



CITY OF MISHAWAKA

2015

BUDGET

David A. Wood, Mayor

CITY OF MISHAWAKA 2015 BUDGET

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CITY OF MISHAWAKA
2015 BUDGET

MAYOR 101-01		2015 Budget	
	1 PERSONAL SERVICES		
	<u>Salaries and Wages</u>		
	411-01 Mayor	74,587.00	
	411-02 Administrative Assistant	38,102.00	
	Secretary	<u>31,809.00</u>	
			144,498.00
	2 SUPPLIES		
	<u>Office Supplies</u>		
	421-90 Office Supplies	<u>1,500.00</u>	
			1,500.00
	3 OTHER SERVICES AND CHARGES		
	<u>Communication and Transportation</u>		
	432-03 Travel and Training	1,500.00	
	<u>Printing and Advertising</u>		
	433-01 Printing	500.00	
	<u>Other Services and Charges</u>		
	439-03 Subscriptions, Dues, etc.	1,000.00	
	439-04 Leadership	1,795.00	
	439-07 Memorial Day AL/VFW/DAR	1,500.00	
	439-92 Community Promotion	<u>7,500.00</u>	
			<u>13,795.00</u>
			<u>159,793.00</u>

CITY OF MISHAWAKA
2015 BUDGET

CONTROLLER		2015	
101-02		Budget	
1 PERSONAL SERVICES			
<u>Salaries and Wages</u>			
411-01	Controller	72,701.00	
411-02	Deputy Controller	49,424.00	
	Bookkeeper A	36,346.00	
	Payroll Clerk	35,463.00	
	Purchasing Agent	36,739.00	
	Accountant	39,037.00	
411-03	Part time	<u>20,000.00</u>	
			289,710.00
<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%	415,000.00	
413-04	Unemployment Compensation	40,000.00	
413-05	Employee Insurance Benefits	1,210,000.00	
413-06	Employee Life Insurance	<u>3,995.00</u>	
			<u>1,903,995.00</u>
			2,228,705.00
2 SUPPLIES			
<u>Office Supplies</u>			
421-90	Office Supplies/Misc Supplies	<u>15,000.00</u>	
			15,000.00
3 OTHER SERVICES AND CHARGES			
<u>Professional Charges</u>			
431-05	Animal Control	160,000.00	
431-07	IACT	11,000.00	
	WNIT Public Access	10,000.00	
<u>Communication and Transportation</u>			
432-02	Postage	10,000.00	
432-03	Travel and Training	2,500.00	
432-04	Telephone	75,000.00	

CITY OF MISHAWAKA
2015 BUDGET

CONTROLLER	2015
101-02	Budget
<u>Printing and Advertising</u>	
433-02 Publications	13,000.00
<u>Insurance</u>	
434-90 Insurance Premiums/ Deductible	825,000.00
<u>Utility Services</u>	
435-01 MU Charges	800,000.00
435-02 NIPSCO	85,000.00
<u>Repairs and Maintenance</u>	
436-01 Building/ Equipment/Software Maintenance/Service Contracts	60,000.00
<u>Other Services and Charges</u>	
439-03 Subscription, Dues, etc.	1,000.00
439-09 Miscellaneous Charges	<u>1,500.00</u>
	<u>2,054,000.00</u>
	<u>4,297,705.00</u>

CITY OF MISHAWAKA
2015 BUDGET

CITY CLERK 101-03		2015 Budget	
1 SERVICES PERSONAL			
	<u>Salaries and Wages</u>		
411-01	City Clerk	52,390.00	
411-02	Chief Deputy Clerk I	37,673.00	
	Chief Deputy Clerk II	36,497.00	
411-03	Temporary	<u>12,000.00</u>	
			138,560.00
2 SUPPLIES			
	<u>Office Supplies</u>		
421-90	Office Supplies	1,500.00	
	<u>Operating Supplies</u>		
422-01	Violations Bureau Supplies	<u>1,000.00</u>	
			2,500.00
3 OTHER SERVICES AND CHARGES			
	<u>Professional Services</u>		
431-01	Attorney Fees	1,000.00	
431-04	Municipal Code Services	8,000.00	
	BIS Digital	7,857.00	
	<u>Communication and Transportation</u>		
432-03	Travel and Training	2,000.00	
	<u>Repairs and Maintenance</u>		
436-01	Equipment Repair	4,000.00	
	<u>Other Services and Charges</u>		
439-03	Subscriptions, Dues, etc.	1,500.00	
439-92	Community Promotion	<u>500.00</u>	
			<u>24,857.00</u>
			<u>165,917.00</u>

CITY OF MISHAWAKA
2015 BUDGET

HUMAN RESOURCES		2015	
101-04		Budget	
1 PERSONAL SERVICES			
<u>Salaries and Wages</u>			
411-02 Office Manager		31,809.00	
411-03 Temporary Help		<u>20,000.00</u>	
			51,809.00
2 SUPPLIES			
<u>Office Supplies</u>			
421-90 Supplies		<u>2,000.00</u>	
			2,000.00
3 OTHER SERVICES AND CHARGES			
<u>Professional Services</u>			
431-06 Consulting		54,000.00	
431-08 Employee Assistance Program		16,000.00	
431-09 Testing/Wellness		5,000.00	
<u>Communication and Transportation</u>			
432-03 Travel and Training		5,000.00	
<u>Printing and Advertising</u>			
433-01 Printing/ Advertising		1,000.00	
<u>Other Services and Charges</u>			
439-03 Subscription, Dues, etc.		450.00	
439-20 Staff Development		<u>2,000.00</u>	
			<u>83,450.00</u>
			<u>137,259.00</u>

CITY OF MISHAWAKA
2015 BUDGET

INFORMATION TECHNOLOGY
101-05

2015
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Director	60,095.00
411-02	System Specialist IV Server	49,385.00
	GIS Coordinator	48,165.00
	System Specialist III Web	41,747.00
	System Specialist IV Network	41,205.00
	System Specialist II Desktop	<u>39,710.00</u>

280,307.00

2 SUPPLIES

Operating Supplies

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

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03	Travel and Training	10,000.00
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Other Services and Charges

439-03	Subscriptions, Dues, etc.	<u>1,000.00</u>
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11,000.00

311,307.00

CITY OF MISHAWAKA
2015 BUDGET

DEPARTMENT OF LAW
101-06

2015
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Corporation Counsel/Director of HR	54,779.00
411-02	1st Deputy City Attorney	49,996.00
	2nd Deputy Asst City Attorney	16,000.00
	Stenographic Service	<u>7,500.00</u>

128,275.00

2 SUPPLIES

Office Supplies

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

1,000.00

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03	Travel and Training	3,000.00
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Insurance

434-90	Payment of Claims/Litigation	50,000.00
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Other Services and Charges

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

55,500.00

184,775.00

CITY OF MISHAWAKA
2015 BUDGET

CITY COUNCIL
101-07

2015
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-04 Council members
9 @ 9424

84,816.00

411-02 Council Attorney

16,000.00

100,816.00

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

110,201.00

CITY OF MISHAWAKA
2015 BUDGET

ENGINEERING DEPARTMENT
101-13

2015
Budget

1 PERSONAL SERVICES			
<u>Salaries and Wages</u>			
411-01	Director of Engineering	72,701.00	
411-02	Assistant Director	60,117.00	
	Project Coordinator	36,447.00	
	Project Manager	50,735.00	
	Traffic Manager	49,436.00	
	Office Manager	<u>31,809.00</u>	
			301,245.00
<u>Other Personal Services</u>			
411-65	PE Certification	<u>5,000.00</u>	
			<u>5,000.00</u>
			306,245.00
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	3,000.00	
<u>Other Services and Charges</u>			
439-03	Subscriptions, Dues, etc.	<u>500.00</u>	
			<u>10,250.00</u>
			<u>320,495.00</u>

CITY OF MISHAWAKA
2015 BUDGET

CODE ENFORCEMENT DEPARTMENT		2015
101-14		Budget
1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-01 Director of Code Enforcement		54,606.00
411-02 Code Enforcement Officers		
4 @ 44198		176,792.00
Office Manager		31,809.00
		263,207.00
2 SUPPLIES		
<u>Operating Supplies</u>		
422-01 Operating Supplies		<u>3,500.00</u>
		3,500.00
3 OTHER SERVICES AND CHARGES		
<u>Communication and Transportation</u>		
432-03 Travel and Training		3,000.00
<u>Other Services and Charges</u>		
439-10 Clean up, Board up, Disposal, etc.		<u>35,000.00</u>
		<u>38,000.00</u>
		<u>304,707.00</u>

CITY OF MISHAWAKA
2015 BUDGET

BUILDING DEPARTMENT
101-15

2015
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01 Building Commissioner

55,903.00

411-02 Administrator

32,291.00

Inspector A 2 @ 53504

107,008.00

195,202.00

2 SUPPLIES

Operating Supplies

422-01 Operating Supplies

2,000.00

2,000.00

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03 Travel and Training

4,000.00

Other Services and Charges

439-03 Subscription, Dues, etc.

