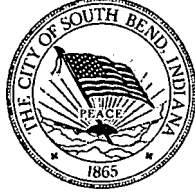


BILL NO. 70-23

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



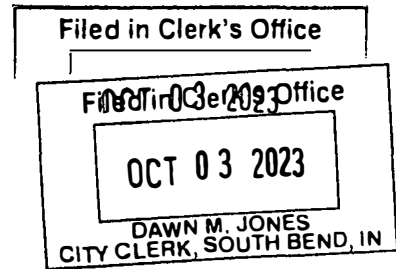
PHONE 574.235.9216
FAX 574.235.9928

CITY OF SOUTH BEND, IN JAMES MUELLER, MAYOR

DEPARTMENT OF ADMINISTRATION AND FINANCE

October 4, 2023

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



RE: Teamster 2023 Salary Ordinance

Dear President McBride:

Attached is an ordinance to amend the salary ordinance setting the salaries for City employees that are members of the Teamsters for the calendar year 2023

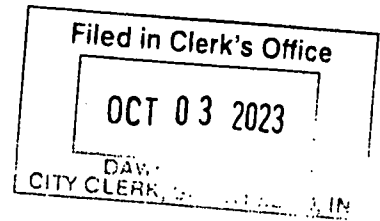
This bill will correct an error in the wage tables for the Equipment Services Work Group, include additional Group Leader position titles for the Venue Parks & Arts Work Group, and add new positions for the Water Works Customer Service Work Group.

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



BILL NO. 70-23

ORDINANCE NO. 10984-23

AN ORDINANCE OF THE COMMON COUNCIL OF THE CITY OF SOUTH BEND, INDIANA, AMENDING ORDINANCE NO. 10893-22, WHICH FIXED MAXIMUM WAGES OF TEAMSTER EMPLOYEES FOR CALENDAR YEAR 2023, TO CORRECT A SCRIVENER'S ERROR IN THE WAGE TABLES FOR THE EQUIPMENT SERVICES WORK GROUP, INCLUDE ADDITIONAL GROUP LEADER POSITION TITLES FOR THE VENUES PARKS & ARTS WORK GROUP, AND ADD NEW POSITIONS FOR THE WATER WORKS CUSTOMER SERVICE WORK GROUP

STATEMENT OF PURPOSE AND INTENT

The Common Council of the City of South Bend, Indiana passed Ordinance Number 7997-89 on July 24, 1989, fixing the maximum wages and monetary fringe benefits for Teamsters Local Union No. 364 employees of the City for the calendar years 1990 through 1992. Each subsequent contract cycle, the Common Council has passed an ordinance fixing the maximum wages for Union employees, most recently on October 10, 2022 in Ordinance Number 10893-22 for calendar year 2023.

Subsequent to this most recent ordinance adoption, on October 10, 2023, the City's Board of Public Works and the Teamsters Union executed a Memorandum of Understanding which requests that the Common Council amend Ordinance Number 10893-22 to correct a scrivener's error in the wage tables for the Equipment Services Work Group, include additional Group Leader position titles for the Venues Parks & Arts Work Group, and add new positions for the Water Works Customer Service Work Group. This ordinance provides for the amendment of the attachment referenced in Section I(a) of Ordinance Number 10893-22.

This Ordinance is in the best interest of the City and the affected Teamster employees.

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

SECTION I. Ordinance No. 10893-22 is hereby amended to include the Teamster positions and maximum salaries set forth in Exhibit A attached hereto. The positions affected by this ordinance are highlighted for ease of identification.

SECTION II. All other portions and sections of Ordinance No. 10893-22 are unaffected by this amendment and are reconfirmed.

SECTION III. 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:

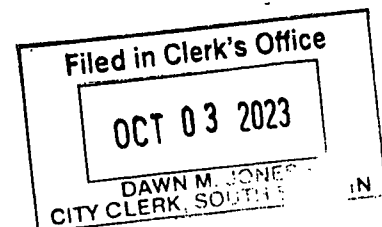
Dawn M. Jones, City Clerk
Office of the City Clerk

