



CITY OF MISHAWAKA

2014

BUDGET

David A. Wood, Mayor

CITY OF MISHAWAKA 2014 BUDGET

TABLE OF CONTENTS

<u>DEPARTMENT/FUND</u>	<u>PAGE</u>
BOND REDEMPTION FUND	28
BUILDING DEPARTMENT	11
CEMETERY	19
CENTRAL SERVICES DEPARTMENT	17
CLERK	4
CODE ENFORCEMENT	10
CONTROLLER	2
COUNCIL	8
COMPARISON/CITY BUDGET	33
COUNTY ECONOMIC DEVELOPMENT INCOME TAX FUND (CEDIT)	30
CUMULATIVE FUNDS	
A. CAPITAL DEVELOPMENT	29
B. FIRE EQUIPMENT	29
C. SEWER	29
ENGINEERING	9
FIRE/ EMERGENCY MEDICAL SERVICE	12
FIRE PENSION FUND	31
INFORMATION TECHNOLOGY	6
HUMAN RESOURCES	5
LAW DEPARTMENT	7
LAW ENFORCEMENT CONTINUING EDUCATION FUND	26
LOCAL ROAD AND STREET FUND	22
MAYOR	1
MISHAWAKA UTILITY BUDGET	34
MOTOR VEHICLE HIGHWAY	20
PARK AND RECREATION FUND	23
PARK AND RECREATION NON-REVERTING FUND	25
PLANNING/ BZA	16
POLICE	14
POLICE PENSION FUND	32
PUBLIC SAFETY	27
RECYCLING	19
REDEVELOPMENT	18
SALARY ORDINANCES	58

CITY OF MISHAWAKA
2014 BUDGET

MAYOR 101-01		2014 Budget	
	1 PERSONAL SERVICES		
	<u>Salaries and Wages</u>		
	411-01 Mayor	73,849.00	
	411-02 Administrative Assistant	37,724.00	
	Secretary	<u>31,494.00</u>	
			143,067.00
	2 SUPPLIES		
	<u>Office Supplies</u>		
	421-90 Office Supplies	<u>1,500.00</u>	
			1,500.00
	3 OTHER SERVICES AND CHARGES		
	<u>Communication and Transportation</u>		
	432-03 Travel and Training	1,500.00	
	<u>Printing and Advertising</u>		
	433-01 Printing	500.00	
	<u>Other Services and Charges</u>		
	439-03 Subscriptions, Dues, etc.	750.00	
	439-04 Leadership	1,795.00	
	439-07 Memorial Day AL/VFW/DAR	1,500.00	
	439-92 Community Promotion	<u>7,500.00</u>	
			<u>13,545.00</u>
			<u>158,112.00</u>

CITY OF MISHAWAKA
2014 BUDGET

CONTROLLER		2014
101-02		Budget
1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-01 Controller	71,980.00	
411-02 Deputy Controller	48,934.00	
Bookkeeper A	35,986.00	
Payroll Clerk	35,111.00	
Purchasing Agent	36,374.00	
Accountant	38,650.00	
411-03 Part time	<u>15,000.00</u>	282,035.00
<u>Other Services Personal</u>		
411-64 FTO (Flexible Time Off) Plan	<u>30,000.00</u>	30,000.00
<u>Employee Benefits</u>		
413-01 Social Security	190,000.00	
413-02 Medicare	45,000.00	
413-03 PERF 14.2%	425,000.00	
413-04 Unemployment Compensation	40,000.00	
413-05 Employee Insurance Benefits	1,755,000.00	
413-06 Employee Life Insurance	<u>4,000.00</u>	<u>2,459,000.00</u>
		2,771,035.00
2 SUPPLIES		
<u>Office Supplies</u>		
421-90 Office Supplies/Misc Supplies	<u>15,000.00</u>	15,000.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Charges</u>		
431-05 Animal Control	160,000.00	
431-06 Consulting	15,000.00	
431-07 IACT	11,000.00	
WNIT Public Access	10,000.00	
<u>Communication and Transportation</u>		
432-02 Postage	20,000.00	
432-03 Travel and Training	2,500.00	
432-04 Telephone	75,000.00	

CITY OF MISHAWAKA
2014 BUDGET

CONTROLLER 101-02		2014 Budget
	<u>Printing and Advertising</u>	
	433-02 Publications	13,000.00
	<u>Insurance</u>	
	434-90 Insurance Premiums/ Deductible	825,000.00
	<u>Utility Services</u>	
	435-01 MU Charges	600,000.00
	435-02 NIPSCO	120,000.00
	<u>Repairs and Maintenance</u>	
	436-01 Building/ Equipment/Software Maintenance/Service Contracts	60,000.00
	<u>Other Services and Charges</u>	
	439-03 Subscription, Dues, etc.	1,000.00
	439-09 Miscellaneous Charges	<u>1,500.00</u>
		<u>1,914,000.00</u>
		<u>4,700,035.00</u>

CITY OF MISHAWAKA
2014 BUDGET

CITY CLERK 101-03		2014 Budget	
	1 SERVICES PERSONAL		
	<u>Salaries and Wages</u>		
	411-01 City Clerk	51,871.00	
	411-02 Chief Deputy Clerk I	37,300.00	
	Chief Deputy Clerk II	<u>36,135.00</u>	
			125,306.00
	2 SUPPLIES		
	<u>Office Supplies</u>		
	421-90 Office Supplies	1,500.00	
	<u>Operating Supplies</u>		
	422-01 Violations Bureau Supplies	<u>1,000.00</u>	
			2,500.00
	3 OTHER SERVICES AND CHARGES		
	<u>Professional Services</u>		
	431-01 Attorney Fees	1,000.00	
	431-04 Municipal Code Services	8,000.00	
	BIS Digital	7,857.00	
	<u>Communication and Transportation</u>		
	432-03 Travel and Training	2,000.00	
	<u>Repairs and Maintenance</u>		
	436-01 Equipment Repair	4,000.00	
	<u>Other Services and Charges</u>		
	439-03 Subscriptions, Dues, etc.	1,500.00	
	439-92 Community Promotion	<u>500.00</u>	
			<u>24,857.00</u>
			<u>152,663.00</u>

CITY OF MISHAWAKA
2014 BUDGET

HUMAN RESOURCES 101-04	2014 Budget
1 PERSONAL SERVICES	
<u>Salaries and Wages</u>	
411-01 Director	52,452.00
411-02 Office Manager	31,494.00
411-03 Temporary Help	<u>15,000.00</u>
	98,946.00
2 SUPPLIES	
<u>Office Supplies</u>	
421-90 Supplies	<u>1,500.00</u>
	1,500.00
3 OTHER SERVICES AND CHARGES	
<u>Professional Services</u>	
431-06 Consulting	54,000.00
431-08 Employee Assistance Program	16,000.00
431-09 Testing/Wellness	5,000.00
<u>Communication and Transportation</u>	
432-03 Travel and Training	5,000.00
Workforce Development training	25,000.00
<u>Printing and Advertising</u>	
433-01 Printing/ Advertising	1,000.00
<u>Repairs and Maintenance Supplies</u>	
436-01 Equipment Repair	500.00
<u>Other Services and Charges</u>	
439-03 Subscription, Dues, etc.	450.00
439-20 Staff Development	<u>2,000.00</u>
	<u>108,950.00</u>
	<u>209,396.00</u>

CITY OF MISHAWAKA
2014 BUDGET

INFORMATION TECHNOLOGY
101-05

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Director	59,500.00
411-02	System Specialist IV Server	48,896.00
	GIS Coordinator	47,687.00
	System Specialist IV Network	40,797.00
	System Specialist II Desktop	39,316.00
	System Specialist III Web	<u>41,333.00</u>

277,529.00

2 SUPPLIES

Operating Supplies

422-01	Operating Supplies	<u>2,000.00</u>
--------	--------------------	-----------------

2,000.00

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03	Travel and Training	10,000.00
--------	---------------------	-----------

Other Services and Charges

439-03	Subscriptions, Dues, etc.	<u>1,000.00</u>
--------	---------------------------	-----------------

11,000.00

290,529.00

CITY OF MISHAWAKA
2014 BUDGET

DEPARTMENT OF LAW
101-06

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Corporation Counsel	33,662.00
411-02	Staff Attorney	58,386.00
	Deputy	<u>14,162.00</u>

106,210.00

2 SUPPLIES

Office Supplies

421-03	Professional Books	500.00
421-90	Office Supplies	<u>500.00</u>

1,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-04	Legal Secretarial Service	10,000.00
--------	---------------------------	-----------

Communication and Transportation

432-03	Travel and Training	2,000.00
--------	---------------------	----------

Insurance

434-90	Payment of Claims/Litigation	50,000.00
--------	------------------------------	-----------

Other Services and Charges

439-03	Subscriptions, Dues, etc.	1,000.00
439-09	Miscellaneous Charges	<u>1,500.00</u>

64,500.00

171,710.00

CITY OF MISHAWAKA
2014 BUDGET

CITY COUNCIL
101-07

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-04 Council members
9 @ 9,330

83,970.00

411-02 Council Attorney

14,162.00

98,132.00

2 SUPPLIES

Office Supplies

421-90 Office Supplies

250.00

250.00

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03 Travel for Council

3,135.00

Travel for Attorney

1,000.00

Other Services and Charges

439-92 Community Promotion

5,000.00

9,135.00

107,517.00

CITY OF MISHAWAKA
2014 BUDGET

ENGINEERING DEPARTMENT
101-13

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Director of Engineering	71,980.00
411-02	Assistant Director	59,521.00
	Project Coordinator	36,115.00
	Project Manager	50,233.00
	Traffic Manager	48,946.00
	Office Manager	<u>31,494.00</u>

298,289.00

Other Personal Services

411-65	PE Bonus	<u>5,000.00</u>
--------	----------	-----------------

5,000.00

303,289.00

2 SUPPLIES

Office Supplies

421-90	General Supplies	<u>4,000.00</u>
--------	------------------	-----------------

4,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-06	Consulting	5,000.00
--------	------------	----------

Communication and Transportation

432-03	Travel and Training	1,750.00
--------	---------------------	----------

Repairs and Maintenance

436-01	Equipment Repair	3,000.00
--------	------------------	----------

Other Services and Charges

439-03	Subscriptions, Dues, etc.	<u>500.00</u>
--------	---------------------------	---------------

10,250.00

317,539.00

CITY OF MISHAWAKA
2014 BUDGET

CODE ENFORCEMENT DEPARTMENT		2014
101-14		Budget
1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-01 Director of Code Enforcement	54,065.00	
411-02 Code Enforcement Officers		
4 @43760	<u>175,040.00</u>	
		229,105.00
2 SUPPLIES		
<u>Operating Supplies</u>		
422-01 Operating Supplies	<u>3,500.00</u>	
		3,500.00
3 OTHER SERVICES AND CHARGES		
<u>Communication and Transportation</u>		
432-03 Travel and Training	3,000.00	
<u>Repairs and Maintenance</u>		
436-01 Equipment Repair	1,500.00	
<u>Other Services and Charges</u>		
439-10 Clean up, Board up, Disposal, etc.	<u>30,000.00</u>	
		<u>34,500.00</u>
		<u>267,105.00</u>

CITY OF MISHAWAKA
2014 BUDGET

BUILDING DEPARTMENT
101-15

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Building Commissioner	55,349.00
411-02	Administrator	31,971.00
	Inspector A 2 @ 52974	105,948.00
	Inspector B	<u>47,989.00</u>

241,257.00

2 SUPPLIES

Operating Supplies

422-01	Operating Supplies	<u>3,000.00</u>
--------	--------------------	-----------------

