



**CITY OF MISHAWAKA
2024 BUDGET**

David A. Wood, Mayor

CITY OF MISHAWAKA 2024 BUDGET

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CITY OF MISHAWAKA
2024 BUDGET

MAYOR
1101-01

1 PERSONAL SERVICES

Salaries and Wages

			biweekly	
411-01	Mayor	91,794.00	3,530.54	
411-02	Mayor Executive Asst	53,704.00	2,065.51	
	Mayor's Administrative Asst	<u>48,134.00</u>	1,851.28	

Other Services Personal

411-63	Longevity	<u>450.00</u>		
				194,082.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	<u>1,000.00</u>		
				1,000.00

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03	Travel and Training	3,500.00		
432-04	Telephone/Technology	500.00		

Printing and Advertising

433-01	Printing	500.00		
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Other Services and Charges

439-03	Subscriptions, Dues, etc.	2,000.00		
439-04	Leadership	2,500.00		
439-07	Memorial Day AL/VFW/DAR	2,500.00		
439-92	Community Promotion	<u>7,500.00</u>		
				<u>19,000.00</u>
				<u>214,082.00</u>

CITY OF MISHAWAKA
2024 BUDGET

CONTROLLER
1101-02

1 PERSONAL SERVICES

<u>Salaries and Wages</u>		biweekly
411-01	Controller	90,277.00 3,472.18
411-02	Deputy Controller	63,912.00 2,458.14
	Accountant	49,262.00 1,894.69
	Senior Purchasing Agent	51,614.00 1,985.13
	Bookkeeper A	45,993.00 1,768.95
	Payroll Clerk	44,912.00 1,727.35
411-03	Part time	<u>20,000.00</u>
		365,970.00
<u>Other Services Personal</u>		
411-63	Longevity	6,525.00
411-64	FTO (Flexible Time Off) Plan	35,000.00
411-65	Certifications	<u>7,000.00</u>
		48,525.00
<u>Employee Benefits</u>		
413-01	Social Security	266,603.00
413-02	Medicare	62,351.00
413-03	INPRS 14.2%	598,720.00
413-04	Unemployment Compensation	20,000.00
413-05	Employee Insurance Benefits	1,500,000.00
413-06	Employee Life Insurance	4,000.00
413-08	Deferred Comp Match	<u>70,000.00</u>
		<u>2,521,674.00</u>
		2,936,169.00

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>Communication and Transportation</u>		
432-02	Postage	15,000.00
432-03	Travel and Training	5,000.00
432-04	Telephone/Technology	50,000.00
<u>Printing and Advertising</u>		
433-02	Publications	15,000.00

CITY OF MISHAWAKA
2024 BUDGET

CONTROLLER
1101-02

Insurance

434-90 Insurance Premiums/ Deductible 1,500,000.00

Utility Services

435-01 MU Charges 850,000.00

435-02 NIPSCO 60,000.00

Repairs and Maintenance

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

Other Services and Charges

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

439-09 Miscellaneous Charges 1,500.00

2,547,500.00

4 CAPITAL OUTLAYS

Other Capital Outlays

444-05 Capital Outlay 500,000.00

500,000.00

5,998,669.00

CITY OF MISHAWAKA
2024 BUDGET

CITY CLERK
1101-03

1 PERSONAL SERVICES

Salaries and Wages

biweekly

411-01	City Clerk	65,155.00	2,505.94
411-02	Chief Deputy Clerk I	49,105.00	1,888.65
	Chief Deputy Clerk II	46,182.00	1,776.20
411-03	Temporary	20,000.00	

Other Personal Services

411-63	Longevity	375.00	
411-65	Certifications	<u>2,750.00</u>	
			183,567.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	2,000.00	
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Operating Supplies

422-01	Violations Bureau Supplies	<u>2,000.00</u>	
			4,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-01	Attorney Fees	1,000.00	
431-04	Professional Services	14,000.00	

Communication and Transportation

432-03	Travel and Training	5,000.00	
432-04	Telephone/Technology	1,100.00	

Other Services and Charges

439-03	Subscriptions, Dues, etc.	1,500.00	
439-92	Community Promotion	<u>1,750.00</u>	
			<u>24,350.00</u>
			211,917.00

CITY OF MISHAWAKA
2024 BUDGET

HUMAN RESOURCES
1101-04

1 PERSONAL SERVICES			
<u>Salaries and Wages</u>			biweekly
411-02	Asst HR Director	47,956.00	2,473.88
	HR Office Asst	40,000.00	1,538.46
411-03	Temporary Help	<u>25,000.00</u>	
 <u>Other Personal Services</u>			
411-63	Longevity	300.00	
411-65	Certifications	<u>1,000.00</u>	
			114,256.00
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	66,000.00	
431-08	Employee Assistance Program	10,000.00	
431-09	Testing/Wellness	5,000.00	
436-90	Service Contracts	16,000.00	
 <u>Communication and Transportation</u>			
432-03	Travel and Training	2,500.00	
 <u>Printing and Advertising</u>			
433-01	Printing/ Advertising	1,000.00	
 <u>Other Services and Charges</u>			
439-03	Subscription, Dues, etc.	1,000.00	
439-20	Staff Education	<u>2,000.00</u>	
			<u>103,500.00</u>
			218,756.00

CITY OF MISHAWAKA
2024 BUDGET

INFORMATION TECHNOLOGY
1101-05

1 PERSONAL SERVICES

Salaries and Wages

biweekly

411-01	Director	85,000.00	3,269.23
411-02	Public Safety Administrator	70,000.00	2,692.31
	Network Administrator	67,000.00	2,576.92
	Systems Administrator	67,000.00	2,576.92
	Tier 2 Help Desk	54,000.00	2,076.92
	Tier 1 Help Desk	51,000.00	1,961.54
	Office Coordinator	<u>50,000.00</u>	1,923.08

Other Personal Services

411-63	Longevity	<u>3,825.00</u>	
			447,825.00

2 SUPPLIES

Operating Supplies

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

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03	Travel and Training	15,000.00	
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Other Services and Charges

439-03	Subscriptions, Dues, etc.	<u>8,000.00</u>	
			<u>23,000.00</u>
			<u>490,825.00</u>

CITY OF MISHAWAKA
2024 BUDGET

DEPARTMENT OF LAW
1101-06

1 PERSONAL SERVICES

Salaries and Wages

411-01	Corporation Counsel		61,926.00			2,381.75	biweekly
411-02	City Attorney		<u>71,675.00</u>			2,756.71	

Utility salary ordinance displays utility portion of salaries

Other Personal Services

411-63	Longevity		<u>375.00</u>			133,976.00

2 SUPPLIES

Office Supplies

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

3 OTHER SERVICES AND CHARGES

Professional Services

431-01	Attorney Fees-Code Hearings		6,000.00			

Communication and Transportation

432-03	Travel and Training		3,000.00			

Insurance

434-90	Payment of Claims/Litigation		42,000.00			

Other Services and Charges

439-03	Subscriptions, Dues, etc.		5,000.00			
439-09	Miscellaneous Charges		<u>1,500.00</u>			57,500.00
						<u>192,476.00</u>

CITY OF MISHAWAKA
2024 BUDGET

CITY COUNCIL
1101-07

1 PERSONAL SERVICES

Salaries and Wages

411-04	Council members		biweekly
	9 @ 13,592	122,328.00	522.76
411-02	Council Attorney	19,435.00	747.46
413-05	Council Attorney Insurance Stipend	<u>6,000.00</u>	

147,763.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	<u>1,500.00</u>	
			1,500.00

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03	Travel and Training	6,000.00	
432-04	Telephone/Technology	3,500.00	
439-03	Subscriptions, Dues, etc.	2,000.00	

Other Services and Charges

439-92	Community Promotion	<u>5,000.00</u>	
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16,500.00

165,763.00

CITY OF MISHAWAKA
2024 BUDGET

ENGINEERING DEPARTMENT
1101-13

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Director of Engineering	90,277.00	3,472.18
411-02	Assistant Director	74,944.00	2,882.43
	Project Manager	72,639.00	2,793.78
	Traffic Manager	61,938.00	2,382.23
	Project Coordinator	46,158.00	1,775.30
	Office Manager	40,778.00	1,568.36
	City GIS Coordinator	<u>61,938.00</u>	2,382.23
	<i>Utility salary ordinance displays utility portion of salaries</i>		448,672.00

Other Personal Services

411-63	Longevity	11,850.00	
411-65	PE Certification	<u>10,000.00</u>	<u>192.31</u>
			470,522.00

2 SUPPLIES

<u>Office Supplies</u>			
421-90	General Supplies	<u>8,000.00</u>	
			8,000.00

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	10,000.00	
432-04	Telephone/Technology	750.00	

Repairs and Maintenance

436-01	Equipment Repair	2,500.00	
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Other Services and Charges

439-03	Subscriptions, Dues, etc.	<u>1,000.00</u>	
			<u>19,250.00</u>
			<u>497,772.00</u>

CITY OF MISHAWAKA
2024 BUDGET

CODE ENFORCEMENT DEPARTMENT
1101-14

1 PERSONAL SERVICES			
<u>Salaries and Wages</u>			biweekly
411-01	Director of Code Enforcement	70,000.00	2,692.31
411-02	Code Enforcement Officers		
	5 @ 55,565	277,825.00	2,137.11
	Office Manager	<u>40,778.00</u>	1,568.36
<u>Other Personal Services</u>			
411-63	Longevity	<u>13,575.00</u>	
			402,178.00
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	
432-04	Telephone/Technology	2,200.00	
<u>Other Services and Charges</u>			
439-10	Clean up, Board up, Disposal, etc.	<u>40,000.00</u>	
			<u>45,200.00</u>
			<u>450,878.00</u>

CITY OF MISHAWAKA
2024 BUDGET

BUILDING DEPARTMENT
1101-15

1 PERSONAL SERVICES

Salaries and Wages

			biweekly
411-01	Building Commissioner	70,000.00	2,692.31
411-02	Permit Tech I	48,410.00	1,861.92
	Inspector A 2 @ 66,900	<u>133,800.00</u>	2,573.07

Other Personal Services

411-63	Longevity	<u>3,675.00</u>	
			255,885.00

2 SUPPLIES

Operating Supplies

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

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03	Travel and Training	4,000.00	
432-04	Telephone/Technology	1,100.00	

Other Services and Charges

439-03	Subscription, Dues, etc.	<u>800.00</u>	
			<u>5,900.00</u>
			<u>263,785.00</u>

CITY OF MISHAWAKA
2024 BUDGET

FIRE/EMS DEPARTMENT
1101-19

1 PERSONAL SERVICES

Salaries and Wages

		biweekly
411-01	Fire Chief	94,681.00
		3,641.55
411-02	Assistant Chief	
	4 @ 87,903	351,612.00
	Battalion Chief	
	3 @ 80,527	241,581.00
	Captain 15 @ 76,596	1,148,940.00
	Lieutenant	
	15 @ 74,707	1,120,605.00
	Fire Inspector	
	1 @ 76,596 2 @ 74,707	226,010.00
	Driver Operator	
	30 @ 72,921	2,187,630.00
	1st Class Firefighter	
	33 @ 71,163	2,348,379.00
	Master Firefighter	
	18 @ 68,095	<u>1,225,710.00</u>
		8,945,148.00

Civilian

Administrative Assistant	<u>48,134.00</u>	1,851.28
		48,134.00

Other Personal Services

411-12	Specialty Pay	550,000.00	
411-60	Overtime	1,000,000.00	
411-63	Longevity	450.00	
411-66	Uniform Allowance 120 @ 1,250 new hires 2 @625	152,000.00	
411-67	Pension Equalization	<u>11,700.00</u>	

1,714,150.00
10,707,432.00

Employee Benefits

413-01	Social Security	15,257.00
413-02	Medicare	155,748.00
413-03	INPRS 14.2%	34,944.00
413-05	Health Insurance	2,900,000.00
413-06	Life/Disability Insurance	6,500.00
413-08	Deferred Comp Match	160,000.00
413-09	77 Pension 19.1% + 3%	<u>1,887,243.00</u>

5,159,692.00
15,867,124.00

CITY OF MISHAWAKA
2024 BUDGET

FIRE/EMS DEPARTMENT
1101-19

2 SUPPLIES

Office Supplies

421-90 Office Supplies 6,000.00

Operating Supplies

422-01 Operating Supplies 250,000.00

422-03 Medical Supplies 210,000.00

Other Supplies

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

472,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-09 Clinic Services 35,800.00