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, Indiana



Filed in Clerk's Office

OCT 03 2023

DAWN M. JONES
CITY CLERK, SOUTH BEND, IN

**City of South Bend
2022 - 2024 Teamster Employee Wage Ordinances
Position Maximum Hourly Pay Rate Levels**

Position	Pay Rate Increase	2021 Equiv. Rates*	2.50%	2.00%	2.00%	
	New Position		2022 Rate	2023 Rate	2024 Rate	
2021 Rate						
Neighborhood Services Division						
NEAT Crew Operator		18.56	19.58	20.07	20.47	20.88
Equipment Services Division						
Building Maintenance		18.28	18.28	18.74	19.11	19.49
Body Repair IV		20.27	20.27	20.78	21.19	21.62
Body Repair V		21.39	21.39	21.92	22.36	22.81
General Laborer (Janitor)		16.76	16.76	17.18	17.52	17.87
Machinist IV		20.27	22.78	23.35	23.82	24.29
Machinist V		21.42	25.43	26.07	26.59	27.12
Mechanic III		19.72	20.72	21.24	21.66	22.10
Mechanic IV		20.78	22.78	23.35	23.82	24.29
Mechanic V		22.43	25.43	26.07	26.59	27.12
Parts Clerk I		18.24	18.24	18.70	19.07	19.45
Parts Clerk II		18.79	18.79	19.26	19.64	20.04
Police Division						
Police Facility Operations Technician I		16.76	16.76	17.18	17.52	17.87
Police Facility Operations Technician II		18.28	18.28	18.74	19.11	19.49
Police Facility Operations Technician III		21.40	21.40	21.94	22.37	22.82
Solid Waste Division						
Driver		18.98	20.75	21.27	21.69	22.13
Streets & Sewers Division						
Street Work Group						
Equipment Operator I		17.66	17.66	18.10	18.46	18.83
Equipment Operator II		18.29	18.29	18.75	19.12	19.50
Equipment Operator III		19.00	19.00	19.48	19.86	20.26
General Laborer		16.76	16.76	17.18	17.52	17.87
Heavy Equipment Operator I		19.71	19.71	20.20	20.61	21.02
Heavy Equipment Operator II		20.19	20.19	20.69	21.11	21.53
Job Leader		20.79	20.79	21.31	21.74	22.17
Traffic and Lighting Work Group						
Group Leader - Traffic & Lighting		19.30	19.30	19.78	20.18	20.58
Operations Technician		18.54	18.54	19.00	19.38	19.77
Operations Technician - Job Leader		20.79	20.79	21.31	21.74	22.17
Sign Artist		19.42	19.42	19.91	20.30	20.71
Sign Artist - Job Leader		20.79	20.79	21.31	21.74	22.17
Signal Technician I		19.21	19.21	19.69	20.08	20.49
Signal Technician II		20.06	20.06	20.56	20.97	21.39
Signal Technician II - Job Leader		21.25	21.25	21.78	22.22	22.66
Electrician		21.94	21.94	22.49	22.94	23.40
Sewer Work Group						
Concrete Finisher		20.54	20.54	21.05	21.47	21.90
Concrete Finisher Apprentice		18.54	18.54	19.00	19.38	19.77
Heavy Equipment Operator I		19.71	19.71	20.20	20.61	21.02
Job Leader		21.25	21.25	21.78	22.22	22.66
Operator I		17.66	17.66	18.10	18.46	18.83
Operator II		18.29	18.29	18.75	19.12	19.50
Operator III		19.00	19.00	19.48	19.86	20.26

**City of South Bend
2022 - 2024 Teamster Employee Wage Ordinance
Position Maximum Hourly Pay Rate Levels**

Position	Pay Rate Increase	2021 Equiv. Rates*	2.50%	2.00%	2.00%
	New Position		2022 Rate	2023 Rate	2024 Rate
Position	2021 Rate	2021 Equiv. Rates*	2022 Rate	2023 Rate	2024 Rate
Utilities Division					
Organic Resources Work Group					
Heavy Equipment Operator I	19.71	19.71	20.20	20.61	21.02
Heavy Equipment Operator II	20.19	20.19	20.69	21.11	21.53
Job Leader	21.08	21.08	21.61	22.04	22.48
Wastewater Work Group					
CSO Rep I	19.38	19.38	19.86	20.26	20.67
CSO Rep II	20.19	20.19	20.69	21.11	21.53
Dewater Operator	20.19	20.19	20.69	21.11	21.53
Sanitation Operator	17.62	17.62	18.06	18.42	18.79
General Laborer	16.76	16.76	17.18	17.52	17.87
Janitor	16.88	16.88	17.30	17.65	18.00
Lift Station - Rep I	20.19	20.19	20.69	21.11	21.53
Lift Station - Rep II	21.05	21.05	21.58	22.01	22.45
Maintenance Electrician I	19.02	19.02	19.50	19.89	20.28
Maintenance Electrician II	19.42	19.42	19.91	20.30	20.71
Maintenance Electrician III	21.05	21.05	21.58	22.01	22.45
Maintenance Electrician IV	21.89	21.89	22.44	22.89	23.34
Maintenance Electrician V	23.23	23.23	23.81	24.29	24.77
Maintenance Lead	23.55	23.55	24.14	24.62	25.11
Maintenance Repair I	19.38	19.38	19.86	20.26	20.67
Maintenance Repair II	20.19	20.19	20.69	21.11	21.53
Maintenance Repair III	21.05	21.05	21.58	22.01	22.45
Maintenance Repair IV	21.89	21.89	22.44	22.89	23.34
Operator - General	20.19	20.19	20.69	21.11	21.53
Operator - Lead	23.55	23.55	24.14	24.62	25.11
Operator - Senior	21.05	21.05	21.58	22.01	22.45
Water Works Division					
Billing & Account Specialist I			20.20	20.61	21.02
Billing & Account Specialist II			20.69	21.11	21.53
Customer Service & Billing I	18.09	18.80	19.27	19.66	20.05
Customer Service & Billing II	18.80	19.27	19.75	20.15	20.55
Customer Service & Billing III	19.27	20.82	21.34	21.77	22.20
Customer Service & Billing IV	21.23	21.23	21.76	22.20	22.64
Customer Service & Billing V	21.73	21.73	22.27	22.72	23.17
Data Processor	19.27	19.27	19.75	20.15	20.55
Field Repairman / Inspector I	17.97	17.97	18.42	18.79	19.16
Field Repairman / Inspector II	18.66	18.66	19.13	19.51	19.90
Field Repairman / Inspector III	19.73	19.73	20.22	20.63	21.04
Field Repairman / Inspector IV	20.00	20.00	20.50	20.91	21.33
Field Repairman / Inspector V	20.25	20.25	20.76	21.17	21.59
General Laborer	16.76	16.76	17.18	17.52	17.87
Heavy Equipment Operator I	19.71	19.71	20.20	20.61	21.02
Heavy Equipment Operator II	20.44	20.44	20.95	21.37	21.80
Job Leader - Construction & Maintenance	20.75	21.25	21.78	22.22	22.66
Machinist	20.00	20.00	20.50	20.91	21.33
Operations & Maintenance Tech I	17.24	19.34	19.82	20.22	20.62
Operations & Maintenance Tech II	18.34	20.19	20.69	21.11	21.53
Operations & Maintenance Tech III	19.49	21.05	21.58	22.01	22.45
Lead Operations & Maintenance Tech	23.55	23.55	24.14	24.62	25.11
Operator I	17.66	17.66	18.10	18.46	18.83