3,000.00

3 OTHER SERVICES AND CHARGES

Professional Charges

431-10	Exam Fees	350.00
--------	-----------	--------

Communication and Transportation

432-03	Travel and Training	2,500.00
--------	---------------------	----------

Other Services and Charges

439-03	Subscription, Dues, etc.	400.00
439-09	Miscellaneous Charges	<u>500.00</u>

3,750.00

248,007.00

CITY OF MISHAWAKA
2014 BUDGET

FIRE/EMS DEPARTMENT
101-19

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Fire Chief	67,064.00	
411-02	Assistant Chief		
	2 @61820	123,640.00	
	Chief Fire Prevention	58,171.00	
	Battalion Chief		
	4 @ 58446	233,784.00	
	Captains15 @ 56481	847,215.00	
	Shift Supervisors 2 @ 55934	111,868.00	
	Lieutenants		
	13 @55386	720,018.00	
	Fire Inspectors		
	3 @ 55386	166,158.00	
	Paramedics 9 @ 55386	498,474.00	
	Driver Operator		
	30 @54325	1,629,750.00	
	Master Firefighters		
	18 @ 53603	964,854.00	
	1st Class Firefighter		
	15 @51603	774,045.00	
			6,195,041.00
	Specialty Pay	160,327.00	
	<u>Civilian</u>		
	Executive Secretary	31,971.00	
			192,298.00

Other Personal Services

411-60	Overtime	575,000.00	
411-66	Uniform Allowance 113- 1250.00	141,250.00	
411-67	Pension Equalization	<u>39,100.00</u>	
			755,350.00

Employee Benefits

413-01	Social Security	25,000.00	
413-02	Medicare	105,000.00	
413-03	PERF-14.2%	50,000.00	
413-05	Health Insurance	2,520,000.00	
413-06	Life/Disability Insurance	15,000.00	
413-09	77 Pension 22.7%	<u>1,285,000.00</u>	
			<u>4,000,000.00</u>

11,142,689.00

CITY OF MISHAWAKA
2014 BUDGET

FIRE/EMS DEPARTMENT 101-19		2014 Budget	
2 SUPPLIES			
<u>Office Supplies</u>			
421-90 Office Supplies		6,000.00	
<u>Operating Supplies</u>			
422-01 Operating Supplies		275,000.00	
<u>Other Supplies</u>			
429-10 Public Education Training/ Seminar Supplies/Refreshments		6,000.00	
			287,000.00
3 OTHER SERVICES AND CHARGES			
<u>Professional Services</u>			
431-10 New Hire Testing/Physicals		75,000.00	
<u>Communication and Transportation</u>			
432-03 Travel and Training		30,000.00	
<u>Repairs and Maintenance</u>			
436-01 Building/ Equipment Repair		90,000.00	
436-90 Service Contracts		160,000.00	
436-91 Laundry Maintenance		3,000.00	
<u>Other Services and Charges</u>			
439-03 Subscriptions, Dues, etc.		3,000.00	
			361,000.00
			11,790,689.00

CITY OF MISHAWAKA
2014 BUDGET

POLICE DEPARTMENT
101-20

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Police Chief	67,496.00	
411-02	Assistant Chief		
	3 @ 62449	186,747.00	
	Captains		
	7 @ 59613	398,391.00	
	Lieutenants		
	12 @ 55817	669,804.00	
	Sergeants		
	20 @ 54756	1,095,120.00	
	Corporals		
	56 @54033	3,025,848.00	
	Patrol Officer		
	6 @ 52033	312,198.00	
			5,755,604.00

Civilian

	Executive Secretary	31,765.00	
	Administrative Secretary	31,494.00	
	Secretary 2 @31063	62,126.00	
	Dispatcher 15 @ 36487	522,000.00	
	Parking Personnel	31,063.00	
	Property Manager	35,017.00	
	Dispatch Coordinator	39,999.00	
	Services Administrator	36,192.00	789,656.00
	Crossing Guards 21 @7032	147,672.00	
	Summer School @ 20.00 day per guard	2,000.00	
411-03	Substitute Crossing Guard	4,000.00	
	Temporary Help/Part-time	<u>15,000.00</u>	
			168,672.00

Other Personal Services

411-60	Overtime/ Court-time Officer	450,000.00	
411-66	Uniform Allowance		
	21@170, 1@500, 105@2050	<u>219,320.00</u>	
			669,320.00

Employee Benefits

413-01	Social Security	72,000.00	
413-02	Medicare	108,000.00	
413-03	PERF 14.2%	138,000.00	
413-05	Health Insurance	2,500,000.00	
413-06	Life Insurance	8,500.00	
413-10	77 Pension 22.7%	<u>1,241,000.00</u>	
			<u>4,067,500.00</u>
			11,450,752.00

CITY OF MISHAWAKA
2014 BUDGET

POLICE DEPARTMENT
101-20

2014
Budget

2 SUPPLIES

Operating Supplies

422-01 Operating Supplies 70,000.00

Other Supplies

429-11 Seminars/ Community Relations 1,000.00

71,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-09 New Hire Testing/Vaccines/Physicals 22,000.00

Communication and Transportation

432-03 Travel and Training 4,000.00

Printing and Advertising

433-01 Printing 1,800.00

Repairs and Maintenance

436-01 Building Repair/ Maintenance
Service Contracts 75,000.00

Other Services and Charges

439-03 Subscriptions, Dues, etc. 5,000.00

439-11 Special Expense 13,000.00

439-12 Canine Expenses 4,000.00

439-16 Crime Stoppers Program 5,000.00

129,800.00

11,651,552.00

CITY OF MISHAWAKA
2014 BUDGET

CITY PLANNING 101-21	2014 Budget
1 PERSONAL SERVICES	
<u>Salaries and Wages</u>	
411-01 City Planner	68,770.00
411-02 Senior Planner	44,255.00
Administrative Planner	37,307.00
Associate Planner	<u>41,946.00</u>
	192,278.00
411-06 Plan Commission 9 @ \$600	5,400.00
BZA Members 5 @ \$375	<u>1,875.00</u>
	<u>7,275.00</u>
	199,553.00
2 SUPPLIES	
<u>Operating Supplies</u>	
422-01 Operating Supplies	<u>4,900.00</u>
	4,900.00
3 OTHER SERVICES AND CHARGES	
<u>Professional Services</u>	
431-06 Consulting/ Professional Services	12,000.00
Annexation consulting	50,000.00
<u>Communication and Transportation</u>	
432-03 Travel and Training	3,000.00
<u>Repairs and Maintenance</u>	
436-01 Equipment Repair	3,000.00
<u>Other Services and Charges</u>	
439-03 Subscriptions, Dues, etc.	<u>1,700.00</u>
	<u>69,700.00</u>
	<u>274,153.00</u>

CITY OF MISHAWAKA
2014 BUDGET

CENTRAL SERVICES DEPARTMENT
101-22

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-02	Assistant 4 @ 48964	195,856.00	
	Fleet Maintenance Technician		
	6 @ 19.51*2088	245,000.00	
	Group 1: 4 @ 18.51*2088	155,000.00	
	PT maintenance 1040 hrs @ 11.00	11,440.00	
	Reimburse MVH Director 5%	<u>2,914.00</u>	
			610,210.00

Other Services Personal

411-60	Overtime	15,000.00	
411-62	Night Bonus .60/.55 per hour	5,000.00	
411-63	Longevity	<u>5,145.00</u>	
			<u>25,145.00</u>
			635,355.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	2,000.00	
--------	-----------------	----------	--

Operating Supplies

422-02	Gas, Oil, etc.	1,100,000.00	
422-05	Equipment/ Vehicle/Maint Supplies	100,000.00	

Other Supplies

429-08	Uniform/ Supplies	<u>4,000.00</u>	
			1,206,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-09	Health Screenings/ Vaccines	1,000.00	
--------	-----------------------------	----------	--

Communication and Transportation

432-03	Travel and Training	1,500.00	
--------	---------------------	----------	--

Repairs and Maintenance

436-01	Building Repair / Equipment/Maint	60,000.00	
--------	-----------------------------------	-----------	--

Rentals

437-05	Uniforms	5,000.00	
--------	----------	----------	--

Other Services and Charges

439-09	Miscellaneous Charges	<u>2,000.00</u>	
--------	-----------------------	-----------------	--

69,500.00
1,910,855.00

CITY OF MISHAWAKA
2014 BUDGET

REDEVELOPMENT
101-28

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Director	60,902.00
411-02	TIF Construction Manager	57,642.00
	Program Construction Manager	52,200.00
	NSP Coordinator	47,753.00
	Program Coordinator	36,563.00

255,060.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	1,000.00
--------	-----------------	----------

1,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-04	Professional Services	240,700.00
--------	-----------------------	------------

Communication and Transportation

432-03	Travel and Training	2,000.00
--------	---------------------	----------

Printing and Advertising

433-02	Publications	800.00
--------	--------------	--------

243,500.00

499,560.00

CITY OF MISHAWAKA
2014 BUDGET

CEMETERY
101-29

2014
Budget

3 OTHER SERVICES AND CHARGES

Other Services and Charges

439-09 Maintenance

25,000.00

25,000.00

RECYCLING
101-30

2 SUPPLIES

Operating Supplies

422-01 Operating Supplies

5,000.00

5,000.00

3 OTHER SERVICES AND CHARGES

Other Services and Charges

439-10 Disposal Charges

15,000.00

15,000.00

20,000.00

CITY OF MISHAWAKA
2014 BUDGET

MOTOR VEHICLE HIGHWAY
201-50

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Street Commissioner	58,280.00	
411-02	Office Manager	31,494.00	
	Secretary	31,063.00	
	Group 1: 32 @ 18.51*2088	1,236,765.00	
	CS reimburse 1.55 for assts.	75,895.00	
			1,433,497.00

Other Services Personal

411-60	Overtime	81,500.00	
411-62	Night Bonus .60/.55 per hr	8,000.00	
411-63	Longevity	18,660.00	
411-64	FTO (Flexible Time Off) Plan	<u>8,000.00</u>	116,160.00

Employee Benefits

413-01	Social Security	97,000.00	
413-02	Medicare	25,000.00	
413-03	PERF 14.2%	221,000.00	
413-04	Unemployment	5,000.00	
413-05	Employee Ins Benefits	652,000.00	
413-06	Life Insurance	2,200.00	<u>1,002,200.00</u>
			2,551,857.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	1,500.00	
--------	-----------------	----------	--

Operating Supplies

422-02	Gas, Oil, etc.	200,000.00	
--------	----------------	------------	--

Repair and Maintenance Supplies

423-01	Street Materials	120,000.00	
423-03	Equipment/ Parts, Supplies	160,000.00	

Other Supplies

429-08	Uniform Supplies	8,000.00	
429-13	Traffic Supplies	36,000.00	
429-91	Salt	<u>240,000.00</u>	
			765,500.00

CITY OF MISHAWAKA
2014 BUDGET

MOTOR VEHICLE HIGHWAY 201-50		2012 Budget	
3 OTHER SERVICE AND CHARGES			
<u>Professional Services</u>			
431-04 Snow Removal		5,000.00	
431-09 Health Screenings/ Vaccines		6,000.00	
<u>Communication and Transportation</u>			
432-03 Travel and Training		5,000.00	
432-04 Telephone/ Paging		5,000.00	
<u>Printing and Advertising</u>			
433-02 Publications		600.00	
<u>Insurance</u>			
434-90 Insurance Premiums/Deductibles		150,000.00	
<u>Utility Service</u>			
435-01 MU Charges		110,000.00	
435-02 NIPSCO		57,000.00	
<u>Repairs and Maintenance</u>			
436-01 Building/ Equipment Repair		160,000.00	
436-93 Signal Maintenance		100,000.00	
<u>Rentals</u>			
437-05 Uniforms		8,000.00	
<u>Other Services and Charges</u>			
439-09 Miscellaneous Charges		<u>3,000.00</u>	
			609,600.00
4 CAPITAL OUTLAY			
<u>Machinery and Equipment</u>			
445-02 Street Equipment		200,000.00	
445-03 Office Equipment		<u>1,000.00</u>	
			<u>201,000.00</u>
			<u>4,127,957.00</u>

