



CITY OF MISHAWAKA
2018
BUDGET
David A. Wood, Mayor

CITY OF MISHAWAKA 2018 BUDGET

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CITY OF MISHAWAKA
2018 BUDGET

MAYOR
101-01

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		biweekly
411-01	Mayor	77,347.00 2,974.89
411-02	Administrative Assistant	39,757.00 1,529.10
	Secretary	<u>33,273.00</u> 1,279.72
		150,377.00
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	2,000.00
<u>Printing and Advertising</u>		
433-01	Printing	500.00
<u>Other Services and Charges</u>		
439-03	Subscriptions, Dues, etc.	2,000.00
439-04	Leadership	2,000.00
439-07	Memorial Day AL/VFW/DAR	1,500.00
439-92	Community Promotion	<u>7,500.00</u>
		<u>15,500.00</u>
		<u>167,377.00</u>

CITY OF MISHAWAKA
2018 BUDGET

CONTROLLER
101-02

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Controller	75,404.00	2,900.15
411-02	Deputy Controller	51,422.00	1,977.75
	Bookkeeper A	37,947.00	1,459.51
	Payroll Clerk	37,038.00	1,424.52
	Purchasing Agent	38,352.00	1,475.09
	Accountant	40,720.00	1,566.15
411-03	Part time	<u>20,000.00</u>	
			300,883.00
<u>Other Services Personal</u>			
411-64	FTO (Flexible Time Off) Plan	30,000.00	
411-65	CPA Certification	<u>5,000.00</u>	
			35,000.00
<u>Employee Benefits</u>			
413-01	Social Security	190,000.00	
413-02	Medicare	45,000.00	
413-03	PERF 14.2%	420,000.00	
413-04	Unemployment Compensation	40,000.00	
413-05	Employee Insurance Benefits	1,500,000.00	
413-06	Employee Life Insurance	<u>4,000.00</u>	
			<u>2,199,000.00</u>
			2,534,883.00

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	Humane Society	163,727.00
431-07	IACT	12,000.00
	WNIT Public Access	10,000.00
<u>Communication and Transportation</u>		
432-02	Postage	15,000.00
432-03	Travel and Training	4,000.00
432-04	Telephone	45,000.00

CITY OF MISHAWAKA
2018 BUDGET

CONTROLLER
101-02

Printing and Advertising

433-02 Publications 13,000.00

Insurance

434-90 Insurance Premiums/ Deductible 825,000.00

Utility Services

435-01 MU Charges 800,000.00

435-02 NIPSCO 60,000.00

Repairs and Maintenance

436-01 Building/ Equipment/Software
Maintenance/Service Contracts 50,000.00

Other Services and Charges

439-03 Subscription, Dues, etc. 1,000.00

439-09 Miscellaneous Charges 1,500.00

2,000,227.00

4 CAPITAL OUTLAYS

Other Capital Outlays

444-05 Capital Outlay 250,000.00

250,000.00

4,800,110.00

CITY OF MISHAWAKA
2018 BUDGET

CITY CLERK
101-03

1 SERVICES PERSONAL			
	<u>Salaries and Wages</u>		biweekly
411-01	City Clerk	54,477.00	2,095.29
411-02	Chief Deputy Clerk I	39,315.00	1,512.10
	Chief Deputy Clerk II	38,103.00	1,465.50
411-03	Temporary	<u>12,000.00</u>	
			143,895.00
2 SUPPLIES			
	<u>Office Supplies</u>		
421-90	Office Supplies	1,500.00	
	<u>Operating Supplies</u>		
422-01	Violations Bureau Supplies	<u>1,500.00</u>	
			3,000.00
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	7,000.00	
	<u>Communication and Transportation</u>		
432-03	Travel and Training	2,000.00	
	<u>Other Services and Charges</u>		
439-03	Subscriptions, Dues, etc.	1,500.00	
439-92	Community Promotion	<u>1,750.00</u>	
			<u>21,250.00</u>
			<u>168,145.00</u>

CITY OF MISHAWAKA
2018 BUDGET

HUMAN RESOURCES
101-04

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		biweekly
411-02	Office Manager	33,273.00 1,279.72
411-03	Temporary Help	<u>20,000.00</u>
 <u>Other Personal Services</u>		
411-65	Certifications	<u>1,000.00</u>
		54,273.00
2 SUPPLIES		
<u>Office Supplies</u>		
421-90	Supplies	<u>1,000.00</u>
		1,000.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-06	Consulting	54,000.00
431-08	Employee Assistance Program	10,000.00
431-09	Testing/Wellness	5,000.00
 <u>Communication and Transportation</u>		
432-03	Travel and Training	1,000.00
 <u>Printing and Advertising</u>		
433-01	Printing/ Advertising	1,000.00
 <u>Other Services and Charges</u>		
439-03	Subscription, Dues, etc.	500.00
439-20	Staff Development	<u>1,000.00</u>
		<u>72,500.00</u>
		<u>127,773.00</u>

CITY OF MISHAWAKA
2018 BUDGET

INFORMATION TECHNOLOGY
101-05

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Director	63,642.00	2,447.77
411-02	System Specialist IV Server	52,389.00	2,014.96
	System Specialist III Web	44,364.00	1,706.30
	System Specialist IV Network	43,794.00	1,684.39
	System Specialist II Desktop	42,223.00	1,623.98
	GIS Coordinator	<u>50,124.00</u>	1,927.86
			296,536.00

2 SUPPLIES

<u>Operating Supplies</u>			
422-01	Operating Supplies	<u>20,000.00</u>	
			20,000.00

3 OTHER SERVICES AND CHARGES

<u>Communication and Transportation</u>			
432-03	Travel and Training	25,000.00	
<u>Other Services and Charges</u>			
439-03	Subscriptions, Dues, etc.	<u>15,000.00</u>	
			<u>40,000.00</u>
			<u>356,536.00</u>

CITY OF MISHAWAKA
2018 BUDGET

DEPARTMENT OF LAW
101-06

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Corporation Counsel/Director of HR	56,939.00	2,189.96
411-02	City Attorney	59,666.00	2,294.84
	Asst City Attorney	16,485.00	634.03
	Part time Secretary	<u>7,500.00</u>	288.46
			140,590.00

2 SUPPLIES

<u>Office Supplies</u>			
421-03	Professional Books	500.00	
421-90	Office Supplies	<u>500.00</u>	
			1,000.00

3 OTHER SERVICES AND CHARGES

<u>Professional Services</u>			
431-01	Attorney Fees-Code Hearings	5,000.00	
 <u>Communication and Transportation</u>			
432-03	Travel and Training	3,000.00	
 <u>Insurance</u>			
434-90	Payment of Claims/Litigation	44,000.00	
 <u>Other Services and Charges</u>			
439-03	Subscriptions, Dues, etc.	2,500.00	
439-09	Miscellaneous Charges	<u>1,500.00</u>	
			<u>56,000.00</u>
			197,590.00

CITY OF MISHAWAKA
2018 BUDGET

CITY COUNCIL
101-07

1 PERSONAL SERVICES			
<u>Salaries and Wages</u>			
411-04	Council members		biweekly
	9 @10,210	91,890.00	392.68
411-02	Council Attorney	<u>16,485.00</u>	634.03
			108,375.00
2 SUPPLIES			
<u>Office Supplies</u>			
421-90	Office Supplies	<u>750.00</u>	
			750.00
3 OTHER SERVICES AND CHARGES			
<u>Communication and Transportation</u>			
432-03	Travel and Training	6,000.00	
<u>Other Services and Charges</u>			
439-92	Community Promotion	<u>5,000.00</u>	
			11,000.00
			<u>120,125.00</u>

CITY OF MISHAWAKA
2018 BUDGET

ENGINEERING DEPARTMENT
101-13

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Director of Engineering	75,404.00	2,900.15
411-02	Assistant Director	62,439.00	2,401.48
	Project Manager	52,772.00	2,029.70
	Traffic Manager	51,434.00	1,978.23
	Project Coordinator	38,082.00	1,464.70
	Office Manager	<u>33,273.00</u>	1,279.72
			313,404.00
<u>Other Personal Services</u>			
411-65	PE Certification	<u>10,000.00</u>	192.31
			323,404.00

2 SUPPLIES

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

3 OTHER SERVICES AND CHARGES

<u>Professional Services</u>			
431-06	Consulting	5,000.00	
<u>Communication and Transportation</u>			
432-03	Travel and Training	1,750.00	
<u>Repairs and Maintenance</u>			
436-01	Equipment Repair	2,500.00	
<u>Other Services and Charges</u>			
439-03	Subscriptions, Dues, etc.	<u>1,000.00</u>	10,250.00
			<u>337,654.00</u>

CITY OF MISHAWAKA
2018 BUDGET

CODE ENFORCEMENT DEPARTMENT
101-14

1 PERSONAL SERVICES

Salaries and Wages

biweekly

411-01	Director of Code Enforcement	56,761.00	2,183.10
411-02	Code Enforcement Officers		
	4 @ 46,037	184,148.00	1,770.66
	Office Manager	<u>33,273.00</u>	1,279.72
			274,182.00

2 SUPPLIES

Operating Supplies

422-01	Operating Supplies	<u>3,500.00</u>	
			3,500.00

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03	Travel and Training	3,000.00	
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Other Services and Charges

439-10	Clean up, Board up, Disposal, etc.	<u>35,000.00</u>	
			<u>38,000.00</u>
			<u>315,682.00</u>

CITY OF MISHAWAKA
2018 BUDGET

BUILDING DEPARTMENT
101-15

1 PERSONAL SERVICES

Salaries and Wages

		biweekly	
411-01	Building Commissioner	58,097.00	2,234.50
411-02	Administrator	33,769.00	1,298.82
	Inspector A 2 @ 55,625	<u>111,250.00</u>	2,139.43
			203,116.00

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	4,000.00	
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Other Services and Charges

439-03	Subscription, Dues, etc.	<u>800.00</u>	
			<u>4,800.00</u>
			<u>209,916.00</u>

