## ORDINANCE No. 10685-19

Passed	by the Common Council of the City of South Bend, Indiana	
	October 14, 20	
Attest:	Dawn M. Jones	_City Clerk
Attest:_		President of Common Council
Present	ted by me to the Mayor of the City of South Bend, Indiana	
	October 14, 19 20	
	Dawn M. Jones	City Clerk
Approv	ved and signed by me October 15 20 19	
		Mayor

#### SUBSTITUTE BILL NO. 45-19

#### **ORDINANCE NO.** <u>10685-19</u>

# 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

#### STATEMENT OF PURPOSE AND INTENT

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) <u>Holidays.</u> 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) <u>Vacations.</u> 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) <u>Family Leave.</u> 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) <u>Insurance.</u>

(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) <u>Short and Long-Term Disability.</u> 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.
- 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) <u>Life Insurance.</u> 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) <u>Benefit Waiting Period.</u> 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) <u>Hiring Bonus.</u> 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) <u>Auto Allowances.</u> 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) <u>Cell Phone Allowance.</u> 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) <u>Early Retirement Incentives.</u> 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) <u>Full-Time Employee.</u> 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

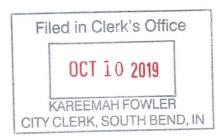
Presented by me, the undersigned Clerk of the City o	f South Bend, to the Mayor of the City
of South Bend, Indiana on the 14th day of October	, 2019, at o'clock
P. m. Vaux	W. Jones
Dawn M. Jone	s, City Clerk
Office of the C	City Clerk
Approved and signed by me on the $15^{th}$ day of $2^{th}$ .m.	october, 2019, at Lo'clock
	25 25/20
Pete Buttigieg,	Mayor
City of South I	Bend, Indiana



## 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,

Daniel T. Parker City Controller



City of South Bend, Indiana 2020 Nonbargaining Salary Ordinance Schedule Maximum Salaries Over 2%
New Position
New Title

imum Salaries		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	202 % Incre
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
311 Customer Service Liaison II	Full Time	77	Y			new	43,788	44,664	45,557	46,468	47,397	48,345	2
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	ESPERIE			START TOOK CO.		SECTION OF STREET	
Accounting Assistant	Full Time		Y	38,740	39,515	40,305	41,111	41,933	42,772	43,627	44,500	45,390	
Accounting Clerk IV	Full Time	E0	Y	30, 186	30,790	31,406	32,034	32,674	33,328	33,995	34,675	35,369	
Accounts Payable Administrator Administrative Assistant I	Full Time Full Time	58 43	Y	31,746	32,381 36.704	33,029 37.438	33,689 38.187	34,363 38,950	35,050 39,730	35,751	36,466 41,336	37, 195	
Administrative Assistant I - DCI (Adm & Finance Team)	Full Time		N	35,984	27,487	eliminated	30, 107	38,950	39,730	40,525	41,330	42,163	
Administrative Assistant I - DCI (Adm & Finance Team) Administrative Assistant II	Full Time	5, 63 67	/V	new 37,050	37,791	38,547	39,318	40, 104	40,906	41,724	42,558	43,409	Section 1
Administrative Assistant II - DCI (Adm & Finance Team)	Full Time	5, 63	N	new	30,869	eliminated	38,310	40, 104	40,300	41,724	42,000	45,408	
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	38,951	39,730	eliminated			
Alarm Specialist	Full Time	122, 208	N	THE STATE OF THE S	30,704	37,400	30,707	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	eliminated	CONTROL OF THE PARTY OF THE PAR		Total State
Animal Control Officer Senior	Full Time	31	N	34,788	35,484	title change	No. of Persons and		The second state of	THE SECOND			
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	
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	
Applications Developer	Full Time	132, 224	Y	DESCRIPTION OF THE PARTY OF THE	Stanton Thinks	Hamilton	CONTRACTOR OF THE PARTY OF THE	new	54,686	55,780	56,896	59,741	250000
Assistant City Attorney	Full Time	117	Y	68,510	69,880	71,278	72,704	74, 158	85,817	87,533	89,284	91,070	THE PERSON NAMED IN
Assistant City Attorney/Claims Adjuster	Full Time	65	Y		Un STATE OF THE PARTY OF THE PA	new	72.704	74.158	75,641	77, 154	78.697	80.271	
Assistant City Engineer	Full Time	3. 117	Y	73.060	74.521	76,011	77,531	79.082	82.245	83,890	85,568	87,279	
Assistant Director of Administration & Marketing	Full Time	36, 63	N	46,202	47, 126	title change					Distribution of the last of th		
Assistant Director of Administrative Services	Full Time	41	N	50,154	51, 157	title change							
Assistant Director of Booking & Event Operation	Full Time	36, 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	-
Assistant Director of Communication Center	Full Time	21	Y	45,084	50,000	51,000	52,020	53,060	54,122	55,204	56,308	57,434	
Assistant Director of Community and Economic Development	Full Time	5, 63	N	56,758	title change						AND THE PARTY OF T		
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	
Assistant Director of Human Resources	Full Time	63	N	51,376	52,404	53,452	54,521	55,611	eliminated			N. San Jan B. S.	
Assistant Director of MPAC Financial Reporting	Full Time	36, 63	N	44,824	45,720	46,635	47,568	48,519	eliminated				
Assistant Director of Recreation	Full Time	29	Y	51,246	52,271	55,000	56,100	57,222	58,366	59,533	60,724	61,938	
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	
Assistant Director of Treatment	Full Time		N	46,306	47,232	48, 177	49,140	50, 123	eliminated				
Assistant Director of Utilities	Full Time	75, 107	Y			new	76,000	81,500	83, 130	84,793	86,489	88,219	
Assistant Manager - Customer Service	Full Time	132	Y					title change	46,500	47,430	48,379	49,347	
Assistant To The Mayor	Full Time	4, 63	N	title change									
Assistant Zoning Administrator	Full Time	29, 66, 72	N	52,338	53,385	57, 122	eliminated						
Associate II - DCI - (Adm & Finance Team)	Full Time	101, 138	N				new	58,228	59,393	eliminated			
Associate II - DCI - (Economic Resources Team)	Full Time	5, 138	N	new	54,870	55,967	57,087	58,228	59,393	eliminated			
Budget Analyst - Senior	Full Time	80	Y			new	60,000	61,200	62,424	63,672	64,945	66,244	
Building and Code Inspector	Full Time	42	Y		new	47,000	47,940	48,899	49,877	50,875	51,893	52,931	
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	
Building Inspector	Full Time	97	Y	43,212	44,076	44,958	45,857	46,774	47,710	48,664	49,637	50,630	
Business Analyst	Full Time	44	Y		new	49,000	49,980	50,980	51,999	53,039	54, 100	55, 182	
Business Analyst - Senior (formerly Business Analyst)	Full Time	225	Y	2007/05/2005	1272/8678692				Call and College		title change	59,000	Partie
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	-
CAD Specialist - Senior	Full Time	34	N	43,888	44,766	eliminated							
CED Specialist II	Full Time	5, 63	N	37,050	title change								125
CED Specialist Senior	Full Time	5, 63	N	53,794	title change								
CED Specialist VI	Full Time	5, 63	N	49,790	title change	40.000	47.000	40.575	10.517	50.500	54.540	50.500	The same
Chemist	Full Time		Y	44,876	45,774	46,689 49,665	47,623 50,658	48,575	49,547	50,538	51,549	52,580	
Chemist Lead		440	Y	47,736	48,691			51,671	52,704	53,758	54,833	55,930	PERSONAL PROPERTY.
Chemist/Safety Officer Chief Administration Officer	Full Time Full Time	112 164	N	44,902	45,800	46,716	47,650	title change	Parity Pa	97,419	99,367	101,354	#P30262
Chief Assistant City Attorney	Part Time		N	10.110	40.000	A Contract of			new	97,419	99,367	101,354	-
Chief Building Inspector	Full Time	22, 25 29	N	42,146	42,989 new	eliminated 55,000	56,100	57,222	58,366	59,533	60,724	61,938	
			Y	45.040					58,300				
Chief Code Inspector Chief Deputy City Clerk	Full Time	29,66,103,210	7	45,318 45,916	46,224 46,834	49,460	50,449 48.726	eliminated 49,701	50 695	reinstated 51,709	60,724 56.809	61,938 59,649	PROPERTY.
Chief Innovation Officer	Full Time	203, 232 65	V	45,916	40,034	47,771 new	98,318	100,284	102,290	104,336	106,423	108,551	Name and Address
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	98.500	T ALTONOMIC
Chief Technology Officer	Full Time	71	V	00,442	30,731	71,424 new	98.318	100.284	102.290	104.336	106,423	108.551	equipment of the
City Attorney	Part Time	22, 117	, v	56,654	57,787	58,943	60,122	61,324	65,078	66,380	67,708	69,062	+
City Clerk Secretary	Full Time	22, 111	V	30,264	30,869	31,487	32,116	32,759	33,414	34,082	34,764	35,459	
City Controller	Full Time	3, 26, 117	, v	94.500	96.390	96,390	98.318	100.284	117,171	119,514	121.904	124,342	
City Engineer	Full Time	3, 26	v	94,500	96,390	96,390	98,318	100,284	102,290	104,336	106,423	108,551	
City Engineer (hourly rate)	Part Time	6	v	new	36.57	37.30	38.05	38.81	39.58	40.37	41.18	42.00	
City Minimum Wage	All Positions	U	,	new	30.37	37.30	30.03	30.01	10.10	10.10	10.10	10.10	
Clerk Terminal Operator (now Records Specialist)	Full Time		N	26,520	27,050	27,591	28,143	28,706	title change	70.10	10.10	10.10	
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	-
Code Inspector	Full Time	103	Y	37,024	37,764	38,520	39,290	40,076	40,877	41,695	42,529	43,380	
Code Inspector - Senior	Full Time	103	Y				new	42,583	43,435	44,304	45, 190	46,094	
Collection Specialist	Full Time	35	N	32,006	32,646	title change		12,000		Name and Add of	STATE OF THE STATE OF	Water Bridge	
Commercial Combination Inspector	Full Time	96	Y	TO SERVE SERVERS			new	49,113	50,095	51,097	52,119	53, 161	-
Communication Specialist I	Full Time	21	Y	30,888	33,500	34,170	34,853	35,550	36,261	36,986	37,726	38,481	
Communication Specialist II	Full Time	21	Y	34,528	41,500	42,330	43,177	44,040	44,921	45,819	46,735	47,670	
Communication Specialist III	Full Time	21	Y	35,022	43,000	43,860	44,737	45,632	46,545	47,476	48,426	49,395	
Communications Coordinator (VPA)	Full Time	170	Y	35,522	10,000	10,000	.,,,	10,002	new	30,000	30,600	31,212	
Contract Compliance Administrator	Full Time	211	Y								new	47,000	
Corporation Counsel	Full Time	3,22,26,117	Y	94,500	96,390	96,390	98,318	100,284	122, 189	124,633	127,126	129,669	
Court Liaison	Full Time	.,,,	Y	31,616	32,248	32,893	33,551	34,222	34,907	35,605	36,317	37,043	
Crime Analyst	Full Time		Y	34,632	35,325	36,031	36,752	37,487	38,237	39,002	39,782	40,578	
Custodian	Full Time	234	Y	22,620	23,072	23,533	24,004	24,484	24,974	25,473	25,982	30,000	S STATES
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	-