CITY OF MISHAWAKA
2014 BUDGET

LOCAL ROAD AND STREET
202-50

2014
Budget

4 CAPITAL OUTLAYS

Improvements other than Buildings

442-01 Street Repair/Summer Program

500,000.00

500,000.00

CITY OF MISHAWAKA
2014 BUDGET

PARK AND RECREATION
204-50

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Department Head	62,274.00	
411-02	Regular Employees	484,500.00	
	Group 1: 14 @18.51*2088	542,000.00	
	Reimburse CS Assts. 1.25	61,205.00	
	Reimburse MVH director 5%	2,914.00	1,152,893.00
411-03	Temporary/Summer Help	357,000.00	
			1,509,893.00

Other Services Personal

411-60	Overtime	53,000.00	
411-62	Night Bonus	5,000.00	
411-63	Longevity	17,130.00	
411-64	FTO	15,000.00	
			90,130.00

Employee Benefits

413-01	Social Security	102,000.00	
413-02	Medicare	25,500.00	
413-03	PERF 14.2%	178,000.00	
413-04	Unemployment	5,000.00	
413-05	Employee Insurance Benefits	516,000.00	
413-06	Life Insurance	2,200.00	
			<u>828,700.00</u>
			2,428,723.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	8,000.00	
--------	-----------------	----------	--

Operating Supplies

422-02	Gas, Oil, Parts, etc.	50,000.00	
--------	-----------------------	-----------	--

Other Supplies

429-09	Merrifield Complex Supplies	50,000.00	
429-14	Maintenance Supplies	80,000.00	
429-15	Program Supplies	25,000.00	
429-17	Landscaping, Chemical Supplies	80,000.00	
429-18	Athletic Event Supplies	16,000.00	
429-20	Golf Course Supplies	30,000.00	
429-21	Concessions	60,000.00	
			399,000.00

CITY OF MISHAWAKA
2014 BUDGET

PARK AND RECREATION
204-50

2014
Budget

3 OTHER SERVICES AND CHARGES

Professional Services

431-06 Consulting 65,000.00
431-09 Health Screenings/Vaccines 8,000.00

Communication and Transportation

432-02 Postage and Freight 2,000.00
432-03 Travel and Training 3,000.00
432-04 Telephone/Pager 7,000.00

Printing and Advertising

433-01 Printing/Newsletter etc. 7,500.00

Insurance

434-90 Insurance Premiums/Deductibles 110,000.00

Utility Services

435-01 MU/AEP Charges 285,000.00
435-02 NIPSCO 50,000.00

Repairs and Maintenance

436-01 Equipment/Facility Repair 30,000.00
436-90 Service Contracts 65,000.00

Rentals

437-05 Uniforms/Port-o-lets 11,500.00

Other Services and Charges

439-03 Subscription, Dues, etc. 1,400.00
439-09 Miscellaneous/Charges 1,000.00
439-18 Instructor Fees 25,000.00
439-19 Official/Referee Fees 5,000.00
439-21 Recreation Event/Entertainment 28,000.00
439-93 Sales Tax 25,000.00

729,400.00

3,557,123.00

CITY OF MISHAWAKA
2014 BUDGET

PARK AND RECREATION NON-REVERTING
214-50

2014
Budget

2 SUPPLIES

Other Supplies

429-17 Landscaping

30,000.00

30,000.00

4 CAPITAL OUTLAYS

Improvements Other than Buildings

443-94 Softball Field/Diamond Improve.

10,000.00

443-99 Merrifield Improvements

13,000.00

Buildings

442-05 Wilson Building Improvements

7,500.00

30,500.00

60,500.00

CITY OF MISHAWAKA
2014 BUDGET

LAW ENFORCEMENT CONTINUING EDUCATION 210-50	2014 Budget
2 SUPPLIES	
<u>Operating Supplies</u>	
422-36 Ammunition	<u>20,000.00</u>
	20,000.00
3 OTHER SERVICES AND CHARGES	
<u>Communication and Transportation</u>	
432-03 Travel and Training	<u>20,000.00</u>
	20,000.00
4 CAPITAL OUTLAYS	
<u>Machinery and Equipment</u>	
445-08 Equipment/Furnishings	<u>10,000.00</u>
	10,000.00
	<u>50,000.00</u>

CITY OF MISHAWAKA
2014 BUDGET

PUBLIC SAFETY
211-50

2014
Budget

3 OTHER SERVICES AND CHARGES

Professional Services

Repairs and Maintenance

436-01 Radio System Maintenance Contract 505,000.00

Other Services and Charges

438-01 Revenue Bond Payment Local BB 79,181.00

Fire Station Lease Payment 337,543.00

921,724.00

4 CAPITAL OUTLAYS

Improvements Other than Building

443-97 Police Dept Improvements 10,000.00

Machinery and Equipment

445-08 Police Equipment 63,000.00

445-09 Police Cars-with equipment 270,000.00

445-13 Fire Department Equipment 60,000.00

Fire Truck 550,000.00

Fire Vehicles/Raft 80,000.00

953,000.00

1,954,724.00

CITY OF MISHAWAKA
2014 BUDGET

MUNICIPAL BOND REDEMPTION
301-50

2014
Budget

3 OTHER SERVICES AND CHARGES

Debt Service

438-01	2004 Police Refunding Bond Principal	160,000.00	
	2005 Radio Bond Principal	565,000.00	
	2006 Park Bond Principal	125,000.00	
	2007 Radio Bond Principal	<u>420,000.00</u>	

1,270,000.00

438-02	2004 Police Refunding Bond Interest	3,280.00	
	2005 Radio Bond Interest	52,400.00	
	2006 Park Bond Interest	2,407.00	
	2007 Radio Bond Interest	<u>39,000.00</u>	

97,087.00

Other Services and Charges

438-03	Registrar Fees	<u>2,000.00</u>	
--------	----------------	-----------------	--

2,000.00

1,369,087.00

CITY OF MISHAWAKA
2014 BUDGET

CUMULATIVE CAPITAL DEVELOPMENT
417-50

2014
Budget

4 CAPITAL OUTLAYS

Machinery and Equipment

445-11 Computer Equipment/Software

425,000.00

425,000.00

CUMULATIVE FIRE EQUIPMENT FUND
429-50

4 CAPITAL OUTLAYS

Machinery and Equipment

449-01 Fire Equipment

50,000.00

50,000.00

CUMULATIVE SEWER FUND
432-50

3 OTHER SERVICES AND CHARGES

Professional Services

431-04 Professional Services

250,000.00

250,000.00

4 CAPITAL OUTLAYS

Other Capital Outlays

445-21 Storm/Sanitary Reconstruction

250,000.00

250,000.00

500,000.00

CITY OF MISHAWAKA
2014 BUDGET

CEDIT
430-50

2014
Budget

3 OTHER SERVICES AND CHARGES

Repairs and Maintenance Supplies

436-01	Service Contracts	
	Software Maintenance	448,000.00

Professional Services

431-04	Chamber of Commerce	50,000.00
--------	---------------------	-----------

Other Services and Charges

438-01	Revenue Bond Payment Local BB	152,257.00
	Bond pay-off	<u>1,071,300.00</u>

1,721,557.00

4 CAPITAL OUTLAYS

Improvements Other than Buildings

442-04	Streets, Sewer, Curbs, Sidewalk Improvements	600,000.00
--------	---	------------

Machinery and Equipment

444-12	Golf Course Equipment	160,000.00
445-05	Other City Equipment	33,000.00
445-06	Central Services Equipment	209,000.00

Other Capital Outlays

445-17	Park Capital Improvement Plan	
	Crawford Park	65,000.00
	Merrifield Park	55,000.00
449-01	City Building Improvements	<u>1,000,000.00</u>

2,122,000.00

3,843,557.00

CITY OF MISHAWAKA
2014 BUDGET

FIRE PENSION 702-50	2014 Budget	
1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-02 Secretary Salary	3,000.00	
Pension Board Members		
5 @ 750.00 per yr	3,750.00	
411-05 Pension Benefits	2,332,497.00	
Retired Firefighters		
Eligible Firefighters		
Dependents		
411-07 Death Benefits	<u>36,000.00</u>	
		2,375,247.00
2 SUPPLIES		
<u>Office Supplies</u>		
429-09 Misc Supplies	1,000.00	
		1,000.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-01 Legal Fees	2,000.00	
<u>Communication and Transportation</u>		
432-03 Travel and Training	500.00	
<u>Repairs and Maintenance</u>		
436-01 Equipment Repair	<u>500.00</u>	
		3,000.00
		<u>2,379,247.00</u>

CITY OF MISHAWAKA
2014 BUDGET

POLICE PENSION
703-50

2014
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-02 Secretary Salary 3,000.00

411-05 Pension Benefits 1,490,777.00

Retired Officers

Eligible Officers

Dependents

411-07 Death Benefits 36,000.00

1,529,777.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-01 Legal Fees 2,500.00

Communication and Transportation

432-03 Travel and Training 450.00

2,950.00

1,532,727.00

Expenditure Budget Comparison 'General Fund					
Department	2013 Budget	2014 Budget	\$ Change	% Change	% of 2014 Total Budget
Mayor	154,497	158,112	3,615	2.3%	0.30%
Controller	4,486,089	4,700,035	213,946	4.8%	8.84%
Clerk	150,811	152,663	1,852	1.2%	0.29%
Human Resources	141,447	209,396	67,949	48.0%	0.39%
IT	281,428	290,529	9,101	3.2%	0.55%
Law	132,642	171,710	39,068	29.5%	0.32%
Council	106,068	107,517	1,449	1.4%	0.20%
Engineering	297,104	317,539	20,435	6.9%	0.60%
Code	253,921	267,105	13,184	5.2%	0.50%
Building	197,160	248,007	50,847	25.8%	0.47%
Fire	11,309,748	11,790,689	480,941	4.3%	22.19%
Police	11,378,229	11,651,552	273,323	2.4%	21.92%
Planning	216,214	274,153	57,939	26.8%	0.52%
CMP/Central Services	1,724,755	1,910,855	186,100	10.8%	3.60%
Redevelopment	495,791	499,560	3,769	0.8%	0.94%
Cemetery	20,000	25,000	5,000	25.0%	0.05%
Recycling	20,000	20,000	-	0.0%	0.04%
Fund Totals	31,365,904	32,794,422	1,428,518	4.6%	

