



CITY OF MISHAWAKA
2012
BUDGET

David A. Wood, Mayor

CITY OF MISHAWAKA 2012 BUDGET

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CITY OF MISHAWAKA
2012 BUDGET

MAYOR 101-01		2012 Budget
1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-01 Mayor		71,330.00
411-02 Administrative Assistant		36,438.00
Secretary		<u>30,420.00</u>
		138,188.00
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		1,000.00
<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		6,500.00
		<u>12,045.00</u>
		<u>151,733.00</u>

CITY OF MISHAWAKA
2012 BUDGET

CONTROLLER
101-02

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Controller	69,526.00	
411-02	Deputy Controller	47,265.00	
	Bookkeeper A	34,759.00	
	Payroll Clerk	33,914.00	
	Purchasing Agent	35,134.00	
	Accountant	37,332.00	
	Part time	15,000.00	

272,930.00

Other Services Personal

411-64	FTO (Flexible Time Off) Plan	30,000.00	
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30,000.00

Employee Benefits

413-01	Social Security	185,000.00	
413-02	Medicare	45,000.00	
413-03	PERF 12.25%	367,000.00	
413-04	Unemployment Compensation	40,000.00	
413-05	Employee Insurance Benefits	1,370,000.00	
413-06	Employee Life Insurance	3,400.00	

2,010,400.00

2,313,330.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies/Misc Supplies	<u>15,000.00</u>	
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15,000.00

3 OTHER SERVICES AND CHARGES

Professional Charges

431-05	Animal Control	152,145.00	
431-06	Consulting	15,000.00	
431-07	IACT	10,200.00	
	WNIT Public Access	10,000.00	

Communication and Transportation

432-02	Postage	20,000.00	
432-03	Travel and Training	2,500.00	
432-04	Telephone	65,000.00	

CITY OF MISHAWAKA
2012 BUDGET

CONTROLLER
101-02

2012
Budget

Printing and Advertising

433-02 Publications 13,000.00

Insurance

434-90 Insurance Premiums/ Deductible 800,000.00

Utility Services

435-01 MU Charges 580,000.00

435-02 NIPSCO 120,000.00

Repairs and Maintenance

436-01 Building/ Equipment/Software
Maintenance/Service Contracts 60,000.00

Other Services and Charges

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

439-09 Miscellaneous Charges 1,500.00

1,850,345.00

4,178,675.00

CITY OF MISHAWAKA
2012 BUDGET

CITY CLERK 101-03		2012 Budget	
	1 SERVICES PERSONAL		
	<u>Salaries and Wages</u>		
	411-01 City Clerk	50,102.00	
	411-02 Chief Deputy Clerk I	36,028.00	
	Chief Deputy Clerk II	34,903.00	
	Payroll adjustment	<u>3.00</u>	121,036.00
	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>
			148,393.00

CITY OF MISHAWAKA
2012 BUDGET

HUMAN RESOURCES 101-04	2012 Budget
1 PERSONAL SERVICES	
<u>Salaries and Wages</u>	
411-01 Director	50,664.00
411-02 Assistant Director	35,118.00
411-03 Temporary Help	<u>15,000.00</u>
	100,782.00
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	1,000.00
431-08 Employee Assistance Program	15,500.00
431-09 Health Screenings/ Vaccines/ Testing/wellness	16,000.00
<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>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>
	37,450.00
	<u><u>139,232.00</u></u>

CITY OF MISHAWAKA
2012 BUDGET

INFORMATION TECHNOLOGY
101-05

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Director	57,471.00	
411-02	System Specialt IV Server	47,228.00	
	GIS Coordinator	46,061.00	
	System Specialist IV Network	39,406.00	
	System Specialist III Desktop	37,976.00	
	System Specialist III Web	<u>39,924.00</u>	
			268,066.00

2 SUPPLIES

Operating Supplies

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

3 OTHER SERVICES AND CHARGES

Professional Services

431.06	Consulting/Wireless	50,000.00	
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Communication and Transportation

432-03	Travel and Training	5,000.00	
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Other Services and Charges

439-03	Subscriptions, Dues, etc.	<u>1,000.00</u>	
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			<u>56,000.00</u>
			<u>326,066.00</u>

CITY OF MISHAWAKA
2012 BUDGET

DEPARTMENT OF LAW
101-06

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01 Corporation Counsel 32,515.00
411-02 Staff Attorney 56,395.00
Deputy 13,680.00

102,590.00

2 SUPPLIES

Office Supplies

421-03 Professional Books 1,000.00
421-90 Office Supplies 500.00

1,500.00

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03 Travel and Training 2,000.00

Insurance

434-90 Payment of Claims/Litigation 12,000.00

Other Services and Charges

439-03 Subscriptions, Dues, etc. 1,000.00
439-09 Miscellaneous Charges 1,500.00

16,500.00

120,590.00

CITY OF MISHAWAKA
2012 BUDGET

CITY COUNCIL
101-07

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-04 Council members
9 @ 9,012

81,108.00

411-02 Council Attorney

13,680.00

94,788.00

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

104,173.00

CITY OF MISHAWAKA
2012 BUDGET

ENGINEERING DEPARTMENT
101-13

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Director of Engineering	69,526.00	
411-02	Assistant Director	57,492.00	
	Project Coordinator	34,884.00	
	Project Manager	48,520.00	
	Traffic Manager	47,277.00	
411-03	Temporary help	<u>15,000.00</u>	
			272,699.00

Other Personal Services

411-65	PE Bonus	<u>5,000.00</u>	
			5,000.00
			<u>277,699.00</u>

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	
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Communication and Transportation

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

436-01	Equipment Repair	3,000.00	
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Other Services and Charges

439-03	Subscriptions , Dues, etc.	<u>500.00</u>	
			<u>10,000.00</u>
			<u>291,699.00</u>

CITY OF MISHAWAKA
2012 BUDGET

CODE ENFORCEMENT DEPARTMENT 101-14		2012 Budget
1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-01 Director of Code Enforcement		52,221.00
411-02 Code Enforcement Officers		
4 @42269		<u>169,072.00</u>
		221,293.00
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		1,700.00
<u>Repairs and Maintenance</u>		
436-01 Equipment Repair		1,000.00
<u>Other Services and Charges</u>		
439-10 Clean up, Board up, Disposal, etc.		<u>22,000.00</u>
		<u>24,700.00</u>
		<u>249,493.00</u>

CITY OF MISHAWAKA
2012 BUDGET

BUILDING DEPARTMENT
101-15

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01 Building Commissioner

53,462.00

411-02 Administrator

30,881.00

Inspector A 2 @ 51,167

102,334.00

186,677.00

2 SUPPLIES

Operating Supplies

422-01 Operating Supplies

3,000.00

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

500.00

3,750.00

193,427.00

CITY OF MISHAWAKA
2012 BUDGET

FIRE/EMS DEPARTMENT
101-19

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Fire Chief	64,778.00	
411-02	Assistant Chief		
	3 @59712	179,136.00	
	Chief Fire Prevention	56,188.00	
	Battalion Chief		
	2 @ 56453	112,906.00	
	Captains 11 @ 54555	600,105.00	
	Shift Supervisors 3 @ 54027	162,081.00	
	Lieutenants		
	8 @53498	427,984.00	
	Fire Inspectors		
	3 @53498	160,494.00	
	Paramedics 9 @53498	481,482.00	
	Driver Operator		
	32 @52473	1,679,136.00	
	Master Firefighters		
	33 @51775	1,708,575.00	
	1st Class Firefighter		
	5 @ 49775	248,875.00	
			5,881,740.00
	Specialty Pay	130,000.00	
	<u>Civilian</u>		
	Executive Secretary	30,682.00	
			160,682.00

Other Personal Services

411-60	Overtime	525,000.00	
411-66	Uniform Allowance		
	111 @ 1,250.00	138,750.00	
411-67	Pension Equalization	<u>49,700.00</u>	
			713,450.00

Employee Benefits

413-01	Social Security	45,000.00	
413-02	Medicare	100,000.00	
413-03	PERF-12.25%	85,000.00	
413-05	Health Insurance	1,960,000.00	
413-06	Life/Disability Insurance	14,500.00	
413-09	77 Pension 22.7%	<u>1,255,000.00</u>	
			3,459,500.00

