sum in the last payroll period in each of the months of December, listed below and shall be attributed to the annual salary base for pension purposes. Longevity pay shall be as follows:

Cumulative Years of Service on SBFD:

Longevity Pay	2022	2023	2024
5-9 6-10 Years of Service	\$ 300	\$ 300	\$ 300
10-14 11-15 Years of Service	\$ 600	\$ 600	\$ 600
15-19 16-20 Years of Service	\$ 1,900	\$ 1,900	\$ 1,900
20-24 21-25 Years of Service	\$ 3,400	\$ 3,400	\$ 3,400
25+ 26+ Years of Service	\$ 6,500	\$ 7,250	\$ 8,300

(c) Qualifying sworn members of the South Bend Fire Department holding the ~~rank~~ designation of ‘Lead’ on the Ambulance in the South Bend Fire Department shall receive additional compensation in recognition of the cumulative years of service, earned upon completion of the number of years indicated below, calculated from a firefighter’s designation as a “Lead.” Such longevity pay shall be divided into bi-weekly payments over the year. Longevity pay shall be as follows:

Longevity Pay	2022	2023	2024
0-1 2 Years of Service	\$ 550	\$ 550	\$ 550
2-4 5 Years of Service	\$ 1,200	\$ 1,200	\$ 1,200
5-9 5-10 Years of Service	\$ 1,800	\$ 1,800	\$ 1,800
10+ Years of Service	\$ 2,400	\$ 2,400	\$ 2,400

SECTION III. All other terms, conditions, and provisions of Ordinance Number 10820-21, subsequently amended by Ordinance Number 10831-21, are hereby reaffirmed and approved for calendar year 2024 as if fully set forth herein.

SECTION IV. This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

Sharon McBride, President,
South Bend Common Council

Attest:

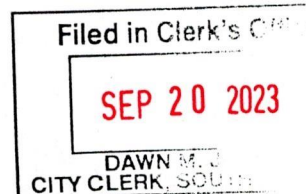
Dawn M. Jones, City Clerk

Presented by me to the Mayor of the City of South Bend, Indiana on the _____ day of _____, 20____, at _____ o'clock ____ M.

Dawn M. Jones, City Clerk

Approved and signed by me on the _____ day of _____, 20____, at _____ o'clock ____ m.

James Mueller, Mayor,
City of South Bend, Indiana



Filed in City
SEP 20 2023
DAWN M. JONES
CITY CLERK, SOUTH BEND, IN

ORDINANCE No. 10820-21

Passed by the Common Council of the City of South Bend, Indiana _____

_____ **October 25,** 20 **21**

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

Attest: *Karen L White* _____ *President of Common Council*

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

_____ **October 26,** 20 **21**

Dawn M. Jones _____ *City Clerk*
Dawn M. Jones

Approved and signed by me October 27, 20 21

J. M. ... _____ *Mayor*

SUBSTITUTE BILL NO. 124-21

ORDINANCE NO. 10820-21

**AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND,
INDIANA, FIXING THE ANNUAL PAY AND MONETARY FRINGE BENEFITS OF
SWORN MEMBERS OF THE SOUTH BEND FIRE DEPARTMENT FOR CALENDAR
YEAR 2022**

STATEMENT OF PURPOSE AND INTENT

The South Bend Common Council, pursuant to *Indiana Code* § 36-8-3-3 (d) is charged with establishing, before November 1st, the annual compensation of the South Bend Fire Department. The City of South Bend has failed to negotiate a collective bargaining agreement with members of the South Bend Firefighter's Association Local No. 362 for the calendar year beginning January 1, 2022 and ending December 31, 2022. Failing this, the Council sets this interim bill fixing annual pay.

This ordinance sets forth the items which fix the annual pay and salaries of the sworn members of the South Bend Fire Department; including salaries for upper level policy making positions in the department as defined in *Indiana Code* § 36-8-1-12; and other monetary fringe benefits.

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

Section I. Recognition.

The South Bend Common Council recognizes the negotiating team which represents the South Bend Firefighters' Association Local No. 362 of the International Association of Firefighters, AFL-CIO, as the sole bargaining agent for the sworn members of the South Bend Fire Department for purposes of negotiating annual pay, monetary fringe benefits and other monetary items which are addressed in this ordinance, excepting the Fire Chief, the Assistant Fire Chiefs, and the Battalion Chiefs, who are governed by *Indiana Code* §.36-8-1-12.

Section II. Annual Maximum Salaries.

(a) **Definitions:** For purposes of this ordinance, "Salary Classifications" mean Categories for salary and annual pay purposes only. "Rank" does not mean salary classification.