City of South Bend, Indiana Over 2% 2020 Nonbargaining Salary Ordinance Schedule New Position New Title Maximum Salaries 2012 2013 2014 2015 2016 2017 2018 2019 2020 2020 Current ? Salary Job Title Status Notes \* Salary Salary Salary Salary Salary Salary % Increase Data Entry Records Coordinator Full Time 32,552 33,203 33,867 34,544 title change Full Time 124, 184 Data Entry Specialist title change 35,000 35,700 38.494 39.264 2.00% Full Time 28,827 31,828 Data Entry Specialist I 28,262 29,404 29,992 30,592 31,204 32,465 33,114 2.00% Full Time 43,212 44,076 44,958 45,857 46,774 47,710 48,664 49,637 50,630 2.00% Departmental System Specialist Deputy Building Commissioner (formerly Design/ Plan Review Specialist) Full Time 55,172 56 275 57 401 58 549 59.720 60 914 62, 132 67 049 68.390 2 00% 3, 4, 29, 66 Deputy Chief of Staff to the Mayor Full Time 74.914 62.170 63.413 67.852 69.209 72.005 73.445 76.412 2.00% 70.593 Deputy Chief Technology Officer (formerly Director of Assets and Information Systems) Full Time 83,000 84,660 86,353 2.00% new Deputy City Attorney III Part Time 36, 192 36,916 37.654 38.407 39, 175 eliminated Deputy City Attorney IV Part Time 46.410 47.338 48 285 49.251 50.236 eliminated Deputy City Clerk 69 179 232 39,338 43,246 44,993 50,000 40,125 40,927 44,111 Deputy City Controller Full Tim 29, 66, 117 72,000 73,440 78,581 80, 153 81,756 95,509 97,419 99,367 101,354 2.00% Deputy Director of Code Enforcement Full Time new 75.000 76.500 65,000 66,300 67,626 Deputy Director of Human Resources Full Time 13, 29, 142 new 60,000 61,200 76,500 78,030 79,591 2.00% Deputy Director of Public Works Full Time 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 75,270 76,775 90.000 91,800 93,636 95.509 97 410 99.367 101.354 2.00% Deputy Mayor Full Time 98,000 Design Specialist (formerly Busines 33,566 34,237 34,922 35,621 36,333 37,060 55,000 Digital (Forensic) Lab Technician Full Time 17, 146 2.00% Digital Communications & Multimedia Training Coordinator Full Time 125 54 000 55 080 56, 182 57.306 2 00% Director I - DCI - (Adm/Finance Team) Full Time 5. 138 63.913 65.191 66.495 67,825 69.181 new eliminated Director I - DCI - (Planning Team) Full Time 138 67,825 69,181 new 63,913 65, 191 66,495 eliminated Director of 311 Customer Service Full Time 11,60,66,132 52 000 55 640 56,753 57.888 73 440 74,909 76,407 77 935 2 00% Director of Accounting and Budget Full Time 116 new title 73.201 74.665 76.158 77.681 2.00% Director of Administrative Services Full Time 56,992 58,132 title change Director of Administrative Services - Parks Full Time 58,132 59,294 56,992 eliminated Director of Applications Full Time 32. 22 title change 73.440 74.909 76.407 80.227 5.00% Director of Booking & Event Services 58,818 59,994 Full Time title change 57,665 61,194 62,418 2.00% Director of Box Office & Event Services - Venues Full Time 85, 182 title change 57,665 58,818 59,994 64.000 65,280 2.00% Director of Business Analytics Full Time change 73,440 74,909 76,407 77,935 2.00% Director of Business Developmen Full Time 153 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 68,354 69,721 74,601 76,093 77,615 81,000 minated Director of Civic Innovation Full Time 158 74,909 77,935 2.00% 76,407 Director of Civilian Services Full Time 135 60,000 61 200 62 424 63 672 2 00% 70.623 77,078 78.620 81.796 Director of Code Enforcemen Full Time 66. 2 69.238 75.567 80.192 83.432 4.64% 64,202 Director of Communication Center Full Time 29, 66 55,432 56,541 60,499 61,709 62,943 65,486 66,796 68, 132 2.00% Director of Communications Full Time 58.344 59.511 60.701 61.915 63.153 64,416 65.704 67.018 68.358 2.00% Director of Communications & Radio Full Time 52.338 53.385 54.452 55.542 56.652 57.785 58.941 60,120 61,322 2.00% Director of Communications Public Works Full Time 8, 95 39,642 40,435 41,244 eliminated Director of Community Development Full Time 5, 63 68,354 change 00.00 Director of Community Outreach Full Time 21, 29, 82, 137 45,000 49,500 50,490 55,000 56,100 64,416 65,704 67,018 2.00% Director of CSO Project Management 72,722 77,173 81,865 85, 172 Full Time 75,660 83.502 86.875 2.00% Director of Customer Service & Billing Office Full Time 108. 161. 200 66,000 67.320 71.360 75,641 77.154 2.00% Director of Development - Venues, Parks & Arts 57 575 58 726 56 100 58 366 2 00% Full Time 76 130 56 446 eliminated reinstated 55 000 57 222 58,422 59,590 60,782 61,998 63,238 eliminated Director of Economic Development 68,354 Full Time change Director of Energy Conservation Full Time 38 69 394 70.782 title change Director of Engagement & Economic Empowerment Full Time 153 84.897 95.880 82.264 94.000 79.070 80.651 2.00% 81.600 83.232 167, 196 54,418 2.00% Director of Equipment Services Full Time 55,506 56,616 57,749 58,904 60,082 61,284 75,000 76,500 title change Director of Experience (VPA) Full Time 65,000 66,300 2.00% 187 Director of Facilities & Grounds Full Time title change 75.000 76.500 2.00% Director of Facilities Managemen Full Time 66,029 67,350 68,697 2.00% title change Director of Finance (Public Works) Full Time 138 64,506 65,796 67,112 68,454 69.823 71,220 Director of Financial & Program Management Full Time 5.63 62.660 title change Director of Financial Services Full Time 116, 140 55,172 57,401 58,549 59,720 60,914 66,554 67,885 69,243 2.00% 56,275 Director of Financial Services (Park Administration) Full Time 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 59,098 60,280 61,486 62,715 63,970 65,249 66,554 67.885 69,243 2.00% 59 294 Director of Golf Operations Full Time 56 992 58 132 60 480 61 690 62 924 64 182 65 466 66 775 2 00% Director of Human Resources Full Time 88,329 90,096 91,898 93,736 2.00% 80,002 81,602 83,234 84,899 86,597 Director of Human Rights Full Time 29,66,98,223 54,262 55,347 59,221 60,405 61,614 70,000 71,400 72,828 ninated Director of Human Rights - Employment 20.00 Director of Human Rights - Housing 00.00 Director of Information Technology 3, 71 87,000 88,740 Full Time 90,515 eliminated Director of Infrastructure Full Time 132 title change 73,440 74,909 76,407 77 935 2 00% Director of Marketing - Public Works 206 Full Time title change 67.018 68.358 2.00% Director of Marketing & Promotions Full Time 50,518 51,528 52,559 53,610 54,682 55,776 58 030 59, 191 2.00% 56,892 71,115 Director of Neighborhood Development Full Time 153 69,721 72,538 76,000 77 520 79,070 80.651 82.264 2.00% new Director of Office of Sustainability Full Time 38.66 new 75,737 77,252 78,797 80.373 81.980 83.620 85.292 2.00% Director of Operations - Venues 2.00% Full Time 181 90,000 91,800 93,636 new Director of Parks & Recreation Full Time 75,530 77,041 title change 76,000 Director of Planning Full Time 153 72 537 77 520 79.070 80 651 82.264 2.00% Director of Public Works 110 413 Full Time 108 248 110 413 112 621 114 874 117.171 119.514 121.904 124 342 2.00% 3 26 Director of Purchasing Full Time 168, 172 80,000 81,600 83,232 2.00% new Director of Purchasing & Logistics (Police Dept) Full Time 70,000 71.400 2.00% Director of Records Bureau (now Director of Civilian Services) Full Time 88 42 458 43 307 44 173 45 057 47.797 title change 72,523 Full Time 73,973 75,452 76,961 2.00% Director of Recreation 69.707 71.101 62.738 67.000 68.340 103, 190 Director of Redevelopment Engineering Full Time 97,238 99, 183 101,167 2.00% new title change Director of Redevelopment Finance Full Time 174 77 520 72 000 73 440 74 909 2 00% Director of Safety & Risk Full Time 40.66 new 56.753 57.888 59.046 60.227 61.432 62.661 63.914 2.00% Director of SCADA Information Systems 73,440 74,909 77,935 79,494 81,084 2.00% Full Time 72,000 76,407 45 Director of Secretarial Services Full Time 48,100 49,062 title change 73.440 77.935 2.00% Director of Services Full Time 132 title change 74.909 76.407