CITY OF MISHAWAKA
2018 BUDGET

FIRE/EMS DEPARTMENT
101-19

1 PERSONAL SERVICES - *see salary ordinance for changes*

<u>Salaries and Wages</u>			biweekly
411-01	Fire Chief	70,288.00	2,703.40
411-02	Assistant Chief		
	3 @ 64,831	194,493.00	2,493.50
	Battalion Chief		
	3 @ 63,401	190,203.00	2,438.50
	Captains 15 @ 60,315	904,725.00	2,319.81
	Lieutenants		
	15 @ 58,655	879,825.00	2,255.97
	Fire Inspectors		
	3 @ 58,135	174,405.00	2,235.96
	Driver Operator		
	30 @ 57,032	1,710,960.00	2,193.52
	Master Firefighters		
	34 @ 56,279	1,913,486.00	2,164.59
	1st Class Firefighter		
	11 @ 54,279	<u>597,069.00</u>	2,086.90
			6,635,454.00
	<u>Civilian</u>		
	Executive Secretary	<u>33,556.00</u>	1,290.62
			33,556.00
	<u>Other Personal Services</u>		
411-12	Specialty Pay	220,550.00	
411-13	Out of Rank Pay	50,000.00	
411-60	Overtime	600,000.00	
411-66	Uniform Allowance 113 @ 1250	141,250.00	
411-67	Pension Equalization	<u>10,300.00</u>	
			1,022,100.00
	<u>Employee Benefits</u>		
413-01	Social Security	12,500.00	
413-02	Medicare	112,000.00	
413-03	PERF-14.2%	29,000.00	
413-05	Health Insurance	3,000,000.00	
413-06	Life/Disability Insurance	6,500.00	
413-09	77 Pension 20.5%	<u>1,258,000.00</u>	
			<u>4,418,000.00</u>
			12,109,110.00

CITY OF MISHAWAKA
2018 BUDGET

FIRE/EMS DEPARTMENT
101-19

2 SUPPLIES		
<u>Office Supplies</u>		
421-90	Office Supplies	6,000.00
<u>Operating Supplies</u>		
422-01	Operating Supplies	200,000.00
422-03	Medical Supplies	125,000.00
<u>Other Supplies</u>		
429-10	Public Education Training/ Seminar Supplies/Refreshments	<u>6,000.00</u>
		337,000.00
3 OTHER SERVICES AND CHARGES		
<u>Repairs and Maintenance</u>		
436-01	Building/ Equipment Repair	100,000.00
436-91	Laundry Maintenance	3,000.00
<u>Other Services and Charges</u>		
439-03	Subscriptions, Dues, etc.	<u>3,000.00</u>
		<u>106,000.00</u>
		<u>12,552,110.00</u>

CITY OF MISHAWAKA
2018 BUDGET

POLICE DEPARTMENT
101-20

1 PERSONAL SERVICES - *see salary ordinance for changes*

<u>Salaries and Wages</u>			biweekly
411-01	Police Chief	70,737.00	2,720.64
411-02	Assistant Chief		
	3 @65,277	195,831.00	2,510.66
	Captains		
	6 @ 59,725	358,350.00	2,297.11
	Lieutenants		
	14 @ 58,584	820,176.00	2,253.24
	Sergeants		
	20 @ 57,480	1,149,600.00	2,210.76
	1st Patrol Officer		
	46 @ 56,728	2,609,488.00	2,181.83
	2nd Patrol Officer		
	18 @ 54,728	<u>985,104.00</u>	2,104.13
			6,189,286.00
	<u>Civilians</u>		
	Executive Secretary	33,556.00	
	Administrative Secretary	33,273.00	
	Secretary 2 @ 32,825	65,650.00	
	Parking Personnel	32,825.00	
	Property Manager	36,939.00	
	Services Administrator	<u>38,163.00</u>	240,406.00
	Crossing Guards 21 @ 7,317	153,657.00	
411-03	Substitute Crossing Guard	2,000.00	
	Temporary Help/Part-time	<u>20,000.00</u>	175,657.00
	<u>Other Personal Services</u>		
411-60	Overtime/ Court-time Officer-Non Officer	500,000.00	
411-66	Uniform Allowance		
	1 @ 600, 106 @ 2050	217,900.00	
	Equipment Allowance	<u>30,000.00</u>	
			747,900.00
	<u>Employee Benefits</u>		
413-01	Social Security	27,000.00	
413-02	Medicare	107,000.00	
413-03	PERF 14.2%	35,000.00	
413-05	Health Insurance	2,650,000.00	
413-06	Life Insurance	6,250.00	
413-10	77 Pension 19.5%	<u>1,195,000.00</u>	
			<u>4,020,250.00</u>
			11,373,499.00

CITY OF MISHAWAKA
2018 BUDGET

POLICE DEPARTMENT
101-20

2 SUPPLIES

Operating Supplies

422-01 Operating Supplies 35,000.00

Other Supplies

429-11 Seminars/ Community Relations 1,000.00

36,000.00

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03 Travel and Training 2,000.00

Printing and Advertising

433-01 Printing 1,800.00

Repairs and Maintenance

436-01 Building Repair/ Maintenance
Service Contracts 90,000.00

Other Services and Charges

439-03 Subscriptions, Dues, etc. 3,000.00

439-11 Special Expense 13,000.00

439-12 Canine Expenses 3,000.00

439-16 Crime Stoppers Program 5,000.00

117,800.00

11,527,299.00

CITY OF MISHAWAKA
2018 BUDGET

CITY PLANNING
101-21

1 PERSONAL SERVICES

Salaries and Wages

			biweekly
411-01	City Planner	75,404.00	2,900.15
411-02	Senior Planner/Economic Development Specialist	51,191.00	1,968.88
	Administrative Planner	39,323.00	1,512.41
	Associate Planner	<u>44,149.00</u>	1,698.03
			210,067.00
411-06	Plan Commission 9 @ \$600	5,400.00	
	BZA Members 5 @ \$375	<u>1,875.00</u>	
			<u>7,275.00</u>
			217,342.00

2 SUPPLIES

Operating Supplies

422-01	Operating Supplies	<u>4,000.00</u>	
			4,000.00

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03	Travel and Training	2,750.00	
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Other Services and Charges

439-03	Subscriptions, Dues, etc.	<u>1,750.00</u>	
			<u>4,500.00</u>
			<u>225,842.00</u>

CITY OF MISHAWAKA
2018 BUDGET

CENTRAL SERVICES DEPARTMENT
101-22

1 PERSONAL SERVICES			
<u>Salaries and Wages</u>			biweekly
411-02	Assistant 4 @51,453	205,812.00	1,978.94
	Fleet Maintenance Technician		
	6 @ 20.55*2092	257,944.00	
	Group 1: 4 @ 19.51*2092	163,260.00	
	PT maintenance 1040 hrs @ 11.00	11,440.00	
	Reimburse MVH Director-61,148*5%	<u>3,058.00</u>	
			641,514.00
<u>Other Services Personal</u>			
411-60	Overtime	15,000.00	
411-63	Longevity	<u>4,575.00</u>	
			<u>19,575.00</u>
			661,089.00
2 SUPPLIES			
<u>Office Supplies</u>			
421-90	Office Supplies	2,000.00	
<u>Operating Supplies</u>			
422-02	Gas, Oil, etc.	800,000.00	
422-05	Equipment/ Vehicle/Maint Supplies	110,000.00	
<u>Other Supplies</u>			
429-08	Uniform/ Supplies	<u>4,250.00</u>	
			916,250.00
3 OTHER SERVICES AND CHARGES			
<u>Professional Services</u>			
431-09	Health Screenings/ Vaccines	1,000.00	
<u>Communication and Transportation</u>			
432-03	Travel and Training	1,500.00	
<u>Repairs and Maintenance</u>			
436-01	Building Repair / Equipment/Maint	70,000.00	
<u>Rentals</u>			
437-05	Uniforms	5,000.00	
<u>Other Services and Charges</u>			
439-09	Miscellaneous Charges	<u>2,500.00</u>	
			<u>80,000.00</u>
			<u>1,657,339.00</u>

CITY OF MISHAWAKA
2018 BUDGET

REDEVELOPMENT
101-28

1 PERSONAL SERVICES		
	<u>Salaries and Wages</u>	biweekly
411-02	TIF Construction Manager	60,483.00 2,326.27
	Program Construction Manager	54,821.00 2,108.48
	Grant Manager	50,192.00 1,930.48
	Program Coordinator	<u>38,548.00</u> 1,482.61
		204,044.00
2 SUPPLIES		
	<u>Office Supplies</u>	
421-90	Office Supplies	<u>1,000.00</u> 1,000.00
3 OTHER SERVICES AND CHARGES		
	<u>Professional Services</u>	
431-04	Professional Services	225,000.00
	<u>Communication and Transportation</u>	
432-03	Travel and Training	2,000.00
	<u>Printing and Advertising</u>	
433-02	Publications	<u>800.00</u>
		<u>227,800.00</u>
		<u>432,844.00</u>

CEMETERY
101-29

3 OTHER SERVICES AND CHARGES		
	<u>Other Services and Charges</u>	
439-09	Maintenance	<u>25,000.00</u> <u>25,000.00</u>

CITY OF MISHAWAKA
2018 BUDGET

MOTOR VEHICLE HIGHWAY
201-50

1 PERSONAL SERVICES

Salaries and Wages

biweekly

411-01	Street Commissioner	61,148.00	2,351.83
411-02	Office Administrator	33,769.00	1,298.82
	Office Manager	33,273.00	1,279.72
	Group 1: 32 @ 19.51*2092	1,306,077.00	
	CS reimburse-51,453* 1.55 for assts.	79,753.00	

1,514,020.00

Other Services Personal

411-60	Overtime	80,000.00
411-63	Longevity	16,820.00
411-64	FTO (Flexible Time Off) Plan	<u>8,000.00</u>

104,820.00

Employee Benefits

413-01	Social Security	100,500.00
413-02	Medicare	24,000.00
413-03	PERF 14.2%	230,000.00
413-04	Unemployment	5,000.00
413-05	Employee Ins Benefits	640,000.00
413-06	Life Insurance	2,250.00

1,001,750.00

2,620,590.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	1,500.00
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Operating Supplies

422-02	Gas, Oil, etc.	100,000.00
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Repair and Maintenance Supplies

423-03	Equipment/ Parts, Supplies	175,000.00
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Other Supplies

429-08	Uniform Supplies	5,000.00
429-13	Traffic Supplies	35,000.00

316,500.00

CITY OF MISHAWAKA
2018 BUDGET

MOTOR VEHICLE HIGHWAY
201-50

3 OTHER SERVICE AND CHARGES		
<u>Professional Services</u>		
431-09	Health Screenings/ Vaccines	5,000.00
 <u>Communication and Transportation</u>		
432-03	Travel and Training	5,000.00
432-04	Telephone/ Paging	7,500.00
 <u>Printing and Advertising</u>		
433-02	Publications	500.00
 <u>Insurance</u>		
434-90	Insurance Premiums/Deductibles	150,000.00
 <u>Utility Service</u>		
435-01	MU Charges	135,000.00
435-02	NIPSCO	100,000.00
 <u>Repairs and Maintenance</u>		
436-01	Building/ Equipment Repair	200,000.00
 <u>Rentals</u>		
437-05	Uniforms	8,000.00
 <u>Other Services and Charges</u>		
439-09	Miscellaneous Charges	<u>3,000.00</u>
		614,000.00
 4 CAPITAL OUTLAYS		
Improvements Other than Buildings		
442-01	Street Repair	
	Community Crossings Grant match	<u>183,000.00</u>
		<u>183,000.00</u>
		3,734,090.00