(b) **Annual Pay for Sworn Members of the South Bend Fire Department:** Maximum annual pays for the sworn members of the South Bend Fire Department, including upper level policy making positions defined by *Indiana Code* § 36-8-1-12 for calendar year 2022 shall be set as follows:

Salary Classification	2022
Fire Chief	\$ 108,617
Assistant Chief	91,381
Battalion Chief	78,863
Captain	67,986
Inspector (Non-Rank)	67,986
Investigator (Non-Rank)	67,986
Instructor (Non-Rank)	67,986
Paramedic Lt (Non-Rank)	64,162
Pump Engineer (Non-Rank)	63,162
Firefighter 1 st Class	62,889
Firefighter 2 nd Class	55,841

Firefighter 3 rd Class	46,189
Fire Recruit (Civilian)	45,252

Section III. Additional Areas of Compensation.

(a) Maximum Amounts. All monetary amounts set forth in this ordinance shall be the Maximum amounts permitted in calendar year 2022.

(b) City of South Bend Residency Incentives. Qualifying sworn members and upper level policy making positions of the South Bend Fire Department, who establish and maintain legal residence within any neighborhood within the City of South Bend city limits and reside on a continuous permanent basis within the South Bend city limits, and comply with the governing regulations for such compliance shall be entitled to the following bonuses:

2022: \$400 maximum payable on or before December 15, 2022

Said bonus amounts shall be pro-rated in the event that a qualifying sworn member or upper level policy making person moves into the South Bend city limits after the beginning of the calendar year or moves out of the South Bend city limits during a calendar year.

Section IV. Specialty Pays.

(a) EMS Incentives. Monetary incentives and seat pay shall be paid to the sworn members of the South Bend Fire Department who meet the Fire Department's requirements and are assigned to perform such special duties which are verified by the department. Unless indicated otherwise, all specialty pays shall be prorated to the date of the regular assignment for such specialty duty or duties and paid accordingly. A qualifying sworn member performing any of the following specialties shall be paid at the highest certification/licensing only.

Assignment	2022
Field Training Officer (FTO)	\$850
Lead Paramedic Incentive	\$1,000
Emergency Medical Responder	\$250
EMT - Basic	\$350
EMT - Adv.	\$900
EMT - Paramedic	\$900

(b) Special Operation Team Specialty Pays. The following specialty pays shall be paid to the sworn members of the South Bend Fire Department who meet the Fire Department's requirements for each specialty and who are regularly assigned to perform such special duties. All specialty pays shall be prorated to the date of regular assignment for such special duty or duties and paid accordingly. The following Special Operation Team Specialty Pays are established:

Type of Special Operation Team	2022
<i>Hazardous Materials Team</i>	
Response Team Member	\$1,200
Team Leader	\$400
<i>Swift Water Rescue Team</i>	
Scuba Diver	\$1,200
Specialist	\$1,200
Technician	\$500
Team Leader	\$400
<i>Tactical Rescue Team</i>	
Response Team Member	\$1,200

Team Leader	\$400
Honor Guard Team Leader	\$400

(c) LEP Specialty Pay: A Limited English Proficiency (LEP) Program overseen by the City's Human Resources Director or his/her designee shall monitor the Department's requirements. All qualifying sworn members who meet the requirements and who are regularly assigned to perform LEP duties shall be paid the following specialty pay in a lump sum in the last payroll in December of each year of such assignment:

	2022
Limited English Proficiency (LEP)	\$800

(d) Payment of Specialty Pays/Seat Pays: Unless indicated otherwise, specialty pays and seat pays shall be paid on a bi-weekly basis.

Section V. Recall of Duty Pay and Emergency Duty Pay.

(a) In the event that a sworn member of the South Bend Fire Department is recalled for duty, and he or she reports for duty, he or she shall be paid at the rate of one and one-half (1 ½) times the sworn member's hourly rate of pay and shall be guaranteed a minimum of two (2) hours of work with pay. Any additional fraction of an hour over thirty (30) minutes shall constitute one (1) hour for purposes of this paragraph.

(b) A sworn member of the South bend Fire Department who works emergency duty shall be paid at the rate of one and one-half (1.5) time the sworn member's hourly rate and shall be guaranteed a minimum of four (4) hours of work or pay.

(c) In the event that a sworn member of the South Bend Fire Department is called to work emergency duty for extra-alarm fires or disasters, seniority provisions will not apply. Recall will be in accordance with procedures outlined in the official orders governing the dispatching of South Bend Fire Department units for extra-alarm fire or disasters. In any emergency where personnel with specialized skills are needed, seniority or procedural terms described in a Collective Bargaining Agreement governing extra-duty or recall are not applicable. The Fire Chief or his or her authorized designee may specify which off-duty personnel with specialized skills, including but not limited to sworn members of the South Bend Fire Department's Hazardous Materials Response Team, Swift Water Rescue Team, Tactical Rescue Team, or with needed medical specialties.

Section VI. Working Out of Classification Pay.