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2.00%

74,603

88.219

79,235

132, 163, 199

29, 66, 106

Full Time

Full Time

Full Time

Director of Solid Waste (Formerly Director of Solid Waste Operations)

Director of Streets & Sewers

Director of Treasury

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 % Incre
Director of Treatment	Full Time		N	54,964	56,063	57, 185	58,328	59,495	eliminated	2 X X 2 2 2 1			DELEGIO
Director of Utilities	Full Time	74	Y			new	90,000	91,800	93,636	95,509	97,419	99,367	2
Director of Utility Safety	Full Time	112	Y				new	53,500	54,570	55,661	56,774	57,909	2
Director of Wastewater	Full Time	61	N	67,392	68,740	title change				PERMANANTA			
Director of Wastewater Maintenance	Full Time	114	Y	59,878	61,076	62,297	63,543	70,000	71,400	72,828	74,285	75,771	2
Director of Water Quality & Laboratory	Full Time	110	Y				new	70,000	71,400	72,828	74,285	75,771	
Director of Water Works	Full Time	29, 75	N	68,354	69,721	81,000	eliminated						
Director of Zoo	Full Time		N	56,940	58,079	59,241	60,426	61,634	eliminated				
Distribution Records Drafter	Full Time	230	N	37,518	38,268	39,034	39.814	40.611	41.423	42,251	43.096	title change	
Distribution System Specialist	Full Time	109	Y				new	66,000	67,320	68,666	70,039	71,440	
Diversity Compliance/Inclusion Officer	Full Time	24, 90	Y	new	41,600	42,432	43,281	75,000	76,500	78,030	79,591	81,183	
Division Director of Environmental Services	Full Time	29,61,66,74	N	71,656	73.089	78.205	eliminated	70,000	10,000	70,000	70,001	75.74.33.75.25.25.25.25.25.25.25.25.25.25.25.25.25	
Economic Empowerment Specialist	Full Time	153	V	new	50,786	51,802	52,838	53,895	54,972	56,071	57, 192	58,336	
	Full Time	194	, , , , , , , , , , , , , , , , , , ,	riew	30,760	31,002	32,030	33,093	34,972				
ingagement Specialist	Full Time	194	Y	07.540	20.200	20.004	20.044	40.611	41.423	new	57, 192	58,336	
ngineer Aide IV		0.5	Y	37,518	38, 268	39,034	39,814			42,251	43,096	43,958	
ingineer I	Full Time	65	Y	AND PROPERTY.		new	64,000	65,280	66,586	67,918	69,276	70,662	
ngineer II	Full Time		Y	65,676	66,990	68,329	69,696	71,090	72,512	73,962	75,441	76,950	
ngineer Inspector	Full Time	32	N	38,558	39,329	title change		CA SECTION IN LAND					ERANG
vent Service Technician I	Full Time		Y	24,960	25,459	25,968	26,488	27,018	27,558	28, 109	28,671	29,244	
vent Service Technician II	Full Time		Y	28,392	28,960	29,539	30, 130	30,732	31,347	31,974	32,613	33,265	
vidence Technician	Full Time	88	Y	35,542	36,253	36,978	37,717	40.010	40.810	41,626	42,459	43,308	
xecutive Administrative Assistant	Full Time	105	Y	PROPERTY OF THE	E POTE PROPERTY.	ROLL BUSINESS	new	40,508	41,318	42,144	42,987	43,847	
xecutive Assistant	Full Time	43, 117	Y		new	45,000	45,900	46,818	53,575	54,647	55,740	56,855	
xecutive Assistant - DCI - (Adm & Finance Team)	Full Time	65, 154	N	THE REAL PROPERTY.	AND THE PROPERTY OF THE PARTY O	new	51,044	52,065	53,106	eliminated	30,740	50,500	
xecutive Assistant and Director of Special Projects	Full Time	1, 3, 62	~	48.100	49,062	50.043	51,044	52,065	53, 106	54, 168	55, 251	56,356	-
xecutive Assistant and Director of Special Projects xecutive Director of Community Investment	Full Time	3, 5, 26	, , , , , , , , , , , , , , , , , , ,	94.500	96,390	96.390	98.318	100.284	102.290	104, 336	106.423	108.551	
			Y	94,500									
xecutive Director Venues, Parks & Arts	Full Time	29,64,98,114	Y		new	90,000	91,800	93,636	115,000	117,300	119,646	122,039	
inancial Specialist I	Full Time		Y	31,746	32,381	33,029	33,689	34,363	35,050	35, 751	36,466	37, 195	
inancial Specialist II	Full Time		Y	34,632	35,325	36,031	36,752	37,487	38,237	39,002	39,782	40,578	
inancial Specialist III	Full Time		Y	38,740	39,515	40,305	41,111	41,933	42,772	43,627	44,500	45,390	
inancial Specialist IV	Full Time	20, 44	Y	42,899	43,757	44,632	45,525	46,435	47,364	48,311	49,277	50,263	
inancial Specialist Senior	Full Time		Y	49,062	50,043	51,044	52,065	53, 106	54,168	55, 251	56,356	57,483	
ingerprint/Photo Technician	Full Time		Y	33,566	34,237	34,922	35,621	36,333	37,060	37,801	38,557	39,328	
irearms IBIS/NIBIN Tech	Full Time	134, 146	Y	SASSASSASSASSASSASSASSASSASSASSASSASSAS	Section 1	1.000 P. 100 P.	TO SEE STREET, STREET, ST.	title change	37,060	45,000	45,900	46,818	
iscal Officer	Full Time	41, 138	N		new	52 180	53.224	54.288	55.374	eliminated	CONTRACTOR OF STREET	PERSONAL PROPERTY.	AUTOS
iscal Officer/Business Analyst	Full Time	65, 138	N		new	54,570	55,661	56,775	57,910	eliminated			£1000
oreman IV	Full Time	118	/ V	37,856	38,613	39,385	40,173	40,977	47,892	48,850	49,827	50,824	-Chick
oreman V	Full Time		Y	37,830						48,850			-
		56, 118	Y	42,666	43,519	44,390	45,278	46, 183	47,892		49,827	50,824	-
orensic Lab Tech	Full Time	149	Y						new	60,000	61,200	62,424	