CITY OF MISHAWAKA
2018 BUDGET

LOCAL ROAD AND STREET
202-50

4 CAPITAL OUTLAYS

Improvements other than Buildings

442-01	Street Repair/Summer Program	<u>680,000.00</u>	<u>680,000.00</u>
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LOIT SPECIAL DISTRIBUTION
257-50

4 CAPITAL OUTLAYS

Machinery and Equipment

445-02	Street Equipment	<u>180,000.00</u>	<u>180,000.00</u>
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CITY OF MISHAWAKA
2018 BUDGET

PARK AND RECREATION
204-50

1 PERSONAL SERVICES

Salaries and Wages

411-01	Department Head	65,304.00		biweekly 2,511.69
411-02	Regular Employees	479,334.00		
	Group 1: 14 @19.51*2092	571,409.00	1,116,047.00	
411-03	Temporary/Summer Help	377,000.00	377,000.00	
	Directors	1,800.00		
	Reimburse CS Assts. 1.25	64,317.00		
	Reimburse MVH director 5%	3,058.00	<u>69,175.00</u>	
			1,562,222.00	

Other Services Personal

411-60	Overtime	30,000.00		
411-63	Longevity	12,050.00		
411-64	FTO	15,000.00	57,050.00	

Employee Benefits

413-01	Social Security	101,000.00		
413-02	Medicare	24,000.00		
413-03	PERF 14.2%	177,000.00		
413-04	Unemployment	5,000.00		
413-05	Employee Insurance Benefits	375,000.00		
413-06	Life Insurance	1,500.00	<u>683,500.00</u>	
			2,302,772.00	

2 SUPPLIES

Office Supplies

421-90	Office Supplies	5,000.00		
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Operating Supplies

422-02	Gas, Oil, Parts, etc.	73,000.00		
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Other Supplies

429-09	Merrifield Complex Supplies	15,000.00		
429-14	Maintenance Supplies	60,000.00		
429-15	Program Supplies	40,000.00		
429-16	Golf Course Concessions	40,000.00		
429-18	Athletic Event Supplies	20,000.00		
429-20	Golf Course Supplies	30,000.00		
429-21	Other Concessions	5,000.00		
429-23	Merrifield/BC Concessions	<u>20,000.00</u>		
			308,000.00	

CITY OF MISHAWAKA
2018 BUDGET

PARK AND RECREATION
204-50

3 OTHER SERVICES AND CHARGES

Professional Services

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 7,000.00

Printing and Advertising

433-01 Printing/Newsletter etc. 10,000.00

Insurance

434-90 Insurance Premiums/Deductibles 120,000.00

Utility Services

435-01 MU/AEP Charges 370,000.00

435-02 NIPSCO 30,000.00

Repairs and Maintenance

436-01 Equipment/Facility Repair 50,000.00

436-90 Service Contracts 95,000.00

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 20,500.00

439-19 Official/Referee Fees 10,000.00

439-21 Recreation Event/Entertainment 30,000.00

439-93 Sales Tax 25,000.00

794,400.00

3,405,172.00

CITY OF MISHAWAKA
2018 BUDGET

PARK AND RECREATION NON-REVERTING
214-50

1 PERSONAL SERVICES			
<u>Salaries and Wages</u>			
411-03	Temporary Help	15,000.00	
			15,000.00
2 SUPPLIES			
<u>Other Supplies</u>			
429-09	Wilson Hill Supplies	7,500.00	
429-16	Golf Course Concessions	10,000.00	
429-17	Landscaping/Chemical Supplies	60,000.00	
			77,500.00
3 OTHER SERVICES AND CHARGES			
<u>Professional Services</u>			
431-06	Consulting	75,000.00	
<u>Communication and Transportation</u>			
432-04	Wilson Hill Phone and Internet	<u>2,500.00</u>	
<u>Repairs and Maintenance</u>			
436-01	Golf Cart Repair	5,000.00	
436-20	Merrifield Pool and Rink Repair	15,000.00	
436-21	Wilson Building Repair	10,000.00	
436-90	Animal Control	15,000.00	
	GPS Contract	<u>28,000.00</u>	
			150,500.00
4 CAPITAL OUTLAYS			
<u>Machinery and Equipment</u>			
444-10	Golf Carts	65,000.00	
			<u>65,000.00</u>
			<u>308,000.00</u>

CITY OF MISHAWAKA
2018 BUDGET

LAW ENFORCEMENT CONTINUING EDUCATION
210-50

2 SUPPLIES		
<u>Operating Supplies</u>		
422-36 Ammunition	<u>25,000.00</u>	25,000.00
3 OTHER SERVICES AND CHARGES		
<u>Communication and Transportation</u>		
432-03 Travel and Training	<u>21,000.00</u>	21,000.00
4 CAPITAL OUTLAYS		
<u>Machinery and Equipment</u>		
445-08 Vests	<u>29,000.00</u>	29,000.00
		<u>75,000.00</u>

CITY OF MISHAWAKA
2018 BUDGET

PUBLIC SAFETY
211-50

2 SUPPLIES

Other Supplies

429-09	Police Supplies	<u>75,000.00</u>	
			75,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-09	Clinic Services	304,300.00	
431-11	New Hire Physicals - Police/Fire	52,000.00	

Communication and Transportation

432-03	Travel and Training - Fire	65,000.00	
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Repairs and Maintenance

436-01	Radio System Maintenance Contract	60,000.00	
436-90	Service Contract - Police/Fire	275,000.00	

Debt Service

438-01	Fire Station Lease Payment	316,151.00	
438-01	Fire Truck Lease Payment	118,488.00	
438-01	Ambulance Lease Payment	60,983.00	
438-01	Motorola Radio lease payment yr1 of 5	259,073.00	

Other Services and Charges

439-95	PSAP	<u>650,000.00</u>	
			2,160,995.00

4 CAPITAL OUTLAYS

Machinery and Equipment

445-09	Police Cars	282,000.00	
445-08	Police Equipment	102,000.00	

cameras in vehicles \$50,000
computers in vehicles \$50,000
weapons \$2,000

445-13	Fire Department Equipment	<u>398,000.00</u>	
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Apparatus Equipment \$50,000
Hose \$60,000
SCBA \$23,000
Lifepack 15 \$25,000
Locution Hardware \$15,000
Dive Equipment \$20,000
Station #3 Overhead Doors \$25,000

Refurbish Ambo \$180,000

<u>782,000.00</u>
<u>3,017,995.00</u>

CITY OF MISHAWAKA
2018 BUDGET

CUMULATIVE CAPITAL DEVELOPMENT
417-50

3 OTHER SERVICES AND CHARGES		
<u>Repairs and Maintenance Supplies</u>		
436-90 Service Contracts/Software Maintenance	<u>300,000.00</u>	300,000.00
4 CAPITAL OUTLAYS		
<u>Machinery and Equipment</u>		
445-11 Computer Equipment/Software	<u>250,000.00</u>	<u>250,000.00</u>
		<u>550,000.00</u>

CUMULATIVE SEWER FUND
432-50

3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-04 Professional Services	<u>250,000.00</u>	250,000.00
4 CAPITAL OUTLAYS		
<u>Improvements Other than Buildings</u>		
445-21 Storm/Sanitary Reconstruction	<u>250,000.00</u>	<u>250,000.00</u>
		<u>500,000.00</u>

CITY OF MISHAWAKA
2018 BUDGET

CEDIT
430-50

2 SUPPLIES

Repair and Maintenance Supplies

423-01 Street Material/Dust Control 175,000.00

Other Supplies

429-17 Landscaping Supplies/Chemicals 100,000.00

429-91 Salt 175,000.00

450,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-04 Chamber of Commerce 25,000.00

431-04 enFocus 30,000.00

431-06 Consulting 125,000.00

431-09 Clinic Services 346,800.00

Repairs and Maintenance Supplies

436-01 City Maintenance 150,000.00

436-23 Splash Pad Repair 30,000.00

436-90 Engineering Maintenance 100,000.00

436-93 Signal Maintenance 100,000.00

Debt Service

438-01 PSAP Bond 119,531.00

Other Services and Charges

439-95 PSAP 650,000.00

1,676,331.00

4 CAPITAL OUTLAYS

Other Capital Outlay

443-97 Resurfacing PD parking lot 25,000.00

443-97 PD HVAC condenser + \$25K enc 50,000.00

443-97 PD Roof 150,000.00

Improvements Other than Buildings

442-01 Paving 300,000.00

442-04 Sidewalk and Curb Program 300,000.00

445-17 Park Development 250,000.00

Machinery and Equipment

445-02 MVH Equipment 330,000.00

CSD Equipment 38,000.00

1,443,000.00

3,569,331.00

CITY OF MISHAWAKA
2018 BUDGET

FIRE PENSION
702-50

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-06	Secretary Salary	3,000.00
	Pension Board Members	
	5 @ 750.00 per yr	3,750.00
411-05	Pension Benefits	2,025,000.00
411-07	Death Benefits	<u>36,000.00</u>
		2,067,750.00
2 SUPPLIES		
<u>Office Supplies</u>		
429-09	Misc Supplies	<u>1,000.00</u>
		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><u>2,071,750.00</u></u>

POLICE PENSION
703-50

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-06	Secretary Salary	3,000.00
411-05	Pension Benefits	1,372,000.00
	DROP Benefits	121,155.00
411-07	Death Benefits	<u>36,000.00</u>
		1,532,155.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-01	Legal Fees	2,500.00
<u>Communication and Transportation</u>		
432-03	Travel and Training	<u>450.00</u>
		2,950.00
		<u><u>1,535,105.00</u></u>