Civil City Budget Comparison 'All Appropriated Funds					
Fund	2013 Budget	2014 Budget	\$ Change	% Change	% of 2014 Total Budget
General	31,365,904	32,794,422	1,428,518	4.6%	61.71%
Park and Recreation	3,527,446	3,557,123	29,677	0.8%	6.69%
Other Operating Funds					
Law Enforcement Con't Ed	50,000	50,000	-	0.0%	0.09%
Park Non- Reverting	205,000	60,500	(144,500)	-70.5%	0.11%
Public Safety	2,044,800	1,954,724	(90,076)	-4.4%	3.68%
Pension Funds					
Fire Pension	2,607,781	2,379,247	(228,534)	-8.8%	4.48%
Police Pension	1,600,461	1,532,727	(67,734)	-4.2%	2.88%
MVH Funds					
Local Road & Street	500,000	500,000	-	0.0%	0.94%
Motor Vehicle Highway	4,365,969	4,127,957	(238,012)	-5.5%	7.77%
Cumulative Sewer	500,000	500,000	-	0.0%	0.94%
Capital Fund					
Cum. Cap. Development	500,000	425,000	(75,000)	-15.0%	0.80%
Cumulative Fire	50,000	50,000	-	0.0%	0.09%
CEDIT	3,336,290	3,843,557	507,267	15.2%	7.23%
Internal Service Funds					
Selffunding Insurance			-	0.0%	0.00%
Bond & Lease Funds					
Municipal Bond	1,658,399	1,369,087	(289,312)	-17.4%	2.58%
Gross Totals	52,312,050	53,144,344	832,294	1.59%	
Internal Service Charges:					
Operating Transfers:					
Net Totals	52,312,050	53,144,344	832,294	1.59%	100.00%

Civil City Budget Comparison By Category Appropriated Funds - with Adjustments					
Department	2013 Budget	2014 Budget	\$ Change	% Change	Total Budget
100 - Personal Services	36,056,224	36,962,889	906,665	2.5%	69.55%
200 - Supplies	2,507,150	2,824,650	317,500	12.7%	5.32%
300 - Other Services & Charges	7,684,676	8,735,305	1,050,629	13.7%	16.44%
400 - Capital Outlays	6,064,000	4,621,500	(1,442,500)	-23.8%	8.70%
Fund Totals	52,312,050	53,144,344	832,294	1.59%	100.00%

Mishawaka Utilities

2014 Budget

Electric Division

**MISHAWAKA ELECTRIC UTILITY
COMPARATIVE BUDGET-OPERATING REVENUE**

10:50 AM12/2/2013

	2013 Budget	2013 Estimated	2014 Budget
Operating Revenue:			
Residential Sales	\$11,000,000	\$10,349,868	\$18,396,400
Customer Charge	2,060,117	\$2,024,231	2,357,300
Commercial Sales	2,580,000	\$2,393,768	4,710,800
Commercial Heating	210,000	\$214,800	803,700
Commercial Power	19,118,000	\$18,541,913	29,859,900
Municipal Sales	1,265,193	\$1,189,710	2,113,700
Municipal Street Lighting	387,000	\$376,811	423,800
Outdoor Protective Lighting	180,000	\$174,975	167,300
Cablevision	3,375	\$2,027	2,027
Tracker-I&M Cost Adjustment Revenue	15,900,000	\$9,165,362	0
Penalty/Forfeited Discount	220,000	\$178,062	203,100
Interest Income	2,000	\$1,002	1,500
Miscellaneous Revenues	600,000	\$609,486	364,000
Total Operating Revenues	<u>\$53,525,685</u>	<u>\$45,222,012</u>	<u>\$59,403,527</u>
 Purchased Power	 <u>(\$41,000,000)</u>	 <u>(\$41,465,484)</u>	 <u>(\$41,500,000)</u>
 Net Revenue	 <u>\$12,525,685</u>	 <u>\$3,756,528</u>	 <u>\$17,903,527</u>
% of Revenue	23.4%	8.3%	30.1%

**MISHAWAKA ELECTRIC UTILITY
COMPARATIVE BUDGET-OPERATING EXPENSES**

10:50 AM12/2/2013

	<u>2013 Budget</u>	<u>2013 Estimated</u>	<u>2014 Budget</u>
Operating Expenses:			
Salaries & Wages	\$2,496,000	\$2,533,447	\$2,575,000
Social Security Taxes	190,950	\$193,809	196,988
Pension Benefits	320,295	\$297,326	327,110
Fringe Benefits	813,700	\$813,700	1,028,020
Structures	15,000	\$18,437	15,000
Substation Equipment	40,100	\$44,147	39,500
Overhead Lines	90,000	\$49,689	90,000
Underground Lines	125,000	\$74,196	125,000
Transformers	15,000	\$8,531	15,000
Street Lights	75,000	\$25,590	50,000
Meters, Meter Testing	25,000	\$23,279	25,000
General Equipment/Services	90,000	\$63,874	95,000
Stores Equipment	1,000	\$933	1,000
Uniforms, Safety Equipment	45,000	\$55,837	45,000
Plant Operation Expense	145,000	\$132,714	140,000
Computer Expenses	16,000	\$5,633	16,000
Distribution Construction	16,000	\$8,673	10,000
Small Tools Equipment/Repair	40,000	\$44,444	45,000
Transportation Expense	95,000	\$102,230	120,000
Office Supplies/Equipment	6,000	\$2,694	5,000
Motorola Lease	83,455	\$83,066	85,008
Legal/Professional Fees	50,000	\$68,300	50,000
Consulting Expense	2,500	\$0	2,500
Apprentice Program	20,000	\$1,080	20,000
Education/Travel	30,000	\$21,857	30,000
Energy Savings Contract	11,144	\$11,144	10,885
Dues, Fees, Subscriptions	31,500	\$30,800	35,000
Insurance - Property, Auto, WC	192,000	\$192,000	192,000
Contracted Services - Line Clearing	225,000	\$168,674	225,000
Contracted Services - OH Lines	350,000	\$291,150	350,000
Contracted Services - UG Lines	215,000	\$183,670	213,000
Contracted Services - Substations	290,000	\$223,090	356,000
Indiana Gross Income Tax	650,000	\$622,562	650,000
Central Services	66,900	\$0	68,200
PiLoT	510,999	\$510,999	516,000
Transfer to City	750,000	\$750,000	750,000
Total Operating Expenses	<u>\$8,138,543</u>	<u>\$7,657,571</u>	<u>\$8,517,211</u>
% of Revenue	15.2%	16.9%	14.3%
Support Services Allocation	<u>\$1,444,591</u>	<u>\$1,397,024</u>	<u>\$1,558,517</u>
% of Revenue	2.7%	3.1%	2.6%
Total Net Expense	<u>\$9,583,134</u>	<u>\$9,054,595</u>	<u>\$10,075,728</u>
% of Revenue	17.9%	20.0%	17.0%

**MISHAWAKA ELECTRIC UTILITY
COMPARATIVE BUDGET-CAPITAL EXPENDITURES**

10:50 AM12/2/2013

	<u>2013 Budget</u>	<u>2013 Actual</u>	<u>2014 Budget</u>
Capital Expenditures:			
Structures/Improvements	\$90,000	\$0	\$210,000
Substation Equipment	339,000	\$261,090	276,000
Transformers	500,000	\$295,434	500,000
Distribution Lines	1,000,000	\$921,995	1,200,000
Meters	55,000	\$217,953	55,000
Office Furniture, Equipment	5,000	\$0	5,000
Computer Equipment/GIS	67,800	\$50,247	148,500
Transportation Equipment	110,000	\$93,500	146,000
Power Operated Equipment	235,000	\$0	290,000
Tools/Garage/Shop Equipment	20,000	\$0	20,000
Testing Equipment	10,000	\$8,000	10,000
Territory Transfer	0	\$0	0
Miscellaneous	0	\$0	0
Total Capital Expenditures	<u>\$2,431,800</u>	<u>\$1,848,219</u>	<u>\$2,860,500</u>
% of Revenue	4.5%	4.1%	4.8%

**MISHAWAKA ELECTRIC UTILITY
COMPARATIVE BUDGET-DIVISION SUMMARY**

10:50 AM12/2/2013

	<u>2013 Budget</u>	<u>2013 Estimated</u>	<u>2014 Budget</u>
Gross Revenue	\$53,525,685	\$45,222,012	\$59,403,527
Less: Purchased Power	<u>(41,000,000)</u>	<u>(41,465,484)</u>	<u>(41,500,000)</u>
Net Revenue	<u>\$12,525,685</u>	<u>\$3,756,528</u>	<u>\$17,903,527</u>
% of Gross Revenue	23.4%	8.3%	30.1%
Net Expense	\$9,583,134	\$9,054,595	\$10,075,728
Capital	<u>2,431,800</u>	<u>1,848,219</u>	<u>2,860,500</u>
Total Net Budget	<u>\$12,014,934</u>	<u>\$10,902,814</u>	<u>\$12,936,228</u>
% of Gross Revenue	22.4%	24.1%	21.8%
Net Surplus/Deficit	<u>\$510,751</u>	<u>(\$7,146,286)</u>	<u>\$4,967,299</u>
% of Gross Revenue	1.0%	-15.8%	8.4%

Water Division

**MISHAWAKA WATER UTILITY
COMPARATIVE BUDGET-OPERATING REVENUE**

	<u>2013 Budget</u>	<u>2013 Estimated</u>	<u>2014 Budget</u>
Operating Revenue:			
Unmetered Sales	\$3,350	\$3,045	\$2,830
Residential Metered Sales	4,100,000	\$3,348,119	3,251,500
Commercial Metered Sales	1,269,000	\$2,528,447	2,732,200
Large Commercial Metered Sales	0	\$0	605,300
Public Fire Protection	270,000	\$414,159	1,353,700
Private Fire Protection	750,000	\$1,013,333	450,200
Other Sales/Public Authorities	160,370	\$256,979	147,600
Clay Water Consumption	1,900,000	\$258,343	0
Penalty/Forfeited Discount	35,345	\$39,287	40,800
Interest Income	3,800	\$1,704	4,900
Water Tower Attachments	82,500	\$84,663	80,000
Miscellaneous Revenue	176,900	\$281,507	276,200
Total Operating Revenues	<u>\$8,751,265</u>	<u>\$8,229,583</u>	<u>\$8,945,230</u>
Advances/Construction	----- \$150,000	----- \$0	----- \$100,000
Total Operating Revenues	<u><u>\$8,901,265</u></u>	<u><u>\$8,229,583</u></u>	<u><u>\$9,045,230</u></u>

**MISHAWAKA WATER UTILITY
COMPARATIVE BUDGET-OPERATING EXPENSES**

	<u>2013 Budget</u>	<u>2013 Estimated</u>	<u>2014 Budget</u>
Operating Expenses:			
Salaries & Wages	\$1,524,700	\$1,549,428	\$1,493,900
Social Security Taxes	116,640	\$118,530	114,283
Pension Benefits	204,445	\$194,027	197,629
Fringe Benefits	500,350	\$512,200	647,153
Electricity	531,300	\$464,507	595,056
Natural Gas Purchases	34,000	\$42,416	48,277
Chemicals/Water Treatment	256,700	\$231,581	256,000
Materials & Supplies	324,000	\$220,200	224,350
Contractual Svcs/Accounting	6,100	\$0	6,100
Contractual Svcs/Legal	5,000	\$8,441	5,000
Contractual Svcs/Other	443,618	\$376,875	466,218
Transportation Expense	99,745	\$96,300	99,745
Insurance Property, Auto, WC	173,000	\$172,992	173,000
Motorola Lease	72,475	\$72,320	73,823
Education/Travel	3,600	\$5,977	3,250
Energy Savings Contract	16,918	16,918	16,577
Dues, Fees, Subscriptions	34,260	\$34,260	34,260
Indiana Gross Income Tax	106,000	\$96,584	106,000
Central Services	41,850	\$0	42,600
PiLoT	632,140	\$632,140	620,955
Debt Service	2,065,645	\$2,065,278	1,934,985
Miscellaneous Expenses	34,600	\$26,438	30,500
Total Operating Expenses	<u>\$7,227,086</u>	<u>\$6,937,409</u>	<u>\$7,189,661</u>
% of Revenue	81.2%	84.3%	79.5%
Support Services Allocation	<u>\$722,296</u>	<u>\$698,512</u>	<u>\$779,258</u>
% of Revenue	8.1%	8.5%	8.6%
Total Net Expense	<u>\$7,949,382</u>	<u>\$7,635,921</u>	<u>\$7,968,919</u>
% of Revenue	89.3%	92.8%	88.1%