431-11 Physicals 120,000.00

Communication and Transportation

432-03 Travel and Training 80,000.00

Repairs and Maintenance

436-01 Building/ Equipment Repair 100,000.00

Professional Services

436-91 Laundry Maintenance 3,000.00

Other Services and Charges

439-03 Subscriptions, Dues, etc. 20,000.00

358,800.00

16,697,924.00

CITY OF MISHAWAKA
2024 BUDGET

EMERGENCY MEDICAL SERVICES
6606-50

4 CAPITAL OUTLAY

Machinery and Equipment

445-07	Medical Equipment	55,000.00
	Powerload Cot \$30K	
	Med Vending \$25K	

445-09	Ambulance - demo	400,000.00
	Ambulance - remount	200,000.00

655,000.00

CITY OF MISHAWAKA
2024 BUDGET

AMERICAN RESCUE PLAN ACT
2403-50

4 CAPITAL OUTLAYS

Other Capital Outlays

443-93 Fire Station Improvements 116,000.00

116,000.00

CITY OF MISHAWAKA
2024 BUDGET

POLICE DEPARTMENT

1101-20

1 PERSONAL SERVICES

Salaries and Wages

biweekly

411-01	Police Chief	101,500.00	3,903.85
411-02	Assistant Chief		
	3 @ 96,500	289,500.00	3,711.54
	Captain		
	5 @ 93,500	467,500.00	3,596.15
	Lieutenant		
	14 @ 92,000	1,288,000.00	3,538.46
	Sergeant		
	20 @ 90,500	1,810,000.00	3,480.77
	1st Class Patrol Officer		
	47 @ 89,000	4,183,000.00	3,423.08
	2nd Class Patrol Officer		
	10 @ 64,739	<u>647,390.00</u>	<u>2,489.96</u>
			8,786,890.00

Civilians

	Trainer	55,105.00	2,119.42
	Crime Tech	53,470.00	2,056.51
	Recruiter	52,789.00	2,030.33
	Digital Media/Statistical Analyst	44,794.00	1,722.83
	Administrative Assistant	48,134.00	1,851.28
	Administrative Secretary	41,315.00	1,589.02
	Secretary 2 @ 40,797	81,594.00	1,569.11
	Parking Personnel	40,797.00	1,569.11
	Property Manager	44,794.00	1,722.83
	Office Manager	<u>44,880.00</u>	1,726.15
			507,672.00
	Crossing Guards 15 @ 8,154	122,310.00	
411-03	Substitute Crossing Guard	2,000.00	
	Temporary Help/Part-time	30,000.00	
411-65	Certifications	<u>4,500.00</u>	158,810.00

Other Personal Services

411-02	Shift Differential 2nd @700	30,000.00	
411-12	Specialty	75,000.00	
411-60	Overtime/ Court-time Officer-Non Officer	600,000.00	
411-63	Longevity	11,325.00	
411-66	Uniform Allowance 1@600, 102@2050	210,700.00	
	1@1000 Crime Tech		
411-66	Equipment Allowance 102@1250	127,500.00	1,054,525.00

Employee Benefits

413-01	Social Security	42,123.00	
413-02	Medicare	137,261.00	
413-03	INPRS 14.2%	74,564.00	
413-05	Health Insurance	2,515,252.00	
413-06	Life Insurance	7,000.00	

CITY OF MISHAWAKA
2024 BUDGET

POLICE DEPARTMENT
1101-20

413-08	Deferred Comp Benefit	180,000.00	
413-10	77 Pension 19.1% + 3%	<u>2,006,238.00</u>	<u>4,962,438.00</u>
			15,470,335.00
 2 SUPPLIES			
<u>Operating Supplies</u>			
422-01	Operating Supplies	120,000.00	
 <u>Other Supplies</u>			
429-11	Seminars/ Community Relations	<u>1,000.00</u>	
			121,000.00
 3 OTHER SERVICES AND CHARGES			
<u>Professional Services</u>			
431-09	Clinic Services	35,800.00	
431-11	Testing	2,000.00	
 <u>Communication and Transportation</u>			
432-03	Travel and Training	2,000.00	
 <u>Printing and Advertising</u>			
433-01	Printing	1,800.00	
 <u>Repairs and Maintenance</u>			
436-01	Building Repair/ Maintenance	100,000.00	
 <u>Other Services and Charges</u>			
439-03	Subscriptions, Dues, etc.	18,000.00	
439-09	Miscellaneous Charges	5,000.00	
439-11	Special Expense	13,000.00	
439-12	Canine Expenses	<u>9,000.00</u>	
			<u>186,600.00</u>
			<u>15,777,935.00</u>

CITY OF MISHAWAKA
2024 BUDGET

PLANNING and COMMUNITY DEVELOPMENT
1101-21

1 PERSONAL SERVICES			
	<u>Salaries and Wages</u>		biweekly
411-01	Executive Director	90,277.00	3,472.18
411-02	City Planner	73,776.00	2,837.52
	Senior Planner	61,911.00	2,381.17
	Associate Planner	53,331.00	2,051.17
	Administrative Planner	<u>47,616.00</u>	1,831.37
			326,911.00
411-06	Plan Commission 9 @ \$600	5,400.00	
	BZA Members 5 @ \$375	<u>1,875.00</u>	
	<u>Other Personal Services</u>		
411-63	Longevity	<u>3,000.00</u>	
			337,186.00
2 SUPPLIES			
	<u>Operating Supplies</u>		
422-01	Operating Supplies	<u>5,000.00</u>	
			5,000.00
3 OTHER SERVICES AND CHARGES			
	<u>Communication and Transportation</u>		
432-03	Travel and Training	2,000.00	
	<u>Professional Services</u>		
436-90	Service Contracts	<u>7,500.00</u>	
	<u>Other Services and Charges</u>		
439-03	Subscriptions, Dues, etc.	<u>3,000.00</u>	
			<u>12,500.00</u>
			<u>354,686.00</u>

CITY OF MISHAWAKA
2024 BUDGET

CENTRAL SERVICES DEPARTMENT
1101-22

1 PERSONAL SERVICES

Salaries and Wages

411-02	Assistant 4 @ 61,962	247,848.00	biweekly 2,383.13
	Fleet Maintenance Technician		
	6 @ 24.84*2092	311,804.00	
	Group 1: 4 @ 23.60*2092	197,522.00	
	PT maintenance 1040 hrs @ 11.00	11,440.00	
	3 Additional Employees	150,000.00	
			918,614.00

Other Services Personal

411-60	Overtime	15,000.00	
411-63	Longevity	<u>12,775.00</u>	
			<u>27,775.00</u>
			946,389.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	2,000.00	
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Operating Supplies

422-02	Gas, Oil, etc.	1,000,000.00	
422-05	Equipment/Vehicle/Maint Supplies	185,000.00	

Other Supplies

429-08	Uniform/Supplies	<u>7,550.00</u>	
			1,194,550.00

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	1,000.00	
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Repairs and Maintenance

436-01	Building Repair/Equipment/Maint	145,000.00	
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Rentals

437-05	Uniforms	11,080.00	
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Other Services and Charges

439-09	Miscellaneous Charges	<u>1,500.00</u>	
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159,580.00
2,300,519.00

CITY OF MISHAWAKA
2024 BUDGET

REDEVELOPMENT
1101-28

1 PERSONAL SERVICES

Salaries and Wages

			biweekly
411-02	TIF Construction Manager	72,639.00	2,793.78
	Program Construction Manager	65,936.00	2,535.99
	Grant Manager	60,480.00	2,326.15
	Program Coordinator	48,150.00	1,851.89

Other Personal Services

411-63	Longevity	<u>4,725.00</u>	
			251,930.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	<u>1,000.00</u>	
			1,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-04	Professional Services	130,000.00	
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Communication and Transportation

432-03	Travel and Training	4,000.00	
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Printing and Advertising

433-02	Publications	<u>1,200.00</u>	
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135,200.00

388,130.00

CEMETERY
1101-29

3 OTHER SERVICES AND CHARGES

Other Services and Charges

439-09	Maintenance	<u>30,000.00</u>	
			<u>30,000.00</u>

CITY OF MISHAWAKA
2024 BUDGET

MOTOR VEHICLE HIGHWAY
2201-50

1 PERSONAL SERVICES

Salaries and Wages

			biweekly
411-01	Street Commissioner	78,332.00	3,012.74
411-02	Office Administrator	43,888.00	1,687.99
	Office Manager	40,778.00	1,568.36
	Group 1: 34 @ 23.60*2092	1,678,940.00	
	CS reimburse - 61,962* 1.25 for assts.	<u>77,453.00</u>	

1,919,391.00

Other Services Personal

411-12	Specialty CDL Instructors	5,000.00
411-60	Overtime	80,000.00
411-63	Longevity	23,015.00
411-64	FTO (Flexible Time Off) Plan	<u>8,000.00</u>

116,015.00

Employee Benefits

413-01	Social Security	126,195.00
413-02	Medicare	29,513.00
413-03	INPRS 14.2%	289,028.00
413-04	Unemployment	5,000.00
413-05	Employee Ins Benefits	600,000.00
413-06	Life Insurance	2,200.00
413-07	Deferred Comp Benefit	<u>20,000.00</u>

1,071,936.00

3,107,342.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	1,500.00
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Other Supplies

429-08	Uniform Supplies	7,500.00
429-13	Traffic Supplies	<u>45,000.00</u>

54,000.00

3 OTHER SERVICE AND CHARGES

Professional Services

431-09	Health Screenings/ Vaccines	5,000.00
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Communication and Transportation

432-03	Travel and Training	3,000.00
432-04	Telephone/ Paging	8,000.00

Printing and Advertising

433-02	Publications	500.00
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CITY OF MISHAWAKA
2024 BUDGET

MOTOR VEHICLE HIGHWAY
2201-50

Rentals

437-05 Uniforms 16,000.00

Other Services and Charges

439-09 Miscellaneous Charges 3,000.00

35,500.00

4 CAPITAL OUTLAYS MVHR

Improvements Other than Buildings

442-01 Street Repair 1,500,000.00

1,500,000.00

4,696,842.00

LOCAL ROAD AND STREET
2202-50

4 CAPITAL OUTLAYS

Improvements other than Buildings

442-01 Street Repair 500,000.00

442-04 Sidewalk and Curb Program 300,000.00

50/50 Program 25,000.00

445-02 Equipment 330,000.00

1,155,000.00

Trackless vehicle w/ plow
CV Mid size dump w/ plow

CITY OF MISHAWAKA
2024 BUDGET

PARK AND RECREATION
2204-50

1 PERSONAL SERVICES

Salaries and Wages

			biweekly
411-01	Department Head	80,000.00	3,076.92
411-02	Regular Employees	797,160.00	
	Group 1: 16@23.60*2092	789,940.00	
411-03	Temporary/Summer Help	800,000.00	2,467,100.00
	CS reimburse - 61,962* 1.25 for assts.	77,453.00	
	Reimburse MVH Director - 78,332*5%	3,917.00	<u>81,370.00</u>
			2,548,470.00

Other Services Personal

411-60	Overtime	25,000.00	
411-63	Longevity	23,125.00	
411-64	FTO	<u>12,000.00</u>	
			60,125.00

Employee Benefits

413-01	Social Security	161,733.00	
413-02	Medicare	37,825.00	
413-03	PERF 14.2%	256,820.00	
413-04	Unemployment	5,000.00	
413-05	Employee Insurance Benefits	365,000.00	
413-06	Life Insurance	2,000.00	
413-08	Deferred Comp Match	20,000.00	
			<u>848,378.00</u>

2 SUPPLIES

3,456,973.00

Office Supplies

421-90	Office Supplies	8,000.00	
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Operating Supplies

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

429-09	Merrifield/Ironworks Complex Supplies	42,000.00	
429-14	Maintenance Supplies	110,000.00	
429-15	Program Supplies	60,000.00	
429-16	Golf Course Concessions	60,000.00	
429-18	Athletic Event Supplies	70,000.00	
429-19	Battell Center Supplies	15,000.00	
429-20	Golf Course Supplies	65,000.00	
429-21	Other Concessions	5,000.00	
429-23	Merrifield Concessions	<u>18,000.00</u>	
			526,000.00