400.00

4,400.00

201,602.00

CITY OF MISHAWAKA
2015 BUDGET

FIRE/EMS DEPARTMENT
101-19

2015
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Fire Chief	67,736.00	
411-02	Assistant Chief		
	2 @ 62439	124,878.00	
	Chief Fire Prevention	58,754.00	
	Battalion Chief		
	4 @ 61051	244,204.00	
	Captains 15 @ 58056	870,840.00	
	Shift Supervisors 2 @ 56494	112,988.00	
	Lieutenants		
	13 @ 56445	733,785.00	
	Fire Inspectors		
	2 @ 55940	111,880.00	
	Paramedics 2 @ 55940	111,880.00	
	Driver Operator		
	30 @ 54869	1,646,070.00	
	Master Firefighters		
	25 @ 54139	1,353,475.00	
	1st Class Firefighter		
	16 @ 52139	834,224.00	
			6,270,714.00
	Specialty Pay	160,327.00	
	<u>Civilian</u>		
	Executive Secretary	32,084.00	
			192,411.00

Other Personal Services

411-60	Overtime	600,000.00	
411-66	Uniform Allowance 113 @ 1250	141,250.00	
411-67	Pension Equalization	<u>26,800.00</u>	
			768,050.00

Employee Benefits

413-01	Social Security	28,000.00	
413-02	Medicare	105,000.00	
413-03	PERF-14.2%	63,000.00	
413-05	Health Insurance	2,032,162.00	
413-06	Life/Disability Insurance	12,000.00	
413-09	77 Pension 22.7%	<u>1,291,000.00</u>	
			<u>3,531,162.00</u>

10,762,337.00

CITY OF MISHAWAKA
2015 BUDGET

FIRE/EMS DEPARTMENT
101-19

2015
Budget

2 SUPPLIES

Office Supplies

421-90 Office Supplies 6,000.00

Operating Supplies

422-01 Operating Supplies 275,000.00

Other Supplies

429-10 Public Education
Training/ Seminar
Supplies/Refreshments 6,000.00

287,000.00

3 OTHER SERVICES AND CHARGES

Repairs and Maintenance

436-01 Building/ Equipment Repair 97,500.00

436-91 Laundry Maintenance 3,000.00

Other Services and Charges

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

103,500.00

11,152,837.00

CITY OF MISHAWAKA
2015 BUDGET

POLICE DEPARTMENT
101-20

2015
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Police Chief	68,171.00	
411-02	Assistant Chief		
	3 @ 62872	188,616.00	
	Captains		
	7 @ 57483	402,381.00	
	Lieutenants		
	12 @ 56376	676,512.00	
	Sergeants		
	20 @ 55304	1,106,080.00	
	1st Patrol Officer		
	57 @ 54574	3,110,718.00	
	2nd Patrol Officer		
	7 @ 52574	<u>368,018.00</u>	5,920,496.00
	<u>Civilians</u>		
	Executive Secretary	32,084.00	
	Administrative Secretary	31,809.00	
	Secretary 2 @ 31374	62,748.00	
	Parking Personnel	31,374.00	
	Property Manager	35,367.00	
	Services Administrator	<u>36,555.00</u>	229,937.00
	Crossing Guards 20 @ 7103	142,060.00	
	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>	163,060.00
	<u>Other Personal Services</u>		
411-60	Overtime/ Court-time Officer	471,228.00	
411-66	Uniform Allowance		
	1 @ 500, 105 @ 2050	215,750.00	
	Equipment Allowance 106 @ 271.43	<u>28,772.00</u>	715,750.00
	<u>Employee Benefits</u>		
413-01	Social Security	26,000.00	
413-02	Medicare	102,000.00	
413-03	PERF 14.2%	35,000.00	
413-05	Health Insurance	2,000,000.00	
413-06	Life Insurance	6,250.00	
413-10	77 Pension 21.7%	<u>1,277,000.00</u>	

3,446,250.00
10,475,493.00

CITY OF MISHAWAKA
2015 BUDGET

POLICE DEPARTMENT
101-20

2015
Budget

2 SUPPLIES

Operating Supplies

422-01 Operating Supplies 71,500.00

Other Supplies

429-11 Seminars/ Community Relations 1,000.00

72,500.00

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 80,000.00

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

107,800.00

10,655,793.00

CITY OF MISHAWAKA
2015 BUDGET

CITY PLANNING
101-21

2015
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	City Planner	69,459.00
411-02	Senior Planner	44,698.00
	Administrative Planner	37,681.00
	Associate Planner	<u>42,365.00</u>

194,203.00

411-06	Plan Commission 9 @ \$600	5,400.00
	BZA Members 5 @ \$375	<u>1,875.00</u>

7,275.00

201,478.00

2 SUPPLIES

Operating Supplies

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

3 OTHER SERVICES AND CHARGES

Communication and Transportation

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

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

209,978.00

CITY OF MISHAWAKA
2015 BUDGET

CENTRAL SERVICES DEPARTMENT
101-22

2015
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-02	Assistant 4 @ 49454	197,816.00	
	Fleet Maintenance Technician		
	6 @ 19.71*2088	246,927.00	
	Group 1: 4 @ 18.70*2088	156,182.00	
	PT maintenance 1040 hrs @ 11.00	11,440.00	
	Reimburse MVH Director 5%	<u>2,944.00</u>	
			615,309.00

Other Services Personal

411-60	Overtime	15,000.00	
411-62	Night Bonus .60/.55 per hour	5,000.00	
411-63	Longevity	<u>6,000.00</u>	
			<u>26,000.00</u>
			641,309.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	2,000.00	
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Operating Supplies

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

Other Supplies

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

3 OTHER SERVICES AND CHARGES

Professional Services

431-09	Health Screenings/ Vaccines	1,000.00	
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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>	
			69,500.00

1,916,809.00

CITY OF MISHAWAKA
2015 BUDGET

REDEVELOPMENT 101-28	2015 Budget	
1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-02 TIF Construction Manager	58,219.00	
Program Construction Manager	52,723.00	
NSP Coordinator	48,231.00	
Program Coordinator	36,929.00	
		196,102.00
2 SUPPLIES		
<u>Office Supplies</u>		
421-90 Office Supplies	1,000.00	
		1,000.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-04 Professional Services	240,700.00	
 <u>Communication and Transportation</u>		
432-03 Travel and Training	2,000.00	
 <u>Printing and Advertising</u>		
433-02 Publications	800.00	
		<u>243,500.00</u>
		440,602.00

CITY OF MISHAWAKA
2015 BUDGET

CEMETERY
101-29

2015
Budget

3 OTHER SERVICES AND CHARGES

Other Services and Charges

439-09 Maintenance

25,000.00

25,000.00

RECYCLING
101-30

2 SUPPLIES

Operating Supplies

422-01 Operating Supplies

5,000.00

5,000.00

3 OTHER SERVICES AND CHARGES

Other Services and Charges

439-10 Disposal Charges

15,000.00

15,000.00

20,000.00

CITY OF MISHAWAKA
2015 BUDGET

MOTOR VEHICLE HIGHWAY
201-50

2015
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Street Commissioner	58,864.00	
411-02	Office Manager	31,809.00	
	Secretary	31,374.00	
	Group 1: 32 @ 18.70*2088	1,249,459.00	
	CS reimburse 1.55 for assts.	76,654.00	
			1,448,160.00

Other Services Personal

411-60	Overtime	81,500.00	
411-62	Night Bonus .60/.55 per hr	8,000.00	
411-63	Longevity	21,000.00	
411-64	FTO (Flexible Time Off) Plan	<u>8,000.00</u>	118,500.00

Employee Benefits

413-01	Social Security	93,000.00	
413-02	Medicare	22,000.00	
413-03	PERF 14.2%	212,000.00	
413-04	Unemployment	5,000.00	
413-05	Employee Ins Benefits	470,000.00	
413-06	Life Insurance	2,000.00	<u>804,000.00</u>
			2,370,660.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	1,500.00	
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Operating Supplies

422-02	Gas, Oil, etc.	200,000.00	
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Repair and Maintenance Supplies

423-03	Equipment/ Parts, Supplies	160,000.00	
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Other Supplies

429-08	Uniform Supplies	8,000.00	
429-13	Traffic Supplies	36,000.00	
			405,500.00

CITY OF MISHAWAKA
2015 BUDGET

MOTOR VEHICLE HIGHWAY		2015	
201-50		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		10,000.00	
<u>Printing and Advertising</u>			
433-02 Publications		600.00	
<u>Insurance</u>			
434-90 Insurance Premiums/Deductibles		150,000.00	
<u>Utility Service</u>			
435-01 MU Charges		110,000.00	
435-02 NIPSCO		57,000.00	
<u>Repairs and Maintenance</u>			
436-01 Building/ Equipment Repair		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>	
			<u>554,600.00</u>
			<u>3,330,760.00</u>

CITY OF MISHAWAKA
2015 BUDGET

LOCAL ROAD AND STREET
202-50

2015
Budget

4 CAPITAL OUTLAYS

Improvements other than Buildings

442-01 Street Repair/Summer Program

500,000.00

500,000.00

CITY OF MISHAWAKA
2015 BUDGET

PARK AND RECREATION
204-50

2015
Budget

1 PERSONAL SERVICES

Salaries and Wages

411-01	Department Head	62,898.00	
411-02	Regular Employees	489,350.00	
	Group 1: 14 @18.70*2088	546,639.00	1,098,887.00

	Reimburse CS Assts. 1.25	61,818.00	
	Reimburse MVH director 5%	2,944.00	64,762.00

411-03	Temporary/Summer Help	377,000.00	<u>377,000.00</u>
			1,540,649.00

Other Services Personal

411-60	Overtime	66,000.00	
411-62	Night Bonus	5,000.00	
411-63	Longevity	18,225.00	
411-64	FTO	15,000.00	104,225.00

Employee Benefits

413-01	Social Security	100,000.00	
413-02	Medicare	24,000.00	
413-03	PERF 14.2%	175,000.00	
413-04	Unemployment	5,000.00	
413-05	Employee Insurance Benefits	310,000.00	
413-06	Life Insurance	1,500.00	<u>615,500.00</u>
			2,260,374.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	8,000.00	
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Operating Supplies

422-02	Gas, Oil, Parts, etc.	55,000.00	
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Other Supplies

429-09	Merrifield Complex Supplies	50,000.00	
429-14	Maintenance Supplies	80,000.00	
429-15	Program Supplies	26,200.00	
429-18	Athletic Event Supplies	20,000.00	
429-20	Golf Course Supplies	30,000.00	
429-21	Concessions	60,000.00	
			329,200.00