**Expenditure Budget Comparison
General Fund**

Department	2017 Budget	2018 Budget	\$ Change	% Change	% of 2018
					Total Budget
Mayor	164,402	167,377	2,975	1.8%	0.32%
Controller	4,832,841	4,800,110	(32,731)	-0.7%	9.08%
Clerk	165,211	168,145	2,934	1.8%	0.32%
Human Resources	137,898	127,773	(10,125)	-7.3%	0.24%
IT	350,630	356,536	5,906	1.7%	0.67%
Law	195,282	197,590	2,308	1.2%	0.37%
Council	114,593	120,125	5,532	4.8%	0.23%
Engineering	331,580	337,654	6,074	1.8%	0.64%
Code	309,998	315,682	5,684	1.8%	0.60%
Building	205,926	209,916	3,990	1.9%	0.40%
Fire	11,614,598	12,552,110	937,512	8.1%	23.75%
Police	10,844,606	11,527,299	682,693	6.3%	21.81%
Planning	221,781	225,842	4,061	1.8%	0.43%
Central Services	1,643,203	1,657,339	14,136	0.9%	3.14%
Redevelopment	428,843	432,844	4,001	0.9%	0.82%
Cemetery	25,000	25,000	-	0.0%	0.05%
Property Tax Cap					
Dept. Totals	31,586,392	33,221,342	1,634,950	5.18%	

Civil City Budget Comparison

All Appropriated Funds

Department	2017 Budget	2018 Budget	\$ Change	% Change	% of 2018
					Total Budget
General	31,586,392	33,221,342	1,634,950	5.2%	62.86%
Park and Recreation	3,384,242	3,405,172	20,930	0.6%	6.44%
MVH Funds					
Motor Vehicle Highway	3,363,160	3,734,090	370,930	11.0%	7.07%
Local Road & Street	500,000	680,000	180,000	36.0%	1.29%
LOIT Special Dist	140,000	180,000	40,000	28.6%	0.34%
Cumulative Sewer	500,000	500,000	-	0.0%	0.95%
Capital Fund					
Cum. Cap. Development	500,000	550,000	50,000	10.0%	1.04%
Cumulative Fire	45,443	-	(45,443)	-100.0%	0.00%
CEDIT	3,678,131	3,569,331	(108,800)	-3.0%	6.75%
Other Operating Funds					
Law Enforcement Con't Ed	65,000	75,000	10,000	15.4%	0.14%
Public Safety	2,750,099	3,017,995	267,896	9.7%	5.71%
Park Non - Reverting	363,000	308,000	(55,000)	-15.2%	0.58%
Pension Funds					
Fire Pension	2,203,492	2,071,750	(131,742)	-6.0%	3.92%
Police Pension	1,467,024	1,535,105	68,081	4.6%	2.90%
Gross Totals	50,545,983	52,847,785	2,301,802	4.55%	

Circuit Breaker loss:

General	4,535,781	4,585,203			
Park & Rec	631,194	634,183			
MVH	85,150	83,916			
CCD	183,067	129,349			
Cum Sewer	67,644	92,468			
	5,502,836	5,525,119			
Net Totals	56,048,819	58,372,904	2,324,085	4.15%	

City Budget Comparison By Category

Appropriated Funds

**Civil City Budget Comparison By Category
Appropriated Funds**

Department	2017 Budget	2018 Budget	\$ Change	% Change	Total Budget
100 - Personal Services	35,468,043	37,332,982	1,864,939	5.3%	70.64%
200 - Supplies	2,623,000	2,599,000	(24,000)	-0.9%	4.92%
300 - Other Services & Charges	8,666,997	8,803,803	136,806	1.6%	16.66%
400 - Capital Outlays	3,787,943	4,112,000	324,057	8.6%	7.78%
Fund Totals	50,545,983	52,847,785	2,301,802	4.55%	100.00%

Mishawaka Utilities

2018 Budget

Electric Division

2018 ELECTRIC DEPARTMENT

POSITION	2018	SALARY
DIVISION MANAGER	<u>1</u>	79,329.41
SUPERINTENDENT	<u>1</u>	74,350.00
SYSTEMS RELIABILITY SUPERVISOR	<u>1</u>	72,204.38
CONSTRUCTION FOREMAN	<u>2</u>	72,975.00
SUBSTATION SUPERVISOR	<u>1</u>	59,467.43
PROJECT MANAGER	<u>1</u>	59,127.15
OPERATIONS COORDINATOR	<u>1</u>	51,590.22
SENIOR ENGINEERING ASSISTANT	<u>1</u>	51,442.22
SUBSTATION TECHNICIAN	<u>1</u>	50,448.95
ENGINEERING ASSISTANT	<u>3</u>	50,338.35
PROJECT COORDINATOR	<u>1</u>	39,193.29
OFFICE COORDINATOR	<u>0</u>	36,833.84
METERING MANAGER	<u>1</u>	<u>63,074.50</u>

HOURLY

JOURNEYMAN LINEMAN	<u>9</u>	33.57
APPRENTICE LEVEL 8	<u> </u>	28.57
APPRENTICE LEVEL 7	<u> </u>	28.07
APPRENTICE LEVEL 6	<u> </u>	27.57
APPRENTICE LEVEL 5	<u>3</u>	26.57
APPRENTICE LEVEL 4	<u> </u>	26.07
APPRENTICE LEVEL 3	<u>2</u>	24.57
APPRENTICE LEVEL 2	<u> </u>	24.07
APPRENTICE LEVEL 1	<u>4</u>	23.57
MACHINE OPERATOR A	<u>3</u>	24.64
MACHINE OPERATOR B	<u> </u>	22.95
CLERK/DISPATCHER A	<u>2</u>	22.47
CLERK/DISPATCHER B	<u> </u>	22.95
METER READER	<u>5</u>	21.15
METERMAN	<u> </u>	26.46
SERVICE REPRESENTATIVE	<u>5</u>	22.77
SEASONAL	2or3	
<u>OVERTIME FOR 2018</u>	<u>2000</u>	<u>\$100,711</u>

TOTAL 2048

**MISHAWAKA ELECTRIC UTILITY
BUDGET-OPERATING REVENUE**

	2018 Budget
OPERATING REVENUE:	
Residential Sales	\$18,500,000
Customer Charge	2,500,000
Commercial Sales	4,700,000
Commercial Heating	600,000
Commercial Power	31,700,000
Municipal Sales	1,500,000
Municipal Street Lighting	550,000
Outdoor Protective Lighting	213,000
Cablevision	2,032
I&M Cost Adjustment Revenue	5,000,000
Penalty	300,000
Interest Income	1,800
Operational Revenues	<u>800,000</u>
 Total Operating Revenues	 <u>\$66,366,832</u>
 Purchased Power	 <u>.....(\$48,000,000)</u>
 Net Revenue	 <u>\$18,366,832</u>
% of Revenue	<u>27.7%</u>

**MISHAWAKA ELECTRIC UTILITY
BUDGET-OPERATING EXPENSES**

	2018 Budget
OPERATING EXPENSES:	
Salaries & Wages	\$2,794,544
Social Security Taxes	213,783
Pension Benefits	438,000
Fringe Benefits	1,233,087
Structures	15,000
Substation Equipment	47,000
Overhead Lines	50,000
Underground Lines	50,000
Transformers	5,000
Street Lights	25,000
Meters, Meter Testing	15,000
General Equipment/Services	55,000
Stores Equipment	1,000
Uniforms, Safety Equipment	90,000
Plant Operation Expense	160,000
Computer Expenses	15,000
Small Tools Equipment/Repair	50,000
Transportation Expense	90,000
Office Supplies/Equipment	7,500
Radios	41,000
Legal/Professional Fees	50,000
Apprentice Program	25,000
Education/Travel	30,000
Dues, Fees, Subscriptions	50,000
Insurance - Property, Auto, WC	162,500
Contracted Services - Line Clearing	325,000
Contracted Services - Substations	335,500
Indiana Gross Income Tax	925,000
PiLoT	606,500
Transfer to City	1,000,000
Total Operating Expenses	<u>\$8,905,413</u>
% of Revenue	13.4%
Support Services Allocation	<u>\$1,636,861</u>
% of Revenue	2.5%
Total Net Expense	<u><u>\$10,542,274</u></u>
% of Revenue	15.9%

**MISHAWAKA ELECTRIC UTILITY
BUDGET-CAPITAL EXPENDITURES**

	2018 Budget
CAPITAL EXPENDITURES:	
Structures/Improvements	\$100,000
Substation Equipment	2,588,000
Transformers	500,000
Distribution Lines	1,200,000
Meters	261,250
Office Furniture, Equipment	5,000
Computer Equipment/GIS	40,000
Transportation Equipment	425,000
Power Operated Equipment	40,000
Tools/Garage/Shop Equipment	12,000
Testing Equipment	15,000
Total Capital Expenditures	<u>\$5,186,250</u>
% of Revenue	<u>7.8%</u>

**MISHAWAKA ELECTRIC UTILITY
BUDGET-DIVISION SUMMARY**

	2018 Budget
Gross Revenue	\$66,366,832
Less: Purchased Power	<u>(48,000,000)</u>
Net Revenue	<u>\$18,366,832</u>
% of Gross Revenue	27.7%
Net Expense	\$10,542,274
Capital	<u>5,186,250</u>
Total Net Budget	<u>\$15,728,524</u>
% of Gross Revenue	23.7%
Net Surplus/Deficit	<u>\$2,638,308</u>
% of Gross Revenue	4.0%

Water Division

2018 WATER DEPARTMENT

POSITION	2018	SALARY
DIVISION MANAGER	1	74,860.62
ASSISTANT MANAGER	0	63,689.96
WATER QUALITY SUPERVISOR	1	61,218.82
DISTRIBUTION SYSTEM SUPERVISOR	1	61,218.82
METER/BACKFLOW SUPERVISOR	1	61,218.82
OPERATIONS COORDINATOR	1	55,165.50
QUALITY CONTROL TECHNICIAN		53,373.98
QUALITY CONTROL ASSISTANT		41,582.18
QUALITY CONTROL ASSISTANT B	1	47,478.08
QUALITY CONTROL ASSISTANT C		41,582.06
GIS COORDINATOR	1	51,442.22
TELEMETRY TECHNICIAN		50,338.62
SYSTEM TECHNICAL & TELEMETRY RELIABILITY COORDINATOR	1	55,165.50
WELL HEAD PROTECTION COORDINATOR	1	49,347.14
PROJECT COORDINATOR	1	39,193.29
OFFICE COORDINATOR		36,833.86
		0.00
		0.00