**MISHAWAKA WATER UTILITY
COMPARATIVE BUDGET-CAPITAL EXPENDITURES**

	<u>2013 Budget</u>	<u>2013 Actual</u>	<u>2014 Budget</u>
Capital Expenditures:			
Structures & Improvements	\$65,000	\$0	\$65,000
Wells & Springs	15,000	\$0	15,000
Supply Mains	95,000	\$0	95,000
Pumping Equipment	35,000	\$0	60,000
Water Treatment Equipment	35,000	\$0	40,000
Trans/Distribution Mains	55,000	\$120,083	45,000
Materials/New Services	25,000	\$41,088	100,000
Meters/Meter Installations	120,000	\$102,959	120,000
Hydrants	22,464	\$21,989	22,464
Other Plt & Misc. Equip-Water Treat	35,000	\$700	26,000
Office Furn/Equip/Computer	14,000	\$420	7,500
Transportation Equipment	60,000	\$76,000	0
Tools, Shop, Garage	32,000	\$0	36,000
Laboratory Equipment	30,000	\$0	30,000
Power Operated Equipment	207,500	\$174,396	0
Communication Equipment	45,000	\$0	11,500
Security/HVAC/Safety	0	\$0	0
	<u>0</u>	<u>\$0</u>	<u>0</u>
Total Capital Expenditures	<u>\$890,964</u>	<u>\$537,635</u>	<u>\$673,464</u>
% of Revenue	10.0%	6.5%	7.4%

**MISHAWAKA WATER UTILITY
COMPARATIVE BUDGET-DIVISION SUMMARY**

	2013 Budget	2013 Estimated	2014 Budget
Gross Revenue	<u>\$8,901,265</u>	<u>\$8,229,583</u>	<u>\$9,045,230</u>
Net Expense	\$7,949,382	\$7,635,921	\$7,968,919
Capital	<u>890,964</u>	<u>537,635</u>	<u>673,464</u>
Total Net Budget	<u>\$8,840,346</u>	<u>\$8,173,556</u>	<u>\$8,642,383</u>
% of Gross Revenue	99.3%	99.3%	95.5%
Net Surplus/Deficit	<u>\$60,920</u>	<u>\$56,028</u>	<u>\$402,847</u>
% of Gross Revenue	0.7%	0.7%	4.5%

Wastewater Division

**MISHAWAKA WASTEWATER UTILITY
COMPARATIVE BUDGET - OPERATING REVENUE**

4:24 PM12/2/2013

	<u>2013 Budget</u>	<u>2013 Estimated</u>	<u>2014 Budget</u>
Operating Revenue:			
Commercial/Industrial Sales	\$4,040,564	\$5,373,770	\$5,277,171
Residential Sales	7,955,159	\$6,530,598	6,615,783
Municipal Sales	268,190	\$284,862	270,019
Commercial Pretreatment Sales	97,337	\$98,427	97,241
Industrial Pretreatment Sales	26,609	\$14,684	12,660
Municipal Pretreatment Sales	3,105	\$2,628	2,463
Clay Wastewater	135,608	\$12,880	0
Penalty/Forfeited Discount	179,868	\$180,294	179,078
Penalty/Pretreatment	641	\$704	698
Interest Income	88,704	\$158,138	180,259
Connection Fees	28,811	\$27,308	29,148
Inspection Fees	2,258	\$1,191	1,200
T. I. F. Credit	3,320,000	\$3,320,000	3,320,000
Miscellaneous Revenue	1,091	\$3,621	4,138
Total Operating Revenues	\$16,147,945	\$16,009,103	\$15,989,858

**MISHAWAKA WASTEWATER UTILITY
COMPARATIVE BUDGET - OPERATING EXPENSES**

4:24 PM12/2/2013

	<u>2013 Budget</u>	<u>2013 Estimated</u>	<u>2014 Budget</u>
Operating Expenses:			
Salaries & Wages	\$1,345,000	\$1,383,500	\$1,389,825
Social Security Taxes	102,893	\$105,838	106,322
Pension Benefits	184,000	\$174,708	185,703
Fringe Benefits	498,150	\$510,194	629,837
Operation Supplies/Maintenance	67,850	\$59,709	67,850
Electricity	490,833	\$432,926	490,000
Natural Gas	90,000	\$74,978	80,000
Water	61,600	\$73,047	83,000
Lab Supplies/Equipment	36,500	\$24,755	27,000
Outside Lab Analysis	13,000	\$12,563	13,000
Hypochlorite Solution	60,000	\$44,648	50,000
Sodium Bisulfite	55,000	\$39,312	50,000
Polymer	80,000	\$75,300	80,000
Ferrous Chloride & Parts	55,000	\$48,200	55,000
Transportation Expense	10,000	\$11,400	12,000
Pretreatment Materials	500	\$594	1,000
Disinfection Equipment	5,000	\$2,159	3,000
Digester System	8,000	\$5,850	7,000
Primary Tank	3,500	\$7,779	5,000
Secondary Tank	1,000	\$4,604	5,000
Grit System	2,000	\$1,919	7,000
Screening Equipment	1,000	\$1,104	1,000
Blowers	500	\$648	1,000
Pumps & Motors	10,000	\$38,118	20,000
Buildings & Grounds	25,000	\$10,626	25,000
Equipment	25,000	\$995	25,000
Sludge Thickening	2,000	\$2,063	2,000
Biosolids Dewatering	5,000	\$2,406	5,000
Biosolids Land Application	100,000	\$89,081	100,000
Lift Station Maintenance	10,000	\$7,385	10,000
SCADA - Telemetry System	5,000	\$5,478	10,000
Office Supplies/EquipMaint	13,500	\$3,644	5,000
Permit Fees	14,700	\$14,700	14,700
Legal/Professional/Contract Svcs	200,000	\$100,200	275,000
Safety Equipment/Expense	3,000	\$3,900	4,000
Energy Savings Contract	24,882	\$24,882	24,366
Education /Travel / Dues & Fees	10,000	\$8,367	11,000
Uniforms	9,500	\$9,888	10,000
Motorola Lease	20,000	\$20,000	20,133
Property Insurance	196,500	\$196,500	196,500
Central Services	33,500	\$0	34,100
Debt Service	6,413,795	\$6,418,923	6,398,129
PiLoT	1,269,344	\$1,269,348	1,337,610
Miscellaneous General Expense	1,500	\$6,635	6,000
Total Operating Expenses	\$11,563,547	\$11,328,868	\$11,883,075
<i>% of Revenue</i>	71.6%	70.8%	74.3%
Support Services Allowcation	\$722,296	\$698,512	\$779,258
<i>% of Revenue</i>	4.5%	4.4%	4.9%
Total Net Expenses	\$12,285,843	\$12,027,380	\$12,662,333
<i>% of Revenue</i>	76.1%	75.1%	79.2%

**SEWER MAINTENANCE DEPARTMENT
OPERATING EXPENSES**

11:30 AM12/3/2013

	<u>2013 Budget</u>	<u>2013 Estimated</u>	<u>2014 Budget</u>
Operating Expenses:			
Salaries & Wages	\$707,841	\$682,809	\$746,058
Social Security Taxes	54,150	\$43,434	57,074
PERF	76,700	\$87,216	105,942
Health/Life/ Insurance/EAP	254,450	\$280,440	359,090
Insurance - Workers Comp	37,100	\$37,092	40,600
Uniform Expense	6,500	\$6,204	6,500
Equipment Maintenance	35,000	\$30,759	40,000
Transportation Expense	45,000	\$44,213	50,000
Pipe Lining/Rehab	400,000	\$68,639	400,000
Sewer Line Maintenance	250,000	\$61,919	250,000
Education/Travel	5,000	\$270	7,000
Dues/Fees/Subscriptions	1,000	\$0	100
Motorola Lease	15,374	\$15,372	15,374
Equipment Rental	500	\$0	500
Office Supplies/Equipment	2,000	\$1,661	2,000
Safety Equipment	1,000	\$1,727	2,500
Tools	2,000	\$2,577	2,500
Buildings & Grounds/Utilities	5,000	\$5,831	7,000
Lease Expenses	48,580	\$0	48,580
Central Services	8,350	\$0	8,500
Miscellaneous Expense	6,500	\$13,988	6,500
Technology	0	\$0	12,600
Total Operating Expenses	<u>\$1,962,045</u>	<u>\$1,384,148</u>	<u>\$2,168,418</u>
% of Revenue	12.2%	8.6%	13.6%

**SEWER MAINTENANCE DEPARTMENT
CAPITAL EXPENDITURES**

11:30 AM12/3/2013

	<u>2013 Budget</u>	<u>2013 Actual</u>	<u>2014 Budget</u>
Capital Expenditures:			
Equipment Purchased	\$152,000	\$110,485	\$450,000
Machinery & Equipment	0.00	\$0	0.00
Camera Equipment	0.00	\$0	0.00
Sewer Repair/Replace	350,000.00	\$246,234	350,000.00
Transportation Equipment	87,000.00	\$0	0.00
Office Equipment	0.00	\$0	6,000.00
Total Capital Expenditures	<u>\$589,000</u>	<u>\$356,719</u>	<u>\$806,000</u>
Total Sewer Dept Expenses	<u>\$2,551,045</u>	<u>\$1,740,867</u>	<u>\$2,974,418</u>
% of Wastewater Revenue	15.8%	10.9%	18.6%

**MISHAWAKA WASTEWATER UTILITY
COMPARATIVE BUDGET - CAPITAL EXPENDITURES**

11:30 AM12/3/2013

	<u>2013 Budget</u>	<u>2013 Estimated</u>	<u>2014 Budget</u>
Capital Expenditures:			
Lift Station Structures	555,950	\$430,950	125,000
Plant Structures and Improvements	0	\$0	51,000
Digester Mechanism	0	\$0	7,000
Primary Tank Mechanism	81,500	\$81,500	90,000
Laboratory Equipment	0	\$0	
Plant Auxiliary Equipment	0	\$0	
Safety Equipment	25,000	\$0	35,000
Transportation Equipment	54,000	\$54,000	35,000
Total Capital Expenditures	<u>\$716,450</u>	<u>\$566,450</u>	<u>\$343,000</u>
% of Revenue	4.4%	3.5%	2.1%

**MISHAWAKA WASTEWATER UTILITY
COMPARATIVE BUDGET - DIVISION SUMMARY**

11:30 AM12/3/2013

	<u>2013 Budget</u>	<u>2013 Estimated</u>	<u>2014 Budget</u>
Gross Revenue	<u>\$16,147,945</u>	<u>\$16,009,103</u>	<u>\$15,989,858</u>
Wastewater Operating Expenses	\$12,285,843	\$12,027,380	\$12,662,333
Sewer Operating Expenses	1,962,045	1,384,148	2,168,418
Net Expenses	<u>\$14,247,888</u>	<u>\$13,411,528</u>	<u>\$14,830,751</u>
Capital	<u>\$1,305,450</u>	<u>\$923,169</u>	<u>\$1,149,000</u>
Total Net Budget	<u>\$15,553,338</u>	<u>\$14,334,697</u>	<u>\$15,979,751</u>
% of Gross Revenue	96.3%	89.5%	99.9%
NET Surplus/Deficit	<u>\$594,608</u>	<u>\$1,674,406</u>	<u>\$10,107</u>
% of Gross Revenue	3.7%	10.5%	0.1%