CITY OF MISHAWAKA
- 2024 BUDGET

PARK AND RECREATION
2204-50

3 OTHER SERVICES AND CHARGES

Professional Services

431-09 Health Screenings/Vaccines 8,000.00

Communication and Transportation

432-02 Postage and Freight 2,000.00

432-03 Travel and Training 8,000.00

432-04 Telephone 7,000.00

Printing and Advertising

433-01 Printing/Newsletter etc. 10,000.00

Insurance

434-90 Insurance Premiums/Deductibles 200,000.00

Utility Services

435-01 MU/AEP Charges 500,000.00

435-02 NIPSCO 50,000.00

Repairs and Maintenance

436-01 Equipment/Facility Repair 100,000.00

436-90 Service Contracts 180,000.00

Rentals

437-05 Uniforms/Port-o-lets 17,500.00

Other Services and Charges

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

439-09 Miscellaneous/Charges 1,000.00

439-18 Instructor Fees 15,000.00

439-19 Official/Referee Fees 26,000.00

439-21 Recreation Event/Entertainment 74,000.00

439-93 Sales Tax 25,000.00

1,226,500.00

5,209,473.00

CITY OF MISHAWAKA
2024 BUDGET

PARK AND RECREATION NON-REVERTING
2211-50

1 PERSONAL SERVICES			
<u>Salaries and Wages</u>			
411-03	Temporary Help	<u>25,000.00</u>	
			25,000.00
2 SUPPLIES			
<u>Other Supplies</u>			
429-09	Merrifield Supplies and Repairs	45,000.00	
429-09	Wilson Supplies and Repairs	12,000.00	
429-17	Landscaping/Chemical Supplies	<u>100,000.00</u>	
			157,000.00
3 OTHER SERVICES AND CHARGES			
<u>Professional Services</u>			
431-06	Consulting	95,000.00	
436-90	Animal Control	15,000.00	
<u>Communication and Transportation</u>			
432-04	Wilson Hill Phone and Internet	2,500.00	
436-90	GPS Contract	19,000.00	
<u>Repairs and Maintenance</u>			
436-01	Golf Cart Repair	5,000.00	
436-22	Athletic Field Maintenance	<u>15,000.00</u>	
			151,500.00
4 CAPITAL OUTLAYS			
<u>Machinery and Equipment</u>			
444-10	Golf Carts - \$89.3K	120,300.00	
	Leaf Sweeper - \$30K		<u>120,300.00</u>
			453,800.00

CITY OF MISHAWAKA
2024 BUDGET

LAW ENFORCEMENT CONTINUING EDUCATION
2228-50

2 SUPPLIES		
<u>Operating Supplies</u>		
422-36 Ammunition	<u>40,000.00</u>	40,000.00
3 OTHER SERVICES AND CHARGES		
<u>Communication and Transportation</u>		
432-03 Travel and Training	<u>50,000.00</u>	50,000.00
4 CAPITAL OUTLAYS		
<u>Machinery and Equipment</u>		
445-08 Vests	<u>25,000.00</u>	25,000.00
		<u>115,000.00</u>

CITY OF MISHAWAKA
2024 BUDGET

PUBLIC SAFETY LIT
2240-50

2 SUPPLIES

Other Supplies

429-08	Dept.Uniform	50,000.00	
			50,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-11	New Hire Physicals	40,000.00	
436-01	Fire Training Software	20,000.00	
436-90	Fire Service Contracts	193,000.00	
436-90	Police Service Contracts	500,000.00	

Debt Service

principal - leases

438-01	Fire Station #4 24&25/30	266,668.00	
438-01	Records Mgmt System 12&13/20	110,000.00	
438-01	2020 Police cars 8&9&10/10	205,685.00	
438-01	2021 Police cars 3&4/10	200,000.00	
438-01	2023 Fire trucks 2&3/10	250,000.00	

interest

438-02	Fire Station Lease	17,396.00	
438-02	Records Mgmt System	12,915.00	
438-02	2020 Police car lease	5,344.00	
438-02	2021 Police car lease	13,109.00	
438-02	2023 Fire truck purchases	20,447.00	

1,854,564.00

4 CAPITAL OUTLAYS

Machinery and Equipment

445-08	PD misc equip	200,000.00	
	optic duty pistols and rifles \$110K		
	weapons/ radios \$30K		
	computers in vehicles \$60K		
445-09	2023 DB Cars (2) equipped	80,000.00	
445-13	FD misc equip	375,000.00	
	Apparatus and Operations Equipment \$150K		
	Mechanics and Dive Equipment \$35K		
	PPE \$20K		
	Radio and Computer Equipment \$30K		
	Drone Program \$10K		
	Hose \$40K		
	360 Camera Fire Marshal \$20K		
	Equipment St.1 \$70K		

CITY OF MISHAWAKA
2024 BUDGET

445-13 Turn Out Gear

415,000.00

1,070,000.00

2,974,564.00

CITY OF MISHAWAKA
2024 BUDGET

CUMULATIVE CAPITAL IMPROVEMENT
4401-50

3 OTHER SERVICES AND CHARGES

Debt Service

438-01 2019 Aerial Fire Truck Principal 10&11/19 100,000.00

438-02 Fire Truck Interest 8,475.00

108,475.00

CUMULATIVE CAPITAL DEVELOPMENT
4402-50

3 OTHER SERVICES AND CHARGES

Repairs and Maintenance

436-90 Service Contracts/Software Maintenance 400,000.00

400,000.00

4 CAPITAL OUTLAYS

Machinery and Equipment

445-11 Computer Equipment/Software 400,000.00

400,000.00

800,000.00

CUMULATIVE SEWER
4428-50

4 CAPITAL OUTLAYS

Improvements Other than Buildings

445-21 Storm/Sanitary Reconstruction 50,000.00

50,000.00

CITY OF MISHAWAKA
2024 BUDGET

CEDIT

2209-50

2 SUPPLIES

Operating Supplies

422-02 MVH Gas, Oil, etc. 125,000.00

Repair and Maintenance Supplies

423-03 MVH Equipment/ Parts, Supplies 185,000.00

423-01 Street Material/Dust Control 175,000.00

Other Supplies

429-17 Landscaping Supplies/Chemicals 120,000.00

429-91 Salt 175,000.00

780,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-04 Chamber of Commerce 25,000.00

431-05 Humane Society 566,500.00

431-06 Consulting 300,000.00

431-07 Aim 15,000.00

WNIT Public Access 10,000.00

431-09 Clinic Services - other portions in MU and General fund 81,600.00

431-13 EMS billing service 140,000.00

Insurance

434-90 MVH Insurance Premiums/Deductibles 230,000.00

Utility Service

435-01 MVH MU Charges 165,000.00

435-02 MVH NIPSCO 80,000.00

Repairs and Maintenance

436-01 MVH Building/ Equipment Repair 200,000.00

436-02 City Maintenance 175,000.00

436-23 Park Repairs and Maintenance 250,000.00

436-80 City Hall 250,000.00

436-89 IT Service Contracts 250,000.00

436-90 Engineering Maintenance 175,000.00

436-93 Signal Maintenance 200,000.00

3,113,100.00

4 CAPITAL OUTLAYS

Machinery and Equipment

445-02 Street/CSD/Park Equipment
Kubota tractor
Mohawk Vehicle Lift
Tennant Scrubber Sweeper

CITY OF MISHAWAKA
2024 BUDGET

Maintenance van

PARK Toro Grand Master - 71,000
PARK Hustler Diesel Mower - 18,000
PARK F350 Crew Cab Truck (2) - 110,000
PARK Mini Dump - 100,000
PARK Zero Turn Mower - 5,000 541,300.00

445-09 Building Dept vehicle 40,000.00

Improvements Other than Buildings

443-93 Fire Station 3 - Douglas Rd. Exit Signal 400,000.00
445-17 Rose Park \$1M 1,252,000.00
Golf Cart Paths \$150K
Irrigation upgrade/satellite \$77K
Pickleball Expansion @ Central Park \$25K

2,233,300.00

6,126,400.00

CITY OF MISHAWAKA
2024 BUDGET

FIRE PENSION
8801-50

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-05	Pension Benefits	2,073,250.00
411-06	Secretary Salary	3,000.00
	Pension Board Members	
	5 @ 750.00 per yr	3,750.00
411-07	Death Benefits	<u>36,000.00</u>
		2,116,000.00
2 SUPPLIES		
<u>Office Supplies</u>		
429-09	Misc Supplies	<u>1,000.00</u>
		1,000.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-01	Legal Fees	2,000.00
<u>Communication and Transportation</u>		
432-03	Travel and Training	500.00
<u>Repairs and Maintenance</u>		
436-01	Equipment Repair	<u>500.00</u>
		3,000.00
		<u><u>2,120,000.00</u></u>

POLICE PENSION
8802-50

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-05	Pension Benefits	1,390,500.00
411-06	Secretary Salary	3,000.00
411-07	Death Benefits	<u>36,000.00</u>
		1,429,500.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-01	Legal Fees	2,100.00
<u>Communication and Transportation</u>		
432-03	Travel and Training	<u>400.00</u>
		2,500.00
		<u><u>1,432,000.00</u></u>

Expenditure Budget Comparison General Fund					
Department	2023 Budget	2024 Budget	\$ Change	% Change	% of 2024 General Fund
Mayor	203,880	214,082	10,202	5.0%	0.48%
Controller	5,676,184	5,998,669	322,485	5.7%	13.56%
Clerk	208,407	211,917	3,510	1.7%	0.48%
Human Resources	175,523	218,756	43,233	24.6%	0.49%
IT	488,326	490,825	2,499	0.5%	1.11%
Law	190,728	192,476	1,748	0.9%	0.43%
Council	165,456	165,763	307	0.2%	0.37%
Engineering	488,413	497,772	9,359	1.9%	1.12%
Code	431,569	450,878	19,309	4.5%	1.02%
Building	256,449	263,785	7,336	2.9%	0.60%
Fire	15,554,528	16,697,924	1,143,396	7.4%	37.73%
Police	14,213,774	15,777,935	1,564,161	11.0%	35.65%
Planning	346,618	354,686	8,068	2.3%	0.80%
Central Services	1,984,167	2,300,519	316,352	15.9%	5.20%
Redevelopment	380,839	388,130	7,291	1.9%	0.88%
Cemetery	30,000	30,000	-	0.0%	0.07%
Dept. Totals	40,794,861	44,254,117	3,459,256	8.48%	

All Appropriated Funds					
Department	2023 Budget	2024 Budget	\$ Change	% Change	% of 2024 Total Budget
General	40,794,861	44,254,117	3,459,256	8.5%	62.98%
Park and Recreation	4,952,641	5,209,473	256,832	5.2%	7.41%
MVH Funds					
Motor Vehicle Highway	4,603,168	4,696,842	93,674	2.0%	6.68%
Local Road & Street	1,088,000	1,155,000	67,000	6.2%	1.64%
Cumulative Sewer	100,000	50,000	(50,000)	-50.0%	0.07%
Capital Fund					
Cum. Cap. Development	700,000	800,000	100,000	14.3%	1.14%
Cum. Cap. Improvement	110,229	108,475	(1,754)	-1.6%	0.15%
CEDIT	5,921,600	6,126,400	204,800	3.5%	8.72%
Other Operating Funds					
LECE	100,000	115,000	15,000	15.0%	0.16%
Public Safety	2,194,602	2,974,564	779,962	35.5%	4.23%
EMS	356,000	655,000	299,000	84.0%	0.93%
ARPA	800,000	116,000	(684,000)	-85.5%	0.17%
Park Non - Reverting	316,500	453,800	137,300	43.4%	0.65%
Pension Funds					
Fire Pension	2,070,000	2,120,000	50,000	2.4%	3.02%
Police Pension	1,140,000	1,432,000	292,000	25.6%	2.04%
Gross Totals	65,247,601	70,266,671	5,019,070	7.69%	

Circuit Breaker loss:

General	8,904,151	8,333,267			
MVH	763,452	438,943			
Park & Rec	-	860,430			
CCD	350,000	250,000			
	10,017,603	9,882,640	(134,963)	-1.3%	
Net Totals	75,265,204	80,149,311	4,884,107	6.49%	

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

Department	2023 Budget	2024 Budget	\$ Change	% Change	Total Budget
100 - Personal Services	44,689,220	48,294,002	3,604,782	8.1%	68.73%
200 - Supplies	3,236,250	3,458,550	222,300	6.9%	4.92%
300 - Other Services & Charges	10,147,131	10,689,519	542,388	5.3%	15.21%
400 - Capital Outlays	7,175,000	7,824,600	649,600	9.1%	11.14%
Fund Totals	65,247,601	70,266,671	5,019,070	7.69%	100.00%

Mishawaka Utilities



2024 Budget

Electric Division

Electric

Revenue

6301.00

361.00	Interest Income	30,000.00
371.12	Residential Sales	16,880,100.00
371.14	Commercial Sales	3,430,284.00
371.18	Customer Charge	1,995,348.00
371.20	Customer Sales - Municipal Sales	1,099,975.00
371.22	Customer Charges - Municipal Sales	49,397.00
371.23	Outdoor Protective Lights	163,621.00
371.24	Commercial Heating	100,060.00
371.28	OPL - Municipal	32,920.00
371.29	Commercial Power	18,319,313.00
371.33	Commercial Primary Power	394,455.00
371.35	Power Transformers Owned	2,534,208.00
371.39	I&M Municipal	82,978.00
371.40	Industrial Power Service	5,075,627.00
371.41	School Service	820,938.00
371.42	PJM Transmission Adjustment	7,040,723.00
373.11	Municipal Street Lighting	473,261.00
380.10	Penalty	309,000.00
381.05	Construction	25,000.00
381.12	Reconnect/Service Charges	128,000.00
381.14	Overhead or Underground Lines	224,000.00
381.15	Transformers	40,000.00
381.16	Street Lights	32,000.00
381.21	Sale of Scrap Metal	16,000.00
381.23	Turn on Electric	168,000.00
381.40	Operational Revenue	300,000.00
391.06	B.O. Shared Expense Reimbursement	710,044.00