HOURLY

WORKING FOREMAN - DISTRIBUTION SYSTEMS	1	26.19
HEAVY EQUIPMENT OPERATOR A	5	24.76
HEAVY EQUIPMENT OPERATOR B		23.56
HEAVY EQUIPMENT OPERATOR C		22.72
PIPEFITTER A	1	22.83
PIPEFITTER B	2	21.51
PIPEFITTER C		20.68
SENIOR UTILITYMAN	1	25.20
INTERMEDIATE UTILITYMAN	3	23.22
UTILITYMAN		21.77
CHIEF MECHANIC-WATER TREATMENT	1	26.19
MAINTENANCE TECHNICIAN	1	23.22
GENERAL MAINTENANCE A		21.78
GENERAL MAINTENANCE B		20.52
GENERAL MAINTENANCE C		19.75
CHIEF METER/BACKFLOW INSPECTOR	1	25.23
METER/BACKFLOW INSPECTOR	1	23.32
METER REPAIRMAN A	1	22.83
METER REPAIRMAN B		21.50
METER REPAIRMAN C		20.68
METER INSTALLER A		22.82
METER INSTALLER B	1	21.50
METER INSTALLER C	1	20.68
EXPECTED OVERTIME FOR 2018		\$40,000

TOTAL EMPLOYEES

30

**MISHAWAKA WATER UTILITY
BUDGET-OPERATING REVENUE**

OPERATING REVENUE:	2018 Budget
Unmetered Sales	\$4,008
Residential Metered Sales	3,916,622
Commercial Metered Sales	3,676,885
Public Fire Protection	44,400
Private Fire Protection	2,022,748
Other Sales/Public Authorities	209,556
Penalty	39,108
Interest Income	19,308
Water Tower Attachments	150,000
Operational Revenue	<u>256,980</u>
 Total Operating Revenues	 <u>\$10,339,615</u>
 Advances/Construction	 <u>----- \$500,000</u>
 Total Operating Revenues	 <u><u>\$10,839,615</u></u>

**MISHAWAKA WATER UTILITY
BUDGET-OPERATING EXPENSES**

OPERATING EXPENSES:	2018 Budget
Salaries & Wages	\$1,572,000
Social Security Taxes	120,258
Pension Benefits	280,366
Fringe Benefits	754,378
Electricity	700,000
Natural Gas Purchases	50,000
Chemicals/Water Treatment	250,000
Materials & Supplies	574,000
Contractual Svcs/Accounting	3,000
Contractual Svcs/Legal	3,000
Contractual Svcs/Professional	1,000,000
Equipment Rental	10,000
Transportation Expense	95,000
Insurance: Property, Auto, WC	151,736
Radios	23,909
Education/Travel	8,000
Dues, Fees, Subscriptions	40,000
Indiana Gross Income Tax	115,000
PiLoT	639,873
Debt Service	2,012,534
Debt Service for Proposed Loan	150,000
Total Operating Expenses	<u>\$8,553,053</u>
% of Revenue	78.9%
Support Services Allocation	<u>\$818,431</u>
% of Revenue	7.6%
Total Net Expense	<u><u>\$9,371,484</u></u>
% of Revenue	86.5%

**MISHAWAKA WATER UTILITY
BUDGET-CAPITAL EXPENDITURES**

CAPITAL EXPENDITURES:	2018 Budget
Structures & Improvements	\$120,000
Wells & Springs/Supply Mains	50,000
Pumping Equipment	25,000
Water Treatment Equipment	25,000
Trans/Distribution Mains	250,000
Meters/Meter Installations	170,000
Hydrants	50,000
Other Plt & Misc. Equip-Water Treat	30,500
Office Furn/Equip/Computer	2,500
Transportation Equipment	110,000
Tools, Shop, Garage	20,000
Laboratory Equipment	20,000
Power Operated Equipment	250,000
Total Capital Expenditures	<u>\$1,123,000</u>
% of Revenue	10.4%

**MISHAWAKA WATER UTILITY
BUDGET-DIVISION SUMMARY**

	2018 Budget
DIVISION SUMMARY:	
Gross Revenue	<u>\$10,839,615</u>
Net Expense	\$9,371,484
Capital	<u>1,123,000</u>
Total Net Budget	<u>\$10,494,484</u>
% of Gross Revenue	96.8%
Net Surplus/Deficit	<u>\$345,131</u>
% of Gross Revenue	3.2%

Wastewater Division

2018 WASTEWATER DEPARTMENT

POSITION	2018	SALARY
DIVISION MANAGER	<u>1</u>	74,860.88
ASSISTANT MANAGER	<u>1</u>	63,689.30
OPERATIONS MANAGER	<u>1</u>	60,708.69
CHIEF CHEMIST	<u>1</u>	58,074.20
CHEMIST	<u>3</u>	53,707.78
MAINTENANCE MANAGER	<u>1</u>	56,356.86
PROJECT MANAGER	<u>1</u>	56,356.60
PROJECT COORDINATOR	<u>1</u>	39,193.03
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HOURLY

DEWATERING MECHANIC	<u>1</u>	25.45
BIOSOLIDS TECHNICIAN	<u>1</u>	23.23
MAINTENANCE TECHNICIAN A	<u>5</u>	23.22
MAINTENANCE TECHNICIAN B	<u>1</u>	21.50
MAINTENANCE TECHNICIAN C	<u>1</u>	20.66
CHIEF OPERATOR	<u>1</u>	23.81
UTILITY OPERATOR A	<u>6</u>	22.61
UTILITY OPERATOR B	<u>2</u>	21.12
UTILITY OPERATOR C	<u>1</u>	20.30
PRETREATMENT TECHNICIAN	<u>1</u>	23.32
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EXPECTED OVERTIME FOR 2018		<u>113,597.72</u>

TOTAL EMPLOYEES 26

**MISHAWAKA WASTEWATER UTILITY
BUDGET - OPERATING REVENUE**

	2018 Budget
OPERATING REVENUE:	
Commercial/Industrial Sales	\$8,200,000
Residential Sales	8,300,000
Municipal Sales	276,418
Commercial Pretreatment Sales	91,225
Industrial Pretreatment Sales	40,992
Municipal Pretreatment Sales	2,130
Penalty	173,727
Penalty/Pretreatment	452
Interest Income	50,000
Connection Fees	60,000
Inspection Fees	6,000
T. I. F. Credit	3,360,000
Operational Revenue	40,136
Total Operating Revenues	<u><u>\$20,601,080</u></u>

**MISHAWAKA WASTEWATER UTILITY
BUDGET - OPERATING EXPENSES**

OPERATING EXPENSES:	2018 Budget
Salaries & Wages	\$1,450,290
Social Security Taxes	110,947
Pension Benefits	249,116
Fringe Benefits	735,760
Operation Supplies/Maintenance	50,000
Electricity	525,000
Natural Gas	60,000
Water	70,000
Lab Supplies/Equipment	27,000
Outside Lab Analysis	13,000
Hypochlorite Solution	35,000
Sodium Bisulfite	40,000
Polymer	80,000
Ferrous Chloride & Parts	87,000
Transportation Expense	8,000
Pretreatment Materials	500
Disinfection Equipment	3,000
Digester System	7,000
Primary Tank	2,500
Secondary Tank	7,500
Grit System	2,500
Screening Equipment	2,500
Blowers	1,500
Pumps & Motors	50,000
Buildings & Grounds	91,000

OPERATING EXPENSES (cont.):**2018
Budget**

Equipment	4,000
Sludge Thickening	10,000
Biosolids Dewatering	25,000
Biosolids Land Application	90,000
Lift Station Maintenance	10,000
SCADA - Telemetry System	10,000
Office Supplies/Equipment Maint.	6,000
Permit Fees	14,750
Legal/Professional/Contract Svcs	250,000
Safety Equipment/Expense	3,000
Education /Travel / Dues & Fees	10,000
Uniforms	10,000
Radios	11,676
Property Insurance	171,302
Debt Service	6,907,860
PiLoT	1,890,304
Operational General Expense	5,000
Total Operating Expenses	\$13,140,024
<i>% of Revenue</i>	63.8%
Support Services Allocation	\$818,431
<i>% of Revenue</i>	4.0%
Total Net Expenses	\$13,958,454
<i>% of Revenue</i>	415.4%

**MISHAWAKA WASTEWATER UTILITY
BUDGET - CAPITAL EXPENDITURES**

	2018 Budget
CAPITAL EXPENDITURES:	
Sludge Dewatering	\$ 60,000
Lift Station Structures	80,000
Plant Structures and Improvements	5,000
Laboratory Equipment	12,000
Transportation Equipment	100,000
Office Equipment	8,000
Total Capital Expenditures	<u>\$265,000</u>
% of Revenue	1.3%

**MISHAWAKA WASTEWATER UTILITY
BUDGET - DIVISION SUMMARY**

DIVISION SUMMARY:	2018 Budget
Gross Revenue	<u>\$20,601,080</u>
Wastewater Operating Expenses	\$13,958,454
Sewer Operating Expenses	1,970,678
Net Expenses	<u>\$15,929,132</u>
Capital	<u>\$1,886,420</u>
Total Net Budget	<u>\$17,815,552</u>
% of Gross Revenue	86.5%
NET Surplus/Deficit	<u>\$2,785,528</u>
% of Gross Revenue	13.5%

2018 SEWER DEPARTMENT

POSITION	2018	SALARY
DEPARTMENT MANAGER	<u>1</u>	59,974.81
ASSISTANT MANAGER	<u>1</u>	50,150.31
OFFICE COORDINATOR	<u>1</u>	36,837.02
MS4 COORDINATOR	<u>1</u>	51,084.70
SENIOR SECRETARY		35,968.59
LOCATES/BONDS/PERMIT COORDINATOR	<u>1</u>	34,521.60
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		HOURLY
ADVANCED OPERATOR	<u>4</u>	22.46
GIS COORDINATOR	<u>2</u>	21.73
REPAIRMAN	<u>3</u>	21.51
UTILITY OPERATOR	<u>4</u>	21.04
GENERAL LABORER II	<u>0</u>	19.50
GRNERAL LABORER I	<u>1</u>	19.31
GENERAL LABORER	<u>0</u>	16.72
PROBATIONARY	<u></u>	15.19
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EXPECTED OVERTIME FOR 2018		<u>\$6,000</u>

TOTAL EMPLOYEES 19

**SEWER MAINTENANCE DEPARTMENT
OPERATING EXPENSES**

OPERATING EXPENSES:	2018 Budget
Salaries & Wages	\$871,499
Social Security Taxes	66,258
PERF	119,380
Health/Life/ Other Insurance/EAP	442,979
Insurance	54,544
Uniform Expense	8,800
Equipment Maintenance	40,000
Transportation Expense	40,000
Sewer Line Maintenance	275,000
Education/Travel	6,000
Dues/Fees/Subscriptions	100
Radios	8,618
Equipment Rental	500
Office Supplies/Equipment	3,000
Safety Equipment	3,000
Tools	1,000
Buildings & Grounds	5,000
Utilities	5,000
Operational Expense	5,000
Technology	15,000
Total Operating Expenses	\$1,970,678
% of Revenue	9.6%