If a sworn member of the South Bend Fire Department is temporarily assigned as a Battalion Chief, Captain, Paramedic or Pump Engineer, that sworn member shall be paid while so performing such duties at the rate of pay for that position, provided that the duty assignment is for a minimum of four (4) consecutive hours as verified by a Working Out of Classification form, as verified by the officer of the rig or the Battalion Chief.

Section VII. Longevity Pay.

(a) The Common Council hereby continues a longevity program for qualifying sworn members of the South Bend Fire Department.

(b) Qualifying sworn members of the South Bend Fire Department holding the rank of First Class Firefighter and above, who are employed by the South Bend Fire Department shall receive additional compensation in recognition of the cumulative years of service on the South Bend Fire Department. Such longevity pay shall be paid in a lump sum in the last payroll period in each of

the months of December listed below, and shall be attributed to the annual salary base for pension purposes. Longevity pay shall be as follows:

Cumulative Years of Service on SBFDD:

Longevity Pay	2022
6-10 Years of Service	\$300
11-15 Years of Service	\$600
16-20 Years of Service	\$1,900
21+ Years of Service	\$3,400

(c) Qualifying sworn members of the South Bend Fire Department holding the rank of Assigned lead on the Ambulance in the South Bend Fire Department shall receive additional compensation in recognition of the cumulative years of service as an assigned lead. Such longevity pay shall be divided into bi-weekly payments over the year. Longevity pay shall be as follows:

Longevity Pay	2022
1-2 Years of Service	\$550
2-5 Years of Service	\$1,200
5-10 Years of Service	\$1,800
10+ Years of Service	\$2,400

Section VIII. Station Allowance.

The South Bend Common Council shall budget a total monetary amount for a line-item station allowance which incorporates realignment so that the concerns of the smaller and older fire stations will be addressed and that minimum needed purchases can be made with proper approval. The amount per station shall be as follows from this line-item:

Station Number	2022
# 1	\$2,850
#2	\$1,250
#3	\$1,250
#4	\$1,250
#5	\$850
#6	\$1,250
#7	\$1,250
#8	\$850
#9	\$850
#10	\$1,250
#11	\$1,250

Needed station purchases shall be approved by a majority vote of the assigned sworn members at each fire station and shall be submitted by each House Captain for review, approval and purchase by the Fire Chief and the City Controller. Such monies may not be carried over from year to year and must be used by December 31" of each calendar year.

Section IX. Clothing/Uniform Allowance.

(a) Clothing/Uniform Allowance shall be in the following amounts for qualifying sworn members of the South Bend Fire Department:

	2022
Clothing / Uniform Allowance	\$850

Clothing/Uniform Allowance shall be paid in four (4) equal payments payable on or about March 15th, June 15th, September 15th and December 15th of 2022.

(b) Clothing/Uniform Allowance shall be pro-rated to the date of termination of employment for all qualifying sworn members of the South Bend Fire Department. Clothing/Uniform Allowance shall not be paid during an individual's first year of employment with the Department as a Firefighter Third Class or as a Firefighter Recruit. Clothing/Uniform Allowance shall be pro-rated from a sworn member's first anniversary date until the end of that calendar year.

Section X. Other Monetary Benefits.

(a) Safety Officers. The regularly assigned Safety Officers shall receive, in addition to his or her base salary, the sum of three thousand dollars (\$3,000) in calendar year 2022.

(b) 8-Hour Incentive Pay. An 8-hour Incentive Pay shall continue to be paid to those individuals regularly assigned to work a forty (40) hour workweek [not to include temporary duty assignments (TDY)]. The sum of \$1,154 shall be paid to such qualifying individuals in the following calendar years: 2022.

(c) Inspector/Instructor Pay. Those First-Class Firefighters who are qualified and regularly assigned [not to include temporary duty assignments (TDY)] as an Inspector/Instructor, shall be provided with duty shirts and a badge, and shall be paid at the non-rank specialty pay as an Inspector or Instructor.

(d) Shift Instructor Pay. Shift Instructors who are qualified and selected to teach on-duty in-house instruction programs for rookie schools, driving, confined space rescue, rope techniques, water safety, watercraft techniques, CPR, and other authorized department instruction, shall be paid at the rate of fifteen dollars (\$15.00) per hour up to a maximum of \$500 per year, with any teaching thereafter requiring the approval of the Fire Chief, or his or her designee. (Full-time instructors and company training instructors shall be ineligible for any pay under this paragraph).

(e) Luther J. Taylor, Sr. Fire Safety Training Center 8-Hour Instructor Pay. An 8-hour Instructor Pay shall be paid to the individual regularly assigned to work a forty (40) hour workweek [not to include temporary duty assignments (TOY)] at the Luther J. Taylor, Sr. Fire Safety Training Center. The sum of three thousand dollars (\$3,000) shall be paid per year in 2022 to the qualifying individual who is regularly assigned to work in this capacity each of those years.