10,215,372.00

CITY OF MISHAWAKA
2012 BUDGET

FIRE/EMS DEPARTMENT 101-19	2012 Budget	
2 SUPPLIES		
<u>Office Supplies</u>		
421-90 Office Supplies	4,000.00	
<u>Operating Supplies</u>		
422-01 Operating Supplies	150,000.00	
<u>Other Supplies</u>		
429-10 Public Education Training/ Seminar Supplies/Refreshments	<u>4,000.00</u>	158,000.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-10 New Hire Testing/Physicals	100,000.00	
<u>Communication and Transportation</u>		
432-03 Travel and Training	20,000.00	
<u>Repairs and Maintenance</u>		
436-01 Building/ Equipment Repair	70,000.00	
436-90 Service Contracts	150,000.00	
436-91 Laundry Maintenance	3,500.00	
<u>Other Services and Charges</u>		
439-03 Subscriptions, Dues, etc.	<u>3,000.00</u>	
		<u>346,500.00</u>
		<u>10,719,872.00</u>

CITY OF MISHAWAKA
2012 BUDGET

POLICE DEPARTMENT
101-20

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Police Chief	65,194.00	
411-02	Assistant Chief		
	3 @ 60127	180,381.00	
	Captains		
	7 @ 54972	384,804.00	
	Lieutenants		
	11 @ 53914	593,054.00	
	Sergeants		
	21 @ 52889	1,110,669.00	
	Corporals		
	50 @ 52191	2,609,550.00	
	Patrol Officer		
	10 @ 50191	501,910.00	

5,445,562.00

Civilian

	Executive Secretary	30,682.00	
	Administrative Secretary	30,420.00	
	Secretary 2 @ 30004	60,008.00	
	Dispatcher 14 @ 18.15 per hr	477,500.00	
	Parking Personnel	30,004.00	
	Property Manager	33,823.00	
	Dispatch Specialist @ \$18.35/hr	34,480.00	
	Dispatch Coordinator	38,636.00	
	Services Administrator	34,958.00	
	Crossing Guards 21 @ 6793	142,653.00	
	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>	

934,164.00

Other Personal Services

411-60	Overtime/ Court-time Officer	450,000.00	
411-66	Uniform Allowance	<u>133,000.00</u>	
	21@170, 1@500, 103@1,250		583,000.00

Employee Benefits

413-01	Social Security	65,000.00	
413-02	Medicare	102,000.00	
413-03	PERF 12.25%	108,000.00	
413-05	Health Insurance	2,085,000.00	
413-06	Life Insurance	8,000.00	
413-10	77 Pension 22.7%	1,174,000.00	

3,542,000.00
10,504,726.00

CITY OF MISHAWAKA
2012 BUDGET

POLICE DEPARTMENT
101-20

2012
Budget

SUPPLIES

2 Operating Supplies

422-01 Operating Supplies 70,000.00

Other Supplies

429-11 Seminars/ Community Relations 1,000.00

71,000.00

OTHER SERVICES AND CHARGES

3 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

10,705,526.00

CITY OF MISHAWAKA
2012 BUDGET

CITY PLANNING 101-21	2012 Budget
1 PERSONAL SERVICES	
<u>Salaries and Wages</u>	
411-01 City Planner	66,426.00
411-02 Senior Planner	42,747.00
Administrative Planner	36,036.00
Associate Planner	40,515.00
	185,724.00
411-06 Plan Commission 9 @ \$600	5,400.00
BZA Members 5 @ \$375	1,875.00
	<u>7,275.00</u>
	192,999.00
2 SUPPLIES	
<u>Operating Supplies</u>	
422-01 Operating Supplies	<u>3,900.00</u>
	3,900.00
3 OTHER SERVICES AND CHARGES	
<u>Professional Services</u>	
431-06 Consulting/ Professional Services	10,000.00
<u>Communication and Transportation</u>	
432-03 Travel and Training	2,500.00
<u>Repairs and Maintenance</u>	
436-01 Equipment Repair	1,200.00
<u>Other Services and Charges</u>	
439-03 Subscriptions, Dues, etc.	<u>1,700.00</u>
	<u>15,400.00</u>
	212,299.00

CITY OF MISHAWAKA
2012 BUDGET

CENTRAL SERVICES DEPARTMENT
101-22

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-02	Assistant 4 @ 47295	189,180.00	
	Fleet Maintenance Technician		
	6 @ 18.84 * 2092	236,480.00	
	Group 1: 4 @ 17.88 * 2092	149,650.00	
	PT maintenance 1040 hrs @ 11.00	11,440.00	
	Reimburse MVH Director 5%	2,815.00	
			589,565.00

Employee Benefits

411-60	Overtime	15,000.00	
411-62	Night Bonus .60/.55 per hour	5,000.00	
411-63	Longevity	<u>5,950.00</u>	25,950.00

615,515.00

SUPPLIES

2 Office Supplies

421-90	Office Supplies	2,000.00	
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Operating Supplies

422-02	Gas, Oil, etc.	900,000.00	
422-05	Equipment/ Vehicle/Maint Supplies	100,000.00	

Other Supplies

429-08	Uniform/ Supplies	<u>4,000.00</u>	1,006,000.00
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OTHER SERVICES AND CHARGES

3 Professional Services

431-09	Health Screenings/ Vaccines	1,000.00	
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Communication and Transportation

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

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

437-05	Uniforms	5,000.00	
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Other Services and Charges

439-09	Miscellaneous Charges	<u>2,000.00</u>	
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69,500.00

1,691,015.00

CITY OF MISHAWAKA
2012 BUDGET

REDEVELOPMENT
101-28

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Director	58,825.00
	TIF Construction Manager	55,677.00
	Program Construction Manager	50,420.00
	NSP Coordinator	46,125.00
	Program Coordinator	35,317.00

246,364.00

SUPPLIES

2 Office Supplies

421-90	Office Supplies	1,000.00
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1,000.00

OTHER SERVICES AND CHARGES

3 Professional Services

431-09	Professional Services	241,500.00
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Communication and Transportation

432-03	Travel and Training	2,000.00
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243,500.00

490,864.00

CITY OF MISHAWAKA
2012 BUDGET

CEMETERY
101-29

2012
Budget

3 OTHER SERVICES AND CHARGES

Other Services and Charges

439-09 Maintenance

20,000.00

20,000.00

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
2012 BUDGET

MOTOR VEHICLE HIGHWAY
201-50

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Street Commissioner	56,293.00	
411-02	Office Manager	30,420.00	
	Secretary	30,004.00	
	Group 1: 32 @ 17.88 * 2092	1,197,000.00	
	CS reimburse 155% for assts.	73,400.00	
			1,387,117.00

Employee Benefits

411-60	Overtime	81,500.00	
411-62	Night Bonus .60/.55 per hr	8,000.00	
411-63	Longevity	18,120.00	
411-64	FTO (Flexible Time Off) Plan	<u>8,000.00</u>	115,620.00

Other Services Personal

413-01	Social Security	94,000.00	
413-02	Medicare	23,000.00	
413-03	PERF12.25%	185,000.00	
413-04	Unemployment	10,000.00	
413-05	Employee Ins Benefits	500,000.00	
413-06	Life Insurance	2,200.00	<u>814,200.00</u>
			2,316,937.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	1,500.00	
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Operating Supplies

422-02	Gas, Oil, Etc.	180,000.00	
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Repair and Maintenance Supplies

423-01	Street Materials	100,000.00	
423-03	Equipment/ Parts, Supplies	160,000.00	

Other Supplies

429-08	Uniform supplies	4,000.00	
429-13	Traffic Supplies	36,000.00	
429-91	Salt	<u>224,000.00</u>	
			705,500.00

CITY OF MISHAWAKA
2012 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	250.00
 <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	27,000.00
 <u>Repairs and Maintenance</u>		
436-01	Building/ Equipment Repair	160,000.00
436-93	Signal Maintenance	58,000.00
 <u>Rentals</u>		
437-05	Uniforms	8,000.00
 <u>Other Services and Charges</u>		
439-09	Miscellaneous Charges	<u>3,000.00</u>
		537,250.00
 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>3,760,687.00</u>

CITY OF MISHAWAKA
2012 BUDGET

LOCAL ROAD AND STREET
202-50

2012
Budget

4 CAPITAL OUTLAY

Improvements other than Buildings

442-01 Street Repair/Summer Program

500,000.00

500,000.00

CITY OF MISHAWAKA
2012 BUDGET

PARK AND RECREATION
204-50

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Department Head	60,151.00	
411-02	Regular Employees	370,000.00	
	Group 1: 15 @ 17.88 * 2092	562,000.00	
	Reimburse CS Assts. 125%	59,119.00	
	Reimburse MVH director 5%	2,815.00	1,054,085.00
411-03	Temporary/Summer Help	330,000.00	
			1,384,085.00