orensic Scientist / Firearm & Tool Mark Examiner	Full Time	145	Y	52,754	53,809	54,885	55,983	57, 103	58,245	73,000	74,460	75,949	
orensic Scientist / Firearm & Tool Mark Examiner Trainee	Full Time	145	Y						new	60,000	61,200	62,424	
General Manager - Venues	Full Time	181	Y						new	98,500	100,470	102,479	
GIS Manager	Full Time		Y	56,030	57,151	58,294	59,459	60,649	61,862	63,099	64,361	65,648	
RIS Specialist - Senior	Full Time		Y	45,370	46,277	47,203	48,147	49,110	50,092	51,094	52,116	53, 158	
Frants Administrator	Full Time	115	Y	RECEIVED STORES	ASSESSMENT OF THE PARTY OF THE		S. BLOWN BLOWN	title change	60,456	61,665	62.898	64,156	
Graphic Designer	Full Time	130	V					new	47,892	48.850	49.827	50.824	
reenskeeper	Full Time	100	v	41,158	41,981	42,821	43,677	44,551	45,442	46,351	47,278	48,224	
VI Program Manager	Full Time	212	V	41,100	41,901	42,021	43,077	44,001	40,442	40,337		50,000	
earing Secretary	Full Time	104	Y				OF THE PARTY OF TH	38,694	39,468	40,257	new 41,062	41,883	
			7				new	30,094					-
istoric Preservation Administrator	Full Time	157	Y				X-2000 2000		new	56,071	57, 192	58,336	
istoric Preservation Specialist	Full Time	157	Y						new	42,000	42,840	43,697	
orticulturist Tech	Full Time	136	Y					new	47,892	48,850	49,827	50,824	
ousing Counselor	Full Time	153, 193	Y	new	54,870	55,967	57,087	58,228	59,393	60,581	67,049	68,390	
ousing Specialist Senior	Full Time	5, 63	N	50,440	title change								
ousing Specialist V	Full Time	5, 63	N	42,770	title change								
ousing Specialist VI	Full Time	5, 63	N	45,422	title change								
uman Resource Generalist - Senior (Public Safety Focus)	Full Time	91, 222	Y	CONTRACTOR OF THE PARTY OF THE			new	60,000	61.200	62,424	63.672	67.492	
uman Resources Generalist	Full Time	65	Y		AND DESCRIPTION	new	33,000	33,660	34,333	35,020	35,720	36,434	-
uman Resources Generalist/Benefits Coordinator	Full Time	89	Y	THE RESIDENCE OF THE PARTY OF T			new	40.000	40.800	41.616	42,448	43,297	
uman Resources Specialist IV	Full Time	13, 63	v	42.900	43,758	44,633	45.526	46,436	47,365	48.312	49,278	50.264	
VAC Technician	Full Time	129	Ý	42,000	40,700	44,000	40,020	10,430 new	47,892	48,850	49,827	50,824	
dustrial Pretreatment Specialist 1	Full Time	120	V	47,762	48,717	49,692	50,685	51.699	52,733	53,788	54,864	55,961	-
idustrial Pretreatment Specialist 1	Full Time	+	, , ,	31.642	32.275	32,920	33,579	34.250	34,935	35,634	36,347	37,074	-
			Y										
ternal Auditor	Full Time	63	Y	54,678	55,772	56,887	58,025	59, 185	60,369	61,576	62,808	64,064	-
ventory Control Technician II	Full Time		Y	33,332	33,999	34,679	35,372	36,080	36,801	37,537	38,288	39,054	1
vestigator II	Full Time		Y	36,270	36,995	37,735	38,490	39,260	40,045	40,846	41,663	42,496	
vestigator III	Full Time		Y	38,584	39,356	40, 143	40,946	41,765	42,600	43,452	44,321	45,207	
vestigator IV	Full Time		Y	40,898	41,716	42,550	43,401	44,269	45, 155	46,058	46,979	47,919	
vestigator V	Full Time		Y	42,900	43,758	44,633	45,526	46,436	47,365	48,312	49,278	50,264	
vestigator VI	Full Time	83	Y	CONTRACTOR OF THE PARTY			new	47,589	48,541	49,512	50,502	51,512	
aboratory Technician	Full Time		Y	30,264	30,869	31,487	32,116	32,759	33,414	34,082	34,764	35,459	
atent Fingerprint Examiner	Full Time	88. 147	Y	35.542	36,253	36,978	37,717	40.010	40,810	55,000	56,100	57.222	
cense Clerk	Full Time	63	v	34,632	35,325	36,031	36,752	37,487	38,237	39,002	39,782	40,578	
censing & Registration Administrator (formerly Business License Administrator)	Full Time	28	V	31,070	31,691	45,390	47,224	48,168	49,132	50,115	53,623	54,695	
ocator	Full Time	20	1 Y										
			Y	38,220	38,984	39,764	40,559	41,371	42,198	43,042	43,903	44,781	-
laintenance Foreman II	Full Time		Y	34,216	34,900	35,598	36,310	37,036	37,777	38,533	39,304	40,090	
faintenance Technician	Full Time	181	Y						new	50,000	51,000	52,020	
fanager - Animal Resource Center (formerly Manager - Animal Shelter)	Full Time	30, 217	Y		new	47,501	48,451	49,420	50,408	51,416	52,444	56,377	
lanager - Applications	Full Time	132	Y					title change	66,254	67,579	68,931	70,310	
Manager - Assistant Animal Resource Center (formerly Manager - Assistant Animal Shelter)	Full Time	31. 68. 218	Y		new	40,000	40,800	41.616	42.448	43,297	44.163	45.046	
Manager - Assistant Facility Operations	Full Time	01, 00, 210	v	32,266	32,911	33,570	34,241	34.926	35.624	36,336	37,063	37,804	1
Anager - Benefits	Full Time	27, 89, 143	v	32,200	32,911 new	55.000	56.100	title change	reinstated	59,466	60,655	61,868	1
		27, 69, 143	V		riew	33,000	30, 100	aue criarige	remstated		58,566	59,737	
Annager Pilling and Customer Accounts										title change	26.266	59,/3/	
Manager - Billing and Customer Accounts Manager - Box Office	Full Time Full Time	36, 63	N	37,830	38.587	title change				COLUMN TO SERVICE STREET	THE RESERVE OF THE PARTY OF THE		