CITY OF MISHAWAKA
2015 BUDGET

PARK AND RECREATION
204-50

2015
Budget

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/Pager 7,000.00

Printing and Advertising

433-01 Printing/Newsletter etc. 7,500.00

Insurance

434-90 Insurance Premiums/Deductibles 110,000.00

Utility Services

435-01 MU/AEP Charges 285,000.00

435-02 NIPSCO 50,000.00

Repairs and Maintenance

436-01 Equipment/Facility Repair 30,000.00

436-90 Service Contracts 70,000.00

Rentals

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

Other Services and Charges

439-03 Subscription, Dues, etc. 1,400.00

439-09 Miscellaneous/Charges 1,000.00

439-18 Instructor Fees 25,000.00

439-19 Official/Referee Fees 5,000.00

439-21 Recreation Event/Entertainment 28,000.00

439-93 Sales Tax 25,000.00

669,400.00

3,258,974.00

CITY OF MISHAWAKA
2015 BUDGET

PARK AND RECREATION NON-REVERTING
214-50

2015
Budget

4 CAPITAL OUTLAYS

Improvements Other than Buildings

443-98	Eberhart Roof	60,000.00
443-94	Softball Field/Diamond Improve.	10,000.00
443-99	Merrifield Improvements	10,000.00

Buildings

442-05	Wilson Building Improvements	40,000.00
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Machinery and Equipment

444-12	Golf Course Mowers	<u>46,000.00</u>
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166,000.00

CITY OF MISHAWAKA
2015 BUDGET

LAW ENFORCEMENT CONTINUING EDUCATION 210-50	2015 Budget
2 SUPPLIES	
<u>Operating Supplies</u>	
422-36 Ammunition	<u>20,000.00</u>
	20,000.00
3 OTHER SERVICES AND CHARGES	
<u>Communication and Transportation</u>	
432-03 Travel and Training	<u>20,000.00</u>
	20,000.00
4 CAPITAL OUTLAYS	
<u>Machinery and Equipment</u>	
445-08 Equipment/Furnishings	<u>10,000.00</u>
	10,000.00
	<u>50,000.00</u>

CITY OF MISHAWAKA
2015 BUDGET

PUBLIC SAFETY 211-50	2015 Budget	
2 SUPPLIES		
<u>Operating Supplies</u>		
429-08 Fire Uniforms	<u>70,000.00</u>	70,000.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-11 New Hire Physicals- Police/Fire	82,000.00	
<u>Communication and Transportation</u>		
432-03 Travel and Training-Fire	30,000.00	
<u>Repairs and Maintenance</u>		
436-01 Radio System Maintenance Contract	505,000.00	
436-90 Service Contract- Police/Fire	328,000.00	
<u>Other Services and Charges</u>		
438-01 Revenue Bond Payment Local BB	77,312.00	
Fire Station Lease Payment	332,195.00	
439-95 PSAP	<u>500,000.00</u>	
		1,854,507.00
4 CAPITAL OUTLAYS		
<u>Improvements Other than Building</u>		
443-93 Fire Dept Improvements	85,000.00	
443-97 Police Dept Improvements	15,000.00	
444-05 Clinic Improvements	358,306.00	
<u>Machinery and Equipment</u>		
445-08 Police Equipment	94,000.00	
445-09 Police Cars-with equipment	270,000.00	
445-13 Fire Department Equipment	20,000.00	
Ambulance	275,000.00	
Fire Vehicles	<u>105,000.00</u>	
		<u>1,222,306.00</u>
		<u>3,146,813.00</u>

CITY OF MISHAWAKA
2015 BUDGET

CUMULATIVE CAPITAL DEVELOPMENT 417-50	2015 Budget
4 CAPITAL OUTLAYS	
<u>Machinery and Equipment</u>	
445-11 Computer Equipment/Software	225,000.00
	225,000.00
CUMULATIVE FIRE EQUIPMENT FUND 429-50	
4 CAPITAL OUTLAYS	
<u>Machinery and Equipment</u>	
449-01 Fire Equipment	15,000.00
	15,000.00
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>Other Capital Outlays</u>	
445-21 Storm/Sanitary Reconstruction	<u>250,000.00</u>
	250,000.00
	500,000.00

CITY OF MISHAWAKA
2015 BUDGET

CREDIT 430-50		2015 Budget	
2	SUPPLIES		
	<u>Repair and Maintenance Supplies</u>		
423-01	Street Material/Dust Control	150,000.00	
	<u>Other Supplies</u>		
429-17	Landscaping Supplies/Chemicals	110,000.00	
429-91	Salt	<u>500,000.00</u>	
			760,000.00
3	OTHER SERVICES AND CHARGES		
	<u>Repairs and Maintenance Supplies</u>		
436-01	Service Contracts/ Software Maintenance	321,000.00	
	<u>Professional Services</u>		
431-04	Chamber of Commerce	50,000.00	
	Work One- SMART	25,000.00	
431-06	Consulting	125,000.00	
436-90	Engineering Maintenance	100,000.00	
436-93	Signal Maintenance	100,000.00	
	<u>Other Services and Charges</u>		
438-01	Revenue Bond Payment Local BB	149,000.00	
439-95	PSAP	<u>400,000.00</u>	
			1,270,000.00
4	CAPITAL OUTLAYS		
	<u>Improvements Other than Buildings</u>		
442-01	Paving	300,000.00	
442-04	Sidewalk and Curb Program	300,000.00	
	<u>Machinery and Equipment</u>		
444-12	Park Equipment	152,000.00	
445-02	MVH Equipment	344,000.00	
445-06	Central Services Equipment	121,000.00	
	<u>Other Capital Outlays</u>		
445-17	Park Capital Improvement Plan- Twin Branch	250,000.00	
449-01	City Building Improvements/MWCSF/Clinic	<u>907,166.00</u>	
			<u>2,374,166.00</u>
			<u>4,404,166.00</u>

CITY OF MISHAWAKA
2015 BUDGET

FIRE PENSION 702-50	2015 Budget	
1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-02 Secretary Salary	3,000.00	
Pension Board Members		
5 @ 750.00 per yr	3,750.00	
411-05 Pension Benefits	2,239,000.00	
Retired Firefighters		
Eligible Firefighters		
Dependents		
411-07 Death Benefits	<u>36,000.00</u>	
		2,281,750.00
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><u>2,285,750.00</u></u>

CITY OF MISHAWAKA
2015 BUDGET

POLICE PENSION 703-50	2015 Budget	
1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-02 Secretary Salary	3,000.00	
411-05 Pension Benefits Retired Officers Eligible Officers Dependents	1,425,158.00	
411-07 Death Benefits	<u>36,000.00</u>	
		1,464,158.00
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>	
		<u>2,950.00</u>
		<u>1,467,108.00</u>

Expenditure Budget Comparison General Fund					
<u>Department</u>	<u>2014 Budget</u>	<u>2015 Budget</u>	<u>\$ Change</u>	<u>% Change</u>	<u>% of 2015 Total Budget</u>
Mayor	158,112	159,793	1,681	1.1%	0.32%
Controller	4,700,035	4,287,705	(412,330)	-8.8%	8.58%
Clerk	152,663	165,917	13,254	8.7%	0.33%
Human Resources	209,396	137,259	(72,137)	-34.5%	0.27%
IT	290,529	311,307	20,778	7.2%	0.62%
Law	171,710	194,775	23,065	13.4%	0.39%
Council	107,517	110,201	2,684	2.5%	0.22%
Engineering	317,539	320,495	2,956	0.9%	0.64%
Code	267,105	304,707	37,602	14.1%	0.61%
Building	248,007	201,602	(46,405)	-18.7%	0.40%
Fire	11,790,689	11,152,837	(637,852)	-5.4%	22.32%
Police	11,651,552	10,655,793	(995,759)	-8.5%	21.33%
Planning	274,153	209,978	(64,175)	-23.4%	0.42%
CMP/Central Services	1,910,855	1,916,809	5,954	0.3%	3.84%
Redevelopment	499,560	440,602	(58,958)	-11.8%	0.88%
Cemetery	25,000	25,000	-	0.0%	0.05%
Recycling	20,000	20,000	-	0.0%	0.04%
Fund Totals	32,794,422	30,614,780	(2,179,642)	-6.6%	

Civil City Budget Comparison All Appropriated Funds					
<u>Fund</u>	<u>2014 Budget</u>	<u>2015 Budget</u>	<u>\$ Change</u>	<u>% Change</u>	<u>% of 2015 Total Budget</u>
General	32,794,422	30,614,780	(2,179,642)	-6.6%	61.27%
Park and Recreation	3,557,123	3,258,974	(298,149)	-8.4%	6.52%
Other Operating Funds					
Law Enforcement Con't Ed	50,000	50,000	-	0.0%	0.10%
Park Non- Reverting	60,500	166,000	105,500	174.4%	0.33%
Public Safety	1,954,724	3,146,813	1,192,089	61.0%	6.30%
Pension Funds					
Fire Pension	2,379,247	2,285,750	(93,497)	-3.9%	4.57%
Police Pension	1,532,727	1,467,108	(65,619)	-4.3%	2.94%
MVH Funds					
Local Road & Street	500,000	500,000	-	0.0%	1.00%
Motor Vehicle Highway	4,127,957	3,330,760	(797,197)	-19.3%	6.67%
Cumulative Sewer	500,000	500,000	-	0.0%	1.00%
Capital Fund					
Cum. Cap. Development	425,000	225,000	(200,000)	-47.1%	0.45%
Cumulative Fire	50,000	15,000	(35,000)	-70.0%	0.03%
CEDIT	3,843,557	4,404,166	560,609	14.6%	8.81%
Internal Service Funds					
Selffunding Insurance			-	0.0%	0.00%
Bond & Lease Funds					
Municipal Bond	1,369,087	-	(1,369,087)	-100.0%	0.00%
Gross Totals	53,144,344	49,964,351	(3,179,993)	-5.98%	
Internal Service Charges:					
Operating Transfers:					
Net Totals	53,144,344	49,964,351	(3,179,993)	-5.98%	100.00%