**SEWER MAINTENANCE DEPARTMENT
CAPITAL EXPENDITURES**

	2018 Budget
CAPITAL EXPENDITURES:	
Machinery & Equipment	520,000
Sewer Repair/Replace	350,000
Pipe Lining/Rehab	680,000
Transportation Equipment	71,420
 Total Capital Expenditures	 <u>\$1,621,420</u>
 Total Sewer Dept Expenses	 <u>\$3,592,098</u>
% of Wastewater Revenue	17.4%

Support Services

2018 BUSINESS OFFICE

POSITION	2018	SALARY
GENERAL MANAGER	<u>1</u>	81,901.31
BUSINESS OFFICE MANAGER	<u>1</u>	65,914.28
DATA PROCESSING SUPERVISOR	<u>1</u>	51,013.35
STAFF CONSULTANT	<u>1</u>	49,232.63
SAFTEY COORDINATOR	<u>1</u>	49,491.22
AS/400 SPECIALIST	<u>1</u>	46,544.56
NETWORK OPERATIONS ADMINISTRATOR	<u>1</u>	48,081.28
SENIOR COMPUTER OPERATOR	<u>1</u>	44,209.24
COMPUTER OPERATOR/ACCOUNT SPECIALIST	<u>1</u>	43,719.11
COMPUTER OPERATOR	<u>1</u>	42,414.73
CUSTOMER SERVICE REPRESENTATIVE	<u>3</u>	41,272.93
ACCOUNTANT	<u>1</u>	40,719.14
SENIOR BOOKKEEPER	<u>0</u>	40,132.19
BOOKKEEPER	<u>1</u>	37,243.61
SENIOR SECRETARY	<u>1</u>	34,514.32
CORPORATE COUNCIL	<u>1</u>	23,464.77
CITY ATTORNEY	<u>1</u>	3,000.00
ASSISTANT CITY ATTORNEY	<u>1</u>	16,484.86

HOURLY

CPC CLERK A	<u>7</u>	18.15
CPC CLERK B	<u>1</u>	17.23
CPC CLERK C	<u>1</u>	16.64
MAIL EQUIPMENT OPERATOR A	<u>1</u>	18.15
MAIL EQUIPMENT OPERATOR B	<u>1</u>	17.23
MAIL EQUIPMENT OPERATOR C	<u>1</u>	16.64
TERMINAL OPERATOR A	<u>2</u>	18.41
TERMINAL OPERATOR B	<u>1</u>	17.48
TERMINAL OPERATOR C	<u>1</u>	16.90
CASHIER A	<u>2</u>	18.15
CASHIER B	<u>1</u>	17.23
CASHIER C	<u>1</u>	16.64
PHONE CLERK	<u>1</u>	16.64

EXPECTED OVERTIME FOR 2018		<u>1,800.00</u>
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TOTAL EMPLOYEES 31

**MISHAWAKA UTILITIES
BUDGET-SUPPORT SERVICES**

	2018 Budget
OPERATING EXPENSES:	
Salaries & Wages	\$1,250,432
Social Security Taxes	95,651
Pension Benefits	272,200
Fringe Benefits	472,756
Utilities	26,550
Telephone	6,200
General Office Supplies	5,000
Office Forms	30,000
Invoice Cloud & Termnet Expenses	60,000
AnswerNet	13,000
NEW IMPLEMENTATIONS	
Outsource Bills	48,000
Additional IVR Ports	12,900
Scanners & Signature Pads for Workflow	10,000
General Office Expenses	25,000
Miscellaneous Equipment Expenses	5,000
Postage	125,000
Cashier Shortages/Overages	100
Legal/Professional Services	18,000
Education & Travel	5,000
Computer Expenses	8,000
Utility Promotion Expense	12,000
City Contract - HR	63,886
City Contract - Controller	150,065
Hardware Maintenance Contracts	72,737
Software Maintenance Contracts	60,367
City Contract - IT Dept.	178,268
Safety Program	8,500
Employee Clinic	198,900
Total Operating Expenses	<u>\$3,233,512</u>
% of MU Consolidated Revenue	29.8%

**MISHAWAKA UTILITIES
BUDGET-CAPITAL EXPENDITURES**

	2018 Budget
CAPITAL EXPENDITURES:	
Structures & Improvements	40,210
Total Capital Expenditures	<u>\$40,210</u>
% of MU Consolidated Revenue	0.4%

**MISHAWAKA UTILITIES
BUDGET-SUPPORT SERVICES SUMMARY**

	2018 Budget
Net Expenses	\$3,233,512
Capital	40,210
Total Net Budget	<u>\$3,273,722</u>
% of MU Consolidated Revenue	30.2%
Support Services Allocation	2018
Electric @ 50%	<u>\$1,636,861</u>
Water @ 25%	818,431
Wastewater @ 25%	<u>818,431</u>
	<u><u>\$3,273,722</u></u>

Consolidated

**MISHAWAKA UTILITIES
BUDGET-CONSOLIDATED**

	<u>2018 Budget</u>
Gross Revenue	\$97,307,527
Purchased Power	<u>(\$48,000,000)</u>
Net Revenue	<u>\$49,307,527</u>
Net Expense	\$35,842,890
Capital	<u>8,195,670</u>
Net Budget	<u>\$44,038,560</u>
% of Gross Revenue	45.3%
% of Net Revenue	89.3%
Net Surplus/Deficit	<u><u>\$5,268,967</u></u>
% of Gross Revenue	5.4%
% of Net Revenue	10.7%

SALARY ORDINANCES

PROPOSED ORDINANCE NO. 2017-33

ORDINANCE NO. 5591

AN ORDINANCE FIXING THE SALARIES
OF CERTAIN ELECTED OFFICIALS OF THE CITY OF MISHAWAKA
FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2018

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

Section 1. The biweekly salaries of the following elected officials of the City of Mishawaka, Indiana, for the fiscal year beginning January 1, 2018 shall be payable in 26 equal biweekly pay periods beginning January 12, 2018 in the following amounts:

	Biweekly salary
Mayor	\$ 2,974.89
Clerk	2,095.29
Council member	392.68

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 18th day of September , 2017, at 7:27 o'clock, p.m.

Ross Deal _____ /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 September 2017, at 9:01 o'clock, a.m.

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

APPROVED BY ME this 19th day of September, 2017, at 9:27 o'clock, a.m.

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

PROPOSED ORDINANCE NO. 2017-34

ORDINANCE NO. 5592

AN ORDINANCE FIXING THE SALARIES OF ALL EMPLOYEES OF THE CITY OF MISHAWAKA EXCEPT, MISHAWAKA PARK DEPARTMENT, ELECTED OFFICIALS AND THE MISHAWAKA UTILITIES FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2018.

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

Section 1. The biweekly salaries of all employees of the City of Mishawaka except the Mishawaka Park Department, Elected Officials and the Mishawaka Utilities for the year beginning January 1, 2018 and shall be payable in 26 bi-weekly pay periods commencing on January 12, 2018.

BIWEEKLY SALARY

MAYOR'S ADMINISTRATIVE ASSISTANT	1,529.10
MAYOR'S SECRETARY	1,279.72
CONTROLLER	2,900.15
DEPUTY CONTROLLER	1,977.75
ACCOUNTANT	1,566.15
PAYROLL CLERK	1,424.52
BOOKKEEPER A	1,459.51
BOOKKEEPER B	1,262.33
BOOKKEEPER C	1,179.47
PURCHASING AGENT	1,475.09
CPA CERTIFICATION FT	192.31
CHIEF DEPUTY CLERK I	1,512.10
CHIEF DEPUTY CLERK II	1,465.50
HR DIRECTOR	2,118.55
ASST DIRECTOR	1,474.41
HR OFFICE MANAGER	1,279.72
HR CERTIFICATION	500.00
DIRECTOR OF IT	2,447.77
SYSTEM SPECIALIST IV SERVER ADMIN.	2,014.96
SYSTEM SPECIALIST IV NETWORK ENG.	1,684.39
SYSTEM SPECIALIST III WEB	1,706.30
SYSTEM SPECIALIST II DESKTOP ENG.	1,623.98
GIS COORDINATOR	1,927.86
CORPORATE COUNSEL/HR DIRECTOR	2,189.96
1 st DEPUTY CITY ATTORNEY	2,294.84
2 nd DEPUTY ASST CITY ATTORNEY	634.03
PART TIME SECRETARY	288.46
COUNCIL ATTORNEY	634.03

DIRECTOR OF ENGINEERING	2,900.15
ASSISTANT DIRECTOR	2,401.48
TRAFFIC MANAGER	1,978.23
PROJECT MANAGER	2,029.70
CONSTRUCTION COORDINATOR	1,775.30
TECHNICIAN	1,763.53
PROJECT COORDINATOR	1,464.70
LOCATOR/INSPECTOR	1,504.05
OFFICE MANAGER	1,279.72
PE BONUS FT	192.31
IDEM REVIEW BOARD BONUS	153.85
DIRECTOR OF CODE ENFORCEMENT	2,183.10
OFFICE MANAGER	1,279.72
CODE ENF OFFICER A	1,770.66
CODE ENF OFFICER B	1,480.51
BUILDING COMMISSIONER	2,234.50
ASSISTANT BUILDING COMMISSIONER	2,103.73
OFFICE ADMINISTRATOR	1,298.82
OFFICE MANAGER	1,279.72
INSPECTOR A	2,139.43
INSPECTOR B	1,939.91
FIRE CHIEF	2,703.40
ASSISTANT CHIEF	2,493.50
CHIEF FIRE PREVENTION	2,347.47
BATTALION CHIEF	2,438.50
CAPTAINS	2,319.81
SHIFT SUPERVISOR	2,257.92
LIEUTENANT	2,255.97
FIRE INSPECTOR	2,235.96
PARAMEDIC	2,235.96
DRIVER OPERATOR	2,193.52
MASTER FIREFIGHTER	2,164.59
1 st CLASS FIREFIGHTER	2,086.90
PROBATION - FF/EMT	1,897.11
FIRE EXECUTIVE SECRETARY	1,290.62
FIRE OFFICE MANAGER	1,279.72
POLICE CHIEF	2,720.64
ASSISTANT CHIEF	2,510.66
CAPTAIN	2,297.11
LIEUTENANT	2,253.24
SERGEANT	2,210.76
1 st CLASS PATROLMAN	2,181.83
2 nd CLASS PATROLMAN	2,104.13
PROBATION	1,913.16
POLICE RECRUIT	1,674.05
PROPERTY MANAGER	1,420.72
EXEC SECRETARY	1,290.62
ADMIN SECRETARY	1,279.72
SERVICES ADMINISTRATOR	1,467.79