Over 2%
New Position
New Title

Maximum Salaries		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
Manager - CSO Operations	Full Time	710103	Y	54,860	55,957	57,076	58,218	59,382	60,570	61,781	63,017	64,277	2.00%
Manager - Customer Service	Full Time	60, 162, 200	Y	44,226	45,111	46,013	46,933	47,872	48,829	51,760	56,500	57,630	2.00%
Manager - Data & GIS	Full Time	132	Y					title change	66,254	67,579	68,931	70,310	2.00%
Manager - Distribution Services & Records	Full Time Full Time	230	Y							50.007	title change	52,000	20.66%
Manager - Employment (Human Rights)  Manager - Environmental Compliance	Full Time Full Time	151 29, 66	Y	59,566	60,757	65,010	66,310	67,636	new 68,989	53,397 70,369	54,465 71,776	55,554 73,212	2.00%
Manager - Erivironmental Compilance Manager - Events	Full Time	130	v	39,300	00,737	65,010	00,370	07,036 new	47,892	48,850	49,827	50,824	2.00%
Manager - Facilities	Full Time	50	Y		new	57,996	59.156	60,339	61,546	62,777	64,033	65,314	2.00%
Manager - Facility Operations	Full Time		Y	45,656	46,569	47,501	48.451	49,420	50,408	51,416	52,444	53,493	2.00%
Manager - Facility Operations (MPAC)	Full Time	86	Y	STATE OF THE STATE			title change	57,665	58,818	59,994	61,194	62,418	2.00%
Manager - Golf Course/Rink	Full Time		N	50,622	51,634	52,667	53,720	54,795	eliminated				
Manager - Housing (Human Rights)	Full Time	151	Y						new	53,397	54,465	55,554	2.00%
Manager - Inclusion Project	Full Time	205, 221	Y							new	52,000	57,000	9.62%
Manager - Industrial Pretreatment	Full Time	111	Y				new	59,000	60, 180	61,384	62,612	63,864	2.00%
Manager - Infrastructure Manager - Interactive Marketing	Full Time Full Time	132 36	Y			35,815	36,531	title change 37,262	66,254 38,007	67,579 48,850	68,931 49,827	70,310 50,824	2.00%
Manager - Interactive Marketing  Manager - Maintenance	Full Time	114	V	53,274	new 54,339	55.426	56.535	63,000	64,260	65.545	66.856	68, 193	2.00%
Manager - Maintenance (MPAC)	Full Time	114	v	53,274	54,339	55,426	56,535	57,665	58,819	59,995	61, 195	62,419	2.00%
Manager - Marketing	Full Time	188	Y	00,274	04,000	00,420	50,000	07,000	50,015	title change	58,030	59, 191	2.00%
Manager - Meter Service	Full Time	201	Y							title change	66,855	68, 192	2.00%
Manager - Neighborhood Grants	Full Time	153, 192	Y	new	50,786	51,802	52,838	53,895	54,972	60,581	67,049	68,390	2.00%
Manager - Office	Full Time	1	Y	33,098	33,760	34,435	35, 124	35,826	36,543	37,274	38,019	38,779	2.00%
Manager - Operations	Full Time	29, 50	Y	58,240	59,405	64,664	65,957	67,276	68,622	69,994	71,394	72,822	2.00%
Manager - Operations - AmeriCorps	Full Time	183	Y						new	40,000	40,800	46,000	12.75%
Manager - Operations - Distribution	Full Time	132	Y		DESTRUCTION OF THE PARTY OF THE			title change	65,400	66,708	68,042	69,403	2.00%
Manager - Operations - Forester	Full Time	29, 66, 69	Y	52,780	53,836	55,751	59, 156	60,339	61,546	62,777	64,033	65,314	2.00%
Manager - Park Grounds Manager	Full Time Full Time	50 113	Y N	39,286	new 40.072	57,996 40,873	59,156 41,691	60,339	61,546	62,777	64,033	65,314	2.00%
Manager - Parts Maintenance	Full Time							title change	73,440	- timin at a d			
Manager - Performance Improvement  Manager - Permits	Full Time	12, 117, 138	N	new 43,888	67,626 44,766	68,979 45,661	70,358 46,574	71,765 47.506	48.456	eliminated 49.425	50,414	51,422	2.00%
Manager - Print Shop	Full Time		v	42,666	43,519	44,390	45,278	46.183	47, 107	48.049	49.010	49.990	2.00%
Manager - Production	Full Time	84, 118	Y	37,180	37,924	38,682	39,456	46,750	47,892	48,850	49,827	50,824	2.00%
Manager - Property & Evidence	Full Time	126	Y	37,100	07,024	30,002	03,400	title change	43.000	43.860	44,737	45,632	2.00%
Manager - Property Development	Full Time	153	Y		new	60.728	61,943	63.181	64,445	65.734	67.049	68.390	2.00%
Manager - Public Construction	Full Time		Y	60, 138	61,341	62,568	63,819	65,095	66,397	67,725	69,080	70,462	2.00%
Manager - Purchasing	Full Time	168	Y	60,008	61,208	62,432	63,681	64,955	66,254	67,579	68,931	70,310	2.00%
Manager - Records Bureau	Full Time	92	Y				title change	36,645	37,378	38, 126	38,889	39,667	2.00%
Manager - Safety & Risk	Full Time	40	N	52,000	53,040	title change							
Manager - Service Contracts & General Supplies	Full Time	165, 172	Y						new	60,000	61,200	62,424	2.00%
Manager - Service Line Repair	Full Time Full Time	201	Y					title about	59.307	title change	66,855	68, 192	2.00%
Manager - Services Manager - Sewer Operations	Full Time	132	Y	60.008	61,208	62.432	63.681	title change 64.955	66,254	60,493 67,579	61,703 68,931	62,937 70,310	2.00%
