



**CITY OF MISHAWAKA**  
**2023**  
**BUDGET**  
**David A. Wood, Mayor**

# CITY OF MISHAWAKA 2023 BUDGET

## TABLE OF CONTENTS

<u>DEPARTMENT/FUND</u>	<u>PAGE</u>
BUILDING DEPARTMENT	11
CEMETERY	18
CENTRAL SERVICES DEPARTMENT	17
CLERK	4
CODE ENFORCEMENT	10
COMMON COUNCIL	8
COMPARISON/CITY BUDGET	30
CONTROLLER	2
COUNTY ECONOMIC DEVELOPMENT INCOME TAX FUND (CEDIT)	27
CUMULATIVE FUNDS	
A. CAPITAL IMPROVEMENT	26
B. CAPITAL DEVELOPMENT	26
C. SEWER	26
ENGINEERING	9
FIRE/ EMERGENCY MEDICAL SERVICE	12
FIRE PENSION FUND	29
HUMAN RESOURCES	5
INFORMATION TECHNOLOGY	6
LAW DEPARTMENT	7
LAW ENFORCEMENT CONTINUING EDUCATION FUND	24
LOCAL ROAD AND STREET FUND	20
MAYOR	1
MISHAWAKA UTILITY BUDGET	31
MOTOR VEHICLE HIGHWAY	19
PARK AND RECREATION FUND	21
PARK AND RECREATION NON-REVERTING FUND	23
PLANNING/ BZA	16
POLICE	14
POLICE PENSION FUND	29
PUBLIC SAFETY	25
REDEVELOPMENT	18
SALARY ORDINANCES	

CITY OF MISHAWAKA  
2023 BUDGET

MAYOR  
1101-01

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		biweekly
411-01	Mayor	89,121.00    3,427.71
411-02	Mayor Executive Asst	52,140.00    2,005.35
	Executive Secretary	39,608.00    1,523.36
411-70	Misc	<u>3,511.00</u>
		184,380.00
2 SUPPLIES		
<u>Office Supplies</u>		
421-90	Office Supplies	<u>1,000.00</u>
		1,000.00
3 OTHER SERVICES AND CHARGES		
<u>Communication and Transportation</u>		
432-03	Travel and Training	3,500.00
<u>Printing and Advertising</u>		
433-01	Printing	500.00
<u>Other Services and Charges</u>		
439-03	Subscriptions, Dues, etc.	2,500.00
439-04	Leadership	2,000.00
439-07	Memorial Day AL/VFW/DAR	2,500.00
439-92	Community Promotion	<u>7,500.00</u>
		<u>18,500.00</u>
		<u>203,880.00</u>

CITY OF MISHAWAKA  
2023 BUDGET

CONTROLLER  
1101-02

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Controller	87,648.00	3,371.05
411-02	Deputy Controller	61,454.00	2,363.59
	Accountant	47,828.00	1,839.50
	Senior Purchasing Agent	50,110.00	1,927.31
	Bookkeeper A	44,654.00	1,717.43
	Payroll Clerk	43,604.00	1,677.04
411-03	Part time	<u>20,000.00</u>	
			355,298.00
<u>Other Services Personal</u>			
411-64	FTO (Flexible Time Off) Plan	30,000.00	
411-65	Certifications	7,000.00	
411-70	Misc	<u>6,386.00</u>	
			43,386.00
<u>Employee Benefits</u>			
413-01	Social Security	230,000.00	
413-02	Medicare	53,000.00	
413-03	INPRS 14.2%	528,000.00	
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>30,000.00</u>	
			<u>2,365,000.00</u>
			2,763,684.00

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  
2023 BUDGET

CONTROLLER

101-02

Insurance

434-90 Insurance Premiums/ Deductible 1,100,000.00

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

2,147,500.00

4 CAPITAL OUTLAYS

Other Capital Outlays

444-05 Capital Outlay 750,000.00

750,000.00

5,676,184.00

CITY OF MISHAWAKA  
2023 BUDGET

CITY CLERK  
1101-03

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	City Clerk	63,257.00	2,432.95
411-02	Chief Deputy Clerk I	47,217.00	1,676.92
	Chief Deputy Clerk II	44,837.00	1,626.40
411-03	Temporary	20,000.00	
 <u>Other Personal Services</u>			
411-65	Certifications	2,750.00	
411-70	Misc	<u>2,996.00</u>	
			181,057.00