60,475,252.00

1 Personal Services

6301.55

Salaries & Wages

biweekly

411.02	Division Manager	94,910.00	3,650.36
	Superintendent	100,601.00	3,869.26
	Systems Reliability Supervisor	86,491.00	3,326.55
	Construction Foreman		
	2 @ 97,685	195,370.00	3,757.10
	Substation Supervisor	75,696.00	2,911.37
	Project Manager	75,696.00	2,911.37
	Operations Coordinator	63,333.00	2,435.87
	Senior Engineering Assistant		
	4 @ 61,938	247,752.00	2,382.23
	Substation Technician	60,763.00	2,337.01
	Engineering Assistant	60,643.00	2,332.39
	Project Coordinator	48,397.00	1,861.40
	Metering Manager	75,697.00	2,911.39
	GIS Engineering Assistant	53,754.00	2,067.45
	Journeyman Lineman		
	15 @ 46.84/Hour	1,461,765.00	3,748.08
	Apprentice Level 7		
	3 @ 39.18/Hour	244,392.00	3,133.23
	Clerk/Dispatcher A		
	2 @ 27.12/Hour	112,786.00	2,168.94
	Meter Reader		
	4 @ 25.55/Hour	212,588.00	2,044.09
	Service Representative		
	5 @ 27.46/Hour	285,575.00	2,196.70
	Substation Lineworker		
	2 @ 49.57/Hour	206,214.00	3,965.64
	Buildings & Grounds Technician		
	1 @ 22.90/Hour	47,615.00	1,831.33
	Crew Leader - 1.00/Hour	10,400.00	
	Journeyman CL - 2.25/Hour	23,400.00	
			3,843,838.00

Other Personal Services

411.60	Overtime	200,000.00	
411.63	Longevity	46,175.00	
411.64	FTO (Flexible Time Off) Plan	40,000.00	
411.65	Professional Certification	88,840.00	
			375,015.00

Employee Benefits

413.01	Social Security Taxes	261,569.00	
413.02	Medicare	61,174.00	
413.05	Health Insurance	939,200.00	
413.06	Life Insurance	4,403.00	
413.08	Deferred Compensation Match	76,201.00	
413.12	Pension Benefit	451,200.00	
			1,793,747.00

2 Supplies

6301

Office Supplies

54.42122	Office Supplies	5,000.00	
54.42273	Computer Expenses	23,000.00	
			28,000.00

Other Supplies

54.42276	Uniforms	35,000.00	
56.42229	Plant Operation	90,000.00	
56.42318	Plant Maintenance Supplies	15,000.00	
			140,000.00

3 Other Services and Charges

6301

Professional Charges

52.45915	Purchase Power	40,100,000.00	
54.43102	Legal Fees	30,000.00	
54.43103	Outside Services	225,000.00	
54.43104	Professional Fees	50,000.00	
			40,405,000.00

Communication and Transportation

54.43210	Transportation Expense	90,000.00	
54.43212	Travel Expense	15,000.00	
54.43930	Education Expense	15,000.00	
54.43931	Apprentice Program	20,000.00	
			140,000.00

Insurance

54.43410	Insurance - Property, Auto, WC	315,000.00	
			315,000.00

Utilities

54.43511	Natural Gas Purchase	20,000.00	
54.43512	Water Purchase	7,400.00	
54.43581	CMP Fuel Purchase	60,000.00	
54.45915	Electric Purchase	30,000.00	
			117,400.00

Repairs and Maintenance

54.42200	Street Lights	375,000.00	
54.42263	Meters Expense	10,000.00	
54.42264	Underground Line Expense	100,000.00	
54.42265	Distribution Construction Expense	5,000.00	
54.42266	Substation Expense	200,000.00	
54.42267	Overhead Line Expense	275,000.00	
54.42274	Stores Equipment	1,000.00	
54.42300	Structures	120,000.00	
54.42330	Transformers	10,000.00	
54.42350	Maintenance of Equipment and Service	75,000.00	
54.42365	Small Tools Expense	50,000.00	
54.43100	Contracted Services	50,000.00	
54.43101	Contracted Services - Line Clearing	275,000.00	
54.43161	Contracted Services - Substations	250,000.00	
			1,796,000.00

Other Services and Charges

50.45200	Transfer to City/Debt Service	2,606,170.00	
	Transfer to City \$1,000,000		
	Debt Service for Bond \$1,606,170		
50.49500	PiLoT	617,373.00	
54.42310	Safety Equipment/Expense	110,000.00	
54.43900	Operational Expense	20,000.00	
54.43928	Permit Fees		
54.43929	Dues, Fees, Subscriptions, Permit Fees	136,300.00	
			3,489,843.00
			52,443,843.00

4 Capital Outlays**6303**

164.13	Poles, Towers and Fixtures	400,000.00	
164.15	Underground Conduit	450,000.00	
164.16	Underground Conductors and Wire	500,000.00	
164.17	Line Transformers	225,000.00	
164.22	Street Lights	250,000.00	
164.26	Padmount Transformers	600,000.00	
165.14	Testing Equipment	100,000.00	
165.15	Tools/Garage/Shop Equipment	10,000.00	
165.16	Power Operated Equipment	290,000.00	
165.17	Meters	350,000.00	
165.30	Construction Tools	15,000.00	
165.31	Plant in Service	100,000.00	
167.20	Transportation Equipment	425,000.00	
170.01	Substation Equipment	900,000.00	
170.05	Overhead Conductors and Devices	750,000.00	
			5,365,000.00

Net Surplus/Deficit 46,947.00

Water Division

Water

Revenue

6101.00

361.00	Interest	90,000.00
370.10	Unmetered Sales	4,000.00
371.11	Municipal Sales	446,000.00
371.21	Residential Metered Sales	5,790,005.00
371.25	Commercial Metered Sales	5,449,578.00
372.10	Municipal Fire Protection	31,000.00
372.11	Municipal Fire Protection - Hydrant Fees	49,000.00
372.20	Private Fire Protection	869,000.00
372.21	Private Fire Protection - Hydrant Fees	2,268,000.00
380.10	Penalty	61,000.00
381.06	Water Taps	173,000.00
381.22	Service Charges	53,000.00
381.27	Meters	28,000.00
381.29	Hydrants	10,000.00
381.39	Services	1,000.00
399.00	Other Revenue	11,000.00

Additional Revenue

6101

253.12	Advance Construction	600,000.00
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15,933,583.00

1 Personal Services

6101.70

Salaries & Wages

411.02	Division Manager	89,618.00	biweekly	3,446.84
	Assistant Manager	78,425.00		3,016.35
	Meter/Backflow Supervisor	75,509.00		2,904.19
	Quality Control Assistant B	57,258.00		2,202.23
	Quality Control Assistant C	53,383.00		2,053.16
	Procurement, Inventory, & Staff Coordinator	61,938.00		2,382.24
	System Technical & Telemetry Reliability Coordinator	69,336.00		2,666.77
	Distribution System Supervisor	75,509.00		2,904.19
	GIS Coordinator	61,938.00		2,382.23
	Well Head Protection Coordinator	61,938.00		2,382.23
	Project Manager	66,268.00		2,548.75
	Heavy Equipment Operator A			
	5 @ 30.54/Hour	317,655.00		2,443.46
	Heavy Equipment Operator B			
	4 @ 28.92/Hour	240,616.00		2,313.61
	Senior Utilityman			
	1 @ 30.33/Hour	63,093.00		2,426.62
	Intermediate Utilityman			
	2 @ 28.00/Hour	116,454.00		2,239.48

Pipefitter B		
4 @ 25.96/Hour	215,980.00	2,076.69
Maintenance Technician		
1 @ 28.00/Hour	58,227.00	2,239.48
General Maintenance C		
1 @ 23.90/Hour	49,709.00	1,911.87
Chief Meter/Backflow Inspector		
1 @ 30.37/Hour	63,185.00	2,430.18
Meter/Backflow Inspector		
1 @ 28.12/Hour	58,476.00	2,249.05
Meter Repairman A		
1 @ 27.53/Hour	57,254.00	2,202.05
Meter Installer B		
2 @ 25.96/Hour	107,990.00	2,076.69
Working Foreman - Distribution Systems		
1 @ 32.01/Hour	66,586.00	2,560.99
Chief Mechanic - Water Treatment		
1 @ 32.01/Hour	66,586.00	2,560.99
Crew Leader - 1.00/Hour	18,720.00	
		2,251,651.00
<u>Other Personal Services</u>		
411.60 Overtime	75,000.00	
411.63 Longevity	36,890.00	
411.64 FTO (Flexible Time Off) Plan	8,500.00	
411.65 Professional Certification	76,920.00	
		197,310.00
<u>Employee Benefits</u>		
413.01 Social Security Taxes	151,836.00	
413.02 Medicare	35,510.00	
413.05 Health Insurance	574,800.00	
413.06 Life Insurance	1,737.00	
413.08 Deferred Compensation Match	44,659.00	
413.12 Pension Benefit	316,800.00	
		1,125,342.00

2 Supplies

6101

Office Supplies

70.42122	Office Supplies	20,000.00	
70.42273	Computer Expenses	40,000.00	
			60,000.00

Other Supplies

75.41313	Employee Other Benefits	10,000.00	
75.42272	Water Quality/Lab Supplies/Construction/Meter Maintenance Materials and Supplies	600,000.00	
75.42276	Uniforms	16,000.00	
75.42508	Concrete Material	160,000.00	
			786,000.00

3 Other Services and Charges

6101

Professional Charges

70.43102	Legal Fees	25,000.00	
70.43103	Outside Services	275,000.00	
70.43104	Professional Services	1,700,000.00	
70.43116	Outside Lab Analysis	40,000.00	
			2,040,000.00

Communication and Transportation

70.43200	Travel	5,000.00	
70.43930	Education	15,000.00	
			20,000.00

Insurance

70.43410	Insurance - Property, Auto, WC	190,000.00	
			190,000.00

Utilities

70.43511	Natural Gas Purchase	90,000.00	
70.43581	CMP Fuel Purchase	65,000.00	
70.43582	Wastewater Utility Charge	50,000.00	
70.45915	Electric Purchase	850,000.00	
			1,055,000.00

Repairs and Maintenance

70.43210	Transportation Expense	30,000.00	
70.43211	Juday Creek Expense	75,000.00	
75.42241	Equipment Rental	8,000.00	
75.42530	Chemicals/Water Treatment	510,000.00	
75.43210	Construction Equipment Expense	30,000.00	
75.42332	Maintenance Repairs Expense	40,000.00	
			693,000.00

Other Services and Charges

50.45200	Debt Service	4,461,825.60	
50.49500	PiLoT	621,340.46	
70.43165	B.O. Shared Expense	355,022.00	
70.43900	Operational General Expense	10,000.00	
70.42310	Safety Equipment/Expense	20,000.00	
70.43929	Dues, Fees, Subscriptions	40,000.00	
			5,508,188.06
			13,926,491.06

4 Capital Outlays

6103

164.19	Structures/Improvements	50,000.00	
164.25	Hydrants	75,000.00	
165.13	Office Furniture and Equipment	40,000.00	
165.15	Tools, Implements, Equipment	40,000.00	
165.28	Vehicles	150,000.00	
170.00	Wells Source of Supply Cost	5,000.00	
170.02	Treatment Equipment Cost	5,000.00	
170.04	Equipment	175,000.00	
170.06	Pumping Equipment	5,000.00	
170.09	Water Treatment	50,000.00	
170.11	Supply Mains	5,000.00	
170.15	Meters	375,000.00	
170.22	Distribution Mains Cost	150,000.00	
170.23	Juday Creek Golf Course	20,000.00	

1,145,000.00

Net Surplus/Deficit

262,404.00

Wastewater Division

Wastewater

Revenue

6201.00

371.10	Commercial/Industrial Sales	9,860,264.00	
371.15	Commercial Pretreatment Sales	83,424.00	
371.21	Residential Sales	9,847,486.00	
371.27	Industrial Pretreatment Sales	39,377.00	
371.30	Municipal Sales	414,974.00	
371.31	Municipal Pretreatment Sales	2,753.00	
380.10	Penalty	262,057.00	
380.20	Penalty/Pretreatment	817.00	
381.73	Inspection Fees	6,563.00	
			20,517,715.00

Operational Revenue

381.10	Meter Charge	7,500.00	
381.26	Industrial Permits	1,476.00	
381.28	Customer Service Charge	240.00	
381.61	Televising Lines	6,728.00	
381.75	Sewer - FOG Fees	9,240.00	
381.76	Sale of Scrap	500.00	
399.00	Other Revenue	34,875.00	
			60,559.00