(f) Pay for Other Instructors. Other instructors who are qualified and selected to teach specified on-duty in-house instruction programs for rookie schools, driving, confined space rescue, rope techniques, water safety, watercraft techniques, CPR and other authorized departmental instruction, shall be paid at the rate of fifteen dollars (\$15.00) per hour, upon the approval of the Fire Chief, or his or her designee. Said hourly rate shall be paid over and above the qualifying individual's salary classification and shall be paid in a manner consistent with applicable regulations of the State Board of Accounts. Full-time instructors and company training instructors shall be ineligible for any pay under this paragraph.

(g) Pay for Certified SCBA Repair Specialists. Those sworn members of the South Bend Fire Department who are qualified, certified and regularly assigned by the Fire Chief, or his or her designee to perform self-contained breathing apparatus (SCBA) repairs, shall be paid at the rate of fifteen dollars (\$15.00) per hour up to a maximum of one thousand dollars (\$1,000) in any one calendar year.

(h) Critical Duty Day Stipends. In 2022, the Critical Duty Day Stipend shall be set at one-half (1/2) of an eligible sworn member's regular hourly rate plus longevity, but not less than three hundred (\$300) for the nine (9) Critical Duty Days which are designated each calendar year by the Board of Public Safety. Such stipend may be pro-rated for time actually worked with the eligible sworn member choosing among three (3) options which are further addressed in the governing Collective Bargaining Agreement approved by the Board of Public Safety.

(i) Deferred Compensation. The City of South Bend agrees to continue to maintain the Deferred Compensation Program which became effective on January 1, 1997 for the South Bend Fire Department. This program provides that for the first one hundred dollars (\$100.00) deferred

by a sworn member of the Department each calendar year, the City of South bend will match said amount \$0.50 on the dollar, and for the next three hundred dollars (\$300.00) deferred by a sworn member of the Department each calendar year, the City of South Bend will match said amount, dollar for dollar.

(j) Life Insurance. The City of South Bend shall continue to provide life insurance coverage on all sworn members and upper level policy making positions of the South Bend Fire Department in an amount equal to the amount of the sworn member's base pay or the upper level policy making position's base pay.

(k) Health Insurance. Each active sworn member and upper level policy maker of the of the South Bend Fire Department who has met the eligibility requirements shall have the opportunity to participate in the City's comprehensive major medical insurance program. The contribution of such individuals shall be no greater than the contribution of other City employees receiving the same benefits, and the level of benefits shall be no less than the level for other City employees.

Fire pensioners who are not members of South Bend Firefighters Association # 362 shall pay an additional fifty dollars (\$50.00) per month over and above such rates, subject to the obligations of Local# 362 as may be further addressed in an approved Collective Bargaining Agreement between the City of South Bend and Local# 362 which provides that membership shall not be unreasonably withheld, unless agreed to by a Letter of Understanding approved by the Board of Public Safety.

(l) Program Coordinators. Any appointed Program Coordinator shall receive in addition to his or her annual base salary, a maximum sum of three thousand dollars (\$3,000) each year that he/she serves in that capacity in 2022.

Section XI. Education Tuition Reimbursement Program.

(a) The South Bend Common Council agrees to continue the Education Tuition Reimbursement Program which originally began on January 1, 2005, for calendar year 2022. Qualifying sworn members of the South Bend Fire Department participating in the education Tuition Reimbursement Program shall be entitled to the following maximum dollar amounts for course tuition and other expenses related thereto:

Course Grade Earned	Maximum Amount to be Reimbursed by the City
A	100% of tuition costs and other expenses directly related to said costs up to a maximum of \$1,250
B	100% of tuition costs and other expenses directly related to said costs up to a maximum of \$900

(b) Education tuition reimbursement shall be on a "first come, first serve basis", subject to the maximum dollar amount budgeted by the South Bend Common Council for said program in each of the calendar year 2022. All Fire Department regulations governing such program must be complied with by qualifying sworn members of the South Bend Fire Department in order for an individual to be eligible to be paid under this program.

Section XII. Severability.

If any part, section, subsection, paragraph, sentence, clause or phrase of this ordinance is for any reason declared to be unconstitutional or otherwise invalid, such decision shall not affect the validity of the remaining portions of this ordinance.

Section XIII. Effective Date.

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

Karen L White

Karen L. White, President
South Bend Common Council

Attest:

Dawn M. Jones

City Clerk

Presented by me to the Mayor of the City of South Bend, Indiana on the 26th day of October, 2021, at 10 o'clock a M.

Dawn M. Jones

City Clerk

Approved and signed by me on the 27th day of October, 2021, at 10 o'clock 9 m.