Civil City Budget Comparison By Category Appropriated Funds - with Adjustments					
<u>Department</u>	<u>2014 Budget</u>	<u>2015 Budget</u>	<u>\$ Change</u>	<u>% Change</u>	<u>Total Budget</u>
100 - Personal Services	36,962,889	34,491,285	(2,471,604)	-6.7%	69.03%
200 - Supplies	2,824,650	3,212,950	388,300	13.7%	6.43%
300 - Other Services & Charges	8,735,305	7,497,644	(1,237,661)	-14.2%	15.01%
400 - Capital Outlays	4,621,500	4,762,472	140,972	3.1%	9.53%
Fund Totals	53,144,344	49,964,351	(3,179,993)	-5.98%	100.00%

Mishawaka Utilities

2015 Budget

Electric Division

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

2:53 PM12/3/2014

	<u>2014 Budget</u>	<u>2014 Estimated</u>	<u>2015 Budget</u>
Operating Revenue:			
Residential Sales	\$18,396,400	\$18,096,696	\$18,500,000
Customer Charge	2,357,300	\$2,284,729	\$2,400,000
Commercial Sales	4,710,800	\$4,627,894	\$4,700,000
Commercial Heating	803,700	\$846,321	\$854,870
Commercial Power	29,859,900	\$30,587,818	\$30,900,000
Municipal Sales	2,113,700	\$1,417,140	\$1,500,000
Municipal Street Lighting	423,800	\$384,842	\$425,000
Outdoor Protective Lighting	167,300	\$201,611	\$204,000
Cablevision	2,027	\$2,028	\$2,030
Tracker-I&M Cost Adjustment Revenue	0	\$0	\$0
Penalty/Forfeited Discount	203,100	\$242,337	\$250,000
Interest Income	1,500	\$1,721	\$1,800
Miscellaneous Revenues	364,000	\$1,001,485	\$1,000,000
Total Operating Revenues	<u>\$59,403,527</u>	<u>\$59,694,622</u>	<u>\$60,737,700</u>
 Purchased Power	(\$41,500,000)	(\$43,067,537)	(\$43,500,000)
 Net Revenue	 <u>\$17,903,527</u>	 <u>\$16,627,085</u>	 <u>\$17,237,700</u>
% of Revenue	30.1%	27.9%	28.4%

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

2:53 PM12/3/2014

	<u>2014 Budget</u>	<u>2014 Estimated</u>	<u>2015 Budget</u>
Operating Expenses:			
Salaries & Wages	\$2,575,000	\$2,575,000	\$2,670,750
Social Security Taxes	196,988	\$196,988	204,312
Pension Benefits	327,110	\$327,110	425,243
Fringe Benefits	1,028,020	\$1,022,398	1,103,374
Structures	15,000	\$12,650	15,000
Substation Equipment	39,500	\$40,000	41,000
Overhead Lines	90,000	\$77,397	90,000
Underground Lines	125,000	\$53,138	100,000
Transformers	15,000	\$5,183	15,000
Street Lights	50,000	\$6,296	50,000
Meters, Meter Testing	25,000	\$33,923	30,000
General Equipment/Services	95,000	\$66,723	85,000
Stores Equipment	1,000	\$0	1,000
Uniforms, Safety Equipment	45,000	\$56,639	50,000
Plant Operation Expense	140,000	\$147,702	135,000
Computer Expenses	16,000	\$1,608	20,000
Distribution Construction	10,000	\$20,918	15,000
Small Tools Equipment/Repair	45,000	\$54,330	54,000
Transportation Expense	120,000	\$118,428	120,000
Office Supplies/Equipment	5,000	\$3,936	5,000
Motorola Lease	85,008	\$85,008	74,395
Legal/Professional Fees	50,000	\$74,965	75,000
Consulting Expense	2,500	\$0	2,500
Apprentice Program	20,000	\$0	25,000
Education/Travel	30,000	\$20,036	25,000
Energy Savings Contract	10,885	\$15,726	11,044
Dues, Fees, Subscriptions	35,000	\$43,107	40,000
Insurance - Property, Auto, WC	192,000	\$192,000	192,000
Contracted Services - Line Clearing	225,000	\$195,000	225,000
Contracted Services - OH Lines	350,000	\$288,170	325,000
Contracted Services - UG Lines	213,000	\$160,751	150,000
Contracted Services - Substations	356,000	\$305,287	303,000
Indiana Gross Income Tax	650,000	\$809,750	809,750
PiLoT	516,000	\$516,000	529,732
Transfer to City	750,000	\$750,000	1,000,000
Total Operating Expenses	<u>\$8,449,011</u>	<u>\$8,276,162</u>	<u>\$9,017,100</u>
% of Revenue	14.2%	13.9%	14.8%
Support Services Allocation	<u>\$1,558,517</u>	<u>\$1,435,004</u>	<u>\$1,598,659</u>
% of Revenue	2.6%	2.4%	2.6%
Total Net Expense	<u>\$10,007,528</u>	<u>\$9,711,166</u>	<u>\$10,615,759</u>
% of Revenue	16.8%	16.3%	17.5%

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

2:53 PM12/3/2014

	<u>2014 Budget</u>	<u>2014 Actual</u>	<u>2015 Budget</u>
Capital Expenditures:			
Structures/Improvements	\$210,000	\$40,498	\$180,000
Substation Equipment	276,000	\$300,448	285,000
Transformers	500,000	\$300,496	500,000
Distribution Lines	1,200,000	\$871,058	1,200,000
Meters	55,000	\$53,325	60,000
Office Furniture, Equipment	5,000	\$2,500	10,000
Computer Equipment/GIS	148,500	\$18,117	148,500
Transportation Equipment	146,000	\$90,000	177,000
Power Operated Equipment	290,000	\$245,829	240,000
Tools/Garage/Shop Equipment	20,000	\$0	0
Testing Equipment	10,000	\$0	0
Fiber Optic Network & Communications Equip	0	\$0	50,000
Move Pole Yard/Training Center	0	\$0	50,000
Total Capital Expenditures	<u>\$2,860,500</u>	<u>\$1,922,271</u>	<u>\$2,900,500</u>
% of Revenue	4.8%	3.2%	4.8%

MISHAWAKA ELECTRIC UTILITY

COMPARATIVE BUDGET-DIVISION SUMMARY

2:53 PM12/3/2014

	<u>2014 Budget</u>	<u>2014 Estimated</u>	<u>2015 Budget</u>
Gross Revenue	\$59,403,527	\$59,694,622	\$60,737,700
Less: Purchased Power	<u>(41,500,000)</u>	<u>(43,067,537)</u>	<u>(43,500,000)</u>
Net Revenue	<u>\$17,903,527</u>	<u>\$16,627,085</u>	<u>\$17,237,700</u>
% of Gross Revenue	30.1%	27.9%	28.4%
Net Expense	\$10,007,528	\$9,711,166	\$10,615,759
Capital	<u>2,860,500</u>	<u>1,922,271</u>	<u>2,900,500</u>
Total Net Budget	<u>\$12,868,028</u>	<u>\$11,633,437</u>	<u>\$13,516,259</u>
% of Gross Revenue	21.7%	19.5%	22.3%
Net Surplus/Deficit	<u>\$5,035,499</u>	<u>\$4,993,648</u>	<u>\$3,721,442</u>
% of Gross Revenue	8.5%	8.4%	6.1%

Water Division

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

	2014 Budget	2014 Estimated	2015 Budget
Operating Revenue:			
Unmetered Sales	\$2,830	\$2,106	\$3,300
Residential Metered Sales	3,251,500	\$3,071,429	3,155,000
Commercial Metered Sales	2,732,200	\$2,509,912	2,750,000
Large Commercial Metered Sales	605,300	\$450,028	620,000
Public Fire Protection	1,353,700	\$485,483	502,000
Private Fire Protection	450,200	\$1,167,663	1,320,000
Other Sales/Public Authorities	147,600	\$270,363	271,000
Penalty/Forfeited Discount	40,800	\$47,114	40,500
Interest Income	4,900	\$4,692	3,996
Water Tower Attachments	80,000	\$33,980	32,500
Miscellaneous Revenue	276,200	\$342,062	259,600
Total Operating Revenues	\$8,945,230	\$8,384,829	\$8,957,896
Advances/Construction	\$150,000	\$414,981	\$500,000
Total Operating Revenues	\$9,095,230	\$8,799,810	\$9,457,896

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

	2014 Budget	2014 Estimated	2015 Budget
Operating Expenses:			
Salaries & Wages	\$1,493,900	\$1,553,103	\$1,568,634
Social Security Taxes	114,283	\$130,289	120,000
Pension Benefits	197,629	\$199,907	259,904
Fringe Benefits	647,153	\$625,200	679,000
Electricity	595,056	\$577,149	650,000
Natural Gas Purchases	48,277	\$58,113	70,000
Chemicals/Water Treatment	256,000	\$218,480	250,000
Materials & Supplies	224,350	\$220,200	304,200
Contractual Svcs/Accounting	6,100	\$4,000	4,000
Contractual Svcs/Legal	5,000	\$8,441	4,000
Contractual Svcs/Professional	466,218	\$410,596	595,000
Equipment Rental	0	\$0	5,000
Transportation Expense	99,745	\$96,300	150,000
Insurance Property, Auto, WC	173,000	\$173,004	173,000
Motorola Lease	73,823	\$73,823	64,606
Education/Travel	3,250	\$5,977	6,000
Energy Savings Contract	16,577	\$16,577	16,567
Dues, Fees, Subscriptions	34,260	\$34,260	35,000
Indiana Gross Income Tax	106,000	\$97,752	115,000
PiLoT	620,955	\$620,955	607,028
Debt Service	1,934,985	\$1,954,791	2,013,390
Miscellaneous Expenses	30,500	\$37,214	28,413
Total Operating Expenses	\$7,147,061	\$7,116,129	\$7,718,742
% of Revenue	78.6%	80.9%	81.6%
Support Services Allocation	\$749,984	\$717,502	\$799,329
% of Revenue	8.2%	8.2%	8.5%
Total Net Expense	\$7,897,045	\$7,833,630	\$8,518,071
% of Revenue	86.8%	89.0%	90.1%