PROPERTY CLERK	1,248.93
SECRETARY	1,262.49
PARKING PERSONNEL	1,262.49
CROSSING GUARDS	21 pays@ 348.44

CITY PLANNER	2,900.15
SENIOR PLANNER/ECON DEVEL SPLIST	1,968.88
SENIOR PLANNER	1,790.48
ASSOCIATE PLANNER	1,698.03
ADMINISTRATIVE PLANNER	1,512.41
OFFICE MANAGER	1,279.72

DIRECTOR COMMUNITY DEVELOPMENT	2,456.72
TIF CONSTRUCTION MANAGER	2,326.27
PROGRAM CONSTRUCTION MANAGER	2,108.48
PROGRAM COORDINATOR	1,482.61
GRANT MANAGER	1,930.48
GRANT SPECIALIST	1,303.62

CENTRAL SERVICES ASSISTANT	1,978.94
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STREET COMMISSIONER	2,351.83
OFFICE ADMINISTRATOR	1,298.82
OFFICE MANAGER	1,279.72
SECRETARY	1,262.49

BIWEEKLY HOURLY

PART-TIME HELP	7.25-25.00
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CENTRAL SERVICES: FLEET MAINTENANCE TECHNICIAN	20.55
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CENTRAL SERVICES/MVH: GROUP 1	19.51
GROUP 2	18.47
GROUP 3	17.69
NIGHT BONUS/SHIFT DIFFERENTIAL	.55/.60
PROJECT COORDINATOR	1.00

ANNUAL/MISC

FIRE:
SPECIALTY PAY:

	<u>TIER 1</u>	<u>TIER 2</u>
ADVANCED EMT	1,000	3,000
PARAMEDIC	2,000	4,000
LEAD PARAMEDIC	4,000	6,000

WATER RESCUE/RECOVERY LEADER	1,050
WATER DIVE/RESCUE TEAM MEMBER	950
SELF-CONTAINED BREATHING APPARATUS TEAM TECHNICIAN	1,000
MECHANIC	2,500
INFORMATION TECHNOLOGY	1,500

UNIFORM ALLOWANCE	1,250
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OUT OF RANK PAY:	PER OCCURRENCE
FIREFIGHTER TO DRIVER	10
DRIVER TO OFFICER	25
OFFICER TO HIGHER RANKING OFFICER	25
FIREFIGHTER TO OFFICER	25
FIRE APPARATUS ASSIGNED TO AMBO	30
POLICE:	
IDACS SPECIALIST	370
PARKING PERSONNEL CLOTHING	600
CROSSING GUARD SUBSTITUTE	20 per day
SUMMER SCHOOL CROSS GUARD	20 per day
UNIFORM ALLOWANCE	2,050
EQUIPMENT MAINT ALLOWANCE	271.43
PLAN COMMISSION	600
BZA MEMBER	375

Section 2. 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 3. The City will contribute 3% of the employee portion to the 1977 Fire Pension for all employees eligible for participation in the 1977 Fire Pension Fund.

Section 4. The City will contribute 2% of the employee portion to the 1977 Police Pension for all employees eligible for participation in the 1977 Police Pension Fund.

Section 5. Longevity Bonus will be provided annually to the Central Service 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>
5	0	150
6	75	225
7	75	300
8	75	375
9	75	450
10	75	525

An additional \$80.00 will be added for each year of service after the 10th 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. 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 18th day of September 2017, at 7:32 o'clock, p.m

Ross Deal _____ /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 September 2017, at 9:01 o'clock, a.m.

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

APPROVED BY ME this 19th day of September, 2017, at 9:27 o'clock, a.m.

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

PROPOSED ORDINANCE NO. 2018-01

ORDINANCE NO. 5608

AN ORDINANCE AMENDING ORDINANCE 5592 FIXING THE SALARIES OF ALL EMPLOYEES OF THE CITY OF MISHAWAKA EXCEPT, MISHAWAKA PARK DEPARTMENT, ELECTED OFFICIALS AND THE MISHAWAKA UTILITIES FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2018.

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

Section 1. Ordinance number 5542 passed by the Common Council of the City of Mishawaka, Indiana, on the 18th of September, 2017 is hereby amended as follows:

BIWEEKLY SALARY

FIRE – CHANGE:

FIRE INSPECTOR	2,255.97
1 st CLASS FIREFIGHTER	2,168.44
MASTER FIREFIGHTER	2,086.90

POLICE – ADD:

NEW HIRES after 01/01/18:

2 nd CLASS PATROL OFFICER	2,064.26
PROBATION	1,875.18
POLICE RECRUIT	1,638.44

2 ND SHIFT DIFFERENTIAL	13.46
3 RD SHIFT DIFFERENTIAL	26.92

ANNUAL/MISC

FIRE – REMOVE:

OUT OF RANK PAY:

	<u>PER OCCURRENCE</u>
FIREFIGHTER TO DRIVER	40
DRIVER TO OFFICER	25
OFFICER TO HIGHER RANKING OFFICER	25
FIREFIGHTER TO OFFICER	25
FIRE APPARATUS ASSIGNED TO AMBO	30

ADD:

INSURANCE STIPEND – ASST CITY ATTORNEY AND COUNCIL ATTORNEY	\$500/Month
--	-------------

Section 2. 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 15th day of January 2018, at 7:06 o'clock, p.m.

Matt Mammolenti /s/
Matthew Mammolenti, President

ATTEST:

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

PRESENTED BY ME, to the Mayor on this 16th day of January 2018, at 9:31 o'clock, a.m.

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

APPROVED BY ME this 16th day of January, 2018, at 9:56 o'clock, a.m.

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

2018 SALARY RESOLUTION

AMENDMENT 2018-01

SECTION 1. The biweekly salaries for the year beginning January 1, 2018 shall be payable in 26 equal biweekly pay periods beginning January 12, 2018

	<u>2018</u> <u>Biweekly</u>
PARK SUPERINTENDENT	\$2,511.89
ASSISTANT PARK SUPERINTENDENT	\$1,923.08 - \$2,115.38
SPECIAL EVENTS & ACTIVITIES DIRECTOR	\$1,538.46 - \$1,730.77
RECREATION & FACILITIES DIRECTOR	\$1,538.46 - \$1,730.77
RECREATION/SPECIAL EVENTS MANAGER	\$1,420.76
GOLF COURSE SUPERINTENDENT	\$2,025.15
ASSISTANT GOLF COURSE SUPERINTENDENT	\$1,538.46 - \$1,692.31
DIRECTOR OF GOLF OPERATIONS	\$1,838.62
DIRECTOR OF AQUATICS/ ICE RINK	\$1,790.36
AQUATICS/ ICE RINK MANAGER	\$1,420.76
LANDSCAPE/URBAN FORESTRY DIRECTOR	\$1,781.60
EQUIPMENT FOREMAN	\$1,624.16
COMMUNITY CENTER DIRECTOR	\$1,500.00 - \$1,615.38
PROGRAM COORDINATOR	\$1,378.24
OFFICE COORDINATOR	\$1,378.24
OFFICE MANAGER	\$1,279.72
RECEPTIONIST	\$1,262.49
BOARD MEMBER	\$300.00 annual

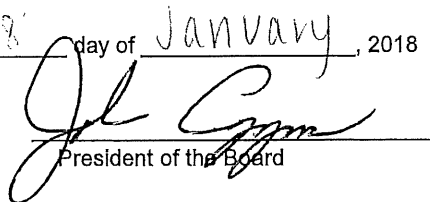
	<u>2018 Hourly</u>
GR 1	\$19.51
GR 2	\$18.47
GR 3	\$17.69
SHIFT DIFFERENTIAL/NIGHT BONUS	\$0.60

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

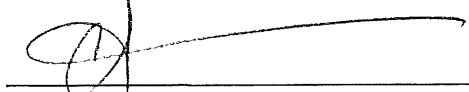
SECTION 3. The City / Park will contribute the employee portion of 3% to the Public Employees Retirement Fund for all those employees eligible for participation in the PERF program.

SECTION 4. Passed this 8th day of January, 2018



President of the Board

ATTEST:



Secretary of the Board

RESOLUTION NO. 2017-08

RESOLUTION OF THE CITY OF MISHAWAKA, INDIANA
DEPARTMENT OF COMMUNITY DEVELOPMENT,
REDEVELOPMENT COMMISSION, FIXING SALARIES FOR
THE STAFF OF THE DEPARTMENT EFFECTIVE JANUARY 1, 2018

WHEREAS, the Redevelopment Commission, City of Mishawaka, Indiana, having heretofore appointed certain employees should now fix their biweekly salaries, with such being effective the 1st day of January, 2018.

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

Section 1. The biweekly salaries for the following employees of the Department of Community Development will be paid in accordance with the schedule hereinafter recited, effective the 1st day of January, 2018, shall be payable in 26 equal biweekly pay periods commencing on January 12, 2018.

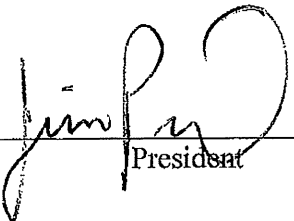
	<u>Bi-Weekly Pay</u>
Director of Community Development	\$ 2,456.72
TIF Construction Manager	\$ 2,326.27
Program Construction Manager	\$ 2,108.48
Grant Manager	\$ 1,930.48
Program Coordinator	\$ 1,482.61
Grant Specialist	\$ 1,303.62

Section 2. The City will contribute the employee portion of 3% to the Public Employee Retirement Fund for all employees eligible for participation in the Public Employee Retirement Fund.

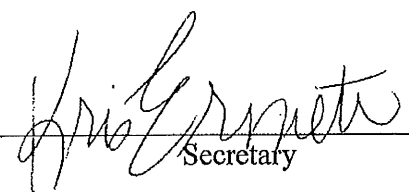
Section 3. Both the City Controller as Treasurer and the City Planner as Executive Director perform integral roles for the Redevelopment Commission. Their salaries approved by the Common Council are noted below:

	<u>Bi-Weekly Pay</u>
City Controller	\$ 2,900.15
City Planner	\$ 2,900.15

DATED in Mishawaka, Indiana, this 25th day of September, 2017.