2 SUPPLIES

<u>Office Supplies</u>			
421-90	Office Supplies	2,000.00	
 <u>Operating Supplies</u>			
422-01	Violations Bureau Supplies	<u>2,000.00</u>	
			4,000.00

3 OTHER SERVICES AND CHARGES

<u>Professional Services</u>			
431-01	Attorney Fees	1,000.00	
431-04	Professional Services	13,000.00	
 <u>Communication and Transportation</u>			
432-03	Travel and Training	5,000.00	
432-04	Telephone/Technology	1,100.00	
 <u>Other Services and Charges</u>			
439-03	Subscriptions, Dues, etc.	1,500.00	
439-92	Community Promotion	<u>1,750.00</u>	
			<u>23,350.00</u>
			<u>208,407.00</u>

CITY OF MISHAWAKA  
2023 BUDGET

HUMAN RESOURCES  
1101-04

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		biweekly
411-02	Asst HR Director	45,672.00      2,473.88
411-03	Temporary Help	<u>25,000.00</u>
 <u>Other Personal Services</u>		
411-65	Certifications	1,000.00
411-70	Misc	<u>851.00</u>
		72,523.00
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	2,000.00
 <u>Printing and Advertising</u>		
433-01	Printing/ Advertising	1,000.00
 <u>Other Services and Charges</u>		
439-03	Subscription, Dues, etc.	500.00
439-20	Staff Development	<u>1,500.00</u>
		<u>102,000.00</u>
		<u>175,523.00</u>

CITY OF MISHAWAKA  
2023 BUDGET

INFORMATION TECHNOLOGY  
1101-05

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Director	74,154.00	2,852.05
411-02	Assistant Director	66,380.00	2,553.08
	System Specialist IV (2)	122,460.00	2,355.00
	System Specialist III	52,029.00	2,001.08
	System Specialist II	49,563.00	1,906.24
	System Specialist I	45,773.00	1,760.47

Other Personal Services

411-70	Misc	<u>7,967.00</u>	
			418,326.00

2 SUPPLIES

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

3 OTHER SERVICES AND CHARGES

<u>Communication and Transportation</u>			
432-03	Travel and Training	35,000.00	

Other Services and Charges

439-03	Subscriptions, Dues, etc.	<u>15,000.00</u>	
			<u>50,000.00</u>
			<u>488,326.00</u>



CITY OF MISHAWAKA  
2023 BUDGET

DEPARTMENT OF LAW  
1101-06

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		biweekly
411-01	Corporation Counsel	60,122.00    2,180.87
411-02	City Attorney	69,587.00    2,524.21
<i>Utility salary ordinance displays utility portion of salaries</i>		
 <u>Other Personal Services</u>		
411-70	Misc	2,519.00
		132,228.00
2 SUPPLIES		
<u>Office Supplies</u>		
421-03	Professional Books	500.00
421-90	Office Supplies	<u>500.00</u>
		1,000.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-01	Attorney Fees-Code Hearings	6,000.00
 <u>Communication and Transportation</u>		
432-03	Travel and Training	3,000.00
 <u>Insurance</u>		
434-90	Payment of Claims/Litigation	42,000.00
 <u>Other Services and Charges</u>		
439-03	Subscriptions, Dues, etc.	5,000.00
439-09	Miscellaneous Charges	<u>1,500.00</u>
		<u>57,500.00</u>
		<u>190,728.00</u>

CITY OF MISHAWAKA  
2023 BUDGET

CITY COUNCIL  
1101-07

1 PERSONAL SERVICES

Salaries and Wages

411-04	Council members		biweekly
	9 @ 13,196	118,763.00	507.53
411-02	Council Attorney	19,435.00	747.46
413-05	Council Attorney Insurance Stipend	<u>6,000.00</u>	

Other Personal Services

411-70	Misc	3,258.00	
			147,456.00

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>	
			<u>16,500.00</u>
			<u>165,456.00</u>

CITY OF MISHAWAKA  
2023 BUDGET

ENGINEERING DEPARTMENT  
1101-13

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Director of Engineering	87,648.00	3,371.05
411-02	Assistant Director	72,761.00	2,798.48
	Project Manager	70,523.00	2,712.41
	Traffic Manager	60,134.00	2,312.84
	Project Coordinator	44,814.00	1,723.59
	Office Manager	39,590.00	1,522.68
	City GIS Coordinator	<u>60,134.00</u>	2,312.84
	<i>Utility salary ordinance displays utility portion of salaries</i>		435,604.00