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

	2014 Budget	2014 Actual	2015 Budget
Capital Expenditures:			
Structures & Improvements	\$65,000	\$5,000	\$25,000
Wells & Springs/Supply Mains	110,000	\$26,269	30,000
Pumping Equipment	60,000	\$52,241	100,000
Water Treatment Equipment	40,000	\$34,000	52,000
Trans/Distribution Mains	145,000	\$140,667	175,000
Meters/Meter Installations	120,000	\$113,016	125,000
Hydrants	22,464	\$22,627	30,000
Other Plt & Misc. Equip-Water Treat	26,000	\$5,000	25,000
Office Furn/Equip/Computer	7,500	\$9,086	5,000
Transportation Equipment	0	\$52,000	25,000
Tools, Shop, Garage	36,000	\$56,000	25,000
Laboratory Equipment	30,000	\$11,000	20,000
Power Operated Equipment	0	\$20,000	0
Communication Equipment	11,500	\$0	5,000
Miscellaneous Equipment	0	\$0	8,000
Total Capital Expenditures	\$673,464	\$546,906	\$650,000
% of Revenue	7.4%	6.2%	6.9%

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

	2014 Budget	2014 Estimated	2015 Budget
Gross Revenue	\$9,095,230	\$8,799,810	\$9,457,896
Net Expense	\$7,897,045	\$7,833,630	\$8,518,071
Capital	673,464	546,906	650,000
Total Net Budget	\$8,570,509	\$8,380,536	\$9,168,071
% of Gross Revenue	94.2%	95.2%	96.9%
Net Surplus/Deficit	\$524,722	\$419,274	\$289,825
% of Gross Revenue	5.8%	4.8%	3.1%

Wastewater Division

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

2:53 PM12/3/2014

	2014 Budget	2014 Estimated	2015 Budget
Operating Revenue:			
Commercial/Industrial Sales	\$5,277,171	\$6,016,682	\$6,209,275
Residential Sales	6,615,783	\$5,861,727	5,970,276
Municipal Sales	270,019	\$275,906	297,000
Commercial Pretreatment Sales	97,241	\$94,703	97,241
Industrial Pretreatment Sales	12,660	\$24,569	24,569
Municipal Pretreatment Sales	2,463	\$2,399	2,399
Penalty/Forfeited Discount	179,078	\$185,832	187,000
Penalty/Pretreatment	698	\$689	689
Interest Income	180,259	\$39,702	45,000
Connection Fees	29,148	\$81,974	84,502
Inspection Fees	1,200	\$0	807
T. I. F. Credit	3,320,000	\$3,320,000	3,320,000
Miscellaneous Revenue	4,138	\$12,000	12,000
Total Operating Revenues	\$15,989,858	\$15,916,180	\$16,250,758

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

2:53 PM12/3/2014

	<u>2014 Budget</u>	<u>2014 Estimated</u>	<u>2015 Budget</u>
Operating Expenses:			
Salaries & Wages	\$1,389,825	\$1,383,500	\$1,398,414
Social Security Taxes	106,322	\$105,838	106,979
Pension Benefits	185,703	\$184,187	241,413
Fringe Benefits	629,837	\$628,062	659,465
Operation Supplies/Maintenance	67,850	\$47,013	60,000
Electricity	490,000	\$509,457	500,000
Natural Gas	80,000	\$94,461	80,000
Water	83,000	\$83,951	90,000
Lab Supplies/Equipment	27,000	\$25,913	27,000
Outside Lab Analysis	13,000	\$10,314	13,000
Hypochlorite Solution	50,000	\$42,663	50,000
Sodium Bisulfite	50,000	\$41,191	50,000
Polymer	80,000	\$75,300	80,000
Ferrous Chloride & Parts	55,000	\$48,200	50,000
Transportation Expense	12,000	\$11,400	10,000
Pretreatment Materials	1,000	\$200	1,000
Disinfection Equipment	3,000	\$4,516	3,000
Digester System	7,000	\$10,389	10,000
Primary Tank	5,000	\$7,779	5,000
Secondary Tank	5,000	\$7,159	5,000
Grit System	7,000	\$6,000	5,000
Screening Equipment	1,000	\$25,000	5,000
Blowers	1,000	\$900	1,000
Pumps & Motors	20,000	\$38,118	20,000
Buildings & Grounds	25,000	\$25,000	25,000
Equipment	25,000	\$8,430	15,000
Sludge Thickening	2,000	\$1,400	2,500
Biosolids Dewatering	5,000	\$8,981	7,500
Biosolids Land Application	100,000	\$100,000	100,000
Lift Station Maintenance	10,000	\$35,714	10,000
SCADA - Telemetry System	10,000	\$36,000	25,000
Office Supplies/EquipMaint	5,000	\$5,000	5,000
Permit Fees	14,700	\$14,700	14,750
Legal/Professional/Contract Svcs	275,000	\$336,750	150,000
Safety Equipment/Expense	4,000	\$6,438	3,000
Energy Savings Contract	24,366	\$24,882	24,850
Education /Travel / Dues & Fees	11,000	\$8,758	11,000
Uniforms	10,000	\$9,533	10,000
Motorola Lease	20,133	\$20,000	17,620
Property Insurance	196,500	\$196,500	196,500
Debt Service	6,398,129	\$6,398,157	6,937,732
PiLoT	1,337,610	\$1,337,610	1,546,525
Miscellaneous General Expense	6,000	\$4,496	4,000
Total Operating Expenses	<u>\$11,848,975</u>	<u>\$11,969,858</u>	<u>\$12,577,248</u>
<i>% of Revenue</i>	74.1%	75.2%	77.4%
Support Services Allowcation	<u>\$749,984</u>	<u>\$717,502</u>	<u>\$799,329</u>
<i>% of Revenue</i>	4.7%	4.5%	4.9%
Total Net Expenses	<u>\$12,598,959</u>	<u>\$12,687,359</u>	<u>\$13,376,577</u>
<i>% of Revenue</i>	78.8%	79.7%	82.3%

**SEWER MAINTENANCE DEPARTMENT
OPERATING EXPENSES**

2:53 PM12/3/2014

	2014 Budget	2014 Actual	2015 Budget
Operating Expenses:			
Salaries & Wages	\$746,058	\$728,456	\$754,007
Social Security Taxes	57,074	\$55,727	57,644
PERF	105,942	\$95,361	106,999
Health/Life/ Insurance/EAP	359,090	\$359,826	377,045
Insurance - Workers Comp	40,600	\$40,596	40,596
Uniform Expense	6,500	\$6,941	6,500
Equipment Maintenance	40,000	\$30,146	40,000
Transportation Expense	50,000	\$41,706	50,000
Pipe Lining/Rehab	400,000	\$122,000	680,000
Sewer Line Maintenance	250,000	\$218,145	250,000
Education/Travel	7,000	\$8,243	10,000
Dues/Fees/Subscriptions	100	\$0	100
Motorola Lease	15,374	\$15,374	13,704
Equipment Rental	500	\$0	500
Office Supplies/Equipment	2,000	\$1,763	2,500
Safety Equipment	2,500	\$2,312	3,000
Tools	2,500	\$1,395	1,500
Buildings & Grounds/Utilities	7,000	\$1,155	7,000
Lease Expenses Camera Truck	48,580	\$48,580	48,580
Miscellaneous Expense	6,500	\$10,532	6,500
Technology	12,600	\$0	15,000
Total Operating Expenses	<u>\$2,159,918</u>	<u>\$1,788,254</u>	<u>\$2,471,175</u>
% of Revenue	13.5%	11.2%	15.2%

**SEWER MAINTENANCE DEPARTMENT
CAPITAL EXPENDITURES**

2:53 PM12/3/2014

	<u>2014 Budget</u>	<u>2014 Actual</u>	<u>2015 Budget</u>
Capital Expenditures:			
Equipment Purchased	\$450,000	\$450,000	\$65,000
Machinery & Equipment	0.00	\$0	0.00
Camera Equipment	0.00	\$0	0.00
Sewer Repair/Replace	350,000.00	\$11,681	100,000.00
Transportation Equipment	0.00	\$0	0.00
Office Equipment	6,000.00	\$0	0.00
Moving Expense	0.00	0	9,000.00
Total Capital Expenditures	<u>\$806,000</u>	<u>\$461,681</u>	<u>\$174,000</u>
Total Sewer Dept Expenses	<u>\$2,965,918</u>	<u>\$2,249,935</u>	<u>\$2,645,175</u>
% of Wastewater Revenue	18.5%	14.1%	16.3%

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

2:53 PM12/3/2014

	<u>2014 Budget</u>	<u>2014 Estimated</u>	<u>2015 Budget</u>
Capital Expenditures:			
Lift Station Structures	125,000	\$430,950	0
Plant Structures and Improvements	51,000	\$30,099	50,000
Digester Mechanism	7,000	\$7,000	0
Primary Tank Mechanism	90,000	\$81,500	90,000
Laboratory Equipment	0	\$4,000	0
Pretreatment Equipment	0	\$0	0
Plant Auxiliary Equipment	0	\$0	0
Safety Equipment	35,000	\$0	50,000
Computer Equipment	0	\$0	0
Computer Software	0	\$0	15,000
Transportation Equipment	35,000	\$35,000	0
Total Capital Expenditures	<u>\$343,000</u>	<u>\$588,549</u>	<u>\$205,000</u>
% of Revenue	2.1%	3.7%	1.3%

