



CITY OF SOUTH BEND, IN JAMES MUELLER, MAYOR  
**DEPARTMENT OF ADMINISTRATION AND FINANCE**

**Personnel & Finance Committee: 2022 Budget – Baseline Spending Meeting**  
**August 18, 2021**  
**Responses to Council Questions**

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**Question #1:** For easy reference and information, below is a list of names and contact info for City department heads. These individuals are always available for questions or concerns from Council:

| Department               | Department Head  | Email  |
|--------------------------|--|--|
| Administration & Finance | Dan Parker, City Controller                            | <a href="mailto:dparker@southbendin.gov">dparker@southbendin.gov</a>     |
| Administration & Finance | Ben Dougherty, Deputy City Controller                  | <a href="mailto:bdougher@southbendin.gov">bdougher@southbendin.gov</a>   |
| Human Resources          | Wayne Belock, Director of Human Resources              | <a href="mailto:wbelock@southbendin.gov">wbelock@southbendin.gov</a>     |
| Diversity & Inclusion    | Michael Patton, Diversity Compliance Inclusion Officer | <a href="mailto:mpatton@southbendin.gov">mpatton@southbendin.gov</a>     |
| Legal Department         | Sandi Kennedy, Corporation Counsel                     | <a href="mailto:skennedy@southbendin.gov">skennedy@southbendin.gov</a>   |
| Public Works             | Eric Horvath, Director of Public Works                 | <a href="mailto:ehorvath@southbendin.gov">ehorvath@southbendin.gov</a>   |
| Public Works             | Jitin Kain, Deputy Director of Public Works            | <a href="mailto:jkain@southbendin.gov">jkain@southbendin.gov</a>         |
| Innovation & Technology  | Denise Riedl, Chief Innovation Officer                 | <a href="mailto:driedl@southbendin.gov">driedl@southbendin.gov</a>       |
| Police Department        | Scott Ruskowski, Police Chief                          | <a href="mailto:sruszkow@southbendin.gov">sruskow@southbendin.gov</a>    |
| Fire Department          | Carl Buchanon, Fire Chief                              | <a href="mailto:cbuchanon@southbendin.gov">cbuchanon@southbendin.gov</a> |
| Community Investment     | Santiago Garces, Executive Director                    | <a href="mailto:sgarces@southbendin.gov">sgarces@southbendin.gov</a>     |
| Venues Parks & Arts      | Aaron Perri, Executive Director                        | <a href="mailto:aperri@southbendin.gov">aperri@southbendin.gov</a>       |

In addition to always being available for questions, these department heads will have an even larger role in the budget presentations going forward and will be available for questioning as a part of the process.

**Question #2 (Council President White):** Provide a summary of proposed personnel changes across the City, including indicating whether positions that are proposed to be eliminated or transferred are currently vacant or filled.

Please see the attached spreadsheet, especially the tabs labeled “Summary – Personnel Changes” and “Detail Personnel Changes”. These tabs provide details on all proposed personnel changes in the 2022 budget across the City. Please note that this represents **City-wide** changes, including changes in Strategic operations, which will not be presented to Council until the budget hearing on September 1.

The “Personnel Summary” tab looks at all full-time personnel, incorporating changes proposed on the “Summary-Personnel Changes” tab.

**Question #3 (Council member Warner):** Provide a history of open positions by department.  
Please see attached spreadsheet, tab labeled “History of # of Open Positions”.

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**Question #4 (Council member Davis):** Consider putting out a survey to City employees regarding their work experience and sharing the results with Council.

The City's Human Resources Department will work with Council and the rest of the administration to push this initiative forward. Although the actual topics of the survey and timing of the survey will be dependent on Council feedback and may be different for different departments, the types of questions that might be a part of the survey may include the following:

- What are the factors that motivate you to work for the City?
- Are you passionate about your current job with the City?
- Do you have a clear idea of how your work contributes to the success of the City and its residents?
- Are you satisfied with the professional growth and development opportunities offered by the City?
- Is your manager effective in supporting you in your daily work?