Support Services

**MISHAWAKA UTILITIES
COMPARATIVE BUDGET-SUPPORT SERVICES**

	<u>2013 Budget</u>	<u>2013 Estimated</u>	<u>2014 Budget</u>
Operating Expenses:			
Salaries & Wages	\$1,500,300	\$1,500,225	\$1,522,805
Social Security Taxes	114,775	\$114,767	116,495
Pension Benefits	204,445	\$204,444	204,444
Fringe Benefits	451,775	\$461,855	596,577
Utilities	26,000	\$21,416	26,000
Telephone	8,000	\$10,911	10,000
General Office Supplies	9,800	\$5,354	8,500
Office Forms	24,700	\$32,342	30,000
Invoice Cloud Expenses	0	\$7,172	8,000
General Plant Expenses	20,000	\$25,178	20,900
Miscellaneous Equipment Expenses	4,500	\$9,488	5,500
Postage	145,000	\$140,000	140,000
Cashier Shortages/Overages	100	\$0	100
Legal/Professional Services	8,000	\$28,730	8,000
Education & Travel	5,000	\$2,603	5,000
Computer Expenses	8,000	\$9,249	8,000
Dues, Fees, Subscriptions	2,600	\$105	150
Utility Promotion Expense	11,000	\$12,507	12,500
City Contract - HR	70,723	\$33,503	92,198
City Contract - Controller	0	\$0	0
Hardware Maintenance Contracts	8,000	\$7,187	8,000
Software Maintenance Contracts	23,000	\$22,829	23,000
City Contract - IT Dept.	140,714	\$134,679	145,265
Safety Program	8,000	\$7,329	8,500
Central Services	16,750	\$0	17,100
Total Operating Expenses	<u>\$2,811,182</u>	<u>\$2,791,869</u>	<u>\$3,017,034</u>
% of MU Consolidated Revenue	3.6%	4.0%	3.6%

**MISHAWAKA UTILITIES
COMPARATIVE BUDGET-CAPITAL EXPENDITURES**

	<u>2013 Budget</u>	<u>2013 Actual</u>	<u>2014 Budget</u>
Capital Expenditures:			
Structures & Improvements	30,000	\$0	30,000
Office Computer Equipment	33,000	\$2,179	70,000
Total Capital Expenditures	<u>\$63,000</u>	<u>\$2,179</u>	<u>\$100,000</u>
% of MU Consolidated Revenue	0.1%	0.0%	0.1%

**MISHAWAKA UTILITIES
COMPARATIVE BUDGET-SUPPORT SERVICES SUMMARY**

	<u>2013 Budget</u>	<u>2013 Estimated</u>	<u>2014 Budget</u>
Net Expenses	\$2,811,182	\$2,791,869	\$3,017,034
Capital	78,000	2,179	100,000
Total Net Budget	<u>\$2,889,182</u>	<u>\$2,794,048</u>	<u>\$3,117,034</u>
% of MU Consolidated Revenue	3.7%	4.0%	3.7%
Support Services Allocation	<u>2013</u>	<u>2013</u>	<u>2014</u>
Electric @ 50%	\$1,444,591	\$1,397,024	\$1,558,517
Water @ 25%	722,296	698,512	779,258
Wastewater @ 25%	722,296	698,512	779,258
	<u>\$2,889,182</u>	<u>\$2,794,048</u>	<u>\$3,117,034</u>

Consolidated

**MISHAWAKA UTILITIES
COMPARATIVE BUDGET-CONSOLIDATED**

	<u>2013 Budget</u>	<u>2013 Annualized</u>	<u>2014 Budget</u>
Gross Revenue	\$78,574,895	\$69,460,698	\$84,438,615
Purchased Power	(41,000,000)	(41,465,484)	(41,500,000)
Net Revenue	<u>\$37,574,895</u>	<u>\$27,995,214</u>	<u>\$42,938,615</u>
Net Expense	\$31,780,403	\$30,102,043	\$32,875,399
Capital	4,628,214	3,309,023	4,682,964
Net Budget	<u>\$36,408,617</u>	<u>\$33,411,066</u>	<u>\$37,558,363</u>
% of Gross Revenue	46.3%	48.1%	44.5%
% of Net Revenue	96.9%	119.3%	87.5%
Net Surplus/Deficit	<u>\$1,166,278</u>	<u>(\$5,415,852)</u>	<u>\$5,380,253</u>
% of Gross Revenue	1.5%	-7.8%	6.4%
% of Net Revenue	3.1%	-19.3%	12.5%

PROPOSED ORDINANCE NO. 2013-40

ORDINANCE NO. 5417

AN ORDINANCE FIXING THE SALARIES
OF CERTAIN ELECTED OFFICIALS OF THE CITY OF MISHAWAKA
FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2014

BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF
MISHAWAKA, INDIANA, THAT:

Section 1. The annual salaries of the following elected officials of the City of
Mishawaka, Indiana, for the fiscal year beginning January 1, 2014 shall be payable in
26 equal biweekly pay periods beginning January 04, 2014 in the following amounts:

	2014 Annualized	Per biweekly pay period Beginning January 03, 2014
Mayor	\$ 73,848.00	\$ 2,840.30
Clerk	51,871.00	1,995.02
Council member	9,331.00	358.85

Section 2. Any prior ordinances in conflict herewith are hereby repealed.

Section 3. This ordinance shall be in full force and effect from and after its
publication, passage, signing and due attestation.

PASSED BY THE COMMON COUNCIL of the City of Mishawaka, Indiana, on
this 3rd day of September, 2013, at 7:33 o'clock, p.m.

S. Michael Compton /s/
Presiding Officer

ATTEST:

Deborah S. Block /s/
Deborah S. Block, IAMC, MMC, City Clerk

PRESENTED BY ME to the Mayor this 4th day of September,
2013, at 11:24 o'clock, a.m.

Deborah S. Block /s/
Deborah S. Block, IAMC, MMC, City Clerk

APPROVED BY ME this 4th day of September, 2013, at 12:11 o'clock, p.m

David A. Wood /s/
David A. Wood, Mayor

paycheck following each employees anniversary date with the regular payroll. The annual Longevity Bonus will be based on the following schedule. Said schedule is based upon completed years of service.

<u>Years of Service</u>	<u>Annual Increments</u>	<u>Bonus</u>
1	\$10.00	\$ 10.00
2	\$20.00	\$ 30.00
3	\$30.00	\$ 60.00
4	\$40.00	\$100.00
5	\$50.00	\$150.00
6	\$75.00	\$225.00

An additional \$75.00 will be added for each year of service after the 5th year.

Section 6. The Administration may pay up to 15% less than annual salaries listed to new employees during the first twelve month period, except for those public safety salaries which have been negotiated by the Common Council and all other salaries negotiated as part of a Collective Bargaining Agreement.

Section 7. The annual salaries of all employees of the City of Mishawaka (as amended) except the Mishawaka Park Department, Elected Officials and The Mishawaka Utilities for the year beginning January 1, 2014 and shall be payable in 26 bi-weekly pay periods commencing on January 3, 2014 **AS AMENDED.**

SALARIES	2014	Bi-Weekly Salary Beginning January 3,2014
MAYOR'S ADMINISTRATIVE ASSISTANT	\$37,724	\$1,450.92
MAYOR'S SECRETARY	31,494	1,211.29
CONTROLLER	71,980	2,768.47
DEPUTY CONTROLLER	48,934	1,882.07
ACCOUNTANT	38,650	1,486.53
PAYROLL CLERK	35,111	1,350.43
BOOKKEEPER A	35,986	1,384.08
BOOKKEEPER B	31,059	1,194.58
BOOKKEEPER C	28,988	1,114.94
PURCHASING AGENT	36,374	1,399.01
TEMPORARY HELP	\$7.25-\$25.00 PER HR	
CHIEF DEPUTY CLERK I	37,300	1,434.60
CHIEF DEPUTY CLERK II	36,135	1,389.80
HR DIRECTOR	52,452	2,017.40
ASST DIRECTOR	36,358	1,398.37
HR OFFICE MANAGER	31,494	1,211.29
TEMPORARY HELP	\$7.25- \$25.00 PER HR	
DIRECTOR OF IT	59,500	2,288.46
System Specialist IV Server Admin.	48,896	1,880.60
System Specialist IV Network Engineer	40,797	1,569.11

System Specialist III Desktop Engineer	39,316	1,512.16
GIS Coordinator	47,687	1,834.13
System Specialist III Web	41,333	1,589.72
CORPORATE COUNSEL	33,662	1,294.70
STAFF ATTORNEY	58,386	2,245.62
DEPUTY	14,162	544.68
COUNCIL ATTORNEY	14,162	544.68
DIRECTOR OF ENGINEERING	71,980	2,768.47
ASSISTANT DIRECTOR	59,521	2,289.28
TRAFFIC MANAGER	48,946	1,882.53
PROJECT MANAGER	50,233	1,932.02
CONSTRUCTION COORDINATOR- TECHNICIAN	43,876	1,687.54
PROJECT COORDINATOR	43,582	1,676.23
LOCATOR/INSPECTOR	36,115	1,389.04
OFFICE MANAGER	37,099	1,426.88
PE BONUS	31,494	1,211.29
IDEM REVIEW BOARD BONUS	\$5,000	192.31
	\$4,000	153.85
DIRECTOR OF CODE ENFORCEMENT	54,065	2,079.41
OFFICE MANAGER	31,494	1,211.29
CODE ENF OFFICER A	43,760	1,683.09
CODE ENF OFFICER B	36,510	1,404.23
BUILDING COMMISSIONER	55,349	2,128.81
ASSISTANT BUILDING COMMISSIONER	52,082	2,003.15
ADMINISTRATOR	31,971	1,229.65
OFFICE MANAGER	31,494	1,211.29
INSPECTOR A	52,974	2,037.45
INSPECTOR B	47,989	1,845.72
PART-TIME INSPECTOR A	\$7.25-\$25.00 PER HR	
FIRE CHIEF	\$67,064	2,579.40
ASSISTANT CHIEF	\$61,820	2,377.69
CH FIRE PREVENTION	\$58,171	2,237.36
BATTALION CHIEF	\$58,446	2,247.92
CAPTAINS	\$56,481	2,172.34
SHIFT SUPERVISOR	\$55,934	2,151.30
LIEUTENANTS	\$55,386	2,130.25
FIRE INSPECTORS	\$55,386	2,130.25
PARAMEDICS	\$55,386	2,130.25
DRIVER OPERATOR	\$54,325	2,089.42
MASTER FIREFIGHTER	\$53,603	2,061.64
1ST FIREFIGHTERS	\$51,603	1,984.73
PROBATION - FF/EMT	\$46,920	1,804.60
UNIFORM ALLOWANCE	\$1,250 PER YR	
SPECIALTY PAY: ADVANCED EMT	\$700 PER YR	