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

2:53 PM12/3/2014

	<u>2014 Budget</u>	<u>2014 Estimated</u>	<u>2015 Budget</u>
Gross Revenue	<u>\$15,989,858</u>	<u>\$15,916,180</u>	<u>\$16,250,758</u>
Wastewater Operating Expenses	\$12,598,959	\$12,687,359	\$13,376,577
Sewer Operating Expenses	2,159,918	1,788,254	2,471,175
Net Expenses	<u>\$14,758,877</u>	<u>\$14,475,613</u>	<u>\$15,847,752</u>
Capital	<u>\$1,149,000</u>	<u>\$1,050,230</u>	<u>\$379,000</u>
Total Net Budget	<u>\$15,907,877</u>	<u>\$15,525,843</u>	<u>\$16,226,752</u>
% of Gross Revenue	99.5%	97.5%	99.9%
NET Surplus/Deficit	<u>\$81,982</u>	<u>\$390,336</u>	<u>\$24,006</u>
% of Gross Revenue	0.5%	2.5%	0.1%

Support Services

**MISHAWAKA UTILITIES
COMPARATIVE BUDGET-SUPPORT SERVICES**

	<u>2014 Budget</u>	<u>2014 Estimated</u>	<u>2015 Budget</u>
Operating Expenses:			
Salaries & Wages	\$1,522,805	\$1,500,225	\$1,515,227
Social Security Taxes	116,495	\$114,767	115,915
Pension Benefits	204,444	\$204,444	265,777
Fringe Benefits	496,577	\$442,214	449,361
Utilities	26,000	\$33,111	34,000
Telephone	10,000	\$9,432	13,500
General Office Supplies	8,500	\$5,664	6,500
Office Forms	30,000	\$31,506	30,000
Invoice Cloud Expenses	8,000	\$7,172	9,600
Termnet	0	\$38,000	42,000
AnswerNet	0	\$9,000	9,060
General Plant Expenses	20,900	\$29,141	24,600
Miscellaneous Equipment Expenses	5,500	\$8,343	6,000
Postage	140,000	\$140,000	160,000
Cashier Shortages/Overages	100	\$0	100
Legal/Professional Services	8,000	\$15,965	8,000
Education & Travel	5,000	\$2,864	5,000
Computer Expenses	8,000	\$9,249	8,000
Dues, Fees, Subscriptions	150	\$105	150
Utility Promotion Expense	12,500	\$12,311	12,500
City Contract - HR	92,198	\$92,198	96,020
City Contract - Controller	0	\$0	144,853
Hardware Maintenance Contracts	8,000	\$8,000	8,000
Software Maintenance Contracts	23,000	\$18,250	20,000
City Contract - IT Dept.	145,265	\$117,749	155,654
Safety Program	8,500	\$6,098	8,500
Total Operating Expenses	<u>\$2,899,934</u>	<u>\$2,855,806</u>	<u>\$3,148,317</u>
% of MU Consolidated Revenue	3.4%	3.4%	3.6%

**MISHAWAKA UTILITIES
COMPARATIVE BUDGET-CAPITAL EXPENDITURES**

	<u>2014 Budget</u>	<u>2014 Actual</u>	<u>2015 Budget</u>
Capital Expenditures:			
Structures & Improvements	30,000	\$14,202	0
Office Computer Equipment	<u>70,000</u>	<u>\$0</u>	<u>49,000</u>
Total Capital Expenditures	<u>\$100,000</u>	<u>\$14,202</u>	<u>\$49,000</u>
% of MU Consolidated Revenue	0.1%	0.0%	0.1%

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

	<u>2014 Budget</u>	<u>2014 Estimated</u>	<u>2015 Budget</u>
Net Expenses	\$2,899,934	\$2,855,806	\$3,148,317
Capital	100,000	14,202	49,000
Total Net Budget	<u>\$2,999,934</u>	<u>\$2,870,008</u>	<u>\$3,197,317</u>
% of MU Consolidated Revenue	3.6%	3.4%	3.7%
Support Services Allocation	<u>2014</u>	<u>2014</u>	<u>2015</u>
Electric @ 50%	\$1,499,967	\$1,435,004	\$1,598,659
Water @ 25%	749,984	717,502	799,329
Wastewater @ 25%	749,984	717,502	799,329
	<u>\$2,999,934</u>	<u>\$2,870,008</u>	<u>\$3,197,317</u>

Consolidated

**MISHAWAKA UTILITIES
COMPARATIVE BUDGET-CONSOLIDATED**

	<u>2014 Budget</u>	<u>2014 Annualized</u>	<u>2015 Budget</u>
Gross Revenue	\$84,488,615	\$84,410,611	\$86,446,354
Purchased Power	(41,500,000)	(43,067,537)	(43,500,000)
Net Revenue	<u>\$42,988,615</u>	<u>\$41,343,074</u>	<u>\$42,946,354</u>
Net Expense	\$32,663,449	\$32,020,410	\$34,981,582
Capital	4,682,964	3,519,407	3,929,500
Net Budget	<u>\$37,346,413</u>	<u>\$35,539,817</u>	<u>\$38,911,082</u>
% of Gross Revenue	44.2%	42.1%	45.0%
% of Net Revenue	86.9%	86.0%	90.6%
Net Surplus/Deficit	<u>\$5,642,202</u>	<u>\$5,803,258</u>	<u>\$4,035,272</u>
% of Gross Revenue	6.7%	6.9%	4.7%
% of Net Revenue	13.1%	14.0%	9.4%

SALARY ORDINANCES

PROPOSED ORDINANCE NO. 2014-20

ORDINANCE NO. 5455

AN ORDINANCE FIXING THE SALARIES
OF CERTAIN ELECTED OFFICIALS OF THE CITY OF MISHAWAKA
FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2015

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, 2015 shall be payable in
27 equal biweekly pay periods beginning January 2, 2015 in the following amounts:

	2015 Annualized	Per biweekly pay period Beginning January 2, 2015
Mayor	\$ 74,587.00	\$ 2,762.45
Clerk	52,390.00	1,940.34
Council member	9,424.00	349.01

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 20th day of October, 2014, at 7:08 o'clock, p.m.

Matt Mammolenti /s/
Presiding Officer

ATTEST:

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

PRESENTED BY ME to the Mayor this 21st day of October, 2014, at 9:15
o'clock, a.m.

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

APPROVED BY ME this 21st day of October, 2014, at 9:40 o'clock, a.m

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

AS AMENDED
 PROPOSED ORDINANCE NO. 2014-22 good one

ORDINANCE NO. 5457

AN ORDINANCE FIXING THE SALARIES OF ALL EMPLOYEES OF THE CITY OF MISHAWAKA EXCEPT THE SWORN FIRE AND POLICE, MISHAWAKA PARK DEPARTMENT, ELECTED OFFICIALS AND THE MISHAWAKA UTILITIES FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2015.

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 Sworn Fire and Police, Mishawaka Park Department, Elected Officials and the Mishawaka Utilities for the year beginning January 1, 2015 and shall be payable in **27** bi-weekly pay periods commencing on January 2, 2015.

		Bi-Weekly Salary Beginning
		<u>Jan 2, 2015</u>
MAYOR'S ADMINISTRATIVE ASSISTANT	\$38,102	1,411.15
MAYOR'S SECRETARY	\$31,809	1,178.09
CONTROLLER	\$72,701	2,692.59
DEPUTY CONTROLLER	\$49,424	1,830.49
ACCOUNTANT	\$39,037	1,445.79
PAYROLL CLERK	\$35,463	1,313.42
BOOKKEEPER A	\$36,346	1,346.15
BOOKKEEPER B	\$31,370	1,161.84
BOOKKEEPER C	\$29,279	1,084.38
PURCHASING AGENT	\$36,739	1,360.67
TEMPORARY HELP	\$7.25-\$25.00 PER HR	
CPA CERTIFICATION FT	\$5,000	185.19
CHIEF DEPUTY CLERK I	\$37,673	1,395.28
CHIEF DEPUTY CLERK II	\$36,497	1,351.71
TEMPORARY HELP	\$7.25-\$25.00 PER HR	
HR DIRECTOR	\$52,977	1,962.11
ASST DIRECTOR	\$36,722	1,360.04
HR OFFICE MANAGER	\$31,809	1,178.09
TEMPORARY HELP	\$7.25- \$25.00 PER HR	
DIRECTOR OF IT	\$60,095	2,225.74
SYSTEM SPECIALIST IV SERVER ADMIN.	\$49,385	1,829.06
SYSTEM SPECIALIST IV NETWORK ENG.	\$41,205	1,526.10
SYSTEM SPECIALIST III WEB	\$41,747	1,546.15
SYSTEM SPECIALIST II DESKTOP ENG.	\$39,710	1,470.72
GIS COORDINATOR	\$48,165	1,783.86