Other Services Personal

411-60	Overtime	35,000.00	
411-62	Night Bonus	5,000.00	
411-63	Longevity	14,820.00	
411-64	FTO	21,000.00	
			75,820.00

Employee Benefits

413-01	Social Security	95,000.00	
413-02	Medicare	25,000.00	
413-03	PERF 12.25%	140,000.00	
413-04	Unemployment	25,000.00	
413-05	Employee Insurance Benefits	380,000.00	
413-06	Life Insurance	1,600.00	

666,600.00
2,126,505.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	5,000.00	
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Operating Supplies

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

429-14	Maintenance Supplies	60,000.00	
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	
429-09	Merrifield Complex supplies	50,000.00	376,000.00

CITY OF MISHAWAKA
2012 BUDGET

PARK AND RECREATION
204-50

2012
Budget

3 OTHER SERVICES AND CHARGES

Professional Services

431-06 Consulting 50,000.00
431-09 Health Screenings/ Vaccines 5,000.00

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. 5,200.00

Insurance

434-90 Insurance Premiums/Deductibles 110,000.00

Utility Services

435-01 MU/AEP Charges 276,000.00
435-02 NIPSCO 60,000.00

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 18,000.00
439-93 Sales Tax 25,000.00

700,100.00
3,202,605.00

CITY OF MISHAWAKA
2012 BUDGET

PARK AND RECREATION NON-REVERTING
214-50

2012
Budget

2 SUPPLIES

Other Supplies

429-17 Landscaping

30,000.00

30,000.00

4 CAPITAL OUTLAYS

Improvements Other than Buildings

442-05 George Wilson Improvements

5,000.00

443-94 Softball Field/Diamond Improve.

10,000.00

443-95 Cart Path Improvements

50,000.00

444-05 Beutter Park Irrigation

9,000.00

Machinery and Equipment

444-11 Pool/Rink Equipment

20,000.00

444-12 Golf Equipment/Carts

89,000.00

183,000.00

213,000.00

CITY OF MISHAWAKA
2012 BUDGET

LAW ENFORCEMENT CONTINUING EDUCATION 210-50	2012 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 OUTLAY	
<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
2012 BUDGET

PUBLIC SAFETY
211-50

2012
Budget

3 OTHER SERVICES AND CHARGES

Professional Services

Repairs and Maintenance

436-01 Radio System Maintenance Contract 375,000.00

Other Services and Charges

438-01 Revenue Bond Payment Local BB 82,400.00

Fire Station Lease Payment 287,500.00

744,900.00

4 CAPITAL OUTLAY

Improvements Other than Building

443-93 Fire Dept Improvements 20,000.00

443-97 Police Dept Improvements 20,000.00

Machinery and Equipment

445-08 Police Equipment 64,500.00

445-09 Police Cars-(5) with equipment 200,000.00

445-13 Ambulance 235,000.00

539,500.00

1,284,400.00

CITY OF MISHAWAKA
2012 BUDGET

MUNICIPAL BOND REDEMPTION
301-50

2012
Budget

3 OTHER SERVICES AND CHARGES

Debt Service

438-01	2004 Police Refunding Bond Principal	300,000.00	
	2005 Radio Bond Principal	515,000.00	
	2006 Park Bond Principal	235,000.00	
	2007 Radio Bond Principal	<u>385,000.00</u>	

1,435,000.00

438-02	2004 Police Refunding Bond Interest	27,205.00	
	2005 Radio Bond Interest	92,072.50	
	2006 Park Bond Interest	21,078.75	
	2007 Radio Bond Interest	<u>70,710.00</u>	

211,066.25

Other Services and Charges

438-03	Registrar Fees	<u>2,550.75</u>	
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2,550.75

1,648,617.00

CITY OF MISHAWAKA
2012 BUDGET

CUMULATIVE CAPITAL DEVELOPMENT
417-50

2012
Budget

4 CAPITAL OUTLAY

Machinery and Equipment

445-11 Computer Equipment/ Software

450,000.00

450,000.00

CUMULATIVE FIRE EQUIPMENT FUND
429-50

4 CAPITAL OUTLAYS

Machinery and Equipment

449-01 Fire Equipment

80,000.00

80,000.00

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
2012 BUDGET

CEDIT
430-50

2012
Budget

3 OTHER SERVICES AND CHARGES

Other Services and Charges

438-01 Revenue Bond Payment Local BB 158,400.00

Repairs and Maintenance Supplies

436-01 Service Contracts
Software Maintenance 370,000.00

528,400.00

4 CAPITAL OUTLAY

Improvements Other than Buildings

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

442-09 Golf Course Drainage 80,000.00

443-10 Golf Course Bridge 150,000.00

443-99 Merrifield Complex Improvements 60,000.00

Machinery and Equipment

445-02 Street Equipment 300,000.00

445-06 Central Services Equipment 15,000.00

445-14 Park Equipment 25,000.00

Other Capital Outlays

449-01 Park Capital Improvement Plan 450,000.00

445-05 Other City Equipment 42,000.00

1,722,000.00

2,250,400.00

CITY OF MISHAWAKA
2012 BUDGET

FIRE PENSION 702-50	2012 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 Retired Firefighters Eligible Firefighters Dependents	2,433,222.00	
411-07 Death Benefits	<u>36,000.00</u>	
		2,475,972.00
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>2,479,972.00</u>

CITY OF MISHAWAKA
2012 BUDGET

POLICE PENSION
703-50

2012
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-02 Secretary Salary 3,000.00

411-05 Pension Benefits 1,494,057.00

Retired Officers

Eligible Officers

Dependents

411-07 Death Benefits 36,000.00

1,533,057.00

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

1,536,007.00

Expenditure Budget Comparison 'General Fund					
Department	2011 Budget	2012 Budget	\$ Change	% Change	% of 2012 Total Budget
Mayor	147,867	151,733	3,866	2.6%	0.32%
Controller	4,041,222	4,178,675	137,453	3.4%	8.76%
Clerk	137,581	148,393	10,812	7.9%	0.31%
Human Resources	131,641	139,232	7,591	5.8%	0.29%
IT	269,030	326,066	57,036	21.2%	0.68%
Law	112,089	120,590	8,501	7.6%	0.25%
Council	101,860	104,173	2,313	2.3%	0.22%
Engineering	280,414	291,699	11,285	4.0%	0.61%
Code	244,100	249,493	5,393	2.2%	0.52%
Building	188,876	193,427	4,551	2.4%	0.41%
Fire	9,787,479	10,719,872	932,393	9.5%	22.46%
Police	10,113,978	10,705,526	591,548	5.8%	22.43%
Planning	187,083	212,299	25,216	13.5%	0.44%
CMP/Central Services	1,529,304	1,691,015	161,711	10.6%	3.54%
Redevelopment	-	490,864	490,864		0.00%
Cemetery	20,000	20,000	-	0.0%	0.04%
Recycling	20,000	20,000	-	0.0%	0.04%
Fund Totals	27,312,524	29,763,057	2,450,533	9.0%	

Civil City Budget Comparison 'All Appropriated Funds					
Fund	2011 Budget	2012 Budget	\$ Change	% Change	% of 2012 Total Budget
General	27,312,524	29,763,057	2,450,533	9.0%	62.37%
Park and Recreation	2,997,531	3,202,605	205,074	6.8%	6.71%
Other Operating Funds					
Law Enforcement Con't Ed	80,000	50,000	(30,000)	-37.5%	0.10%
Park Non- Reverting	235,000	213,000	(22,000)	-9.4%	0.45%
Public Safety	1,538,377	1,284,400	(253,977)	-16.5%	2.69%
Pension Funds					
Fire Pension	2,460,293	2,479,972	19,679	0.8%	5.20%
Police Pension	1,524,945	1,536,007	11,062	0.7%	3.22%
MVH Funds					
Local Road & Street	500,000	500,000	-	0.0%	1.05%
Motor Vehicle Highway	3,557,921	3,760,687	202,766	5.7%	7.88%
Cumulative Sewer	500,000	500,000	-	0.0%	1.05%
Capital Fund					
Cum. Cap. Development	400,000	450,000	50,000	12.5%	0.94%
Cumulative Fire	60,000	80,000	20,000	33.3%	0.17%
CEDIT	1,874,000	2,250,400	376,400	20.1%	4.72%
Internal Service Funds					
Selffunding Insurance			-	0.0%	0.00%
Bond & Lease Funds					
Municipal Bond	1,660,909	1,648,617	(12,292)	-0.7%	3.45%
Gross Totals	44,701,500	47,718,745	3,017,245	6.75%	
Internal Service Charges:					
Operating Transfers:					
Net Totals	44,701,500	47,718,745	3,017,245	6.75%	100.00%