J. Ma

Mayor, City of South Bend, Indiana

ORDINANCE No. 10831-21

Passed by the Common Council of the City of South Bend, Indiana _____

December 13, 20 21

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 _____

December 14, 20 21

Dawn M. Jones City Clerk
Dawn M. Jones

Approved and signed by me December 17, 20 21

J. M. H. Mayor

SUBSTITUTE BILL NO. 135-21

ORDINANCE NO. 10831-21

**AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND,
INDIANA, REPEALING, SUPERSEDING AND REPLACING ORDINANCE NO. 10820-
21 AND FIXING THE ANNUAL PAY AND MONETARY FRINGE BENEFITS OF
SWORN MEMBERS OF THE SOUTH BEND FIRE DEPARTMENT FOR CALENDAR
YEARS 2022, 2023, AND 2024**

STATEMENT OF PURPOSE AND INTENT

The South Bend Common Council, pursuant to *Indiana Code* § 36-8-3-3 (d) is charged with establishing the compensation of the South Bend Fire Department. The Common Council enacted a salary ordinance, Ordinance No. 10820-21 establishing the compensation for 2022 after the City and the South Bend Firefighter's Association Local No. 362 failed to reach a collective bargaining agreement before November 1, 2021. Subsequently, the City successfully negotiated an updated agreement with members of the South Bend Firefighter's Association Local No. 362 for the three calendar years beginning January 1, 2022 and ending December 31, 2024.

This ordinance repeals, supersedes and replaces Ordinance No. 10820-21 and sets forth the negotiated items which fix the annual pay and salaries of the sworn members of the South Bend Fire Department; including salaries for upper-level policy making positions in the department as defined in *Indiana Code* § 36-8-1-12; and other monetary fringe benefits.

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

Section I. South Bend Ordinance No. 10820-21, previously passed by the Common Council on October 25, 2021, is repealed, superseded and replaced in its entirety as follows:

Section II. Recognition.

The South Bend Common Council recognizes the negotiating team which represents the South Bend Firefighters' Association Local No. 362 of the International Association of Firefighters, AFL-CIO, as the sole bargaining agent for the sworn members of the South Bend Fire Department for purposes of negotiating annual pay, monetary fringe benefits and other monetary items which are addressed in this ordinance, excepting the Fire Chief, the Assistant Fire Chiefs, and the Battalion Chiefs, who are governed by *Indiana Code* §.36-8-1-12.

Section III. Annual Maximum Salaries.

(a) **Definitions:** For purposes of this ordinance, "Salary Classifications" mean Categories for salary and annual pay purposes only. "Rank" does not mean salary classification.

(b) **Annual Pay for Sworn Members of the South Bend Fire Department:** Maximum annual pays for the sworn members of the South Bend Fire Department, including upper-level policy making positions defined by *Indiana Code* § 36-8-1-12 for calendar years 2022, 2023, and 2024 shall be set as follows:

Salary Classification	2022	2023	2024
Fire Chief	109,945	112,694	115,229
Assistant Chief	92,499	94,811	96,945
Battalion Chief	79,827	81,823	83,664
Captain	68,817	70,538	72,125

Inspector (Non-Rank)	68,817	70,538	72,125
Investigator (Non-Rank)	68,817	70,538	72,125
Instructor (Non-Rank)	68,817	70,538	72,125
Community Paramedic	68,817	70,538	72,125
Paramedic Lt (Non-Rank)	64,946	66,570	68,068
Pump Engineer (Non-Rank)	64,737	66,356	67,849
Firefighter 1 st Class	63,658	65,249	66,717
Firefighter 2 nd Class	56,523	57,937	59,240
Firefighter 3 rd Class	46,754	47,923	49,001
Fire Recruit (Civilian)	45,805	46,950	48,006

Section IV. Additional Areas of Compensation.

(a) Maximum Amounts. All monetary amounts set forth in this ordinance shall be the maximum amounts permitted in each calendar year addressed.

(b) City of South Bend Residency Incentives. Qualifying sworn members and upper-level policy making positions of the South Bend Fire Department, who establish and maintain legal residence within any neighborhood within the City of South Bend city limits and reside on a continuous permanent basis within the South Bend city limits, and comply with the governing regulations for such compliance shall be entitled to the following bonuses:

2022: \$2,500 maximum payable on or before December 15, 2022

2023: \$2,500 maximum payable on or before December 15, 2023

2024: \$2,500 maximum payable on or before December 15, 2024

Said bonus amounts shall be pro-rated in the event that a qualifying sworn member or upper-level policy making person moves into the South Bend city limits after the beginning of the calendar year or moves out of the South Bend city limits during a calendar year.

Section V. Specialty Pays.

(a) EMS Incentives. Monetary incentives and seat pay shall be paid to the sworn members of the South Bend Fire Department who meet the Fire Department's requirements and are assigned to perform such special duties which are verified by the department. Unless indicated otherwise, all specialty pays shall be prorated to the date of the regular assignment for such specialty duty or duties and paid accordingly. A qualifying sworn member performing any of the following specialties shall be paid at the highest certification/licensing only.