WATER RESCUE/RECOVERY LEADER	\$1,000 PER YR	
WATER DIVE/RESCUE TEAM MEMBER	\$900 PER YR	
SELF-CONTAINED BREATHING APPARATUS TEAM TECHNICIAN	\$1,000 PER YR	
MECHANIC	\$2,500 PER YR	
EMS TRAINING INSTRUCTOR	\$1,000 PER YR	
FIREFIGHTER/PARAMEDIC RESERVE	\$5,000 PER YR	
FIREFIGHTER/PARAMEDIC CIVILIAN	\$1,000 PER YR	
FIREFIGHTER/PARAMEDIC I OR II CERTIFICATION	\$500 PER YR	
INFORMATION TECHNOLOGY	\$1,500 PER YR	
OUT OF RANK PAY:	Per occurrence:	
Firefighter to Driver	\$10.00	
Driver to Officer	\$25.00	
Officer to Higher Ranking Officer	\$25.00	
Firefighter to Officer	\$25.00	
Fire Apparatus assigned to Ambo	\$30.00	
FIRE OFFICE MANAGER	31,494	1,211.29
FIRE EXECUTIVE SECRETARY	31,765	1,221.75
POLICE CHIEF	\$67,496	2,595.99
ASSISTANT CHIEF	\$62,249	2,394.20
CAPTAINS	\$56,913	2,188.94
LIEUTENANTS	\$55,817	2,146.81
SERGEANTS	\$54,756	2,105.98
CORPORAL	\$54,033	2,078.21
PATROLMAN	\$52,033	2,001.27
PROBATION	\$47,320	1,820.00
UNIFORM ALLOWANCE	\$2,050 PER YR	
RECRUIT	\$41,347	1,590.26
DISPATCHER 6/3-HR	\$36,487	1,403.36
PART-TIME DISPATCHER	\$16.00	
DISPATCH COORDINATOR-5/2	39,999	1,538.44
IDACS SPECIALIST ANNUAL PAY	370.00 PER YR	
PROPERTY MANAGER	35,017	1,346.79
EXEC SECRETARY	31,765	1,221.75
ADMIN SECRETARY	31,494	1,211.29
SERVICES ADMINISTRATOR	36,192	1,392.01
PROPERTY CLERK	30,725	1,181.72
SECRETARY	31,063	1,194.73
PARKING PERSONNEL	31,063	1,194.73
PART-TIME HELP	\$7.25 -\$25.00 PER HR	
PARKING PERSONNEL CLOTHING	\$500 PER YR	
CROSSING GUARDS	\$7,032	21 pays@334.86
CROSSING GUARD SUBSTITUTE	\$20.00 PER DAY	
SUMMER SCHOOL CR GUARD	\$20.00 PER DAY	

CROSSING GUARD CLOTHING	\$170.00 PER YR	
CITY PLANNER	68,770	2,645.02
SENIOR PLANNER	37,617	1,446.80
<i>Redevelopment pays 15%</i>	6,638	255.32
ASSOCIATE PLANNER	41,946	1,613.29
ADMINISTRATIVE PLANNER	29,846	1,147.90
<i>Redevelopment pays 20%</i>	7,461	286.98
OFFICE MANAGER	31,494	1,211.29
PLAN COMMISSION	\$600.00 PER YR	
BZA MEMBER	\$375.00 PER YR	
CENTRAL SERVICES ASSISTANT	48,964	1,883.24
FLEET MAINTENANCE TECHNICIAN	\$19.51	
Group 1	\$18.51	
Group 2	\$17.51	
Group 3	\$16.77	
NIGHT BONUS/Shift differential	.55/.60 PER HR	
PART TIME	\$7.25-\$25.00 PER HR	
PROJECT COORDINATOR	1.00 PER HR	
STREET COMMISSIONER	58,280	2,241.56
OFFICE MANAGER-03	31,494	1,211.29
SECRETARY-04	31,063	1,194.73
Group 1	\$18.51	
Group 2	\$17.51	
Group 3	\$16.77	
NIGHT BONUS/SHIFT DIFFERENTIAL	.55/.60	
PART-TIME HELP	\$7.25-\$25.00 PER HR	
PROJECT COORDINATOR	\$1.00 PER HR	
DIRECTOR COMMUNITY DEVELOPMENT	60,902	2,342.38
TIF CONSTRUCTION MANAGER	57,642	2,217.00
PROGRAM CONSTRUCTION MANAGER	52,200	2,007.71
PROGRAM COORDINATOR	36,563	1,406.28
NSP COORDINATOR	47,753	1,836.66
GRANT SPECIALIST	32,090	1,234.24
PART-TIME HELP	\$7.25-\$25.00 PER HR	

Section 8. The City will contribute the employee portion of 3% to the Public Employees Retirement fund for all employees eligible for participation in the Public Employees Retirement Fund.

Section 9. The City will contribute 3% of the employee portion to the 1977 Police and Fire Pension for all employees eligible for participation in the 1977 Police and Fire Pension Fund.

Section 10. For those current employees who do not qualify or elect to become members of the 1977 Fire Pension fund following the merger January 1, 2002 with the Fire Department, the Pension Equalization Pay (PEP) will be offered to employees as additional wages. The PEP shall be payable in bi-weekly payments with the regular payroll. The annual PEP will be a combination of a base of \$3,300.00 (starting January 1, 2006) and an additional \$100.00 for every full year of continuous EMS service completed by January 1 of each year.

Section 11. Longevity Bonus will be provided annually to the Central Service Pool and Motor Vehicle Highway Teamster employees (as amended). The Longevity Bonus will be offered to the employees as additional pay. The Longevity Bonus shall be payable annually on the first paycheck following each employees anniversary date with the regular payroll. The annual Longevity Bonus will be based on the following schedule. Said schedule is based upon completed years of service.

<u>Years of Service</u>	<u>Annual Increments</u>	<u>Bonus</u>
1	\$10.00	\$ 10.00
2	\$20.00	\$ 30.00
3	\$30.00	\$ 60.00
4	\$40.00	\$100.00
5	\$50.00	\$150.00
6	\$75.00	\$225.00

An additional \$75.00 will be added for each year of service after the 5th year.

Section 12. The Administration may pay up to 15% less than annual salaries listed to new employees during the first twelve month period, except for those public safety salaries which have been negotiated by the Common Council and all other salaries negotiated as part of a Collective Bargaining Agreement.

Section 13. This ordinance shall be in full force and effect from and after its signing and attestation.

PASSED BY THE COMMON COUNCIL of the City of Mishawaka, Indiana, on

this 17th day of December 2012, at 8:15 o'clock, p.m.

John J. Roggeman /s/
Presiding Officer

ATTEST:

Deborah S. Block /s/
Deborah S. Block, IAMC, MMC, City Clerk

PRESENTED BY ME, to the Mayor on this 19th day of December, 2012,
at 10:05 o'clock, a.m.

Deborah S. Block /s/
Deborah S. Block, IAMC, MMC, City Clerk

APPROVED BY ME this 19th day of December 2012, at 12:50 o'clock, p.m.

David A. Wood /s/
David A. Wood, Mayor

2013-2014 SALARY RESOLUTION

SECTION 1. The annual salaries for the year beginning January 1, 2013 shall be payable in 26 equal biweekly pay periods beginning January 4, 2013 And the annual salaries for the year beginning January 1, 2014 shall be payable in 26 equal biweekly pay periods beginning January 3, 2014

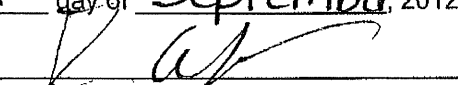
	<u>2013</u> <u>Annualized</u>	<u>2013</u> <u>Biweekly</u>	<u>2014</u> <u>Annualized</u>	<u>2014</u> <u>Biweekly</u>
PARK SUPERINTENDENT	\$61,354.00	\$ 2,359.77	\$62,274.00	\$ 2,395.17
DIRECTOR OF RECREATION/ SPECIAL EVENTS	\$50,128.00	\$ 1,928.01	\$50,880.00	\$ 1,956.93
GOLF COURSE SUPERINTENDENT	\$49,378.00	\$ 1,899.15	\$50,119.00	\$ 1,927.64
DIRECTOR OF GOLF OPERATIONS	\$44,786.00	\$ 1,722.54	\$45,458.00	\$ 1,748.38
DIRECTOR OF AQUATICS/ ICE RINK	\$43,598.00	\$ 1,676.86	\$44,252.00	\$ 1,702.01
ASSISTANT GOLF COURSE SUPERINTENDENT	\$41,925.00	\$ 1,612.52	\$42,554.00	\$ 1,636.71
LANDSCAPE/URBAN FORESTRY MANAGER	\$43,382.00	\$ 1,668.54	\$44,033.00	\$ 1,693.57
EQUIPMENT FOREMAN	\$39,507.00	\$ 1,519.50	\$40,100.00	\$ 1,542.29
AQUATICS/ ICE RINK MANAGER	\$34,500.00	\$ 1,326.92	\$35,017.50	\$ 1,346.83
PROGRAM COORDINATOR	\$33,453.00	\$ 1,286.65	\$33,955.00	\$ 1,305.95
OFFICE MANAGER	\$31,028.00	\$ 1,193.39	\$31,494.00	\$ 1,211.29
SECRETARY	\$30,604.00	\$ 1,177.07	\$31,063.00	\$ 1,194.73
BOARD MEMBER	\$300.00		\$300.00	

	<u>2013</u>	<u>2014</u>
GR 1	\$18.24	\$18.51
G	\$17.25	\$17.51
GR 3	\$16.52	\$16.77
SHIFT DIFFERENTIAL/NIGHT BONUS	\$0.60 hour	\$0.60

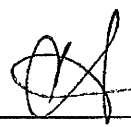
Part-time Seasonal	\$7.25-15.00 per hour	\$7.25-15.00 per hour
Lifeguard	\$7.25-15.00 per hour	\$7.25-15.00 per hour
Assistant Director of Golf	\$7.25-15.00 per hour	\$7.25-15.00 per hour
Facility Supervisor	\$7.25-15.00 per hour	\$7.25-15.00 per hour
Seasonal Landscaper	\$7.25-15.00 per hour	\$7.25-15.00 per hour

SECTION 2. The Park Board may authorize pay up to 15% less than annual salaries listed to new salaried employees during a twelve month probationary period.

SECTION 3. The City / Park will contribute the employee portion of 3% to the Public Employees Retirement Fund for all those employees eligible for participation in the PERF program.

SECTION 4. Passed this 17th day of September, 2012


 President of the Board

ATTEST:


 Secretary of the Board

RESOLUTION NO. 2012-08

**RESOLUTION OF THE CITY OF MISHAWAKA, INDIANA
DEPARTMENT OF COMMUNITY DEVELOPMENT,
REDEVELOPMENT COMMISSION, FIXING SALARIES FOR THE STAFF OF THE
DEPARTMENT EFFECTIVE JANUARY 1, 2013 AND JANUARY 1, 2014**

WHEREAS, the Redevelopment Commission, City of Mishawaka, Indiana, having heretofore appointed certain employees should now fix their salaries, with such being effective the 1st day of January, 2013 and January 1, 2014.

NOW THEREFORE, BE IT RESOLVED by the City of Mishawaka, Indiana, Department of Community Development, Redevelopment Commission:

1. The salaries for the following full-time employees of the Department of Community Development shall be paid in accordance with the schedule hereinafter recited, effective the 1st day of January, 2013, shall be payable in 26 equal bi-weekly pay periods beginning January 4, 2012 and effective the 1st day of January 2014, shall be payable in 26 equal bi-weekly pay periods beginning January 3, 2014.