Interest Income

361.00	Interest	75,000.00	
			75,000.00

6202.00

381.41	T. I. F. Credit	3,360,000.00	
			3,360,000.00

608.00

381.71	Connection Fees	53,756.00	
			53,756.00
			<u>24,067,030.00</u>

1 Personal Services

6201.80

Salaries & Wages

biweekly

411.02	Division Manager	89,618.00	3,446.84
	Assistant Manager		
	2 @ 76,425	152,850.00	2,939.41
	Operations Manager	70,323.00	2,704.68
	Chief Chemist	69,793.00	2,684.34
	Chemist		
	3 @ 64,620	193,860.00	2,485.35
	Maintenance Manager	70,323.00	2,704.68
	Operations Coordinator	58,646.00	2,255.59
	Chief Operator		
	1 @ 28.70/Hour	59,688.00	2,295.67
	Utility Operator A		
	4 @ 27.27/Hour	226,936.00	2,182.05
	Utility Operator B		
	1 @ 25.51/Hour	53,060.00	2,040.75
	Utility Operator C		
	5 @ 24.53/Hour	255,200.00	1,963.07
	Dewatering Mechanic		
	1 @ 30.62/Hour	63,685.00	2,449.39
	Maintenance Technician A		
	4 @ 28.00/Hour	232,908.00	2,239.48
	Maintenance Technician C		
	1 @ 24.98/Hour	51,936.00	1,997.52
	Crew Leader - 1.00/Hour	2,000.00	
	Shift Premium (1st Shift) - .40/Hour	1,664.00	
	Shift Premium (3rd Shift) - .30/Hour	1,248.00	
	Swing Shift Premium - .50/Hour	2,080.00	
	Holiday Pay	30,410.90	
			1,686,228.90

Other Personal Services

411.60	Overtime	159,220.00	
411.63	Longevity	19,110.00	
411.64	FTO (Flexible Time Off) Plan	2,533.76	
411.65	Professional Certification	32,864.00	
			213,727.76

<u>Employee Benefits</u>			
413.01	Social Security Taxes	117,798.00	
413.02	Medicare	27,550.00	
413.05	Health Insurance	447,600.00	
413.06	Life Insurance	1,242.00	
413.08	Deferred Compensation Match	32,977.00	
413.12	Pension Benefit	211,200.00	
			838,367.00
2 Supplies			
6201			
<u>Office Supplies</u>			
80.42122	Office Supplies	3,000.00	
80.42212	Operation Supplies/Maintenance	60,000.00	
80.42226	Lab Supplies/Equipment	45,000.00	
			108,000.00
<u>Other Supplies</u>			
80.42276	Uniforms	8,000.00	
			8,000.00
3 Other Services and Charges			
6201			
<u>Professional Charges</u>			
80.43102	Legal Fees	100,000.00	
80.43104	Professional Services	100,000.00	
80.43105	Sewer and Drainage	300,000.00	
80.43116	Outside Lab Analysis	15,000.00	
			515,000.00
<u>Communication and Transportation</u>			
80.43200	Travel	5,500.00	
80.43210	Transportation Expense	1,000.00	
80.43930	Education	6,000.00	
			12,500.00
<u>Insurance</u>			
80.43410	Insurance - Property, Auto, WC	170,000.00	
			170,000.00
<u>Utilities</u>			
80.43511	Natural Gas Purchase	125,000.00	
80.43512	Water Purchase	150,000.00	
80.43581	CMP Fuel Purchase	5,000.00	
80.45915	Electric Purchase	525,000.00	
			805,000.00

Repairs and Maintenance

80.42509	Hypochlorite Solution	180,000.00	
80.42510	Pretreatment Materials	10,000.00	
80.42511	Ferrous Chloride & Parts	120,000.00	
80.42512	Sodium Bisulfite	70,000.00	
80.42513	Polymer	140,000.00	
84.42224	Sludge Thickening	5,000.00	
84.42227	Biosolids Dewatering	35,000.00	
84.42313	Disinfection Equipment	10,000.00	
84.42314	Digester System	150,000.00	
84.42315	Primary Tank	5,000.00	
84.42316	Secondary Tank	12,000.00	
84.42317	Grit System	5,000.00	
84.42319	Blowers	10,000.00	
84.42321	Buildings & Grounds	175,000.00	
84.42322	Equipment	4,000.00	
84.42325	Lift Station Maintenance	50,000.00	
84.42326	SCADA - Telemetry System	5,000.00	
84.42328	Screening Equipment	5,000.00	
84.42333	Pumps & Motors	50,000.00	
84.42365	Small Tools Expense	10,000.00	
84.43140	Biosolids Land Application	150,000.00	
			1,201,000.00

Other Services and Charges

50.45200	Debt Service	8,455,970.00	
50.49500	PiLoT	1,996,249.77	
80.42310	Safety Equipment/Expense	6,000.00	
80.43114	Permit Fees	20,000.00	
80.43900	Operational General Expense	8,000.00	
80.43929	Dues, Fees, Subscriptions	9,500.00	
80.43165	B.O. Shared Expenses	355,022.00	
			10,850,741.77
			16,408,565.43

4 Capital Outlays**6203**

162.03	Lift Station Structures	250,000.00	
165.26	Secondary Tank Mechanism	20,000.00	
165.51	Sewer and Drainage	250,000.00	
167.20	Transportation Equipment	50,000.00	
			570,000.00

Sewer

1 Personal Services

6201.86

<u>Salaries & Wages</u>			biweekly
411.02	Department Manager	72,028.00	2,770.28
	Assistant Manager	62,169.00	2,391.11
	MS4 Manager	61,515.00	2,365.94
	Project Coordinator	47,475.00	1,825.94
	Locate/Bonds/Permit Coordinator	45,784.00	1,760.89
	Office Coordinator	44,683.00	1,718.45
	Assistant Director of Engineering	7,173.00	275.88
	Advanced Operator Video Inspection		
	2 @ 27.11/Hour	112,778.00	2,168.80
	Advanced Operator Combination		
	2 @ 27.70/Hour	115,232.00	2,216.00
	GIS Coordinator		
	1 @ 26.23/Hour	54,559.00	2,098.40
	Inspector		
	1 @ 26.23/Hour	54,559.00	2,098.40
	Repairman		
	3 @ 25.97/Hour	162,054.00	2,077.60
	Utility Operator		
	4 @ 25.42/Hour	211,496.00	2,033.60
	General Laborer II		
	1 @ 23.60/Hour	49,088.00	1,888.00
			1,100,593.00
<u>Other Personal Services</u>			
411.60	Overtime	12,000.00	
411.63	Longevity	15,170.00	
411.64	FTO (Flexible Time Off) Plan	1,500.00	
411.65	Professional Certification	42,000.00	
			70,670.00
<u>Employee Benefits</u>			
413.01	Social Security Taxes	72,623.00	
413.02	Medicare	16,985.00	
413.03	PERF	134,306.74	
413.05	Health Insurance	298,800.00	
413.06	Life Insurance	918.00	
413.08	Deferred Compensation Match	22,012.00	
			545,644.74

2 Supplies

6201

Office Supplies

86.42122 Office Supplies	2,000.00	2,000.00
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Other Supplies

86.42276 Uniform Expense	30,000.00	30,000.00
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3 Other Services and Charges

6201

Communication and Transportation

86.43200 Travel	1,000.00	
86.43930 Education	5,000.00	6,000.00

Insurance

86.43412 Insurance	85,000.00	85,000.00
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Utilities

86.42215 Utilities	4,000.00	
86.43581 CMP Fuel Purchase	45,000.00	49,000.00

Repairs and Maintenance

86.42231 Technology	5,000.00	
86.42309 Buildings & Grounds	10,000.00	
86.42310 Safety Equipment	5,000.00	
86.42311 Sewer Line Maintenance	375,000.00	
86.42320 Equipment Rental	500.00	
86.42364 Equipment Maintenance	70,000.00	
86.43121 Prepaid Software Maintenance	7,000.00	472,500.00

Other Services and Charges

86.42212 Operational Expense	35,000.00	
86.42228 Tools	1,000.00	
86.43115 Dues/Fees/Subscriptions	100.00	36,100.00

2,397,507.74

4 Capital Outlays

6203

164.04 Sewer Repair/Replace	350,000.00	
164.21 Transportation Equipment	120,000.00	
165.49 Pipe Lining/Rehab	2,000,000.00	2,470,000.00

Net Surplus/Deficit	1,621,269.00	
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Support Services

Support Services

Revenue

6301.00

384.10	Other Revenue	50,000.00	
			50,000.00

1 Personal Services

Salaries & Wages

biweekly

411.01	Corporate Counsel	28,352.00	1,090.43
411.02	Business Office Manager	79,059.00	3,040.72
	Executive Director of Development & Governmental Affairs	90,277.00	3,472.18
	Data Processing Supervisor	61,445.00	2,363.23
	Staff Consultant	70,000.00	2,692.32
	CIS Specialist	56,153.00	2,159.71
	Network Operations Administrator	57,964.00	2,229.36
	Computer Operator/Account Specialist	52,813.00	2,031.26
	Customer Service Representative		
	3 @ 49,921	149,763.00	1,920.02
	Financial Analyst	52,179.00	2,006.85
	City Attorney	4,129.00	158.77
	CPC Clerk A		
	7 @ 22.00/Hour	320,327.00	1,760.03
	Lock Box Mail Processing Clerk		
	1 @ 22.31/Hour	46,414.00	1,785.14
	Terminal Operator A		
	2 @ 22.31/Hour	92,828.00	1,785.14
	Cashier A		
	1 @ 22.00/Hour	45,761.00	1,760.03
431.23	Assistant City Attorney	20,026.00	770.20
			1,227,490.00

Other Personal Services

411.60	Overtime	1,000.00	
411.63	Longevity	21,180.00	
411.64	FTO (Flexible Time Off) Plan	4,000.00	
411.65	Professional Certification	10,000.00	
			36,180.00

Employee Benefits

413.01	Social Security Taxes	78,348.00	
413.02	Medicare	18,324.00	
413.03	PERF	4,613.00	
413.05	Health Insurance	424,927.00	
413.06	Life Insurance	3,123.00	
413.08	Deferred Compensation Match	24,550.00	
413.12	Pension Benefit	211,200.00	
			765,085.00

2 Supplies**6301****Office Supplies**

61.42113	General Office Expenses	25,000.00	
61.42115	Computer Expenses	15,000.00	
			40,000.00

3 Other Services and Charges**6301****Professional Charges**

61.43102	Legal Fees	29,000.00	
61.43104	Professional Services	22,000.00	
			51,000.00

Communication and Transportation

61.43200	Travel	15,000.00	
61.43202	Postage	180,000.00	
61.43517	Telephone	15,000.00	
61.43930	Education	6,000.00	
			216,000.00

Printing and Advertising

61.43314	Utility Promotion Expense	15,000.00	
			15,000.00

Repairs and Maintenance

61.42312	Maintenance of Office Equipment	5,000.00	
			5,000.00

Other Services and Charges

61.42121	Outside Services	5,000.00	
61.42229	Plant Operations	90,000.00	
61.43900	Operational Equipment Expenses	3,000.00	
61.43940	Employee Clinic	160,000.00	
61.43991	Cashier Shortages/Overages	100.00	
61.43165	Shared BO Expenses	60,000.00	
61.43167	Shared City Expenses	803,985.00	
			1,122,085.00

Prepaid Contracts

610.61.43121	Software Maintenance Contracts	185,000.00	
601.61.43121	Software Maintenance Contracts	92,500.00	
606.61.43121	Software Maintenance Contracts	92,500.00	
			370,000.00

3,847,840.00

Net Surplus/Deficit (3,797,840.00)

Consolidated

**MISHAWAKA UTILITIES
CONSOLIDATED BUDGET
2024**

Gross Revenue	99,815,821.00
Purchased Power	(\$40,100,000)
Net Revenue	\$59,715,821
Net Expense	48,214,203.23
Capital	9,550,000
Net Budget	\$57,764,203
% of Gross Revenue	57.9%
% of Net Revenue	96.7%
Net Surplus/Deficit	\$1,951,618
% of Gross Revenue	2.0%
% of Net Revenue	3.3%

PROPOSED ORDINANCE NO. 2023-48

ORDINANCE NO. 5869

AN ORDINANCE FIXING THE SALARIES
OF CERTAIN ELECTED OFFICIALS OF THE CITY OF MISHAWAKA
FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2024

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

Section 1. The biweekly salaries of the following elected officials of the City of Mishawaka, Indiana, for the fiscal year beginning January 1, 2024 shall be payable in 26 equal biweekly pay periods beginning January 5, 2024 in the following amounts:

	Biweekly salary
Mayor	\$ 3,530.54
Clerk	2,505.94
Council member	522.76

Section 2. Clerk Certifications

IN ACCREDITED MUNICIPAL CLERK (IAMC)	38.47
CERTIFIED MUNICIPAL CLERK (CMC)	48.08
MASTER MUNICIPAL CLERK (MMC)	67.31
CERTIFIED PUBLIC FINANCE ADMINISTRATOR (CPFA)	57.90

The MMC pay substitutes and replaces the CMC pay. Pursuant to the IIMC rules, the MMC replaces the CMC and that later designation is dropped.