Other Personal Services

411-65	PE Certification	10,000.00	192.31
411-70	Misc	<u>15,559.00</u>	

461,163.00

2 SUPPLIES

Office Supplies

421-90	General Supplies	<u>8,000.00</u>	8,000.00
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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>	
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19,250.00  
488,413.00

CITY OF MISHAWAKA  
2023 BUDGET

CODE ENFORCEMENT DEPARTMENT  
1101-14

1 PERSONAL SERVICES

Salaries and Wages

			biweekly
411-01	Director of Code Enforcement	66,254.00	2,548.20
411-02	Code Enforcement Officers		
	5 @ 53,947	269,735.00	2,074.86
	Office Manager	<u>39,590.00</u>	1,522.68

Other Personal Services

411-70	Misc	<u>7,290.00</u>	
			382,869.00

2 SUPPLIES

Operating Supplies

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

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03	Travel and Training	3,000.00	
432-04	Telephone/Technology	2,200.00	

Other Services and Charges

439-10	Clean up, Board up, Disposal, etc.	<u>40,000.00</u>	
			<u>45,200.00</u>
			<u>431,569.00</u>

CITY OF MISHAWAKA  
2023 BUDGET

BUILDING DEPARTMENT  
1101-15

1 PERSONAL SERVICES

Salaries and Wages

		biweekly	
411-01	Building Commissioner	67,806.00	2,607.91
411-02	Permit Tech I	47,000.00	1,807.69
	Inspector A 2 @ 64,952	<u>129,904.00</u>	2,498.13

Other Personal Services

411-70	Misc	<u>3,839.00</u>	
			248,549.00

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>	
			5,900.00
			<u>256,449.00</u>

CITY OF MISHAWAKA  
2023 BUDGET

FIRE/EMS DEPARTMENT  
1101-19

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Fire Chief	89,918.00	3,458.37
411-02	Assistant Chief		
	4 @ 83,458	333,829.00	3,209.89
	Battalion Chief		
	3 @ 76,192	228,575.00	2,930.45
	Captain 15 @ 72,497	1,087,452.00	2,788.34
	Lieutenant		
	15 @ 70,615	1,059,217.00	2,715.94
	Fire Inspector		
	1 @ 72,497 2 @ 70,615	213,726.00	2,788.34 2,715.94
	Driver Operator		
	30 @ 68,799	2,063,954.00	2,646.09
	1st Class Firefighter		
	34 @ 67,774	2,304,313.00	2,606.69
	Master Firefighter		
	11 @ 64,853	<u>713,375.00</u>	2,494.32
			8,094,359.00
	<u>Civilian</u>		
	Administrative Assistant	<u>46,732.00</u>	1,797.36
			46,732.00
	<u>Other Personal Services</u>		
411-12	Specialty Pay	550,000.00	
411-60	Overtime	1,000,000.00	
411-66	Uniform Allowance 116 @ 1,250 new hires 5 @625	148,125.00	
411-67	Pension Equalization	<u>11,500.00</u>	
			<u>1,709,625.00</u>
	<u>Employee Benefits</u>		9,850,716.00
413-01	Social Security	15,000.00	
413-02	Medicare	140,000.00	
413-03	INPRS 14.2%	35,000.00	
413-05	Health Insurance	2,808,512.00	
413-06	Life/Disability Insurance	6,500.00	
413-08	Deferred Comp Match	70,000.00	
413-09	77 Pension 18% + 3%	<u>1,650,000.00</u>	
			<u>4,725,012.00</u>
			14,575,728.00

CITY OF MISHAWAKA  
2023 BUDGET

FIRE/EMS DEPARTMENT  
101-19

2 SUPPLIES

Office Supplies

421-90 Office Supplies 6,000.00

Operating Supplies

422-01 Operating Supplies 225,000.00

422-03 Medical Supplies 180,000.00

Other Supplies

429-10 Public Education

Training/ Seminar

Supplies/Refreshments 6,000.00

417,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-09 Clinic Services 35,800.00