Manager - Solid Waste Operations	Full Time		, ,	55,952	57,071	58,212	59,377	60,564	61,776	63.012	64,272	65.557	2.00%
Manager - Special Events	Full Time	188	Y	30,302	37,077	30,212	35,377	00,004	01,770	title change	58,030	59, 191	2.00%
Manager - Streets	Full Time	131	Y	55.952	57,071	58.212	59.377	60,564	65,400	66,708	68,042	69,403	2.00%
Manager - Traffic & Lighting	Full Time	131	Y	55,952	57,071	58,212	59,377	60,564	65,400	66,708	68,042	69,403	2.00%
Manager - Utility Purchasing & Storeroom	Full Time	113	Y				new	51,000	52,020	53,060	54,121	55,203	2.00%
Manager - Wireless Construction	Full Time	173	Y						new	66,000	67,320	68,666	2.00%
Manager I - Assistant Box Office	Full Time		Y	30,732	31,347	31,974	32,613	33,265	33,931	34,610	35,302	36,008	2.00%
Manager II - Assistant Box Office	Full Time		Y	34,346	35,033	35,734	36,448	37,177	37,921	38,679	39,453	40,242	2.00%
Marketing and Education Curator	Full Time	49	N	38,584	39,356	title change	04004	25.000	00.040	27.000	07.040	20.500	0.000
Naturalist Common Considirat	Full Time	153	Y	32,916	33,574	34,246	34,931	35,629	36,342	37,069 50.115	37,810	38,566	2.00%
Neighborhood Program Specialist Network Engineer	Full Time Full Time	29, 66	, ,	new 53,664	45,390 54,737	46,298 58,569	47,224 59,740	48, 168 60, 935	49, 132 62, 154	63,397	51,117 64,665	52, 139 65, 958	2.00%
Non Bargaining Maximum Hourly Rate (excluding above)	Part Time	29, 00	v	26.92	27.46	28.01	28.57	29.14	29.72	30.31	30.92	31.54	
Operations Analyst (Code)	Full Time	65, 169	v	20.92	27.40	new	50,000	51,000	52,020	57,222	58,366	59,533	2.00%
Ordinance Violations Bureau Clerk	Full Time	29, 204	Y	33,202	33,866	39,643	40,436	41,245	42,069	42,910	46,910	47,848	2.00%
Paralegal	Full Time	117	Y	40.768	41.583	42,415	43,263	44,129	53,575	54.647	55,740	56,855	2.00%
Planner VI	Full Time	5, 63	N	49,790	title change								
Police Crime Intelligence Analyst	Full Time	128, 189, 228	Y					new	43,000	43,860	50,000	58,000	16.00%
Police Crime Intelligence Analyst (Social Media)	Full Time	190	Y							new	50,000	51,000	2.00%
Preventative Maintenance Coordinator	Full Time		Y	37,414	38, 162	38,926	39,704	40,498	41,308	42, 134	42,977	43,837	2.00%
Principal Planner	Full Time	153	Y		new	55,967	57,086	58,228	59,393	65,734	67,049	68,390	2.00%
Print Shop Technician	Full Time	10 110	Y	35,048	35,749	36,464	37, 193	37,937	38,696	39,470	40,259	41,064	2.00%
Program Coordinator Program Director - AmeriCorps	Full Time Full Time	46, 118 183	Y		new	33,272	33,937	34,616	47,892 new	48,850 55,000	49,827 56,100	50,824 57,222	2.00%
Programmer Analyst I	Full Time	103	Y	41.652	42,485	43,335	44.201	45.085	45.987	46.907	47,845	48.802	2.00%
Programmer Analyst II	Full Time		, ,	43,446	44,315	45,201	46,105	47,027	47,968	48,927	49,906	50,904	2.00%
Project Analyst VI	Full Time	5, 63	N	42,094	title change	40,207	40,703	47,027	47,300	40,327	43,300	50,504	2.00%
Project Analyst VIII	Full Time	5, 63	N	45,474	title change								
Project Inspector	Full Time	93, 117	Y	REAL PROPERTY.	July		title change	50,602	53, 132	54, 195	55,279	56,385	2.00%
Project Inspector I	Full Time	93	N	43,888	44,766	45,661	46,574	title change					
Project Inspector II	Full Time	93	N	46,748	47,683	48,637	49,609	title change					
Project Manager	Full Time	32	Y	48,256	49,221	50,206	51,210	52,234	53,279	54,345	55,432	56,541	2.00%
Project Manager - Part Time	Part Time	176	Y						new	39,273	40,058	40,859	2.00%
Property Development Analyst	Full Time	153	Y	new	50,786	51,802	52,838	53,895	54,972	56,071	57, 192	58,336	2.00%
Property Inspector	Full Time	153	Y	new	50,786	51,802	52,838	53,895	54,972	56,071	57, 192	58,336	2.00%
Property/Evidence Custodian- Senior	Full Time	404	Y	32,500	33, 150	33,813	34,489	35, 179	35,883	36,601	37,333	38,080	2.00%
Public Access Coordinator  Public Assistance Clark II (now Records Specialist)	Full Time Full Time	121	N	07.600	20 404	20 755	20.222	title change	36, 125	36,848	37,585	38,337	2.00%
Public Assistance Clerk II (now Records Specialist) Public Relations Specialist	Full Time Full Time	63	N	27,638 40,326	28, 191 41, 133	28,755 41,955	29,330 42,794	29,916 43,650	title change 44.523	45,413	46.321	47,247	2.00%
Public Service Officer	Full Time	122	Y	40,326	41,133	41,955	42,194	title change	33,000	33,660	34,333	35,020	2.00%
Public Works Public Information Officer	Full Time	144, 206	N					and Grange	new	65,704	eliminated	30,020	2.50%
Public Works Safety Coordinator	Full Time	102	N	44,928	45,827	46,743	47,678	eliminated		55,.54			
												44,355	2.00%