Section 3. Any prior ordinances in conflict herewith are hereby repealed.

Section 4. 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 16 day of October, 2023, at 8:28 o'clock, p. m.

Gregg Hixenbaugh /s/
Gregg Hixenbaugh, President

ATTEST:

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

PRESENTED BY ME to the Mayor, this 17 day of Oct 2023, at
9:04 o'clock, a . m.

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

APPROVED BY ME this 17 day of Oct, 2023, at 9:46 o'clock,
a . m.

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

PROPOSED ORDINANCE 2023 - 47

ORDINANCE 5868

AN ORDINANCE FIXING THE SALARIES OF ALL EMPLOYEES OF THE CITY OF MISHAWAKA EXCEPT SWORN PUBLIC SAFETY, MISHAWAKA PARK DEPARTMENT, ELECTED OFFICIALS, AND THE MISHAWAKA UTILITIES FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2024.

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

Section 1. The biweekly salaries of all employees of the City of Mishawaka except sworn Public Safety, the Mishawaka Park Department, Elected Officials and the Mishawaka Utilities for the year beginning January 1, 2024 and shall be payable in 26 bi-weekly pay periods commencing on January 5, 2024.

BIWEEKLY SALARY

MAYOR'S EXECUTIVE ASSISTANT	\$ 2,065.51
MAYOR'S ADMINISTRATIVE ASSISTANT	\$ 1,851.28
MAYOR'S EXECUTIVE SECRETARY	\$ 1,569.06
CONTROLLER	\$ 3,472.18
DEPUTY CONTROLLER	\$ 2,458.14
ACCOUNTANT	\$ 1,894.69
PAYROLL CLERK	\$ 1,727.35
BOOKKEEPER A	\$ 1,768.95
BOOKKEEPER B	\$ 1,535.98
BOOKKEEPER C	\$ 1,438.08
SENIOR PURCHASING AGENT	\$ 1,985.13
PURCHASING AGENT	\$ 1,787.04
CERTIFICATIONS:	
CPA CERTIFICATION FT	192.31
CERTIFIED PUBLIC FUNDS INVESTMENT MGR*	19.23
ADVANCED CPFIM*	38.47
CERTIFIED PUBLIC FINANCE ADMINISTRATOR*	57.90
ADVANCED CPFA*	76.93
*only one may be held at a time	
CHIEF DEPUTY CLERK I	\$ 1,888.65
CHIEF DEPUTY CLERK II	\$ 1,776.20
CERTIFICATIONS:	
IN ACCREDITED MUNICIPAL CLERK (IAMC)	38.47
CERTIFIED MUNICIPAL CLERK (CMC)*	48.08
MASTER MUNICIPAL CLERK (MMC)*	67.31
CERTIFIED PUBLIC FINANCE ADMINSTRATOR	57.90
*only one may be held at a time	
HR DIRECTOR	\$ 2,548.10
SAFETY DIRECTOR	\$ 2,597.26
ASST DIRECTOR	\$ 1,844.44
OFFICE ADMINISTRATOR	\$ 1,579.13
HR OFFICE MANAGER	\$ 1,568.36
HR OFFICE ASSISTANT	\$ 1,538.46
HR CERTIFICATION	19.23

DIRECTOR OF IT	\$ 3,269.23
PUBLIC SAFETY ADMINISTRATOR	\$ 2,692.31
NETWORK ADMINISTRATOR	\$ 2,576.92
SYSTEMS ADMINISTRATOR	\$ 2,576.92
TIER II HELP DESK	\$ 2,076.92
TIER I HELP DESK	\$ 1,961.54
IT OFFICE COORDINATOR	\$ 1,923.08
CORPORATE COUNSEL	\$ 2,381.75
1 st DEPUTY CITY ATTORNEY	\$ 2,756.71
2 nd DEPUTY ASST CITY ATTORNEY	\$ 747.46
COUNCIL ATTORNEY	\$ 747.46
DIRECTOR OF ENGINEERING	\$ 3,472.18
ASSISTANT DIRECTOR	\$ 2,882.43
PROJECT MANAGER	\$ 2,793.78
TRAFFIC MANAGER	\$ 2,382.23
CONSTRUCTION COORDINATOR	\$ 2,142.33
TECHNICIAN	\$ 2,128.40
GIS COORDINATOR	\$ 2,382.23
PROJECT COORDINATOR	\$ 1,775.30
LOCATOR/INSPECTOR	\$ 1,821.72
OFFICE ADMINISTRATOR	\$ 1,579.13
OFFICE MANAGER	\$ 1,568.36
PE BONUS FT	192.31
IDEM REVIEW BOARD BONUS	153.85
FIRE ADMINSTRATIVE ASSISTANT	\$ 1,851.28
FIRE OFFICE ADMINISTRATOR	\$ 1,579.01
FIRE EXECUTIVE SECRETARY	\$ 1,569.06
FIRE OFFICE MANAGER	\$ 1,564.01
TRAINER	\$ 2,119.42
RECRUITER	\$ 2,030.33
FORENSIC SCIENCE LAB TECHNICIAN/ PROPERTY ROOM SPECIALIST	\$ 2,056.51
POLICE RECRUIT	\$ 1,873.93
ADMINISTRATIVE ASSISTANT	\$ 1,851.28
DIGITAL MEDIA/STATISTICAL	\$ 1,722.83
PROPERTY MANAGER	\$ 1,722.83
EXECUTIVE SECRETARY	\$ 1,569.45
ADMINISTRATIVE SECRETARY	\$ 1,589.02
SERVICES ADMINISTRATOR	\$ 1,778.85
OFFICE MANAGER	\$ 1,726.15
PROPERTY CLERK	\$ 1,520.18
SECRETARY	\$ 1,569.11
PARKING PERSONNEL	\$ 1,569.11
CROSSING GUARDS	21 pays@ 388.28
CLOTHING:	
PARKING PERSONNEL	600
FORENSIC SCI. LAB ANALYST/PR. SP.	1,000
IDAC SPECIALIST	2,500
MAJOR CRIMES EVIDENCE TECHNICIAN	2,000
CROSSING GUARD SUBSTITUTE	20 per day

SUMMER SCHOOL CROSS GUARD	20 per day
DIRECTOR OF CODE ENFORCEMENT	\$ 2,692.31
OFFICE ADMINISTRATOR	\$ 1,579.13
OFFICE MANAGER	\$ 1,568.36
CODE ENF OFFICER A	\$ 2,137.11
CODE ENF OFFICER B	\$ 1,793.90
BUILDING COMMISSIONER	\$ 2,692.31
ASSISTANT BUILDING COMMISSIONER	\$ 2,530.54
OFFICE ADMINISTRATOR	\$ 1,579.13
OFFICE MANAGER	\$ 1,568.36
INSPECTOR A	\$ 2,573.07
INSPECTOR B	\$ 2,336.91
PERMIT TECH I	\$ 1,861.92
EXECUTIVE DIRECTOR	\$ 3,472.18
SENIOR PLANNER/ECONOMIC DEVELOPMENT SPECIALIST	\$ 2,371.38
CITY PLANNER	\$ 2,837.52
SENIOR PLANNER	\$ 2,381.17
ASSOCIATE PLANNER	\$ 2,051.17
ADMINISTRATIVE PLANNER	\$ 1,831.37
OFFICE MANAGER	\$ 1,556.55
DIRECTOR OF COMMUNITY DEVELOPMENT	\$ 2,947.82
TIF CONSTRUCTION MANAGER	\$ 2,793.78
PROGRAM CONSTRUCTION MANAGER	\$ 2,535.99
PROGRAM COORDINATOR	\$ 1,851.89
GRANT MANAGER	\$ 2,326.15
GRANT SPECIALIST	\$ 1,584.44
CENTRAL SERVICES ASSISTANT	\$ 2,383.13
STREET COMMISSIONER	\$ 3,012.74
OFFICE ADMINISTRATOR	\$ 1,687.99
OFFICE MANAGER	\$ 1,568.36
SECRETARY	\$ 1,536.17

BIWEEKLY HOURLY

PART-TIME HELP	7.25-30.00
CENTRAL SERVICES: FLEET MAINTENANCE TECHNICIAN	24.84
CENTRAL SERVICES/MVH: GROUP 1	23.60
GROUP 2	22.37
GROUP 3	21.46
NIGHT BONUS/SHIFT DIFFERENTIAL	.55/.60
PROJECT COORDINATOR	1.00
CDL TRAINER	2500

ANNUAL/MISC

BOARD OF PUBLIC WORKS AND SAFETY AND UTILITY BOARD	
PRESIDENT	1500
MEMBER	1000
PLAN COMMISSION	600
BZA MEMBER	375

INSURANCE STIPEND:
ASST CITY ATTORNEY & COUNCIL ATTORNEY 500 per month

Section 2. The City will contribute a match of 100% of the employee's contribution not to exceed 2% of the employee's base biweekly pay for all employees eligible for participation in the State's 457(b) plan.

Section 3. Longevity Bonus will be provided annually to the Central Service 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 employee's anniversary date with the regular payroll. The annual Longevity Bonus will be based on the following schedule. Said schedule is based upon completed years of service.

<u>Years of Service</u>	<u>Annual Increments</u>	<u>Bonus</u>
5	0	150
6	75	225
7	75	300
8	75	375
9	75	450
10	75	525

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

Section 4. Longevity Bonus will be provided annually to the Civil City non-union 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 employee's anniversary date with the regular payroll. The annual Longevity Bonus will be based on the following schedule. Said schedule is based upon completed years of service.

<u>Years of Service</u>	<u>Annual Increments</u>	<u>Bonus</u>
5	0	150
6	75	225
7	75	300
8	75	375
9	75	450
10	75	525

An additional \$150.00 will be added for each year of service after the 10th year.

Section 5. 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 6. 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 16 day of October 2023, at 8:21 o'clock, p. m.

Gregg Hixenbaugh /s/
Gregg Hixenbaugh, Presiding Officer

ATTEST:

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

PRESENTED BY ME, to the Mayor on this 17 day of October 2023, at 9:03 o'clock, a. m.

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

APPROVED BY ME this 17 day of October 2023, at 9:49 o'clock, a. m.

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

PROPOSED ORDINANCE NO. 2023 - 45

ORDINANCE NO. 5866

AN ORDINANCE AMENDING ORDINANCE 5811 FIXING THE SALARIES OF ALL EMPLOYEES OF THE CITY OF MISHAWAKA EXCEPT, MISHAWAKA PARK DEPARTMENT, ELECTED OFFICIALS AND THE MISHAWAKA UTILITIES FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING SEPTEMBER 20, 2023.

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

Section 1. Ordinance number 5811 passed by the Common Council of the City of Mishawaka, Indiana, on the 18th of October 2022 is hereby amended as follows:

HUMAN RESOURCES:

BI-WEEKLY

Safety Director

\$ 2,521.62

Section 2. This ordinance shall be in full force and effect from and after its signing and attestation.

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

this 16 day of October 2023 at 8:02 o'clock, p. m.

Gregg Hixenbaugh /s/
Gregg A. Hixenbaugh, Presiding Officer

ATTEST:

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

PRESENTED BY ME, to the Mayor on this 17 day of October 2023, at 9:02 o'clock, a m.

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

APPROVED BY ME this 17 day of October 2023, at 9:48 o'clock, a m.

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

PROPOSED ORDINANCE 2023- 46

ORDINANCE 5867

AN ORDINANCE AMENDING ORDINANCE 5820 FIXING THE SALARIES OF ALL SWORN POLICE OFFICERS FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2024.