Civil City Budget Comparison By Category Appropriated Funds - with Adjustments					
Department	2011 Budget	2012 Budget	\$ Change	% Change	Total Budget
100 - Personal Services	31,936,996	34,051,896	2,114,900	6.6%	71.36%
200 - Supplies	2,174,450	2,411,650	237,200	10.9%	5.05%
300 - Other Services & Charges	6,403,054	7,319,699	916,645	14.3%	15.34%
400 - Capital Outlays	4,187,000	3,935,500	(251,500)	-6.0%	8.25%
Fund Totals	44,701,500	47,718,745	3,017,245	6.75%	100.00%

Mishawaka Utilities

2012 Budget

Electric Division

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

	2011 Budget	2011 Estimated	2012 Budget
Operating Revenue:			
Residential Sales	\$10,500,000	\$10,800,000	\$11,100,000
Customer Charge	2,015,000	2,045,205	2,020,000
Commercial Sales	2,600,000	2,554,556	2,570,000
Commercial Heating	300,000	275,027	300,000
Commercial Power	18,000,000	18,533,655	19,257,000
Municipal Sales	1,400,000	1,186,166	1,300,000
Municipal Street Lighting	365,000	369,174	375,000
Outdoor Protective Lighting	170,000	175,481	177,500
Cablevision	2,500	2,027	2,250
Tracker-Related Revenue	13,000,000	14,451,000	15,100,000
Penalty/Forfeited Discount	225,000	211,191	230,000
Interest Income	2,000	4,761	3,000
Miscellaneous Revenues	430,000	605,036	550,000
Total Operating Revenues	\$49,009,500	\$51,213,276	\$52,984,750
Purchased Power	(\$38,000,000)	(\$41,191,580)	(\$41,000,000)
Net Revenue	\$11,009,500	\$10,021,697	\$11,984,750
% of Revenue	22.5%	19.6%	22.6%

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

	2011 Budget	2011 Estimated	2012 Budget
Operating Expenses:			
Salaries & Wages	\$2,310,000	\$2,313,468	\$2,527,000
Social Security Taxes	176,715	176,981	193,400
Pension Benefits	192,381	199,106	265,066
Fringe Benefits	585,042	649,679	740,200
Structures	12,000	3,302	15,000
Substation Equipment	30,500	106,473	40,500
Overhead Lines	50,000	109,008	75,000
Underground Lines	50,000	142,209	140,000
Transformers	15,000	10,599	15,000
Street Lights	80,000	128,529	80,000
Meters, Meter Testing	15,000	26,780	25,000
General Equipment/Services	70,000	65,454	70,000
Stores Equipment	1,000	0	1,000
Uniforms, Safety Equipment	60,000	40,116	45,000
Plant Operation Expense	130,000	149,537	140,000
Computer Expenses	10,000	3,498	10,000
Distribution Construction	20,000	28,629	20,000
Grounds Maintenance	0	16,748	0
Small Tools Equipment/Repair	30,000	56,994	40,000
Transportation Expense	95,000	91,197	95,000
Office Supplies/Equipment	7,500	6,102	7,500
Motorola Lease	62,605	63,245	82,628
Legal/Professional Fees	45,000	39,575	40,000
Consulting Expense	2,500	0	2,500
Apprentice Program	20,000	10,980	20,000
Education/Travel	30,000	18,857	30,000
Energy Savings Contract	9,881	16,584	11,056
Dues, Fees, Subscriptions	26,314	38,276	30,000
Insurance - Property, Auto, WC	190,080	190,080	192,000
Contracted Services - Line Clearing	170,000	158,928	225,000
Contracted Services - OH Lines	400,000	319,809	400,000
Contracted Services - UG Lines	220,000	126,672	200,000
Contracted Services - Substations	174,900	276,947	235,000
Indiana Gross Income Tax	600,000	650,200	600,000
Central Services	64,050	0	65,650
PiLoT	389,500	395,000	403,150
Transfer to City	750,000	750,000	750,000
Total Operating Expenses	\$7,094,968	\$7,379,556	\$7,831,650
% of Revenue	14.5%	14.4%	14.8%
Support Services Allocation	\$1,584,628	\$1,200,815	\$1,408,260
% of Revenue	3.2%	2.3%	2.7%
Total Net Expense	\$8,679,596	\$8,580,371	\$9,239,910
% of Revenue	17.7%	16.8%	17.4%

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

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Capital Expenditures:			
Structures/Improvements	\$25,000	\$74,105	\$134,000
Substation Equipment	72,000	64,551	319,953
Transformers	500,000	39,675	500,000
Distribution Lines	1,000,000	750,653	1,000,000
Meters	30,000	69,185	130,000
Office Furniture, Equipment	5,000	0	5,000
Computer Equipment/GIS	10,000	0	56,300
Transportation Equipment	60,000	65,097	70,000
Power Operated Equipment	138,000	0	70,000
Tools/Garage/Shop Equipment	15,000	0	15,000
Testing Equipment	10,000	0	10,000
Fiber Optic Network & Communications Equipt	\$50,000	94,972	50,000
Territory Transfer	0	0	0
Miscellaneous	0	0	0
Total Capital Expenditures	<u>\$1,915,000</u>	<u>\$1,158,237</u>	<u>\$2,360,253</u>
% of Revenue	3.9%	2.3%	4.5%

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

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Gross Revenue	\$49,009,500	\$51,213,276	\$52,984,750
Less: Purchased Power	(38,000,000)	(41,191,580)	(41,000,000)
Net Revenue	<u>\$11,009,500</u>	<u>\$10,021,697</u>	<u>\$11,984,750</u>
% of Gross Revenue	22.5%	19.6%	22.6%
Net Expense	\$8,679,596	\$8,580,371	\$9,239,910
Capital	<u>1,915,000</u>	<u>1,158,237</u>	<u>2,360,253</u>
Total Net Budget	<u>\$10,594,596</u>	<u>\$9,738,607</u>	<u>\$11,600,163</u>
% of Gross Revenue	21.6%	19.0%	21.9%
Net Surplus/Deficit	<u>\$414,904</u>	<u>\$283,089</u>	<u>\$384,588</u>
% of Gross Revenue	0.8%	0.6%	0.7%

Water Division

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

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Operating Revenue:			
Unmetered Sales	\$3,815	\$3,330	\$3,350
Residential Metered Sales	3,661,927	3,543,998	3,642,574
Commercial Metered Sales	1,084,791	1,001,710	1,005,000
Public Fire Protection	685,560	670,043	675,000
Private Fire Protection	235,322	236,268	240,000
Other Sales/Public Authorities	190,000	157,275	158,000
Clay Water Consumption	1,660,555	1,790,711	1,800,000
Penalty/Forfeited Discount	35,747	34,824	35,345
Interest Income	5,098	3,819	3,820
Water Tower Attachments	139,380	82,335	82,525
Miscellaneous Revenue	261,959	155,301	171,894
Total Operating Revenues	<u>\$7,964,154</u>	<u>\$7,679,614</u>	<u>\$7,817,508</u>
Advances/Construction	\$489,600	\$167,104	\$300,000
Total Operating Revenues	<u><u>\$8,453,754</u></u>	<u><u>\$7,846,718</u></u>	<u><u>\$8,117,508</u></u>

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

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Operating Expenses:			
Salaries & Wages	\$1,487,266	\$1,458,360	\$1,494,819
Social Security Taxes	113,529	111,564	114,353
Pension Benefits	129,745	136,176	162,286
Fringe Benefits	397,758	425,643	472,200
Electricity	401,182	478,100	506,000
Natural Gas Purchases	49,014	47,727	35,000
Chemicals/Water Treatment	210,000	194,843	207,000
Materials & Supplies	220,080	233,258	215,000
Contractual Svcs/Accounting	15,819	6,017	6,100
Contractual Svcs/Legal	1,000	0	1,000
Contractual Svcs/Other	326,051	272,421	239,000
Equipment Rental	6,765	0	0
Transportation Expense	91,050	79,314	80,000
Insurance Property, Auto, WC	171,000	171,000	173,000
Motorola Lease	54,368	54,092	71,755
Lease Expenses	0	0	0
Education/Travel	4,800	2,592	2,600
Energy Savings Contract	15,579	26,016	17,344
Dues, Fees, Subscriptions	25,000	37,016	25,000
Indiana Gross Income Tax	100,857	100,495	106,000
Central Services	40,030	0	41,030
PiLoT	565,270	580,228	585,100
Debt Service	2,146,128	2,198,571	2,193,561
Miscellaneous Expenses	5,000	3,863	3,000
Total Operating Expenses	<u>\$6,577,291</u>	<u>\$6,617,293</u>	<u>\$6,751,148</u>
% of Revenue	77.8%	84.3%	83.2%
Support Services Allocation	<u>\$792,314</u>	<u>\$600,407</u>	<u>\$704,130</u>
% of Revenue	9.4%	7.7%	8.7%
Total Net Expense	<u>\$7,369,605</u>	<u>\$7,217,700</u>	<u>\$7,455,278</u>
% of Revenue	87.2%	92.0%	91.8%

