



# OFFICE OF THE CITY CLERK

DAWN M. JONES, CITY CLERK

## PERSONNEL AND FINANCE COMMITTEE

OCTOBER 24, 2022, 4:14 P.M.

Committee Members Present: Sheila Niezgodski, Eli Wax, Troy Warner\*, Rachel Tomas Morgan, Henry Davis Jr.

Others Present: Dawn Jones, Victoria Trujillo, Bob Palmer, Justin LePla

Presenters: Dan Parker, City Controller  
Todd Skwarcan, Assistant Fire Chief

Agenda: Bill No. 55-22 – 2023 Firefighter Salary Ordinance  
Bill No. 56-22 – 2023 Police Salary Ordinance

Members marked with an asterisk (\*) are present digitally

Please note the attached link for the meeting recording:

<https://docs.southbendin.gov/WebLink/browse.aspx?dbid=0&mediaid=358354>

Committee Vice Chair Eli Wax called to order the Personnel and Finance Committee meeting at 4:14 p.m.

### **Bill No. 55-22 – 2023 Firefighter Salary Ordinance**

Dan Parker, City Controller, with an office on the twelfth (12<sup>th</sup>) floor of the County-City building, advised that the bill is identical to its 2021 and 2022 versions, except for a proposal to add a lieutenant rank.

Todd Skwarcan, Assistant Fire Chief, 1222 South Michigan Street, South Bend, Indian, 46601, advised that discussions were held with the Labor Management Committee to confirm that the rank addition is the only change.

Committee Vice-Chair Wax requested questions from the Committee and asked if the salary is what was agreed upon the previous year.

Dan Parker responded that the salary was not determined. A new line item was added, and the job description would be drafted.

Committee Vice-Chair Wax requested questions from the Council.

Councilmember Hamann asked about the possibility of the Public Safety Board disagreeing with the ordinance.

Todd Skwarcan responded that they do not foresee a disagreement as the ordinance was drafted with the Labor Management Committee.

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Dan Parker responded that the rank would remain in the ordinance if not approved, as it does with inactive non-bargaining roles not included in the budget.

Committee Vice-Chair Wax held the public hearing, and nobody spoke.

Committee Chair Niezgodski motioned to send Bill No. 55-22 to the Committee of the Whole with a favorable recommendation, seconded by Committee Member Tomas Morgan and carried by a vote of five (5) ayes.

Committee Chair Niezgodski– <i>Aye</i>	Committee Vice-Chair Wax– <i>Aye</i>
Committee Member Tomas Morgan – <i>Aye</i>	Committee Member Warner– <i>Aye</i>
Committee Member Davis Jr.– <i>Aye</i>	

**Bill No. 56-22 – 2023 Police Salary Ordinance**

Committee Chair Niezgodski motioned to accept Substitute Bill No. 56-22, seconded by Committee Member Tomas Morgan and carried by a vote of five (5) ayes.

Committee Chair Niezgodski– <i>Aye</i>	Committee Vice-Chair Wax– <i>Aye</i>
Committee Member Tomas Morgan – <i>Aye</i>	Committee Member Warner– <i>Aye</i>
Committee Member Davis Jr.– <i>Aye</i>	

Dan Parker advised that a contract and salary ordinance for the next three (3) years was agreed upon. The provisions approved by the Fraternal Order of Police (FOP) and the Public Safety Board are as follows:

- An eight (8) percent salary increase in 2023, four point-five (4.5) in 2024, and four-point two-five (4.25) in 2025 for all ranks.
- A higher increase was approved for all policy positions in 2023, including captains and division and police chiefs, due to a lack of overtime eligibility and non-exempt status.
- Overtime increased from one point five (1.5) to two (2) times the regular wage as it is difficult to fill event and parade positions.
- City residency increased from three thousand dollars (\$3,000) to thirty-five hundred dollars (\$3,500) thousand.
- The twenty-five (25) year longevity was decreased to twenty (20) and increased from six thousand five hundred (6,500) dollars to eight thousand five hundred (8,500) dollars.
- Lateral entry incentives were increased from five thousand (\$5,000) dollars to ten thousand (\$10,000) dollars.
- Crime scene and traffic duty pay was added.
- To offset the increases, the eight (8) year shift differential and the night shift incentives were eliminated, and the fifteen hundred (\$1,500) dollar yearly uniform allowance was decreased to five hundred (\$500) dollars.

Committee Vice-Chair Wax requested questions from the Committee.



Committee Member Tomas Morgan requested comments from Council members involved in the negotiations.

Committee Vice-Chair Wax advised that although there were disagreements, the negotiations were positive, and there was a unified goal to place officers in a position to adequately provide crucial services while promoting good physical and mental health.

Committee Chair Niezgodski advised that the main goal is retention, recruitment, and a full police force.

Committee Vice Chair Wax requested questions from the Council.

Councilmember Hamann asked if there are other metrics, aside from a full police force to gauge success.

Dan Parker responded that the metrics are reported online through the Police Transparency Hub. Statistics related to crime, citations, and arrests will be analyzed.

Committee Member Davis Jr. requested data supporting that a full police force ensures a decrease in crime.

Dan Parker responded that they would consult with the police department to provide supporting data.

Committee Member Tomas Morgan asked how the police salaries compare to other cities.

Dan Parker responded that South Bend ranks thirty-first (31<sup>st</sup>) in the state pension base and that the new provisions would place it in the top ten (10).

Councilmember Lee asked if the increases were within budget.

Dan Parker responded that they are within budget and that one hundred thousand (\$100,000) dollars in savings will be observed in the first year due to the open positions.

Committee Vice Chair Wax held the public hearing.

Aaron Knepper, FOP treasurer and pension secretary at the police department, 701 West Sample Street, South Bend, Indiana, 46601, advised that he is in favor of the provisions.

Scott Ruszkowski, Chief of Police, advised he is in favor of the provisions and thanked the Council and Bob Palmer. The discussions were at times contentious, but the compensation package is lucrative and adequate to recruit, retrain, reward, and recognize employees. The lateral incentive is up to ten thousand (\$10,000) dollars.

Committee Member Tomas Morgan motioned to approve forwarding Substitute Bill *No. 56-22* to the Committee of the Whole with a favorable recommendation, seconded by Committee Chair Niezgodski and carried by a vote of five (5) ayes.

Committee Chair Niezgodski– <i>Aye</i>	Committee Vice-Chair Wax– <i>Aye</i>
Committee Member Morgan – <i>Aye</i>	Committee Member Warner– <i>Aye</i>
Committee Member Davis Jr.– <i>Aye</i>	



With no further business, Committee Vice-Chair Eli Wax adjourned the Personnel and Finance Committee meeting at 4:41 p.m.

Respectfully Submitted,

Eli Wax, Committee Vice Chair

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