CORPORATE COUNSEL/HR DIRECTOR	\$54,779	2,028.83
1 ST DEPUTY CITY ATTORNEY	\$49,996	1,851.67
2 ND DEPUTY ASST CITY ATTORNEY	\$16,000	592.59
STAFF ATTORNEY	\$58,970	2,184.07
STENOGRAPHIC SERVICE	\$7,500	227.78
COUNCIL ATTORNEY	\$16,000	592.59
DIRECTOR OF ENGINEERING	\$72,701	2,692.59
ASSISTANT DIRECTOR	\$60,117	2,226.54
TRAFFIC MANAGER	\$49,436	1,830.93
PROJECT MANAGER	\$50,735	1,879.07
CONSTRUCTION COORDINATOR	\$44,315	1,641.29
TECHNICIAN	\$44,018	1,630.29
PROJECT COORDINATOR	\$36,477	1,350.97
LOCATOR/INSPECTOR	\$37,470	1,387.77
OFFICE MANAGER	\$31,809	1,178.09
PE BONUS FT	\$5,000	185.19
IDEM REVIEW BOARD BONUS	\$4,000	153.85
DIRECTOR OF CODE ENFORCEMENT	\$54,606	2,022.42
OFFICE MANAGER	\$31,809	1,178.09
CODE ENF OFFICER A	\$44,198	1,636.96
CODE ENF OFFICER B	\$36,876	1,365.74
BUILDING COMMISSIONER	\$55,903	2,070.46
ASSISTANT BUILDING COMMISSIONER	\$52,603	1,948.25
ADMINISTRATOR	\$32,291	1,195.95
OFFICE MANAGER	\$31,809	1,178.09
INSPECTOR A	\$53,504	1,981.61
INSPECTOR B	\$48,469	1,795.13
PART-TIME INSPECTOR A	\$7.25-\$25.00 PER HR	
FIRE EXECUTIVE SECRETARY	\$32,084	1,188.27
FIRE OFFICE MANAGER	\$31,809	1,178.09
POLICE RECRUIT	\$41,760	1,546.68
IDACS SPECIALIST ANNUAL	\$370.00 PER YR	
PROPERTY MANAGER	\$35,367	1,309.88
EXEC SECRETARY	\$32,084	1,188.27
ADMIN SECRETARY	\$31,809	1,178.09
SERVICES ADMINISTRATOR	\$36,555	1,353.86
PROPERTY CLERK	\$31,032	1,149.33
SECRETARY	\$31,374	1,161.99
PARKING PERSONNEL	\$31,374	1,161.99
PART-TIME HELP	\$7.25-\$25.00 PER HR	
PARKING PERSONNEL CLOTHING	\$500 PER YR	
CROSSING GUARDS	\$7,102	21 pays@ 338.19
CROSSING GUARD SUBSTITUTE	\$20.00 PER DAY	
SUMMER SCHOOL CROSS GUARD	\$20.00 PER DAY	
CITY PLANNER	\$69,459	2,572.53
SENIOR PLANNER	\$37,993	1,407.15

Redevelopment pays 15%	\$6,705	248.32
ASSOCIATE PLANNER	\$42,365	1,569.07
ADMINISTRATIVE PLANNER	\$30,144	1,116.44
Redevelopment pays 20%	\$7,537	279.11
OFFICE MANAGER	\$31,809	1,178.09
PLAN COMMISSON	\$600.00 PER YR	
BZA MEMBER	\$375.00 PER YR	
CENTRAL SERVICES ASSISTANT	\$49,454	1,831.63
FLEET MAINTENANCE TECHNICIAN	\$19.71	
Group 1	\$18.70	
Group 2	\$17.69	
Group 3	\$16.94	
NIGHT BONUS/Shift differential	.55/.60 PER HR	
PART TIME	\$7.25-\$25.00 PER HR	
PROJECT COORDINATOR	1.00 PER HR	
STREET COMMISSIONER	\$58,864	2,180.12
OFFICE MANAGER	\$31,809	1,178.09
SECRETARY	\$31,374	1,161.99
Group 1	\$18.70	
Group 2	\$17.69	
Group 3	\$16.94	
NIGHT BONUS/SHIFT DIFFERENTIAL	.55/.60	
PART-TIME HELP	\$7.25-\$25.00 PER HR	
PROJECT COORDINATOR	\$1.00 PER HR	
DIRECTOR COMMUNITY DEVELOPMENT	\$61,511	2,278.18
TIF CONSTRUCTION MANAGER	\$58,219	2,156.24
PROGRAM CONSTRUCTION MANAGER	\$52,723	1,952.68
PROGRAM COORDINATOR	\$36,929	1,367.74
NSP COORDINATOR	\$48,231	1,786.32
GRANT SPECIALIST	\$32,412	1,200.41
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. 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>
1	\$10.00	\$10.00
2	\$20.00	\$30.00
3	\$30.00	\$60.00
4	\$40.00	\$100.00
5	\$50.00	\$150.00
6	\$75.00	\$225.00

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

Section 4. 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 5. 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 20th day of October 2014, at 7:17 o'clock, p.m.

Matt Mammolenti /s/
Presiding Officer

ATTEST:

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

PRESENTED BY ME, to the Mayor on this 21st day of October, 2014, at 9:23 o'clock, a.m.

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

APPROVED BY ME this 21st day of October, 2014, at 9:41 o'clock, a.m.

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

AS AMENDED
 PROPOSED ORDINANCE NO. 2014-37

ORDINANCE NO. 5470

AN ORDINANCE FIXING THE SALARIES OF ALL EMPLOYEES OF THE CITY OF MISHAWAKA EXCEPT THE SWORN FIRE AND POLICE, MISHAWAKA PARK DEPARTMENT, ELECTED OFFICIALS AND THE MISHAWAKA UTILITIES FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2015.

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 Sworn Fire and Police, Mishawaka Park Department, Elected Officials and the Mishawaka Utilities for the year beginning January 1, 2015 and shall be payable in **27** bi-weekly pay periods commencing on January 2, 2015.

		Bi-Weekly Salary Beginning <u>Jan 2, 2015</u>
CROSSING GUARDS	\$7,102	22 pays@\$322.83

Section 3. 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	\$150.00
6	\$75.00	\$225.00
7	\$75.00	\$300.00
8	\$75.00	\$375.00
9	\$75.00	\$450.00
10	\$75.00	\$525.00

An additional \$80.00 will be added for each year of service after the 10th year.

PASSED BY THE COMMON COUNCIL of the City of Mishawaka, Indiana, on
this 1st day of December 2014, at 7:15 o'clock, p.m.

Matt Mammolenti /s/
Presiding Officer

ATTEST:

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

PRESENTED BY ME, to the Mayor on this 2nd day of December, 2014,
at 9:11 o'clock, a.m.

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

APPROVED BY ME this 2nd day of December, 2014, at 9:36 o'clock, a.m.

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

AS AMENDED
PROPOSED ORDINANCE NO. 2014-21

ORDINANCE NO. 5456

AN ORDINANCE FIXING THE SALARIES OF ALL SWORN FIRE AND POLICE EMPLOYEES OF THE CITY OF MISHAWAKA FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2015.

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

Section 1. The annual salaries of all sworn fire and police employees of the City of Mishawaka for the year beginning January 1, 2015 and shall be payable in **27** bi-weekly pay periods commencing on January 2, 2015.

SALARIES	2015	Bi-Weekly Salary Beginning Jan 2, 2015
FIRE CHIEF	\$67,736	2,508.71
ASSISTANT CHIEF	\$62,439	2,312.52
CHIEF FIRE PREVENTION	\$58,754	2,176.04
BATTALION CHIEF	\$61,051	2,261.13
CAPTAINS	\$58,056	2,150.22
SHIFT SUPERVISOR	\$56,494	2,092.34
LIEUTENANT	\$56,445	2,090.55
FIRE INSPECTOR	\$55,940	2,071.85
PARAMEDIC	\$55,940	2,071.85
DRIVER OPERATOR	\$54,869	2,032.15
MASTER FIREFIGHTER	\$54,139	2,005.14
1ST FIREFIGHTER	\$52,139	1,931.07
PROBATION - FF/EMT	\$47,389	1,755.14
 UNIFORM ALLOWANCE	 \$1,250 PER YR	
 SPECIALTY PAY:		
	TIER 1	TIER 2
ADVANCED EMT	\$1,000 PER YR	\$3,000 PER YR
PARAMEDIC	\$2,000 PER YR	\$4,000 PER YR
LEAD PARAMEDIC	\$4,000 PER YR	\$6,000 PER YR
 WATER RESCUE/RECOVERY LEADER	 \$1,050 PER YR	
WATER DIVE/RESCUE TEAM MEMBER	\$950 PER YR	
SELF-CONTAINED BREATHING APPARATUS TEAM TECHNICIAN	\$1,000 PER YR	
MECHANIC	\$2,500 PER YR	
INFORMATION TECHNOLOGY	\$1,500 PER YR	

OUT OF RANK PAY:	PER OCCURRENCE:
Firefighter to Driver	\$10.00
Driver to Officer	\$25.00
Officer to Higher Ranking Officer	\$25.00
Firefighter to Officer	\$25.00
Fire Apparatus assigned to Ambo	\$30.00

POLICE CHIEF	\$68,171	2,524.84
ASSISTANT CHIEF	\$62,872	2,328.58
CAPTAIN	\$57,483	2,128.97
LIEUTENANT	\$56,376	2,087.97
SERGEANT	\$55,304	2,048.28
1 ST CLASS PATROLMAN	\$54,574	2,021.25
2 ND CLASS PATROLMAN	\$52,574	1,946.42
PROBATION	\$47,794	1,770.12

UNIFORM ALLOWANCE	\$2,050 PER YR
EQUIPMENT MAINT ALLOWANCE	\$271.43 PER YR

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. 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 1st of each 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.

Reconsidered on November 5, 2014 in order to amend Ordinance No. 5456 As Amended, for further amendments, further amendments passed upon reconsideration.

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

this 5th day of November, 2014, at 7:33 o'clock, p.m.

Matt Mammolenti /s/
Presiding Officer

ATTEST:

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

PRESENTED BY ME, to the Mayor on this 6th day of November, 2014, at 10:40 o'clock, a.m.

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

APPROVED BY ME this 6th day of November, 2014, at 10:41 o'clock, a.m.