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

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Capital Expenditures:			
Structures & Improvements	\$85,000	\$51,000	\$45,000
Wells & Springs	190,000	160,000	60,000
Pumping Equipment	75,000	55,000	40,000
Water Treatment Equipment	33,500	33,500	21,500
Trans/Distribution Mains	200,000	234,870	45,000
Materials/New Services	120,000	2,745	7,500
Meters/Meter Installations	134,000	113,765	114,000
Hydrants	27,200	9,984	1,500
Other Pit & Misc. Equip-Water Treat	10,000	6,723	5,000
Office Furn/Equip/Computer	2,500	14,735	9,450
Transportation Equipment	0	0	247,000
Tools, Shop, Garage	12,500	12,500	9,500
Laboratory Equipment	26,000	24,375	25,000
Power Operated Equipment	85,000	0	0
Miscellaneous Equipment	22,500	13,330	9,500
Security/HVAC/Safety	15,000	12,000	12,500
	<u>\$1,038,200</u>	<u>\$744,527</u>	<u>\$652,450</u>
Total Capital Expenditures			
% of Revenue	12.3%	9.5%	8.0%

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

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Gross Revenue	<u>\$8,453,754</u>	<u>\$7,846,718</u>	<u>\$8,117,508</u>
Net Expense	\$7,369,605	\$7,217,700	\$7,455,278
Capital	<u>1,038,200</u>	<u>744,527</u>	<u>652,450</u>
Total Net Budget	<u>\$8,407,805</u>	<u>\$7,962,227</u>	<u>\$8,107,728</u>
% of Gross Revenue	99.5%	101.5%	99.9%
Net Surplus/Deficit	<u>\$45,949</u>	<u>(\$115,509)</u>	<u>\$9,780</u>
% of Gross Revenue	0.5%	-1.5%	0.1%

Wastewater Division

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

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Operating Revenue:			
Commercial/Industrial Sales	\$2,656,536	\$2,950,178	\$3,035,678
Residential Sales	7,452,419	7,324,860	9,163,717
Municipal Sales	260,870	262,613	262,613
Commercial Pretreatment Sales	58,265	58,716	58,716
Industrial Pretreatment Sales	24,227	28,737	28,737
Municipal Pretreatment Sales	2,239	1,992	2,133
Clay Wastewater	2,184,260	1,605,060	143,000
Penalty/Forfeited Discount	152,063	175,886	171,366
Penalty/Pretreatment	673	576	500
Interest Income	5,688	72,990	25,000
Connection Fees	12,853	13,809	12,000
Inspection Fees	7,687	5,145	5,000
T. I. F. Credit	3,300,000	3,360,000	3,360,000
Miscellaneous Revenue	34,227	21,356	19,000
Total Operating Revenues	\$16,152,007	\$15,881,917	\$16,287,460

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

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Operating Expenses:			
Salaries & Wages	\$1,326,000	\$1,315,874	\$1,333,393
Social Security Taxes	101,440	100,665	102,005
Pension Benefits	125,271	142,524	151,466
Fringe Benefits	377,480	412,280	469,800
Operation Supplies/Maintenance	80,000	70,845	80,000
Electricity	400,000	410,643	400,000
Natural Gas	100,000	104,607	100,000
Water	55,000	48,731	50,000
Lab Supplies/Equipment	29,300	34,337	31,500
Outside Lab Analysis	10,000	8,702	10,000
Hypochlorite Solution	30,000	49,398	70,000
Sodium Bisulfite	65,000	60,443	65,000
Polymer	60,000	49,284	75,000
Ferrous Chloride & Parts	55,000	44,114	55,000
Transportation Expense	8,000	8,325	9,500
Pretreatment Materials	800	198	500
Disinfection Equipment	1,200	2,022	1,200
Digester System	3,900	3,638	4,000
Primary Tank	1,000	425	1,000
Secondary Tank	1,000	125	1,000
Grit System	2,500	0	2,000
Screening Equipment	1,200	1,478	1,000
Blowers	500	1,673	500
Pumps & Motors	8,000	36,707	10,000
Buildings & Grounds	10,000	3,452	20,000
Equipment Tools	7,500	5,318	27,500
Sludge Thickening	1,500	4,511	2,000
Biosolids Dewatering	3,500	4,569	3,500
Biosolids Land Application	81,000	66,759	100,000
Lift Station Maintenance	10,000	9,072	10,000
Office Supplies/EquipMaint	2,500	2,291	2,000
Permit Fees	14,700	22,125	14,700
Legal/Professional/Contract Svcs	300,000	253,077	325,000
Safety Equipment/Expense	3,700	3,186	3,000
Energy Savings Contract	24,465	20,333	27,110
Education /Travel / Dues & Fees	10,000	3,441	10,000
Uniforms	9,500	10,836	9,500
Motorola Lease	14,827	16,137	19,569
Property Insurance	194,400	194,400	196,500
Central Services	32,025	0	32,850
Debt Service	7,355,996	7,252,998	7,185,189
PiLoT	918,591	954,546	950,750

Miscellaneous General Expense	<u>2,000</u>	<u>1,527</u>	<u>1,500</u>
Total Operating Expenses	<u>\$11,838,795</u>	<u>\$11,735,607</u>	<u>\$11,964,532</u>
<i>% of Revenue</i>	73.3%	73.9%	73.5%
Support Services Allowcation	<u>\$792,314</u>	<u>\$600,407</u>	<u>\$704,130</u>
<i>% of Revenue</i>	4.9%	3.8%	4.3%
Total Net Expenses	<u>\$12,631,109</u>	<u>\$12,336,014</u>	<u>\$12,668,662</u>
<i>% of Revenue</i>	78.2%	77.7%	77.8%

**SEWER MAINTENANCE DEPARTMENT
OPERATING EXPENSES**

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Operating Expenses:			
Salaries & Wages	\$623,659	\$625,014	\$690,748
Social Security Taxes	47,710	47,814	52,842
PERF	53,979	55,763	55,950
Health/Life/ Insurance/EAP	192,487	211,233	230,900
Insurance - Workers Comp	36,720	26,066	37,100
Uniform Expense	6,500	5,343	6,500
Equipment Maintenance	32,000	24,395	32,000
Transportation Expense	40,000	38,457	40,000
Pipe Lining/Rehab	200,000	0	400,000
Sewer Line Maintenance	250,000	219,450	250,000
Education/Travel	1,000	1,575	1,000
Dues/Fees/Subscriptions	100	0	100
Motorola Lease	11,533	11,532	15,220
Equipment Rental	1,000	0	1,000
Office Supplies/Equipment	2,000	1,392	2,500
Safety Equipment	2,500	800	2,000
Tools	2,500	216	2,000
Buildings & Grounds/Utilities	5,000	1,352	5,000
Lease Expenses	100,000	0	48,580
Central Services	8,006	0	8,200
Miscellaneous Expense	6,500	6,156	6,500
Total Operating Expenses	<u>\$1,623,194</u>	<u>\$1,276,556</u>	<u>\$1,888,140</u>
% of Revenue	10.0%	8.0%	11.6%

**SEWER MAINTENANCE DEPARTMENT
CAPITAL EXPENDITURES**

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Capital Expenditures:			
Equipment Purchased	\$10,000	\$0	\$10,000
Machinery & Equipment	0.00	22,024	0.00
Camera Equipment	50,000.00	7,266	0.00
Sewer Repair/Replace	175,000.00	85,775	350,000.00
Transportation Equipment	0.00	0	60,000.00
Total Capital Expenditures	<u>\$235,000</u>	<u>\$115,065</u>	<u>\$420,000</u>
Total Sewer Dept Expenses	<u>\$1,858,194</u>	<u>\$1,391,621</u>	<u>\$2,308,140</u>
% of Wastewater Revenue	11.5%	8.8%	14.2%