City of South Bend, Indiana Over 2% 2020 Nonbargaining Salary Ordinance Schedule New Position Maximum Salaries New Title 2012 2013 2014 2015 2016 2017 2018 2019 2020 2020 Job Title Status Notes \* Current Salary Salary Salary Salary Salary Salary Salary Salary Salary % Increase Quality Assurance Treatment Technician Full Time 73 197 40,534 41,345 eliminated Radio Equipment Installation Technician Full Time 45 000 45 900 2 00% 47,537 48,488 Radio Technician I Full Time 43.056 43.917 44.795 45.691 46.605 49.458 50.447 2.00% Radio Technician Full Time 44 460 45,349 46,256 48, 125 49,087 50,069 51,070 52,091 2.00% Radio Technician III Full Time 47.814 48,770 40 746 50,741 51,755 52,791 53.847 54.924 56,022 2.00% 120, 184 37.011 2.00% Records Specialist Full Time title change 33.000 33.660 36.285 Full Time 47,710 48,664 49,637 50,630 2.00% Residential Combination Inspector 46,774 new Residential Marketing Specialist Full Time 5, 63 58,370 title change 35, 112 51, 634 Sales/Event Associate Full Time 36 34.424 title change 53 720 54 795 55 891 57 009 58 149 59 312 SCADA Instrument Specialist Full Time 2 00% 50.622 52 667 Secretary II Full Time 26,281 26,807 27,343 27,890 28,448 29,017 29,597 2.00% Secretary III Full Time 35 27.066 27.607 28.159 28,723 29.297 29,883 30.481 31.091 31,713 33,661 2.00% Secretary IV Full Time 28 730 29 305 29 891 30 489 31 098 31,720 32 354 33 001 Secretary of the Board Full Time 62 40,534 41,345 title change Secretary V Full Time 30,264 30.869 31,487 32,116 32,759 33,414 34,082 34,764 35,459 2.00% 181 Security Guard Full Time 37,000 37 740 38 495 2 00% Senior Planner (formerly Associate I - DCI - (Planning Team)) 50,786 52,838 54,972 63,029 Full Time 153 new 51.802 53.895 60.581 61.793 2.00% Senior Purchasing Agent Full Time 166, 172 50,000 2.00% new Site Acquisition Specialist Full Time 173 new 40.447 67,000 68 340 69 707 2.00% 36.634 37.367 38.114 38.876 39.654 41.256 42.081 2.00% Special Events Assistant Full Time 42.923 132 58,034 2.00% Specialist of Infrastructure Full Time 54,686 55,780 56,896 title change Specialist of Services Full Time 132 title change 54.686 55,780 56,896 58.034 2.00% 47 678 45 827 52 640 Stock Room & Safety Coordinator Full Time 44 928 46 743 48 632 49 604 50 596 51 608 2 00% Full Time 58, 132 Superintendent - Maintenance 56,992 title change Superintendent - Park Maintenance Full Time 48, 187 62,730 63,985 65,264 66,569 eliminated пеи Superintendent II Full Time 45.110 46.012 46 032 47 871 48.829 49.805 50.801 51.817 52.853 2.00% Superintendent III Full Time 46 566 47 497 48 447 49 416 50 405 51 413 52 441 53 490 54 560 2 00% Superintendent IV Full Time 53 51,000 52,020 53,060 54,122 55,204 56,308 57,434 2.00% new Superintendent V Full Time 51,116 52,138 53, 181 54,245 55,330 56,436 57 565 58,716 59,890 2.00% Supervisor - 311 Customer Service Full Time 78 new 46 267 47 192 48 136 49 099 50.081 51,083 51,027 2.00% Supervisor - Accounts Payable Full Time 44,421 47,140 48,083 2.00% 43.550 45.309 49.045 50.026 46.216 Supervisor - Administrative Assistant Full Time 52 34,500 35, 190 35,894 36,612 37,344 38,091 38,853 2.00% new 37,470 50.824 Supervisor - Assistant Program Full Time 33 272 33 937 34 616 35 309 36 015 36 735 2 00% 41.159 Supervisor - Athletic Full Time 118 40.352 41.982 42.822 43.678 47.892 48.850 49.827 2.00% 47, 118 47,892 2.00% Supervisor - Center Full Time 40,352 41,159 41,982 42,822 43,678 48,850 55,000 56, 100 Supervisor - Communication I Full Time 41,132 46,000 46,920 47.858 48.816 49,792 50,788 51 804 52.840 2.00% 47 500 2 00% Supervisor - Communication II Full Time 41 678 48 450 40 410 50 407 51 416 52 444 53 403 54.563 Full Time 146 51,974 57,383 71,788 2.00% Supervisor - Crime Laboratory 53,013 54,074 55, 155 56,258 69,000 70,380 Full Time 41,132 41,955 42,794 43,650 44,523 Supervisor - Customer Service eliminated Supervisor - Data Processing Full Time 41,132 41.955 42.794 43 650 44 523 eliminated Supervisor - Fitness Full Time 40.352 41 159 43.678 45 443 46 352 47.279 2 00% 41.982 42 822 44 552 Supervisor - Fitness/Wellness 37.582 Full Time 33,372 34.039 34,720 35,415 36, 123 36,845 2.00% new Supervisor - Healthy Seniors Full Time 47 34.684 title change Supervisor - Maintenance Mechanic Full Time 51 116 52 138 53 181 54 245 55 330 56 436 57 565 58 716 59 890 2 00% Supervisor - Operations Full Time 53,274 54,339 55.426 56,535 57,665 58,819 59,995 61.195 62,419 2.00% Supervisor - Park Police 56, 79 44,389 Full Time ninated new Supervisor - Park Ranger Full Time 45.277 46 183 47 106 48 048 49 009 49 989 2 00% 88. 141. 214 38.740 39.515 50.000 Supervisor - Payroll Full Time 40.305 41.111 45.000 45.900 51.000 56.100 10 00% Supervisor - Program Full Time 51, 52, 118 40,352 41,159 41,982 42,822 43,678 47,892 48,850 49,827 50,824 2.00% Supervisor - Rum Village Park Full Time 37,362 38,109 38,871 39,649 40,442 41,251 42,076 42,918 43,776 2.00% 131 Supervisor - Shelter Operations Full Time title change 36.200 36.924 37.662 38.415 2.00% Full Time 51,634 52,667 53,720 58,149 2.00% Supervisor - Signal 50,622 54,795 55,891 57,009 59,312 Supervisor - Special Events Full Time 118 39,338 40,927 42,581 47,892 48,850 49,827 50,824 2.00% 40,125 47.279 Supervisor - Youth Full Time 40,352 41,159 41.982 42.822 43.678 44.552 45,443 46.352 2.00% Sustainability Project Manager 39, 133, 175 Full Time new 61 000 62 220 63 464 64 734 title change System Specialist I Full Time 42,500 43,350 44,217 45,101 46,003 46,923 47.861 48,818 2.00% 50,521 System Specialist II Full Time 49,530 51,531 52,562 53,613 54,685 55,779 56,895 58,033 2.00% System Specialist III Full Time 53 716 54 790 55 886 57 004 58 144 59 307 60 493 61 703 62 937 2 00% Full Time 45 60,008 61,208 63,681 2.00% 62.432 67.579 68.931 System Specialist IV 64.955 66.254 70.310 Full Time 50,024 51,024 53,086 54,148 55,231 56,336 57,463 58,612 2.00% Utilities System Specialist 52,045 54 54 title change Violence Prevention Coordinator Full Time 31,980 32,620 Violence Prevention Coordinator II Full Time 37,993 38,753 39,528 40,319 41,125 41,948 2.00% 35.802 36.518 37.248 Volunteer Coordinator Full Time 48,850 49,827 50,824 2.00% new Water Quality Specialist Full Time 63, 73 52,026 53,067 54, 128 55.210 56.315 57 441 58.590 59.762 60.957 2.00% 41.132 Water Treatment Operator Ph Full Time 41.955 42.794 43.650 44.523 eliminated Water Works Special Projects Coordinator Full Time 63 40,534 41,345 42,172 43,015 43,875 eliminated Full Time Water Works Special Projects Coordinator II 44,226 45,111 46,013 46.933 47,872 eliminated Worker's Compensation Specialist Full Time 81 35,000 35,700 36.414 37,142 37.885 38.643 2.00% outh Employment Program Coor Youth Sports Coordinator Full Time 31.980 32.620 title change Zoning Administrator (formerly Zoning & Services Administrator) Full Time 202 58,264 59,720 60.914 62,132 67.049 68.390 2.00% Zoning Specialist Full Time 195 new 57 192 58 336 2 00% Zoo Education Curator Full Time 49 35,500 36,210 36.934 eliminated Zoo Veterinarian Full Time 55,562 83,000 84,660 86,353 88,080 eliminated Full-Time Positions Part-Time Positions Receiving Benefits Other Part Time Positions City Minimum Wage for All Positions