Assignment	2022	2023	2024
Field Training Officer (FTO)	\$ 850	\$ 850	\$ 850
Lead Paramedic Incentive	\$ 2,500	\$ 2,500	\$ 2,500
Emergency Medical Responder	\$ 250	\$ 250	\$ 250
EMT - Basic	\$ 350	\$ 350	\$ 350
EMT - Adv.	\$ 900	\$ 900	\$ 900
EMT - Paramedic	\$ 900	\$ 900	\$ 900

Assignment	2022	2023	2024
Field Training Officer (FTO)	\$ 850	\$ 850	\$ 850
Lead Paramedic Incentive	\$ 2,500	\$ 2,500	\$ 2,500
Emergency Medical Responder	\$ 250	\$ 250	\$ 250
EMT - Basic	\$ 350	\$ 350	\$ 350
EMT - Adv.	\$ 900	\$ 900	\$ 900
EMT - Paramedic	\$ 900	\$ 900	\$ 900
Advanced EMT Assigned	\$ 4,500	\$ 4,500	\$ 4,500
Paramedic Assigned	\$ 9,000	\$ 9,000	\$ 9,000

(b) Special Operation Team Specialty Pays. The following specialty pays shall be paid to the sworn members of the South Bend Fire Department who meet the Fire Department's requirements for each specialty and who are regularly assigned to perform such special duties. All specialty pays shall be prorated to the date of regular assignment for such special duty or duties and paid accordingly. The following Special Operation Team Specialty Pays are established:

Type of Special Operation Team	2022	2023	2024
<i>Hazardous Materials Team</i>			
Response Team Member	\$ 1,200	\$ 1,200	\$ 1,200
Team Leader	\$ 400	\$ 400	\$ 400
<i>Swift Water Rescue Team</i>			
Scuba Diver	\$ 1,200	\$ 1,200	\$ 1,200
Specialist	\$ 1,200	\$ 1,200	\$ 1,200
Technician	\$ 500	\$ 500	\$ 500
Team Leader	\$ 400	\$ 400	\$ 400
<i>Tactical Rescue Team</i>			
Response Team Member	\$ 1,200	\$ 1,200	\$ 1,200
Team Leader	\$ 400	\$ 400	\$ 400
Honor Guard Team Leader	\$ 400	\$ 400	\$ 400

(c) LEP Specialty Pay: A Limited English Proficiency (LEP) Program overseen by the City's Human Resources Director or his/her designee shall monitor the Department's requirements. All qualifying sworn members who meet the requirements and who are regularly assigned to perform LEP duties shall be paid the following specialty pay in a lump sum in the last payroll in December of each year of such assignment:

	2022	2023	2024
Limited English Proficiency (LEP)	\$ 800	\$ 800	\$ 800

(d) Payment of Specialty Pays/Seat Pays: Unless indicated otherwise, specialty pays and seat pays shall be paid on a bi-weekly basis.

Section VI. Recall of Duty Pay and Emergency Duty Pay.

(a) In the event that a sworn member of the South Bend Fire Department is recalled for duty, and he or she reports for duty, he or she shall be paid at the rate of one and one-half (1 ½) times the sworn member's hourly rate of pay and shall be guaranteed a minimum of two (2) hours of work with pay. Any additional fraction of an hour over thirty (30) minutes shall constitute one (1) hour for purposes of this paragraph.

(b) A sworn member of the South Bend Fire Department who works emergency duty shall be paid at the rate of one and one-half (1 ½) time the sworn member's hourly rate and shall be guaranteed a minimum of four (4) hours of work or pay.

(c) In the event that a sworn member of the South Bend Fire Department is called to work emergency duty for extra-alarm fires or disasters, seniority provisions will not apply. Recall will be in accordance with procedures outlined in the official orders governing the dispatching of South Bend Fire Department units for extra-alarm fire or disasters. In any emergency where personnel with specialized skills are needed, seniority or procedural terms described in a Collective Bargaining Agreement governing extra-duty or recall are not applicable. The Fire Chief or his or her authorized designee may specify which off-duty personnel with specialized skills, including but not limited to sworn members of the South Bend Fire Department's Hazardous Materials Response Team, Swift Water Rescue Team, Tactical Rescue Team, or with needed medical specialties.

Section VII. Working Out of Classification Pay.

If a sworn member of the South Bend Fire Department is temporarily assigned as a Battalion Chief, Captain, Paramedic or Pump Engineer, that sworn member shall be paid while so performing such duties at the rate of pay for that position, provided that the duty assignment is for

a minimum of four (4) consecutive hours as verified by a Working Out of Classification form, as verified by the officer of the rig or the Battalion Chief.

Section VIII. Longevity Pay.

(a) The Common Council hereby continues a longevity program for qualifying sworn members of the South Bend Fire Department.