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

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Capital Expenditures:			
Biosolids - Equipment	\$20,000	\$0	\$0
Trunk Sewers	0	0	0
Lift Station Structures	50,000	0	50,000
Plant Structures and Improvements	94,000	80,238	108,045
Land Purchased	0	0	0
Digester Mechanism	0	0	0
Laboratory Equipment	0	0	0
Plant Auxiliary Equipment	0	0	15,000
Pretreatment Equipment	5,000	0	0
Land Purchase	0	194,517	0
Total Capital Expenditures	<u>\$169,000</u>	<u>\$274,755</u>	<u>\$173,045</u>
% of Revenue	1.0%	1.7%	1.1%

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

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Gross Revenue	<u>\$16,152,007</u>	<u>\$15,881,917</u>	<u>\$16,287,460</u>
Wastewater Operating Expenses	\$12,631,109	\$12,336,014	\$12,668,662
Sewer Operating Expenses	<u>1,623,194</u>	<u>1,276,556</u>	<u>1,888,140</u>
Net Expenses	<u>\$14,254,303</u>	<u>\$13,612,569</u>	<u>\$14,556,802</u>
Capital	<u>\$404,000</u>	<u>\$389,820</u>	<u>\$593,045</u>
Total Net Budget	<u>\$14,658,303</u>	<u>\$14,002,389</u>	<u>\$15,149,847</u>
% of Gross Revenue	90.8%	88.2%	93.0%
NET Surplus/Deficit	<u>\$1,493,704</u>	<u>\$1,879,527</u>	<u>\$1,137,613</u>
% of Gross Revenue	9.2%	11.8%	7.0%

Support Services

**MISHAWAKA UTILITIES
COMPARATIVE BUDGET-SUPPORT SERVICES**

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Operating Expenses:			
Salaries & Wages	\$1,435,000	\$1,375,291	\$1,470,875
Social Security Taxes	109,778	105,210	112,520
Pension Benefits	156,589	144,692	151,466
Fringe Benefits	349,622	394,788	449,800
Utilities	20,000	26,110	26,000
Telephone	10,000	6,954	10,000
General Office Supplies	16,000	13,539	13,000
Office Forms	30,000	29,173	30,000
General Plant Expenses	25,000	23,844	20,000
Miscellaneous Equipment Expenses	3,000	4,715	4,500
Postage	155,000	154,900	155,000
Cashier Shortages/Overages	100	156	100
Legal/Professional Services	15,000	1,365	10,000
Education & Travel	6,000	2,148	5,000
Computer Expenses	8,000	8,948	8,000
Dues, Fees, Subscriptions	2,000	660	2,600
Utility Promotion Expense	10,000	10,638	11,000
City Contract - HR	65,820	0	69,000
City Contract - Controller	95,320	0	0
Hardware Maintenance Contracts	12,000	5,700	8,000
Software Maintenance Contracts	36,000	21,232	23,000
City Contract - IT Dept.	134,515	38,306	138,033
Safety Program	8,500	5,742	8,000
Central Services	16,012	0	16,425
	<u>\$2,719,256</u>	<u>\$2,374,109</u>	<u>\$2,742,319</u>
Total Operating Expenses			
% of MU Consolidated Revenue	3.7%	3.2%	3.5%

**MISHAWAKA UTILITIES
COMPARATIVE BUDGET-CAPITAL EXPENDITURES**

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Capital Expenditures:			
Land and Land Rights	\$0	\$0	\$0
Structures & Improvements	400,000	0	30,000
Office Furniture/Equipment	0	0	0
Remote Capture System	40,000	0	35,000
Automated Courtesy Calls	5,000	0	0
Computer Equipment/Upgrades	5,000	27,521	0
New Printer/replace IBM's	0	0	6,200
New Cashier Printers	0	0	3,000
Total Capital Expenditures	<u>\$450,000</u>	<u>\$27,521</u>	<u>\$74,200</u>
% of MU Consolidated Revenue	0.6%	0.0%	0.1%

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

	<u>2011 Budget</u>	<u>2011 Estimated</u>	<u>2012 Budget</u>
Net Expenses	\$2,719,256	\$2,374,109	\$2,742,319
Capital	450,000	27,521	74,200
Total Net Budget	<u>\$3,169,256</u>	<u>\$2,401,630</u>	<u>\$2,816,519</u>
% of MU Consolidated Revenue	4.3%	3.2%	3.6%
 Support Services Allocation	 <u>2011</u>	 <u>2011</u>	 <u>2012</u>
Electric @ 50%	\$1,584,628	\$1,200,815	\$1,408,260
Water @ 25%	792,314	600,407	704,130
Wastewater @ 25%	792,314	600,407	704,130
	<u>\$3,169,256</u>	<u>\$2,401,630</u>	<u>\$2,816,519</u>

Consolidated

**MISHAWAKA UTILITIES
COMPARATIVE BUDGET-CONSOLIDATED**

	<u>2011 Budget</u>	<u>2011 Annualized</u>	<u>2012 Budget</u>
Gross Revenue	\$73,615,261	\$74,941,911	\$77,389,718
Purchased Power	--(\$38,000,000)	--(\$41,191,580)	--(\$41,000,000)
Net Revenue	<u>\$35,615,261</u>	<u>\$33,750,331</u>	<u>\$36,389,718</u>
Net Expense	\$30,303,504	\$29,410,640	\$31,251,989
Capital	3,357,200	2,292,584	3,605,748
Net Budget	<u>\$33,660,704</u>	<u>\$31,703,224</u>	<u>\$34,857,737</u>
% of Gross Revenue	45.7%	42.3%	45.0%
% of Net Revenue	94.5%	93.9%	95.8%
Net Surplus/Deficit	<u>\$1,954,557</u>	<u>\$2,047,108</u>	<u>\$1,531,981</u>
% of Gross Revenue	2.7%	2.7%	2.0%
% of Net Revenue	5.5%	6.1%	4.2%

SALARY ORDINANCES

PROPOSED ORDINANCE NO. 2011-13

ORDINANCE NO. 5313

AN ORDINANCE FIXING THE SALARIES
OF CERTAIN ELECTED OFFICIALS OF THE CITY OF MISHAWAKA
FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2012

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, 2012 shall be payable in 26 equal biweekly pay periods beginning January 06, 2012 in the following amounts:

	2012 Annualized	Per biweekly pay period Beginning January 06, 2012
Mayor	\$ 71,330.00	\$ 2,743.46
Clerk	50,102.00	1,927.00
Council member	9,012.00	346.62

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 19th day of September, 2011, at 7:49 o'clock, p.m.

John P. Gleissner /s/
Presiding Officer

ATTEST:

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

PRESENTED BY ME to the Mayor this 20th day of September,

2011, at 11:53 o'clock, a.m.

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

APPROVED BY ME this 20th day of September, 2011, at 12:23 o'clock, p.m.

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

PROPOSED ORDINANCE NO. 2011-14

ORDINANCE NO. 5314

AN ORDINANCE FIXING THE SALARIES OF ALL EMPLOYEES OF THE CITY OF MISHAWAKA EXCEPT THE MISHAWAKA PARK DEPARTMENT, ELECTED OFFICIALS AND THE MISHAWAKA UTILITIES FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2012

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

Section 1. The annual 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, 2012 and shall be payable in 26 bi-weekly pay periods commencing on January 6, 2012.

SALARIES	2012	Bi-Weekly Salary Beginning January 6, 2012
MAYOR'S ADMINISTRATIVE ASSISTANT	\$36,438	1,401.45
MAYOR'S SECRETARY	\$30,420	1,169.99
CONTROLLER	\$69,526	2,674.08
DEPUTY CONTROLLER	\$47,265	1,817.90
ACCOUNTANT	\$37,332	1,435.84
PAYROLL CLERK	\$33,914	1,304.38
BOOKKEEPER A	\$34,759	1,336.88
BOOKKEEPER B	\$30,000	1,153.84
BOOKKEEPER C	\$28,000	1,076.92
PURCHASING AGENT	\$35,134	1,351.30
TEMPORARY HELP	\$7.25-\$25.00 PER HR	
CHIEF DEPUTY CLERK I	\$36,028	1,385.69
CHIEF DEPUTY CLERK II	\$34,903	1,342.41
HR DIRECTOR	\$50,664	1,948.62
ASST DIRECTOR	\$35,118	1,350.69
HR OFFICE MANAGER	\$30,420	1,169.99
TEMPORARY HELP	\$7.25- \$25.00 PER HR	
DIRECTOR OF IT	\$57,471	2,210.43
System Specialist IV Server Administrator	\$47,229	1,816.48
System Specialist IV Network Engineer	\$39,406	1,515.61
System Specialist II Desktop Engineer	\$37,976	1,460.60