Filed in Clerk's Office
OCT 03 2023
 DAWN M. JONES
 CITY CLERK, SOUTH BEND, IN

**City of South Bend
 2022 - 2024 Teamster Employee Wage Ordinance
 Position Maximum Hourly Pay Rate Levels**

Position	Pay Rate Increase	2021 Equiv. Rates*	2.50%	2.00%	2.00%	
	New Position		2022 Rate	2023 Rate	2024 Rate	
Operator II		18.29	18.29	18.75	19.12	19.50
Venues Parks & Arts Division						
Arborist I		20.19	20.19	20.69	21.11	21.53
Arborist II		21.94	21.94	22.49	22.94	23.40
Arborist/Weed Control		19.42	19.42	19.91	20.30	20.71
Asst. Greens Superintendent		19.71	19.71	20.20	20.61	21.02
Athletic Field Maintenance		18.39	18.39	18.85	19.23	19.61
Building Maintenance - Custodian & Laborer		16.76	16.76	17.18	17.52	17.87
Building & Structural Maintenance I		21.17	21.17	21.70	22.13	22.58
Building & Structural Maintenance II		21.94	21.94	22.49	22.94	23.40
Construction Maintenance / Carpenter I		20.51	20.51	21.02	21.44	21.87
Construction Maintenance / Carpenter II		21.17	21.17	21.70	22.13	22.58
Construction Maintenance / Carpenter III		21.94	21.94	22.49	22.94	23.40
Construction Maintenance / Mason		21.17	21.17	21.70	22.13	22.58
Construction Maintenance / Welder		21.17	21.17	21.70	22.13	22.58
Electrician - Park		21.94	21.94	22.49	22.94	23.40
Equipment Operator II - Park		18.19	18.19	18.64	19.02	19.40
General Laborer		16.76	16.76	17.18	17.52	17.87
Group Leader - Recreation		19.42	19.42	19.91	20.30	20.71
Group Leader - Street Island		19.42	19.42	19.91	20.30	20.71
Group Leader - Leeper		19.42	19.42	19.91	20.30	20.71
Group Leader - Centralized Mower Shop		19.42	19.42	19.91	20.30	20.71
Group Leader - Co-Line Trail		19.42	19.42	19.91	20.30	20.71
Group Leader - Howard Park		19.42	19.42	19.91	20.30	20.71
Group Leader - Plaza		19.42	19.42	19.91	20.30	20.71
Group Leader - Custodian		19.42	19.42	19.91	20.30	20.71
Head Custodian		17.49	17.49	17.93	18.29	18.65
Heavy Equipment Operator I		19.71	19.71	20.20	20.61	21.02
Heavy Equipment Operator II		20.19	20.19	20.69	21.11	21.53
Job Leader		20.75	20.75	21.27	21.69	22.13
Job Leader - Mower Shop		20.75	20.75	21.27	21.69	22.13
Mechanic IV - Park - Garage		20.26	20.26	20.77	21.18	21.61
Mechanic IV - Park- Golf		20.26	20.26	20.77	21.18	21.61
Operator I		17.66	17.66	18.10	18.46	18.83
Painter IV		19.93	19.93	20.43	20.84	21.25
Plumber IV - Park		21.94	21.94	22.49	22.94	23.40

* 2021 Equivalent Rates are listed for purposes of calculating rates in 2022-2024 only and do not represent wages paid to employees during 2021.