(b) Qualifying sworn members of the South Bend Fire Department holding the rank of First Class Firefighter and above, who are employed by the South Bend Fire Department shall receive additional compensation in recognition of the cumulative years of service on the South Bend Fire Department. Such longevity pay shall be paid in a lump sum in the last payroll period in each of the months of December listed below and shall be attributed to the annual salary base for pension purposes. Longevity pay shall be as follows:

Cumulative Years of Service on SBFD:

Longevity Pay	2022	2023	2024
6-10 Years of Service	\$ 300	\$ 300	\$ 300
11-15 Years of Service	\$ 600	\$ 600	\$ 600
16-20 Years of Service	\$ 1,900	\$ 1,900	\$ 1,900
21-25 Years of Service	\$ 3,400	\$ 3,400	\$ 3,400
26+ Years of Service	\$ 6,500	\$ 7,250	\$ 8,300

(c) Qualifying sworn members of the South Bend Fire Department shall receive additional compensation in recognition of the cumulative years of service as a Lead Paramedic. Such longevity pay shall be divided into bi-weekly payments over the year. Lead Longevity pay shall be as follows:

Lead Longevity Pay	2022	2023	2024
1-2 Years of Service	\$ 550	\$ 550	\$ 550
2-5 Years of Service	\$ 1,200	\$ 1,200	\$ 1,200
5-10 Years of Service	\$ 1,800	\$ 1,800	\$ 1,800
10+ Years of Service	\$ 2,400	\$ 2,400	\$ 2,400

Section IX. Station Allowance.

The South Bend Common Council shall budget a total monetary amount for a line-item station allowance which incorporates realignment so that the concerns of the smaller and older fire stations will be addressed and that minimum needed purchases can be made with proper approval. The amount per station shall be as follows from this line-item:

Station Number	2022	2023	2024
#1	\$2,850	\$2,850	\$2,850
#2	\$1,250	\$1,250	\$1,250
#3	\$1,250	\$1,250	\$1,250
#4	\$1,250	\$1,250	\$1,250
#5	\$850	\$850	\$850
#6	\$1,250	\$1,250	\$1,250
#7	\$1,250	\$1,250	\$1,250
#8	\$850	\$850	\$850
#9	\$1,250	\$1,250	\$1,250
#10	\$1,250	\$1,250	\$1,250
#11	\$1,250	\$1,250	\$1,250

Needed station purchases shall be approved by a majority vote of the assigned sworn members at each fire station and shall be submitted by each House Captain for review, approval and purchase by the Fire Chief and the City Controller. Such monies may not be carried over from year to year and must be used by December 31" of each calendar year.

Section X. Other Monetary Benefits.

(a) Safety Officers. The regularly assigned Safety Officers shall receive, in addition to his or her base salary, the sum of four thousand five hundred (\$4,500) in calendar years 2022, 2023 and 2024.

(b) 8-Hour Incentive Pay. An 8-hour Incentive Pay shall continue to be paid to those individuals regularly assigned to work a forty (40) hour workweek [not to include temporary duty assignments (TDY)]. The sum of \$1,154 shall be paid to such qualifying individuals in the following calendar years: 2022, 2023 and 2024.

(c) Inspector/Instructor Pay. Those First-Class Firefighters who are qualified and regularly assigned [not to include temporary duty assignments (TDY)] as an Inspector/Instructor, shall be provided with duty shirts and a badge, and shall be paid at the non-rank specialty pay as an Inspector or Instructor.

(d) Shift Instructor Pay. Shift Instructors who are qualified and selected to teach on-duty in-house instruction programs for rookie schools, driving, confined space rescue, rope techniques, water safety, watercraft techniques, CPR, and other authorized department instruction, shall be paid at the rate of fifteen dollars (\$15.00) per hour up to a maximum of \$500 per year, with any teaching thereafter requiring the approval of the Fire Chief, or his or her designee. (Full-time instructors and company training instructors shall be ineligible for any pay under this paragraph).

(e) Luther J. Taylor, Sr. Fire Safety Training Center 8-Hour Instructor Pay. An 8-hour Instructor Pay shall be paid to the individual regularly assigned to work a forty (40) hour workweek [not to include temporary duty assignments (TOY)] at the Luther J. Taylor, Sr. Fire Safety Training Center. The sum of three thousand dollars (\$3,000) shall be paid per year in 2022, 2023 and 2024 to the qualifying individual who is regularly assigned to work in this capacity each of those years.

(f) Pay for Other Instructors. Other instructors who are qualified and selected to teach specified on-duty in-house instruction programs for rookie schools, driving, confined space rescue, rope techniques, water safety, watercraft techniques, CPR and other authorized departmental instruction, shall be paid at the rate of fifteen dollars (\$15.00) per hour, upon the approval of the Fire Chief, or his or her designee. Said hourly rate shall be paid over and above the qualifying individual's salary classification and shall be paid in a manner consistent with applicable regulations of the State Board of Accounts. Full-time instructors and company training instructors shall be ineligible for any pay under this paragraph.