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

2015 SALARY RESOLUTION

SECTION 1. The annual salaries for the year beginning January 1, 2015 shall be payable in 27 equal biweekly pay periods beginning January 2, 2015

	<u>2015</u> <u>Annualized</u>	<u>2015</u> <u>Biweekly</u>
PARK SUPERINTENDENT	\$62,898	\$2,329.52
DIRECTOR OF RECREATION/ SPECIAL EVENTS	\$51,389	\$1,903.30
RECREATION/SPECIAL EVENT MANAGER	\$35,368	\$1,309.92
GOLF COURSE SUPERINTENDENT	\$50,620	\$1,874.81
DIRECTOR OF GOLF OPERATIONS	\$45,913	\$1,700.46
DIRECTOR OF AQUATICS/ ICE RINK	\$44,695	\$1,655.36
ASSISTANT GOLF COURSE SUPERINTENDENT	\$42,981	\$1,591.85
LANDSCAPE/URBAN FORESTRY MANAGER	\$44,474	\$1,647.15
EQUIPMENT FOREMAN	\$40,501	\$1,500.02
AQUATICS/ ICE RINK MANAGER	\$35,368	\$1,309.92
PROGRAM COORDINATOR	\$34,295	\$1,270.16
OFFICE COORDINATOR	\$34,295	\$1,270.16
OFFICE MANAGER	\$31,809	\$1,178.09
SECRETARY	\$31,374	\$1,161.99
BOARD MEMBER	\$300.00	

	<u>2015</u>
GR 1	\$18.70
GR 2	\$17.69
GR 3	\$16.94
SHIFT DIFFERENTIAL/NIGHT BONUS	\$0.60 hour
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

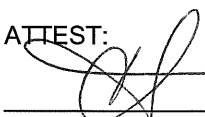
SECTION 2. The Park Board may authorize pay up to 15% less than annual salaries listed to new salaried employees during a twelve month probationary period.

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 10TH day of NOVEMBER, 2014



President of the Board

ATTEST:


Secretary of the Board

RESOLUTION NO. 2014-07

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 2015

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 2015 to the Utilities Board for review and approval; and

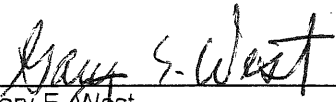
WHEREAS, collective bargaining with Teamsters Local 364 has resulted in the following wage rates for certain employees of the Sewer Maintenance Department, to take effect on January 1, 2015;

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, 2015. For salaried positions, bi-weekly pay for the year beginning January 1, 2015 shall be payable every other week beginning on January 1, 2015 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 9th day of December, 2014.

UTILITIES BOARD
Mishawaka, Indiana



Gary E. West



Ronald E. Watson



Kenneth B. Prince

ATTEST:



Kari Myers, Clerk of the Board

**MISHAWAKA UTILITIES
2015 WAGE SCHEDULE
Salaried, Full Time, Non-Union Employees**

ELECTRIC DIVISION	Biweekly Pay	Annual Equivalent
Division Manager	2,833.74	76,511
Superintendent	2,600.84	70,223
Chief Engineer	2,577.61	69,595
Construction Foreman	2,484.36	67,078
Substation Supervisor	2,119.74	57,233
Project Manager	2,107.52	56,903
Operations Coordinator	1,836.58	49,588
Senior Engineering Assistant	1,831.26	49,444
Substation Technician	1,795.55	48,480
Engineering Assistant	1,791.58	48,373
Project Coordinator	1,666.70	45,001
Office Coordinator	1,306.12	35,265
 METERING DEPARTMENT		
Manager	2,249.41	60,734
 WATER DIVISION		
Division Manager	2,673.10	72,174
Assistant Manager	2,271.54	61,332
Water Quality Supervisor	2,110.82	56,992
Distribution System Supervisor	2,110.82	56,992
Meter/Backflow Supervisor	2,110.82	56,992
Operations Coordinator	1,965.10	53,058
Quality Control Technician	1,900.70	51,319
Quality Control Assistant	1,476.81	39,874
GIS Coordinator	1,831.26	49,444
Telemetry Technician	1,791.58	48,373
Well Head Protection Coordinator	1,611.19	43,502
Office Coordinator	1,306.12	35,265
 WASTEWATER DIVISION		
Division Manager	2,673.10	72,174
Assistant Manager	2,271.54	61,332
Operations Manager	2,164.36	58,438
Chief Chemist	2,069.66	55,881
Maintenance Manager	2,007.93	54,214
Project Manager	2,007.93	54,214
Chemist	1,912.70	51,643
Project Coordinator	1,390.94	37,555

SEWER MAINTENANCE DEPARTMENT	Biweekly Pay	Annual Equivalent
Manager	2,137.78	57,720
Sewer Assistant Manager	1,784.63	48,185
MS4 Coordinator	1,818.22	49,092
Office Coordinator	1,306.12	35,265
Senior Secretary	1,275.02	34,426
Locate/Permit Coordinator	1,223.00	33,021

SEWER MAINTENANCE DEPARTMENT - HOURLY

Advanced Operator	21.56	
GIS Coordinator	20.86	
Repairman	20.64	
Utility Operator	20.19	
General Laborer II	18.69	
General Laborer I	18.50	12 - 18 months
	16.00	6 - 12 months
	14.50	0 - 6 months

SUPPORT STAFF

General Manager	2,926.20	79,007
Business Office Manager	2,351.50	63,491
DP Supervisor	1,815.84	49,028
Staff Consultant	1,751.83	47,299
Safety Coordinator	1,761.13	47,551
AS/400 Specialist	1,655.20	44,690
Network Operations Administrator	1,710.44	46,182
Senior Computer Operator	1,571.25	42,424
Computer Operator/Account Specialist	1,553.63	41,948
Computer Operator	1,506.74	40,682
Customer Service Representative	1,465.70	39,574
Accountant	1,445.79	39,037
Senior Bookkeeper	1,424.69	38,467
Bookkeeper	1,320.85	35,663
Senior Secretary	1,222.74	33,014
City Attorney	663.77	17,922
Assistant City Attorney	592.59	16,000

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

RESOLUTION NO. 2014-06

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 2015

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

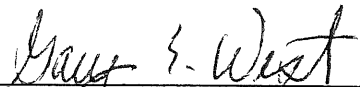
WHEREAS, Mishawaka Utilities management has submitted the attached schedule of compensation for certain employees who are members of IBEW Local 1392 for 2015 to the Utilities Board for review and approval; and

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

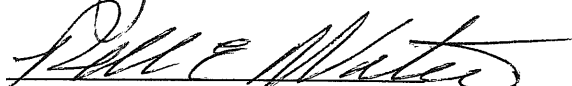
The Board hereby approves and confirms the salaries and wages on the attached schedule, to take effect on January 1, 2015.

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 7th day of December, 2014.

UTILITIES BOARD
Mishawaka, Indiana



Gary E. West




Ronald E. Watson



Kenneth B. Prince

ATTEST:



Kari Myers, Clerk of the Board

**MISHAWAKA UTILITIES
2015 WAGE SCHEDULE
Hourly Rate for Union Employees**

BUSINESS OFFICE

2015

CPC Clerk A	\$17.39
CPC Clerk B	\$16.48
CPC Clerk C	\$15.92
Mail Equipment Operator A	\$17.39
Mail Equipment Operator B	\$16.48
Mail Equipment Operator C	\$15.92
Terminal Operator A	\$17.63
Terminal Operator B	\$16.73
Terminal Operator C	\$16.17
Cashier A	\$17.39
Cashier B	\$16.48
Cashier C	\$15.92
Phone Clerk	\$15.92

METERING DEPARTMENT

Meterman	\$25.20
Service Representative	\$21.87
Meter Reader	\$20.30
Crew Leader (additional)	\$0.75

ELECTRIC DIVISION

Journeyman Lineman	\$31.56
Apprentice Level 8	\$26.83
Apprentice Level 7	\$26.35
Apprentice Level 6	\$25.89
Apprentice Level 5	\$24.94
Apprentice Level 4	\$24.46
Apprentice Level 3	\$23.05
Apprentice Level 2	\$22.57
Apprentice Level 1	\$22.10
Machine Operator A	\$23.68
Machine Operator B	\$21.83
Clerk/Dispatcher A	\$21.57
Clerk/Dispatcher B	\$20.13
Crew Leader (additional)	\$0.75

WATER DIVISION**2015**

Working Foreman - Distribution System	\$25.19
Heavy Equipment Operator A	\$23.80
Heavy Equipment Operator B	\$22.64
Heavy Equipment Operator C	\$21.83
Pipefitter A	\$21.92
Pipefitter B	\$20.64
Pipefitter C	\$19.84
Senior Utilityman	\$24.23
Intermediate Utilityman	\$22.31
Utilityman	\$20.90
Chief Mechanic - Water Treatment	\$23.60
Maintenance Technician	\$22.31
General Maintenance A	\$20.91
General Maintenance B	\$19.68
General Maintenance C	\$18.93
Chief Meter/Backflow Inspector	\$24.27
Meter/Backflow Inspector	\$22.40
Meter Repairman A	\$21.92
Meter Repairman B	\$20.64
Meter Repairman C	\$19.84
Meter Installer A	\$21.92
Meter Installer B	\$20.64
Certification Bonus (DS-L and PF)	\$0.75
For qualifying personnel (additional)	
Crew Leader (additional)	\$0.75

WASTEWATER DIVISION

Dewatering Mechanic	\$24.48
Biosolids Technician	\$22.31
Maintenance Technician A	\$22.31
Maintenance Technician B	\$20.64
Maintenance Technician C	\$19.83
Chief Operator	\$22.88
Utility Operator A	\$21.71
Utility Operator B	\$20.27
Utility Operator C	\$19.47
Pretreatment Technician	\$22.40
Certification Bonus (additional per hour)	
Class I	\$0.35
Class II	\$0.45
Class III	\$0.75
Class IV	\$1.00

SHIFT PREMIUM (additional per hour)

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

ALL UTILITY DIVISIONS

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