President



Secretary

RESOLUTION NO. 2017-05

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 2018

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 2018 to the Utilities Board for review and approval; and

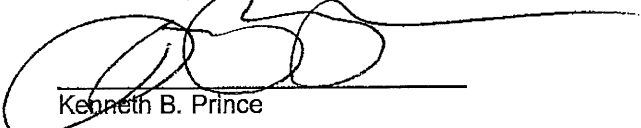
WHEREAS, collective bargaining with Teamsters Local 364 has resulted in the following wage rates for certain employees of the Sewer Maintenance Department, to take effect on January 1, 2018;

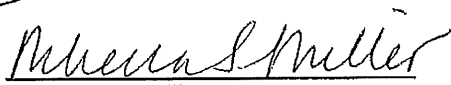
NOW, THEREFORE, BE IT RESOLVED BY THE UTILITIES BOARD OF THE CITY OF MISHAWAKA, INDIANA, that:

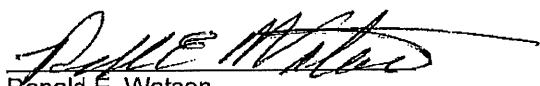
The Board hereby approves and confirms the salaries and wages on the attached schedule, all to take effect on January 1, 2018. For salaried positions, bi-weekly pay for the year beginning January 1, 2018 shall be payable every other week beginning on January 1, 2018 per the attached schedule. For hourly positions, the hourly wage shall apply.

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 12th day of December, 2017.

UTILITIES BOARD
Mishawaka, Indiana

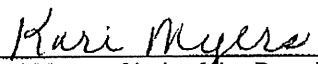


Kenneth B. Prince

Rebecca S. Miller

Ronald E. Watson

ATTEST:



Kari Myers, Clerk of the Board

**MISHAWAKA UTILITIES
2018 WAGE SCHEDULE
Salaried, Full Time, Non-Union Employees**

ELECTRIC DIVISION	Biweekly Pay
Division Manager	3,051.13
Superintendent	2,859.62
System Reliability Supervisor	2,777.09
Construction Foreman	2,806.73
Substation Supervisor	2,287.21
Project Manager	2,274.12
Operations Coordinator	1,984.24
Senior Engineering Assistant	1,978.55
Substation Technician	1,940.34
Engineering Assistant	1,936.09
Project Coordinator	1,507.43
Office Coordinator	1,416.69
METERING DEPARTMENT	
Manager	2,425.94
WATER DIVISION	
Division Manager	2,879.25
Assistant Manager	2,449.61
Water Quality Supervisor	2,354.57
Distribution System Supervisor	2,354.57
Meter/Backflow Supervisor	2,354.57
Operations Coordinator	2,121.75
Quality Control Technician	2,052.85
Quality Control Assistant B	1,826.08
Quality Control Assistant C	1,599.31
GIS Coordinator	1,978.55
Telemetry Technician	1,936.10
System Technical & Telemetry Reliability Coordinator	2,121.75
Well Head Protection Coordinator	1,897.97
Project Coordinator	1,507.43
Office Coordinator	1,416.69
WASTEWATER DIVISION	
Division Manager	2,879.26
Assistant Manager	2,449.61
Operations Manager	2,334.95
Chief Chemist	2,233.62
Maintenance Manager	2,167.56
Project Manager	2,167.56
Chemist	2,065.68
Project Coordinator	1,507.42

SEWER MAINTENANCE DEPARTMENT**Biweekly Pay**

Manager	2,306.73
MS4 Coordinator	1,964.80
Sewer Assistant Manager	1,928.86
Office Coordinator	1,416.81
Senior Secretary	1,383.41
Locates/Permit Coordinator	1,327.75

SEWER MAINTENANCE DEPARTMENT - HOURLY

Advanced Operator	22.46
GIS Coordinator	21.73
Repairman	21.51
Utility Operator	21.04
General Laborer II	19.50
General Laborer I	19.31
General Laborer	16.72
Probationary	15.19

ALL DIVISIONS

Skilled Temporary Help	\$7.25-\$25.00
Summer/Seasonal	

SUPPORT STAFF

General Manager	3,150.05
Business Office Manager	2,535.16
DP Supervisor	1,962.05
Staff Consultant	1,893.56
Safety Coordinator	1,903.51
AS/400 Specialist	1,790.18
Network Operations Administrator	1,849.28
Senior Computer Operator	1,700.36
Computer Operator/Account Specialist	1,681.50
Computer Operator	1,631.34
Customer Service Representative	1,587.42
Accountant	1,566.12
Senior Bookkeeper	1,543.55
Bookkeeper	1,432.45
Senior Secretary	1,327.47
Corporate Council	902.49
City Attorney	115.39
Assistant City Attorney	749.42
Assistant Director of Engineering	233.07
PE Certification	269.23

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 the MU longevity bonus or the MU Pension Plan.

RESOLUTION NO. 2018- 01

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

AMENDING THE SCHEDULE OF COMPENSATION FOR
MISHAWAKA UTILITIES FOR THE CALENDAR YEAR 2018

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

WHEREAS, the Utilities Board adopted a schedule of compensation for salaried and part time employees for 2018 as Utility Board resolution 2017-05 on December 12, 2017; and

WHEREAS, the Utilities Board finds it desirable to correct the amount.

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


The wage schedule for 2018 is hereby amended for certain positions as follows:

ASSISTANT CITY ATTORNEY \$634.04 bi-weekly

INSURANCE STIPEND – ASST. CITY ATTORNEY \$500.00 monthly

PASSED by the Utility Board of the City of Mishawaka, Indiana, on this 16 day of January, 2018.

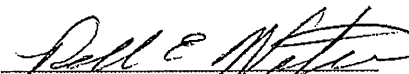
UTILITIES BOARD




Kenneth B. Prince



Rebecca S. Miller



Ronald E. Watson

ATTEST:


Kari Myers, Clerk of the Board

RESOLUTION NO. 2017-06

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 2018

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

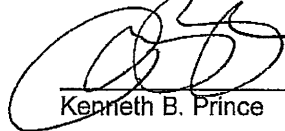
WHEREAS, Mishawaka Utilities management has submitted the attached schedule of compensation for certain employees who are members of IBEW Local 1392 for 2018 to the Utilities Board for review and approval; and

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

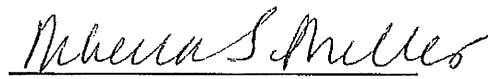
The Board hereby approves and confirms the salaries and wages on the attached schedule, to take effect on January 1, 2018

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 12th day of December, 2017.

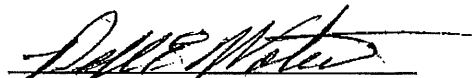
UTILITIES BOARD
Mishawaka, Indiana



Kenneth B. Prince

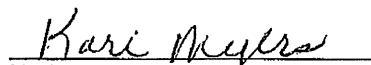


Rebecca S. Miller



Ronald E. Watson

ATTEST:



Kari Myers, Clerk of the Board

**MISHAWAKA UTILITIES
2018 WAGE SCHEDULE
Hourly Rate for Union Employees**

BUSINESS OFFICE

2018

CPC Clerk A	\$18.15
CPC Clerk B	\$17.23
CPC Clerk C	\$16.64
Mail Equipment Operator A	\$18.15
Mail Equipment Operator B	\$17.23
Mail Equipment Operator C	\$16.64
Terminal Operator A	\$18.41
Terminal Operator B	\$17.48
Terminal Operator C	\$16.90
Cashier A	\$18.15
Cashier B	\$17.23
Cashier C	\$16.64
Phone Clerk	\$16.64

METERING DEPARTMENT

Meterman	\$26.46
Service Representative	\$22.77
Meter Reader	\$21.15
Crew Leader (additional)	\$0.75

ELECTRIC DIVISION

Journeyman Lineman	\$33.57
Apprentice Level 8	\$28.57
Apprentice Level 7	\$28.07
Apprentice Level 6	\$27.57
Apprentice Level 5	\$26.57
Apprentice Level 4	\$26.07
Apprentice Level 3	\$24.57
Apprentice Level 2	\$24.07
Apprentice Level 1	\$23.57
Machine Operator A	\$24.64
Machine Operator B	\$22.95
Clerk/Dispatcher A	\$22.47
Clerk/Dispatcher B	\$21.19
Crew Leader (additional)	\$0.75
Journeyman Lineman Crew Leader (additional)	\$1.50
Certification Bonus (Master Instructor/Trainer)	\$0.75
For qualifying personnel (additional)	
Certification Bonus (Thermographer)	\$0.75
For qualifying personnel (additional)	

WATER DIVISION

Working Foreman - Distribution System	\$26.19
Heavy Equipment Operator A	\$24.76
Heavy Equipment Operator B	\$23.56
Heavy Equipment Operator C	\$22.72
Pipefitter A	\$22.83
Pipefitter B	\$21.50
Pipefitter C	\$20.68
Senior Utilityman	\$25.20
Intermediate Utilityman	\$23.22
Utilityman	\$21.77
Chief Mechanic - Water Treatment	\$26.19
Maintenance Technician	\$23.22
General Maintenance A	\$21.78
General Maintenance B	\$20.52
General Maintenance C	\$19.75
Chief Meter/Backflow Inspector	\$25.23
Meter/Backflow Inspector	\$23.32
Meter Repairman A	\$22.83
Meter Repairman B	\$21.50
Meter Repairman C	\$20.68
Meter Installer A	\$22.83
Meter Installer B	\$21.50
Meter Installer C	\$20.68
Certification Bonus (DS-L)	\$0.75
For qualifying personnel (additional)	
Certification Bonus (WT-3)	\$0.75
For qualifying personnel (additional)	
Crew Leader (additional)	\$0.75

WASTEWATER DIVISION

Dewatering Mechanic	\$25.45
Biosolids Technician	\$23.23
Maintenance Technician A	\$23.22
Maintenance Technician B	\$21.50
Maintenance Technician C	\$20.66
Chief Operator	\$23.81
Utility Operator A	\$22.61
Utility Operator B	\$21.12
Utility Operator C	\$20.30
Pretreatment Technician	\$23.32
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

SWING SHIFT PREMIUM (additional per hour)
SWING SHIFT (For Days Worked as specified
in Working Agreement) \$0.50

ALL UTILITY DIVISIONS
SKILLED TEMPORARY HELP/seasonal 7.25-25.00