GIS COORDINATOR	\$46,061	1,771.59
System Specialist Web	\$39,924	1,535.52
CORPORATE COUNSEL	\$32,515	1,250.56
STAFF ATTORNEY	\$56,395	2,169.05
DEPUTY	\$13,680	526.15
COUNCIL ATTORNEY	\$13,680	526.15
DIRECTOR OF ENGINEERING	\$69,526	2,674.08
ASSISTANT DIRECTOR	\$57,492	2,211.23
TRAFFIC MANAGER	\$47,277	1,818.34
PROJECT MANAGER	\$48,520	1,866.15
CONSTRUCTION COORDINATOR-	\$42,380	1,630.00
TECHNICIAN	\$42,096	1,619.09
PROJECT COORDINATOR	\$34,884	1,341.68
LOCATOR/INSPECTOR	\$35,834	1,378.22
OFFICE MANAGER	\$30,420	1,169.99
PE BONUS	\$5,000	192.30
IDEM REVIEW BOARD BONUS	\$4,000	153.84
DIRECTOR OF CODE		
ENFORCEMENT	\$52,221	2,008.51
OFFICE MANAGER	\$30,420	1,169.99
CODE ENF OFFICER A	\$42,269	1,625.71
CODE ENF OFFICER B	\$35,265	1,356.35
BUILDING COMMISSIONER	\$53,462	2,056.23
ASSISTANT BUILDING		
COMMISSIONER	\$50,306	1,934.84
ADMINISTRATOR	\$30,881	1,187.73
OFFICE MANAGER	\$30,420	1,169.99
INSPECTOR A	\$51,167	1,967.98
INSPECTOR B	\$46,352	1,782.78
PART-TIME INSPECTOR A	\$7.25-\$25.00 PER HR	
FIRE CHIEF	\$64,778	2,491.45
ASSISTANT CHIEF	\$59,712	2,296.62
CH FIRE PREVENTION	\$56,188	2,161.08
BATTALION CHIEF	\$56,453	2,171.27
CAPTAINS	\$54,555	2,098.26
SHIFT SUPERVISOR	\$54,027	2,077.95
LIEUTENANTS	\$53,498	2,057.62
FIRE INSPECTORS	\$53,498	2,057.62
PARAMEDICS	\$53,498	2,057.62
DRIVER OPERATOR	\$52,473	2,018.18
MASTER FIREFIGHTER	\$51,775	1,991.34
1ST FIREFIGHTERS	\$49,775	1,914.42
PROBATION - FF/EMT	\$45,320	1,743.07
UNIFORM ALLOWANCE	\$1,250 PER YR	
SPECIALTY PAY:		
ADVANCED EMT	\$700 PER YR	
WATER RESCUE/RECOVERY	\$1,000 PER YR	

LEADER		
WATER DIVE/RESCUE TEAM		
MBR	\$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	\$5,000 PER YR	
RESERVE		
FIREFIGHTER/PARAMEDIC	\$1,000 PER YR	
CIVILIAN		
FIREFIGHTER/PARAMEDIC	\$1000 PER YR	
I OR II CERTIFICATION	\$500 PER YR	
INFORMATION TECHNOLOGY	\$1,500 PER YR	
FIRE EXECUTIVE SECRETARY	\$30,682	1,180.09
FIRE OFFICE MANAGER	\$30,420	1,169.99
POLICE CHIEF	\$65,194	2,507.48
ASSISTANT CHIEF	\$60,127	2,312.57
CAPTAINS	\$54,972	2,114.30
LIEUTENANTS	\$53,914	2,073.61
SERGEANTS	\$52,889	2,034.18
CORPORAL	\$52,191	2,007.34
PATROLMAN	\$50,191	1,930.42
PROBATION	\$45,706	1,757.94
UNIFORM ALLOWANCE	\$1,250 PER YR	
RECRUIT	\$39,937	1,536.04
DISPATCHER 6/3-HR	\$18.15	
PART-TIME DISPATCHER	\$16.00	
DISPATCH SPECIALIST Hourly	\$18.35	
DISPATCH COORDINATOR-5/2	\$38,636	1,485.98
PROPERTY MANAGER	\$33,823	1,300.87
EXEC SECRETARY	\$30,682	1,180.09
ADMIN SECRETARY	\$30,420	1,169.99
SERVICES ADMINISTRATOR	\$34,958	1,344.55
PROPERTY CLERK	\$29,677	1,141.41
SECRETARY	\$30,004	1,153.99
PARKING PERSONNEL	\$30,004	1,153.99
PART-TIME HELP	\$7.25 -\$25.00 PER HR	
PARKING PERSONNEL CLOTHING	\$500 PER YR	
CROSSING GUARDS	\$6793	21pays 323.44
CROSSING GUARD SUBSTITUTE	\$20.00 PER DAY	
SUMMER SCHOOL CR GUARD	\$20.00 PER DAY	
CROSSING GUARD CLOTHING	\$170.00 PER YR	
CITY PLANNER	\$66,426	2,554.83
SENIOR PLANNER	\$36,335	1,397.49
<i>Redevelopment pays 15%</i>	\$6,412	246.60
ASSOCIATE PLANNER	\$40,515	1,558.28
ADMINISTRATIVE PLANNER	\$28,829	1,108.80
<i>Redevelopment pays 20%</i>	\$7,207	277.16
OFFICE MANAGER	\$30,420	1,169.99
PLAN COMMISSION	\$600.00 PER YR	
BZA MEMBER	\$375.00 PER YR	

CENTRAL SERVICES ASSISTANT	\$47,295	1,819.03
FLEET MAINTENANCE TECHNICIAN	\$18.84	
Group 1	\$17.88	
Group 2	\$16.91	
Group 3	\$16.20	
NIGHT BONUS/Shift differential	.55/.60 PER HR	
PART TIME	\$7.25-\$25.00 PER HR	
PROJECT COORDINATOR	1.00 PER HR	
STREET COMMISSIONER	\$56,293	2,165.13
OFFICE MANAGER-03	\$30,420	1,169.99
SECRETARY-04	\$30,004	1,153.99
Group 1	\$17.88	
Group 2	\$16.91	
Group 3	\$16.20	
NIGHT BONUS/SHIFT DIFFERENTIAL	.55/.60	
PART-TIME HELP	\$7.25-\$25.00 PER HR	
PROJECT COORDINATOR	\$1.00 PER HR	
DIRECTOR COMMUNITY DEVELOPMENT	\$58,825	2,262.51
TIF CONSTRUCTION MANAGER	\$55,677	2,141.41
PROGRAM CONSTRUCTION MANAGER	\$50,420	1,939.25
PROGRAM COORDINATOR	\$35,316	1,358.33
NSP COORDINATOR	\$46,125	1,774.04
GRANT SPECIALIST	\$30,996	1,180.60
PART-TIME HELP	\$7.25-\$25.00 PER HR	

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 Police and Fire Pension for all employees eligible for participation in the 1977 Police and Fire Pension Fund.

Section 4. 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 5. Longevity Bonus will be provided annually to the Central Service Pool and Motor Vehicle Highway Teamster employees. 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. An additional \$50.00 will be added for each year of service after the sixth year starting January 1, 2010

<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	\$70.00	\$220.00

An additional \$70.00 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. 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 19th day of September, 2011, at 7:52 o'clock, p.m.

John P. Gleissner /s/
Presiding Officer

ATTEST:

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

PRESENTED BY ME, to the Mayor on this 20th day of September, 2011,
At 11:54 o'clock, a.m.

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

APPROVED BY ME this 20th day of September, 2011, at 2:24 o'clock, p.m.

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

CITY OF MISHAWAKA PARKS AND RECREATION DEPARTMENT

2012 SALARY RESOLUTION

SECTION 1. The annual salaries for the year beginning January 1, 2012 shall be payable in 26 equal biweekly pay periods beginning January 6, 2012 and certain employees payable four times a year.