City of South Bend, Indiana Over 2% 2020 Nonbargaining Salary Ordinance Schedule Maximum Salaries New Title 2014 2015 2016 2017 2018 2019 2020 2012 2013 2020 Job Title Notes \* Current ? % Increase \* Notes For 1-210, refer to prior year salary ordinances 2020 Revision Explanations: 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 1-48 to better align with Department Head salaries in other departments of the City 217 - Itle Change / Salary Cap Increase - Director of Code Enforcement - increase by 1-68 to better align with Department Head salaries in other departments of the City 217 - Itle Change / Salary Cap Increase - from Manager-Animal Sheller to Manager-Animal Resource Center - increase by 7.5% in recognition of the level of supervision exercised by this position 218 - Itle Change - from Manager-Assistant Animal Resource Center - increase by 7.5% in recognition of the level of supervision exercised by this position 218 - Itle Change - from Manager-Assistant Animal Resource Center - increase by 7.5% in recognition of the level of supervision exercised by this position 218 - Itle Change - from Manager-Assistant Animal Resource Center - increase by 7.5% in recognition of the level of supervision exercised by this position 218 - Itle Change - from Manager-Assistant Animal Resource Center - increase by 7.5% in recognition of the level of supervision exercised by this position 218 - Itle Change - Itle Ch 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-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 liter 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 Estaff to the Mayor - increase by 24 91% to better reflect the level of responsibility inherent in this position in our area 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-AmeriCorps - increase by 12 75% to attract qualified candidates, this position has been unfilled for many months 230 - Title Charge / Salary Cap increase - Intelligence Capital Charge / Salary Cap increase - Intelligence Capital Charge / Salary Cap increase sets by 10 6% 231 - Reinstate 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 plot 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