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

Section 1. Ordinance number 5820 passed by the Common Council of the City of Mishawaka, Indiana, on the 19th of December 2022 is hereby amended as follows:

	BIWEEKLY SALARY 2024
POLICE CHIEF	\$ 3,903.85
ASSISTANT CHIEF	\$ 3,711.54
CAPTAIN	\$ 3,596.15
LIEUTENANT	\$ 3,538.46
SERGEANT	\$ 3,480.77
1 st CLASS OFFICER	\$ 3,423.08
2 nd CLASS OFFICER	\$ 2,489.96
PROBATION	\$ 2,261.88
NIGHT SHIFT DIFFERENTIAL	\$26.92/HR
POLICE:	
UNIFORM ALLOWANCE	2,050
EQUIPMENT MAINT ALLOWANCE	1,250
	2024
RESIDENCY STIPEND	\$2,500.00
	ANNUAL/MISC
SPECIALTY PAY:	
MAJOR CRIMES DETECTIVE	2,000
MAJOR CRIMES EVIDENCE TECHNICIAN	2,000
SWAT	
DRE – DRUG RECOGNITION EXPERT	500
EMERGENCY RESPONSE TEAM	500
EVIDENCE TECHNICIAN	500
FACT – FATAL ALCOHOL & CRASH TEAM	500
NEGOTIATOR	500
SVU – SPECIAL VICTIMS UNIT	1,000
TRAFFIC TECHNICIAN/DIAGRAMMER	500
BREATH TEST OPERATOR	250
INSTRUCTORS	500
MOTORCYCLE	250

Section 2. The City will contribute 3% of the employee portion to the 1977 Police Pension for all employees eligible for participation in the 1977 Police Pension 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 a match of 100% of the employee's contribution not to exceed 2% of the employee's base biweekly pay for all employees eligible for participation in the State's 457(b) plan.

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 16 day of October 2023, at 8:05 o'clock, p . m.

Gregg Hixnbaugh /s/
Gregg Hixenbaugh, Presiding Officer

ATTEST:

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

PRESENTED BY ME, to the Mayor on this 17 day of October 2023, at 9:01 o'clock, p . m.

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

APPROVED BY ME this 17 day of October 2023, at 9:48 o'clock, a . m.

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

PROPOSED ORDINANCE 2023- 46

ORDINANCE 5867

AN ORDINANCE AMENDING ORDINANCE 5820 FIXING THE SALARIES OF ALL SWORN POLICE OFFICERS FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2024.

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

Section 1. Ordinance number 5820 passed by the Common Council of the City of Mishawaka, Indiana, on the 19th of December 2022 is hereby amended as follows:

	BIWEEKLY SALARY 2024
POLICE CHIEF	\$ 3,903.85
ASSISTANT CHIEF	\$ 3,711.54
CAPTAIN	\$ 3,596.15
LIEUTENANT	\$ 3,538.46
SERGEANT	\$ 3,480.77
1 st CLASS OFFICER	\$ 3,423.08
2 nd CLASS OFFICER	\$ 2,489.96
PROBATION	\$ 2,261.88
NIGHT SHIFT DIFFERENTIAL	\$26.92/HR
POLICE:	
UNIFORM ALLOWANCE	2,050
EQUIPMENT MAINT ALLOWANCE	1,250
	2024
RESIDENCY STIPEND	\$2,500.00
	ANNUAL/MISC
SPECIALTY PAY:	
MAJOR CRIMES DETECTIVE	2,000
MAJOR CRIMES EVIDENCE TECHNICIAN	2,000
SWAT	
DRE – DRUG RECOGNITION EXPERT	500
EMERGENCY RESPONSE TEAM	500
EVIDENCE TECHNICIAN	500
FACT – FATAL ALCOHOL & CRASH TEAM	500
NEGOTIATOR	500
SVU – SPECIAL VICTIMS UNIT	1,000
TRAFFIC TECHNICIAN/DIAGRAMMER	500
BREATH TEST OPERATOR	250
INSTRUCTORS	500
MOTORCYCLE	250

Section 2. The City will contribute 3% of the employee portion to the 1977 Police Pension for all employees eligible for participation in the 1977 Police Pension 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 a match of 100% of the employee's contribution not to exceed 2% of the employee's base biweekly pay for all employees eligible for participation in the State's 457(b) plan.

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 16 day of October 2023, at 8:05 o'clock, p. m.

Gregg Hixnbaugh /s/
Gregg Hixenbaugh, Presiding Officer

ATTEST:

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

PRESENTED BY ME, to the Mayor on this 17 day of October 2023, at 9:01 o'clock, p. m.

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

APPROVED BY ME this 17 day of October 2023, at 9:48 o'clock, a . m.

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

PROPOSED ORDINANCE NO. 2023 - 44

ORDINANCE NO. 5865

AN ORDINANCE AMENDING ORDINANCE 5829 THE FIXING THE SALARIES OF ALL SWORN PUBLIC SAFETY FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING SEPTEMBER 20, 2023.

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

Section 1. Ordinance number 5829 passed by the Common Council of the City of Mishawaka, Indiana, on the 20th of February 2023 is hereby amended as follows:

DELETE:

<u>POLICE DEPARTMENT</u>	<u>ANNUAL/MISC</u>
	<u>SIGNING BONUS</u>
LATERAL TRANSFER – 1 ST INSTALLMENT	\$7,000
2 ND INSTALLMENT	\$3,000
NEW HIRE OFFICER – 1 ST INSTALLMENT	\$3,000
2 ND INSTALLMENT	\$2,000

Section 2. This ordinance shall be in full force and effect from and after its signing and attestation.

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

this 16 day of October 2023, at 8:00 o'clock, P. m.

Gregg Hixenbaugh /s/
Gregg Hixenbaugh, Presiding Officer

ATTEST:

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

PRESENTED BY ME, to the Mayor on this 17 day of October 2023, at 8:59 o'clock, a m.

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

APPROVED BY ME this 17 day of October 2023, at 9:48 o'clock, A m.

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



CITY OF MISHAWAKA



DAVID A. WOOD, MAYOR

PARKS AND RECREATION DEPARTMENT
ADMINISTRATION OFFICE

2024 PARK SALARY RESOLUTION

SECTION 1. The biweekly salaries for the year beginning January 1, 2024, shall be payable in 26 equal biweekly pay periods beginning January 5, 2024.

	2024
	<u>Biweekly</u>
PARK SUPERINTENDENT	\$3,076.92
ASSISTANT PARK SUPERINTENDENT	\$2,282.48
DIRECTOR OF OPERATIONS	\$2,156.65
SPECIAL EVENTS & ACTIVITIES DIRECTOR	\$2,100.42
RECREATION & FACILITIES DIRECTOR	\$2,110.46
FACILITIES COORDINATOR	\$1,744.24
CAMP & COMMUNITY ENGAGEMENT DIRECTOR	\$2,100.42
DIRECTOR OF AQUATICS/ ICE RINK	\$2,110.46
AQUATICS/ ICE RINK ASSISTANT	\$1,778.19
COMMUNITY CENTER DIRECTOR	\$2,110.46
IRONWORKS PROGRAM & EVENTS DIRECTOR	\$1,862.85
OFFICE COORDINATOR	\$2,001.15
RECEPTIONIST	\$1,591.35
LANDSCAPE/URBAN FORESTRY DIRECTOR	\$2,202.00
LANDSCAPE/URBAN FORESTRY ASSISTANT	\$1,778.19
GOLF COURSE SUPERINTENDENT	\$2,496.85
ASSISTANT GOLF COURSE SUPERINTENDENT	\$2,105.42
DIRECTOR OF GOLF OPERATIONS	\$2,308.73
EQUIPMENT FOREMAN	\$1,963.73
	<u>Annual</u>
Board Member	\$300.00
	<u>Hourly</u>
GR 1	\$23.60
GR 2	\$22.37
GR 3	\$21.46
SHIFT DIFFERENTIAL/NIGHT BONUS	\$.55/\$.60
PART-TIME SEASONAL	\$7.25-\$17.00 PER HOUR
LIFEGUARD	\$7.25-\$17.00 PER HOUR
ASSISTANT DIRECTOR OF GOLF	\$7.25-\$17.00 PER HOUR
FACILITY SUPERVISOR	\$7.25-\$17.00 PER HOUR
SEASONAL LANDSCAPER	\$7.25-\$17.00 PER HOUR

SECTION 2. The Park Board may authorize pay up to 15% less than annual salaries listed to new 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: Longevity Bonus will be provided annually to the Park 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 employee's anniversary date with the regular payroll. The annual Longevity Bonus will be based on the following schedule. Said schedule is based upon completed years of service.

<u>YEARS OF SERVICE</u>	<u>ANNUAL INCREMENTS</u>	<u>BONUS</u>
5	0	150
6	75	225
7	75	300
8	75	375
9	75	450
10	75	525

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

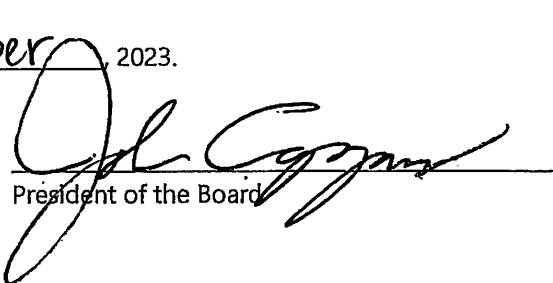
SECTION 5: Longevity Bonus will be provided annually to the Park non-union employees. The longevity bonus will be offered to the employees as additional pay. The Longevity Bonus shall be payable annually on the first paycheck following each employee's anniversary date with the regular payroll. The annual Longevity Bonus will be based on the following schedule. Said schedule is based upon completed years of service.

<u>YEARS OF SERVICE</u>	<u>ANNUAL INCREMENTS</u>	<u>BONUS</u>
5	0	150
6	75	225
7	75	300
8	75	375
9	75	450
10	75	525


An additional \$150.00 will be added for each year of service after the 10th year.

SECTION 6. The City / Park will match 100% of the employee's deferred compensation contribution up to 2% of the employee's base bi-weekly pay for those employees eligible for participation in the Deferred Compensation program.

SECTION 7. Passed this 11 day of December, 2023.


 President of the Board

ATTEST:


 Secretary of the Board

RESOLUTION NO. 2023 - 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, 2024

WHEREAS, the Redevelopment Commission, City of Mishawaka, Indiana, having heretofore appointed certain employees should now fix their biweekly salaries, with such being effective the 1st day of January, 2024.

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

Section 1. The biweekly salaries for the following employees of the Department of Community Development will be paid in accordance with the schedule hereinafter recited, effective the 1st day of January, 2024, shall be payable in 26 equal biweekly pay periods commencing on January 5, 2024.

	<u>Bi-Weekly Pay</u>
TIF Construction Manager	\$ 2,793.78
Program Construction Manager	\$ 2,535.99
Grant Manager	\$ 2,326.15
Program Coordinator	\$ 1,851.89

Section 2. Both the City Controller as Treasurer and the Executive Director perform integral roles for the Redevelopment Commission. Their salaries approved by the Common Council are noted below:

	<u>Bi-Weekly Pay</u>
Executive Director	\$ 3,472.18
City Controller	\$ 3,472.18

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

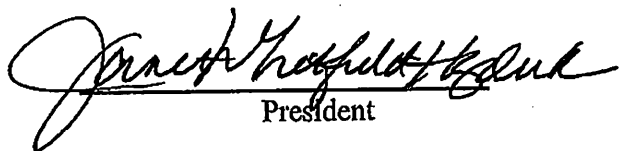
Section 4. The City will match 100% of the employee's 457(b) contribution up to 2% of the employee's base biweekly pay for those employees eligible for participation in the Deferred Compensation program.

Section 5. A Longevity Bonus will be provided annually to full-time non-union 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 employee's anniversary date with the regular payroll. The annual Longevity Bonus will be based on the following schedule. Said schedule is based on completed years of service.

Years of Service	Annual Increments	Bonus
5	0	150
6	75	225
7	75	300
8	75	375
9	75	450
10	75	525

An additional \$150.00 will be added for each year of service after the 10th year.

DATED in Mishawaka, Indiana this 11th day of December, 2023.



President



Secretary

RESOLUTION NO. 2023-11

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 2024

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 2024 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, 2024.

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 12th day of December, 2023.