(g) Pay for Certified SCBA Repair Specialists. Those sworn members of the South Bend Fire Department who are qualified, certified and regularly assigned by the Fire Chief, or his or her designee to perform self-contained breathing apparatus (SCBA) repairs, shall be paid at the rate of fifteen dollars (\$15.00) per hour up to a maximum of one thousand dollars (\$1,000) in any one calendar year.

(h) Critical Duty Day Stipends. In 2022, 2023, and 2024, the Critical Duty Day Stipend shall be set at one-half (1/2) of an eligible sworn member's regular hourly rate plus longevity, but not less than three hundred (\$300) for the nine (9) Critical Duty Days which are designated each calendar year by the Board of Public Safety. Such stipend may be pro-rated for time actually worked with the eligible sworn member choosing among three (3) options which are further addressed in the governing Collective Bargaining Agreement approved by the Board of Public Safety.

(i) Deferred Compensation. The City of South Bend agrees to continue to maintain the Deferred Compensation Program which became effective on January 1, 1997, for the South Bend Fire Department. This program provides that for the first one hundred dollars (\$100.00) deferred by a sworn member of the Department each calendar year, the City of South Bend will match said amount \$0.50 on the dollar, and for the next three hundred dollars (\$300.00) deferred by a sworn

member of the Department each calendar year, the City of South Bend will match said amount, dollar for dollar.

(j) Life Insurance. The City of South Bend shall continue to provide life insurance coverage on all sworn members and upper-level policy making positions of the South Bend Fire Department in an amount equal to the amount of the sworn member's base pay or the upper-level policy making position's base pay.

(k) Health Insurance. Each active sworn member and upper-level policy maker of the of the South Bend Fire Department who has met the eligibility requirements shall have the opportunity to participate in the City's comprehensive major medical insurance program. The contribution of such individuals shall be no greater than the contribution of other City employees receiving the same benefits, and the level of benefits shall be no less than the level for other City employees.

Fire pensioners who are not members of South Bend Firefighters Association # 362 shall pay an additional ~~fifty dollars (\$50.00)~~ one hundred dollars (\$100.00) per month over and above such rates, subject to the obligations of Local# 362 as may be further addressed in an approved Collective Bargaining Agreement between the City of South Bend and Local# 362 which provides that membership shall not be unreasonably withheld, unless agreed to by a Letter of Understanding approved by the Board of Public Safety.

(l) Program Coordinators. Any appointed Program Coordinator shall receive in addition to his or her annual base salary, a maximum sum of three thousand dollars (\$3,000) each year that he/she serves in that capacity in 2022, 2023, and 2024.

(m) Post-Employment Health Plan. The City of South Bend shall establish a Post-Employment Health Plan (PEHP) for retired firefighters. This PEHP is a Voluntary Employee Beneficiary Association (VEBA) governed by section 501(c)(9) of the Internal Revenue Code. Subject to any laws, rules, or external regulations governing such plans, the City of South Bend shall make an annual contribution of one hundred and twenty dollars (\$120) for each sworn member in the calendar years 2022, 2023, and 2024. Sworn firefighters may make additional contributions according to the plan documentation.

Section XI. Education Tuition Reimbursement Program.

(a) The South Bend Common Council agrees to continue the Education Tuition Reimbursement Program which originally began on January 1, 2005, for calendar years 2022, 2023, and 2024. Qualifying sworn members of the South Bend Fire Department participating in the education Tuition Reimbursement Program shall be entitled to the following maximum dollar amounts for course tuition and other expenses related thereto:

Course Grade Earned	Maximum Amount to be Reimbursed by the City
A	100% of tuition costs and other expenses directly related to said costs up to a maximum of \$1,250
B	100% of tuition costs and other expenses directly related to said costs up to a maximum of \$900

(b) Education tuition reimbursement shall be on a "first come, first serve basis", subject to the maximum dollar amount budgeted by the South Bend Common Council for said program in each of the calendar years 2022, 2023, and 2024. All Fire Department regulations governing such program must be complied with by qualifying sworn members of the South Bend Fire Department in order for an individual to be eligible to be paid under this program.

Section XII. Severability.

If any part, section, subsection, paragraph, sentence, clause or phrase of this ordinance is for any reason declared to be unconstitutional or otherwise invalid, such decision shall not affect the validity of the remaining portions of this ordinance.

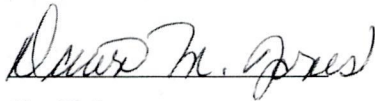
Section XIII. Effective Date.

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



Karen L. White, President
South Bend Common Council

Attest:



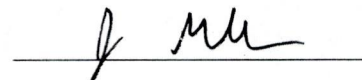
City Clerk

Presented by me to the Mayor of the City of South Bend, Indiana on the 14th day of December, 2021, at 11 o'clock a. M.



City Clerk

Approved and signed by me on the 17th day of December, 2021, at 4 o'clock p. m.



James Mueller
Mayor, City of South Bend, Indiana