BEGINNING January 4, 2013

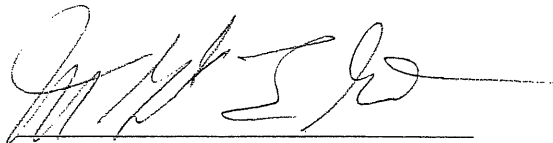
	<u>Annual Pay</u>	<u>Bi-Weekly Pay</u>
Director	\$60,002	\$2,307.76
TIF Construction Manager	\$56,791	\$2,184.24
Program Construction Manager	\$51,428	\$1,978.04
NSP Grant Coordinator	\$47,048	\$1,809.52
Program Coordinator	\$36,022	\$1,385.50
Senior Planner (15% of annual salary)	\$ 6,540	\$ 251.55
Administrative Planner (20% of annual salary)	\$ 7,351	\$ 282.74

BEGINNING January 3, 2014


	<u>Annual Pay</u>	<u>Bi-Weekly Pay</u>
Director	\$60,902	\$2,342.38
TIF Construction Manager	\$57,642	\$2,217.00
Program Construction Manager	\$52,200	\$2,007.71
NSP Grant Coordinator	\$47,753	\$1,836.66
Program Coordinator	\$36,563	\$1,406.28
Senior Planner (15% of annual salary)	\$ 6,638	\$ 255.32
Administrative Planner (20% of annual salary)	\$ 7,461	\$ 286.98

2. In addition to the foregoing, the City of Mishawaka, Department of Community Development will pay the employee portion of 3% of the Public Employees Retirement Fund (PERF) for those employees of the department who are eligible to participate in the fund.

DATED in Mishawaka, Indiana, this 24th day of September, 2012.



President



Secretary

RESOLUTION NO. 2013-03

A RESOLUTION OF THE
UTILITIES BOARD
OF THE CITY OF MISHAWAKA, INDIANA

APPROVING AND CONFIRMING THE SCHEDULE OF COMPENSATION
FOR CERTAIN EMPLOYEES OF MISHAWAKA UTILITIES AND
THE SEWER MAINTENANCE DEPARTMENT FOR 2014

WHEREAS, Mishawaka Ordinance 2580 designates the Board of Public Works and Safety of the City of Mishawaka as the city's Utilities Board, with responsibility for control and operation of Mishawaka Utilities; and

WHEREAS, IC 8-1.5-3-4 provides that the utilities control board shall fix the number and compensation of utility employees; and

WHEREAS, Mishawaka Utilities management has submitted the attached schedule of compensation for certain employees for 2014 to the Utilities Board for review and approval; and

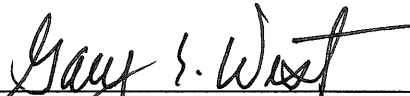
WHEREAS, collective bargaining with Teamsters Local 364 has resulted in the following wage rates for certain employees of the Sewer Maintenance Department, to take effect on January 1, 2014;

NOW, THEREFORE, BE IT RESOLVED BY THE UTILITIES BOARD OF THE CITY OF MISHAWAKA, INDIANA, that:

The Board hereby approves and confirms the salaries and wages on the attached schedule, all to take effect on January 1, 2014. For salaried positions, bi-weekly pay for the year beginning January 1, 2014 shall be payable every other week beginning on January 4, 2014 per the attached schedule. For hourly positions, the hourly wage shall apply.

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 16th day of December, 2013.

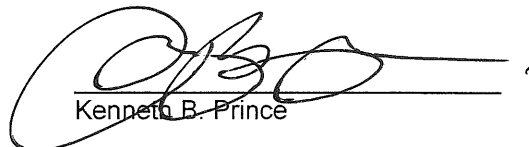
UTILITIES BOARD
Mishawaka, Indiana



Gary E. West



Ronald E. Watson



Kenneth B. Prince

ATTEST:



Kari Myers, Clerk of the Board

**MISHAWAKA UTILITIES
2014 WAGE SCHEDULE
Salaried, Full Time, Non-Union Employees**

ELECTRIC DIVISION	Biweekly Pay	Annual Equivalent
Division Manager	\$2,913.56	\$75,753
Superintendent	2,674.10	69,527
Chief Engineer	2,650.23	68,906
Construction Foreman	2,554.35	66,413
Substation Supervisor	2,179.46	56,666
Project Manager	2,166.93	56,340
Operations Coordinator	1,888.34	49,097
Senior Engineering Assistant	1,882.83	48,954
Engineering Assistant	1,842.09	47,894
Project Coordinator	1,713.67	44,555
Office Coordinator	1,342.93	34,916
METERING DEPARTMENT		
Manager	\$2,312.82	\$60,133
WATER DIVISION	Biweekly Pay	Annual Equivalent
Division Manager	\$2,748.42	\$71,459
Assistant Manager	2,335.55	60,724
Water Quality Supervisor	2,170.32	56,428
Distribution System Supervisor	2,170.32	56,428
Meter/Backflow Supervisor	2,170.32	56,428
Operations Coordinator	2,020.45	52,532
Quality Control Technician	1,954.25	50,811
Quality Control Assistant	1,518.44	39,479
GIS Coordinator	1,882.83	48,954
Telemetry Technician	1,842.09	47,894
Well Head Protection Coordinator	1,656.60	43,072
Office Coordinator	1,342.93	34,916
WASTEWATER DIVISION	Biweekly Pay	Annual Equivalent
Division Manager	\$2,748.42	\$71,459
Assistant Manager	2,335.55	60,724
Operations Manager	2,225.34	57,859
Chief Chemist	2,128.00	55,328
Maintenance Manager	2,064.49	53,677
Project Manager	2,064.49	53,677
Chemist	1,966.61	51,132
Project Coordinator	1,430.11	37,183

SEWER MAINTENANCE DEPARTMENT	Biweekly Pay	Annual Equivalent
Manager	\$2,198.03	\$57,149
MS4 Coordinator	1,834.91	47,708
Sewer Assistant Manager	1,869.48	48,606
Office Coordinator	1,342.93	34,916
Senior Secretary	1,310.96	34,085
Locates/Bonds/Permit Coordinator	1,257.46	32,694

SEWER MAINTENANCE DEPARTMENT - HOURLY

Advanced Operator	21.16
GIS Coordinator	20.55
Repairman A	20.34
Repairman B	20.30
Utility Operator	20.14
General Laborer	18.78
Probationary Rate	17.45

ALL DIVISIONS	Biweekly Pay	Annual Equivalent
Skilled Temporary Help Summer/Seasonal	\$7.25-\$25.00	

SUPPORT STAFF	Biweekly Pay	Annual Equivalent
General Manager	\$3,008.65	\$78,225
Business Office Manager	2,417.78	62,862
DP Supervisor	1,866.99	48,542
Staff Consultant	1,801.20	46,831
Safety Coordinator	1,810.78	47,080
AS/400 Specialist	1,701.85	44,248
Systems Analyst	1,675.98	43,575
Senior Computer Operator	1,615.52	42,004
Computer Operator/Account Specialist	1,597.41	41,533
Computer Operator	1,549.20	40,279
Customer Service Representative	1,507.00	39,182
Senior Bookkeeper	1,464.86	38,086
Bookkeeper	1,358.07	35,310
Senior Secretary	1,257.21	32,687
City Attorney	682.45	17,744
Assistant City Attorney	544.68	14,162

1. Management may pay up to 15% less than the annual salaries shown to new employees during an initial employment period of up to six (6) months
2. Salaried personnel are not eligible for certification bonuses.
3. All full-time, non-seasonal MU employees (except Sewer Maintenance Department) not covered by the IBEW collective bargaining agreement are to receive longevity bonuses as set out in the IBEW Working Agreement.
4. As Sewer Maintenance Department employees are covered by the Teamsters agreement and PERF, they are not eligible for a longevity bonus or the MU Pension Plan.

RESOLUTION NO. 2013-04

A RESOLUTION OF THE
UTILITIES BOARD
OF THE CITY OF MISHAWAKA, INDIANA

APPROVING AND CONFIRMING THE SCHEDULE OF COMPENSATION
FOR CERTAIN EMPLOYEES OF MISHAWAKA UTILITIES
FOR 2014

WHEREAS, Mishawaka Ordinance 2580 designates the Board of Public Works and Safety of the City of Mishawaka as the city's Utilities Board, with responsibility for control and operation of Mishawaka Utilities; and

WHEREAS, IC 8-1.5-3-4 provides that the utilities control board shall fix the number and compensation of utility employees; and

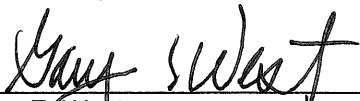
WHEREAS, Mishawaka Utilities management has submitted the attached schedule of compensation for certain employees who are members of IBEW Local 1392 for 2014 to the Utilities Board for review and approval; and

NOW, THEREFORE, BE IT RESOLVED BY THE UTILITIES BOARD OF THE CITY OF MISHAWAKA, INDIANA, that:

The Board hereby approves and confirms the salaries and wages on the attached schedule, to take effect on January 1, 2014.

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 10th day of December, 2013.

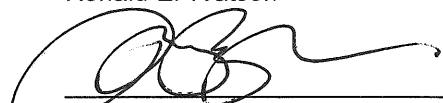
UTILITIES BOARD
Mishawaka, Indiana



Gary E. West




Ronald E. Watson



Kenneth B. Prince

ATTEST:



Kari Myers, Clerk of the Board

**MISHAWAKA UTILITIES
2014 WAGE SCHEDULE
Hourly Rate for Union Employees**

BUSINESS OFFICE

2014

CPC Clerk A	\$17.21
CPC Clerk B	16.32
CPC Clerk C	15.76
Mail Equipment Operator A	17.21
Mail Equipment Operator B	16.32
Mail Equipment Operator C	15.76
Terminal Operator A	17.46
Terminal Operator B	16.56
Terminal Operator C	16.01
Cashier A	17.21
Cashier B	16.32
Cashier C	15.76
Phone Clerk	15.76

METERING DEPARTMENT

2014

Meterman	\$24.95
Service Representative	21.65
Meter Reader	20.10
Crew Leader (additional)	0.75

ELECTRIC DIVISION

2014

Journeyman Lineman	\$31.25
Apprentice Level 8	26.56
Apprentice Level 7	26.09
Apprentice Level 6	25.63
Apprentice Level 5	24.69
Apprentice Level 4	24.22
Apprentice Level 3	22.82
Apprentice Level 2	22.35
Apprentice Level 1	21.88
Machine Operator A	23.45
Machine Operator B	21.61
Clerk/Dispatcher A	21.36
Clerk/Dispatcher B	19.93
Crew Leader (additional)	0.75

WATER DIVISION**2014**

Working Foreman - Distribution System	\$24.94
Heavy Equipment Operator A	23.57
Heavy Equipment Operator B	22.41
Heavy Equipment Operator C	21.61
Pipefitter A	21.70
Pipefitter B	20.43
Pipefitter C	19.64
Senior Utilityman	23.99
Intermediate Utilityman	22.09
Utilityman	20.70
Chief Mechanic - Water Treatment	23.37
Maintenance Technician	22.09
General Maintenance A	20.71
General Maintenance B	19.49
General Maintenance C	18.75
Chief Meter/Backflow Inspector	24.03
Meter/Backflow Inspector	22.18
Meter Repairman A	21.70
Meter Repairman B	20.43
Meter Repairman C	19.64
Meter Installer A	21.70
Meter Installer B	20.43
Certification Bonus (DS-L and PF)	0.75
For qualifying personnel (additional)	
Crew Leader (additional)	0.75

WASTEWATER DIVISION**2014**

Dewatering Mechanic	\$24.24
Biosolids Technician	22.09
Maintenance Technician A	22.09
Maintenance Technician B	20.43
Maintenance Technician C	19.63
Chief Operator	22.65
Utility Operator A	21.50
Utility Operator B	20.07
Utility Operator C	19.27
Pretreatment Technician	22.18
Certification Bonus (additional per hour)	
Class I	\$0.35
Class II	0.45
Class III	0.75
Class IV	1.00

SHIFT PREMIUM (additional per hour)

1st Shift (midnight to 8:00 a.m.)	\$0.40
3rd Shift (4:00 p.m. to midnight)	0.30

ALL UTILITY DIVISIONS

SKILLED TEMPORARY HELP/seasonal	7.25-25.00
---------------------------------	------------