UTILITIES BOARD
Mishawaka, Indiana



Kenneth B. Prince



Rebecca S. Maguire

Dale Freeman

ATTEST:



Donna Burkart, Clerk of the Board

**MISHAWAKA UTILITIES
2024 WAGE SCHEDULE
Hourly Rate for Union Employees**

BUSINESS OFFICE

2024

CPC Clerk A	\$22.00
CPC Clerk B	\$20.91
CPC Clerk C	\$20.22
Lock Box Mail Processing Clerk	\$22.31
Mail Equipment Operator B	\$20.92
Mail Equipment Operator C	\$20.22
Terminal Operator A	\$22.31
Terminal Operator B	\$21.21
Terminal Operator C	\$20.52
Cashier A	\$22.00
Cashier B	\$20.92
Cashier C	\$20.22
Phone Clerk	\$20.21

METERING DEPARTMENT

Meterman	\$31.83
Service Representative	\$27.46
Meter Reader	\$25.55
Crew Leader (additional)	\$1.00

ELECTRIC DIVISION

Journeyman Lineman	\$46.84
Apprentice Level 8	\$39.87
Apprentice Level 7	\$39.18
Apprentice Level 6	\$38.47
Apprentice Level 5	\$37.07
Apprentice Level 4	\$36.37
Apprentice Level 3	\$34.28
Apprentice Level 2	\$33.58
Apprentice Level 1	\$32.88
Machine Operator A	\$30.55
Machine Operator B	\$27.67
Clerk/Dispatcher A	\$27.12
Clerk/Dispatcher B	\$25.60
Substation Lineworker	\$49.57
Building & Grounds Technician	\$22.90
Crew Leader (additional)	\$1.00
Journeyman Lineman Crew Leader (additional)	\$2.25
Advanced Line Worker Cert I	\$1.00
Advanced Line Worker Cert II	\$1.00
Certification Bonus (Master Instructor/Trainer)	
Certification Bonus (Master Instructor/Trainer)	\$1.00
For qualifying personnel (additional)	
Certification Bonus (Thermographer)	\$1.00
For qualifying personnel (additional)	

WATER DIVISION

Working Foreman - Distribution System	\$32.01
Heavy Equipment Operator A	\$30.54
Heavy Equipment Operator B	\$28.92
Heavy Equipment Operator C	\$27.93
Pipefitter A	\$27.54
Pipefitter B	\$25.96
Pipefitter C	\$25.00
Senior Utilityman	\$30.33
Intermediate Utilityman	\$28.00
Utilityman	\$26.29
Chief Mechanic - Water Treatment	\$32.01
Maintenance Technician	\$28.00
General Maintenance A	\$26.30
General Maintenance B	\$24.72
General Maintenance C	\$23.90
Chief Meter/Backflow Inspector	\$30.37
Meter/Backflow Inspector	\$28.12
Meter Repairman A	\$27.53
Meter Repairman B	\$25.96
Meter Repairman C	\$25.00
Meter Installer A	\$27.53
Meter Installer B	\$25.96
Meter Installer C	\$25.00
Building & Grounds Technician	\$22.90
Certification Bonus (DS-L)	\$1.00
For qualifying personnel (additional)	
Certification Bonus (WT-3)	\$1.00
For qualifying personnel (additional)	
Crew Leader (additional)	\$1.00

WASTEWATER DIVISION

Dewatering Mechanic	\$30.62
Biosolids Technician	\$28.00
Maintenance Technician A	\$28.00
Maintenance Technician B	\$25.96
Maintenance Technician C	\$24.98
Chief Operator	\$28.70
Utility Operator A	\$27.27
Utility Operator B	\$25.51
Utility Operator C	\$24.53
Pretreatment Technician	\$28.11
Building & Grounds Technician	\$22.90
Certification Bonus (additional per hour)	
Class I	\$0.35
Class II	\$0.45
Class III	\$0.75
Certification Bonus (annually)	
Class IV	\$3,000.00/yr.
Crew Leader (additional)	\$1.00

SHIFT PREMIUM (additional per hour)

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

SWING SHIFT PREMIUM (additional per hour)

SWING SHIFT(For Days Worked as specified in Working Agreement)	\$0.50
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ALL UTILITY DIVISIONS

SKILLED TEMPORARY HELP/seasonal	7.25-25.00
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RESOLUTION NO. 2023-12

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 2024

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 2024 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, 2024;

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, 2024. For salaried positions, bi-weekly pay for the year beginning January 1, 2024 shall be payable every other week beginning on January 1, 2024 per the attached schedule. For hourly positions, the hourly wage shall apply.

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 12th day of December, 2023.

UTILITIES BOARD
Mishawaka, Indiana




Kenneth B. Prince



Rebecca S. Maguire

Dale Freeman

ATTEST:



Donna Burkart, Clerk of the Board

**MISHAWAKA UTILITIES
2024 WAGE SCHEDULE
Salaried, Full Time, Non-Union Employees**

ELECTRIC DIVISION

Biweekly Pay

Construction Foreman	3,757.10
Division Manager	3,650.36
Engineering Assistant	2,332.39
GIS Engeering Assistant	2,067.45
Office Coordinator	1,718.45
Operations Coordinator	2,435.87
Project Coordinator	1,861.40
Project Manager	2,911.38
Senior Engineering Assistant	2,382.23
Substation Supervisor	2,911.38
Substation Technician	2,337.01
Superintendent	3,869.26
System Reliability Supervisor	3,326.55
Advanced Line Worker Cert I	\$1.00
Advanced Line Worker Cert II	\$1.00

METERING DEPARTMENT

Manager	2,911.39
Advanced Line Worker Cert I	\$1.00
Advanced Line Worker Cert II	\$1.00

WATER DIVISION

Assistant Manager	3,016.35
Distribution System Supervisor	2,904.19
Division Manager	3,446.84
GIS Coordinator	2,382.23
Meter/Backflow Supervisor	2,904.19
Office Coordinator	1,718.45
Operations Coordinator	2,551.37
Procurement, Inventory & Employee Liason	2,382.24
Project Manager	2,548.75
Project Coordinator	1,825.95
Quailty Control Assistant B	2,202.23
Quality Control Assistant C	2,053.16
Quality Control Technician	2,470.42
System Technical & Telemetry Reliability Coordinator	2,666.77
Telemetry Technician	2,332.39
Water Quality Supervisor	2,904.19
Well Head Protection Coordinator	2,382.23
Salary 1 State License	\$2,000/Year
Salary 2 or More State Licenses	\$4,500/Year

WASTEWATER DIVISION

Assistant Manager	2,939.41
Chemist	2,485.35
Chief Chemist	2,684.34
Division Manager	3,446.84
Maintenance Manager	2,704.68
Operations Coordinator	2,255.59
Operations Manager	2,704.68
Project Coordinator	1,825.95
Project Manager	2,605.64
Certification Premium Class I	\$800/Year
Certification Premium Class II	\$1,200/Year
Certification Premium Class II	\$2,000/Year
Certification Premium Class IV	\$3,000/Year

SEWER MAINTENANCE DEPARTMENT

Biweekly Pay

Assistant Director of Engineering	275.88
Locates/Permit Coordinator	1,760.89
Manager	2,770.28
MS4 Manager	2,365.94
Office Coordinator	1,718.57
Project Coordinator	1,825.94
Senior Secretary	1,679.14
Sewer Assistant Manager	2,391.11
PE Certification	269.23

SEWER MAINTENANCE DEPARTMENT - HOURLY

Advanced Operator Video Inspection	27.11
Advanced Operator Combination	27.70
GIS Coordinator	26.23
Inspector	26.23
Repairman	25.97
Utility Operator	25.42
General Laborer II	23.60
General Laborer I	23.37
General Laborer	20.31
Probationary	18.50
CDL A	500.00
CDL B	250.00
Tanker	125.00

ALL DIVISIONS

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

Accountant	1,895.04
Assistant City Attorney	770.20
Bookkeeper	1,737.11
Business Office Manager	3,040.72
CIS Specialist	2,159.71
City Attorney	158.77
Computer Operator	1,972.20
Computer Operator/Account Specialist	2,031.26
Corporate Counsel	1,090.43
Customer Service Representative	1,920.02
DP Supervisor	2,363.23
Ex. Dir. Of Dev. & Gov't Affairs	3,472.18
Financial Analyst	2,006.85
General Manager	3,767.05
Network Operations Administrator	2,229.36
Senior Bookkeeper	1,868.43
Senior Computer Operator	2,053.77
Senior Secretary	1,612.99
Staff Consultant	2,692.32
Title Transfer	384.62

Insurance Stipend - Asst. City Attorney	Monthly	500.00
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Utilities Pension Secretary	Annually	1,200.00
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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. All full-time, non-seasonal MU employees (except Sewer Maintenance Department) not covered by the IBEW collective bargaining agreement are to receive longevity bonuses and boot allowance as set out in the IBEW Working Agreement.
3. As Sewer Maintenance Department employees are covered by the Teamsters agreement and PERF, they are not eligible for the MU longevity bonus or the MU Pension Plan.
4. The City will contribute a match of 100% of the employee's contribution not to exceed 2% of the employee's base biweekly pay for all employees eligible for participation in the State's 457(b) plan.

RESOLUTION NO. 2023-13

A RESOLUTION OF THE UTILITIES BOARD
OF THE CITY OF MISHAWAKA, INDIANA
AMENDING RESOLUTION No. 2023-11 AND
AMENDING THE SCHEDULE OF COMPENSATION
FOR CERTAIN EMPLOYEES OF MISHAWAKA UTILITIES FOR 2024

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 2024 which was attached to Resolution No. 2023-11.

WHEREAS, due to a scrivener's error, it is necessary to make certain amendments to the schedule which was attached to Resolution No. 2023-11.

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

The Board hereby amends Resolution No 2023-11 for the following position

WASTEWATER DIVISION

Certification Premium Class IV \$5,000/year

WATER DIVISION

Certifications for qualifying personnel

(Limit of two)

Distribution System Operator-Large \$1.00/hr

Water Treatment Operator-Class 3 \$1.00/hr

Backflow \$1.00/hr

Crew Leader (additional) \$1.00/hr

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 27th day of December 2023.

UTILITIES BOARD
Mishawaka, Indiana

Kenneth B. Prince

Rebecca S. Maguire
Rebecca S. Maguire

Dale Freeman
Dale Freeman

ATTEST: Donna Burkart
Donna Burkart, Clerk of the Board

RESOLUTION NO. 2023-14

A RESOLUTION OF THE UTILITIES BOARD
OF THE CITY OF MISHAWAKA, INDIANA
AMENDING RESOLUTION No. 2023-12 AND
AMENDING THE SCHEDULE OF COMPENSATION FOR CERTAIN EMPLOYEES OF
MISHAWAKA UTILITIES AND
THE SEWER MAINTENANCE DEPARTMENT FOR 2024

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 2024 which was attached to Resolution No. 2023-12.

WHEREAS, due to a scrivener's error, it is necessary to make certain amendments to the schedule which was attached to Resolution No. 2023-12.

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

The Board hereby amends Resolution No 2023-12 for the following position

SEWER MAINTENANCE DEPARTMENT – HOURLY

Tanker

\$ 750/year

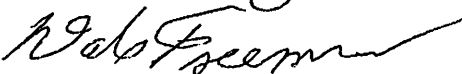
PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 27th day of December 2023.

UTILITIES BOARD
Mishawaka, Indiana

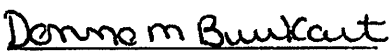
Kenneth B. Prince



Rebecca S. Maguire



Dale Freeman

ATTEST: 
Donna Burkart, Clerk of the Board

RESOLUTION NO. 2024-01

A RESOLUTION OF THE UTILITIES BOARD
OF THE CITY OF MISHAWAKA, INDIANA
AMENDING RESOLUTION No. 2023-11 AND
AMENDING THE SCHEDULE OF COMPENSATION
FOR CERTAIN EMPLOYEES OF MISHAWAKA UTILITIES FOR 2024

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 2024 which was attached to Resolution No. 2023-11.

WHEREAS, due to a scrivener's error, it is necessary to make certain amendments to the schedule which was attached to Resolution No. 2023-11.

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

The Board hereby amends Resolution No 2023-11 for the following position to be effective January 1, 2024.

ELECTRIC DIVISION

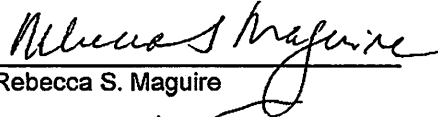
Substation Journeyman Level 1	\$46.84
Substation Journeyman Level 2	\$48.08
Substation Journeyman	\$49.57

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 9th day of January 2024.

UTILITIES BOARD
Mishawaka, Indiana




Kenneth B. Prince



Rebecca S. Maguire



Dale Freeman

ATTEST: 

Donna Burkart, Clerk of the Board

RESOLUTION NO. 2024-02

A RESOLUTION OF THE UTILITIES BOARD
OF THE CITY OF MISHAWAKA, INDIANA
AMENDING RESOLUTION No. 2023-12 AND
AMENDING THE SCHEDULE OF COMPENSATION FOR CERTAIN EMPLOYEES OF
MISHAWAKA UTILITIES AND
THE SEWER MAINTENANCE DEPARTMENT FOR 2024

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 2024 which was attached to Resolution No. 2023-12.

WHEREAS, due to a scrivener's error, it is necessary to make certain amendments to the schedule which was attached to Resolution No. 2023-12.

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

The Board hereby amends Resolution No 2023-12 for the following position effective January 1, 2024.

ELECTRIC DIVISION

Certification Bonus (Thermographer) \$80.00/biweekly

PASSED by the Utilities
Board of the City of Mishawaka, Indiana, on this _____ day of January, 2024

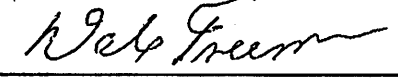
UTILITIES BOARD
Mishawaka, Indiana



Kenneth B. Prince



Rebecca S. Maguire



Dale Freeman

ATTEST: 
Donna Burkart, Clerk of the Board