	2012 <u>Annualized</u>	2012 <u>Biweekly</u>
PARK SUPERINTENDENT	\$60,151.00	\$ 2,313.50
ASSISTANT PARK SUPERINTENDENT	\$49,145.00	\$ 1,890.21
GOLF COURSE SUPERINTENDENT	\$48,410.00	\$ 1,861.91
GOLF PRO	\$43,908.00	\$ 1,688.76
POOL/RINK DIRECTOR	\$42,743.00	\$ 1,643.98
ASSISTANT GOLF COURSE SUPERINTENDENT	\$41,103.00	\$ 1,580.90
LANDSCAPE SUPERVISOR	\$42,531.00	\$ 1,635.82
EQUIPMENT FOREMAN	\$38,732.00	\$ 1,489.71
BATTELL BUILDING COORDINATOR	\$32,797.00	\$ 1,261.42
OFFICE MANAGER	\$30,420.00	\$ 1,169.99
SECRETARY	\$30,004.00	\$ 1,153.99
BOARD MEMBER	\$300.00	

	2012
GR 1	\$17.88
GR 2	\$16.91
GR 3	\$16.20
SHIFT DIFFERENTIAL/NIGHT BONUS	\$0.60 hour

Part-time Seasonal	\$7.25-25.00 per hour
Lifeguard	\$7.25-15.00 per hour
Water Safety Instructor	\$7.25-15.00 per hour
Assistant Director of Golf	\$7.25-25.00 per hour
Facility Supervisor	\$7.25-15.00 per hour
Seasonal Landscaper	\$7.25-15.00 per hour

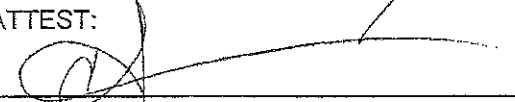
SECTION 2. The Park Board may authorize pay up to 15% less than annual salaries listed to new salaried employees during a twelve month probationary period.

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 22nd day of August, 2011.


President of the Board

ATTEST:


Secretary of the Board

RESOLUTION NO. 2011-13

RESOLUTION OF THE CITY OF MISHAWAKA, INDIANA
DEPARTMENT OF COMMUNITY DEVELOPMENT,
REDEVELOPMENT COMMISSION, FIXING SALARIES FOR
THE STAFF OF THE DEPARTMENT EFFECTIVE JANUARY 1, 2012

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, 2012.

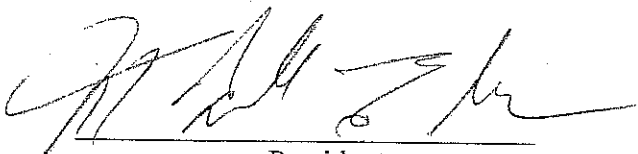
NOW THEREFORE, BE IT RESOLVED by the City of Mishawaka, Indiana, Department of Community Development, Redevelopment Commission:

1. The salaries for the following full-time employees of the Department of Community Development be paid in accordance with the schedule hereinafter recited, effective the 1st day of January, 2012, shall be payable in 26 equal bi-weekly pay periods beginning January 6, 2012.

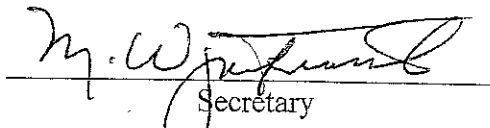
	<u>Annual Pay</u>	<u>Bi-Weekly Pay</u>
Director	\$58,825	\$2,262.51
TIF Construction Manager	\$55,677	\$2,141.41
Program Construction Manager	\$50,420	\$1,939.25
NSP Grant Coordinator	\$46,125	\$1,774.04
Program Coordinator	\$35,316	\$1,358.33
Senior Planner (15% of annual salary)	\$ 6,412	\$ 246.60
Administrative Planner (20% of annual salary)	\$ 7,207	\$ 277.16

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 26th day of September, 2011.



President



Secretary

**MISHAWAKA UTILITIES
2012 WAGE SCHEDULE
Salaried, Full Time, Non-Union Employees**

ELECTRIC DIVISION	Biweekly Pay	Annual Equivalent
Division Manager	\$2,814.22	\$73,170
Superintendent	2,582.92	67,156
Chief Engineer	2,559.86	66,556
Construction Foreman	2,467.25	64,149
Substation Supervisor	2,105.15	54,734
Project Manager	2,093.05	54,419
Operations Coordinator	1,823.95	47,423
Senior Engineering Assistant	1,818.63	47,284
Engineering Assistant	1,779.28	46,261
Project Coordinator	1,655.22	43,036
Office Coordinator	1,297.14	33,726
 METERING DEPARTMENT		
Manager	\$2,233.96	\$58,083
 WATER DIVISION		
Division Manager	\$2,654.71	\$69,022
Assistant Manager	2,255.91	58,654
Water Quality Supervisor	2,096.32	54,054
Meter/Backflow Supervisor	2,096.32	54,504
Maintenance Supervisor	1,994.10	51,847
Operations Coordinator	1,951.56	50,741
Quality Control Technician	1,887.62	49,078
GIS Coordinator	1,818.63	47,284
Telemetry Technician	1,779.28	46,261
Well Head Protection Coordinator	1,600.12	41,603
Office Coordinator	1,297.14	33,726
 WASTEWATER DIVISION		
Division Manager	\$2,654.71	\$69,022
Assistant Manager	2,255.91	58,654
Operations Manager	2,149.46	55,886
Chief Chemist	2,055.44	53,441
Maintenance Manager	1,994.10	51,847
Chemist	1,899.56	49,389
Project Coordinator	1,381.35	35,915

SEWER MAINTENANCE DEPARTMENT

Manager	\$2,123.09	\$55,200
MS4 Coordinator	1,805.73	46,949
Sewer Assistant Manager	1,772.34	46,081
Office Coordinator	1,297.14	33,726
Senior Secretary	1,266.27	32,923

SEWER MAINTENANCE DEPARTMENT - HOURLY

General Laborer	17.19
General Laborer I	19.50
General Laborer II	19.59
General Laborer III	19.84
Group Leader (add per hour)	0.50

ALL DIVISIONS

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

General Manager	\$2,906.07	\$75,558
Business Office Manager	2,335.34	60,719
DP Supervisor	1,803.33	46,887
Staff Consultant	1,739.78	45,234
Safety Coordinator	1,749.04	45,475
AS/400 Specialist	1,643.82	42,739
Systems Analyst	1,618.83	42,090
Senior Computer Operator	1,560.44	40,572
Computer Operator/Account Specialist	1,542.94	40,116
Computer Operator	1,496.38	38,906
Customer Service Representative	1,455.62	37,846
Senior Bookkeeper	1,418.44	36,880
Bookkeeper	1,311.76	34,106
Senior Secretary	1,214.35	31,573
City Attorney	659.19	17,139
Assistant City Attorney	523.14	13,680

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 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.

**MISHAWAKA UTILITIES
2012 WAGE SCHEDULE
Hourly Rate for Union Employees**

BUSINESS OFFICE

2012

CPC Clerk A	\$16.63
CPC Clerk B	15.76
CPC Clerk C	15.23
Mail Equipment Operator A	16.63
Mail Equipment Operator B	15.76
Mail Equipment Operator C	15.23
Terminal Operator A	16.86
Terminal Operator B	16.00
Terminal Operator C	15.46
Cashier A	16.63
Cashier B	15.76
Cashier C	15.23
Phone Clerk	15.23

METERING DEPARTMENT

Meterman	\$24.10
Service Representative	20.91
Meter Reader	19.41
Crew Leader (additional)	0.75

ELECTRIC DIVISION

Journeyman Lineman	\$30.19
Apprentice Level 8	25.66
Apprentice Level 7	25.20
Apprentice Level 6	24.75
Apprentice Level 5	23.85
Apprentice Level 4	23.39
Apprentice Level 3	22.04
Apprentice Level 2	21.59
Apprentice Level 1	21.14
Machine Operator A	22.65
Machine Operator B	20.87
Clerk/Dispatcher A	20.63
Clerk/Dispatcher B	19.25
Crew Leader (additional)	0.75

WATER DIVISION**2012**

Working Construction Foreman	\$24.09
Heavy Equipment Operator A	22.76
Heavy Equipment Operator B	21.65
Heavy Equipment Operator C	20.87
Pipefitter A	20.96
Pipefitter B	19.74
Pipefitter C	18.97
Senior Utilityman	23.18
Intermediate Utilityman	21.33
Utilityman	19.99
Maintenance Technician	21.33
General Maintenance A	20.00
General Maintenance B	18.82
General Maintenance C	18.11
Chief Meter/Backflow Inspector	23.21
Meter/Backflow Inspector	21.42
Meter Repairman A	20.96
Meter Repairman B	19.74
Meter Repairman C	18.97
Meter Installer A	20.96
Meter Installer B	19.74
Certification Bonus (DS-L and PF)	0.75
For qualifying personnel (additional)	
Crew Leader (additional)	0.75

WASTEWATER DIVISION

Dewatering Mechanic	\$23.41
Biosolids Technician	21.33
Maintenance Technician A	21.33
Maintenance Technician B	19.74
Maintenance Technician C	18.96
Chief Operator	21.88
Utility Operator A	20.76
Utility Operator B	19.38
Utility Operator C	18.62
Pretreatment Technician	21.42
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