431-11 Physicals 90,000.00

Communication and Transportation

432-03 Travel and Training 70,000.00

Repairs and Maintenance

436-01 Building/ Equipment Repair 150,000.00

Professional Services

436-90 Service Contracts 193,000.00

436-91 Laundry Maintenance 3,000.00

Other Services and Charges

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

561,800.00

15,554,528.00

CITY OF MISHAWAKA  
2023 BUDGET

AMBULANCE FUND  
6606-50

4 CAPITAL OUTLAY

Machinery and Equipment

445-07 Medical Equipment 356,000.00

2022 Tahoe \$41K

Medic #2 Refurb \$250K

Powerload Cot \$25K

Life Pak 15 \$40K

356,000.00

356,000.00



CITY OF MISHAWAKA  
2023 BUDGET

ARPA PUBLIC SAFETY  
2403-50

1 PERSONAL SERVICES

Salaries and Wages

biweekly

411-02	Probationary FF		
	6@ 56,154	336,925.00	2,159.77
	Recruit		
	6@ 45,926	275,553.00	1,766.36

612,478.00

Other Personal Services

411-60	Overtime	25,000.00	
411-66	Uniform Allowance	3,750.00	
	6@625		

28,750.00

Employee Benefits

413-01	Social Security	13,000.00	
413-02	Medicare	5,772.00	
413-05	Health Insurance	75,000.00	
413-08	Deferred Comp Match	5,000.00	
413-09	77 Pension 18% + 3%	<u>60,000.00</u>	

158,772.00

800,000.00

CITY OF MISHAWAKA  
2023 BUDGET

POLICE DEPARTMENT

1101-20

1 PERSONAL SERVICES

Salaries and Wages

biweekly

411-01	Police Chief	91,903.00	3,534.70
411-02	Assistant Chief		
	3 @ 85,325	255,975.00	3,281.72
	Captain		
	6 @ 74,361	446,166.00	2,860.02
	Lieutenant		
	14 @ 72,532	1,015,448.00	2,789.67
	Sergeant		
	20 @ 70,805	1,416,100.00	2,723.24
	1st Class Patrol Officer		
	46 @ 69,065	3,176,990.00	2,656.34
	2nd Class Patrol Officer		
	18 @ 61,657	<u>1,109,826.00</u>	<u>2,371.39</u>
			7,512,408.00

Civilians

	Crime Tech	51,912.00	1,996.61
	Digital Media/Statistical Analyst	43,489.00	1,672.65
	Administrative Assistant	46,732.00	1,797.36
	Administrative Secretary	40,112.00	1,542.73
	Secretary 2 @ 39,609	79,218.00	1,523.41
	Parking Personnel	39,609.00	1,523.41
	Property Manager	43,489.00	1,672.65
	Office Manager	<u>42,743.00</u>	1,643.95
			387,304.00
	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	IDACS Specialist	<u>2,000.00</u>	156,310.00

Other Personal Services

411-02	Shift Differential 2nd @350 3rd @ 700	57,600.00	
411-60	Overtime/ Court-time Officer-Non Officer	600,000.00	
411-66	Uniform Allowance 1@600, 114@2050	235,300.00	
	1@1000 Crime Tech		
411-66	Equipment Allowance 108@1250	135,000.00	1,027,900.00

Employee Benefits

413-01	Social Security	34,000.00	
413-02	Medicare	126,000.00	
413-03	INPRS 14.2%	55,000.00	
413-05	Health Insurance	2,515,252.00	
413-06	Life Insurance	7,000.00	
413-08	Deferred Comp Benefit	65,000.00	
413-10	77 Pension 18% + 3%	<u>1,500,000.00</u>	<u>4,302,252.00</u>
			13,386,174.00

CITY OF MISHAWAKA  
2023 BUDGET

POLICE DEPARTMENT  
101-20

2 SUPPLIES

Operating Supplies

422-01 Operating Supplies 160,000.00

Other Supplies

429-11 Seminars/ Community Relations 1,000.00

161,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-09 Clinic Services 35,800.00

431-11 New Hire Physicals 32,000.00

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 100,000.00

436-90 Service Contracts 450,000.00

Other Services and Charges

Advertising/Marketing 15,000.00

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

439-09 Miscellaneous Charges 5,000.00

439-11 Special Expense 13,000.00

439-12 Canine Expenses 9,000.00

666,600.00

14,213,774.00

CITY OF MISHAWAKA  
2023 BUDGET

PLANNING and COMMUNITY DEVELOPMENT  
1101-21

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Executive Director	87,648.00	3,371.05
411-02	City Planner	71,627.00	2,754.87
	Senior Planner	58,963.00	2,267.78
	Associate Planner	51,778.00	1,991.43
	Administrative Planner	<u>46,229.00</u>	1,778.03
			316,245.00

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

<u>Other Personal Services</u>			
411-70	Misc	<u>6,098.00</u>	
			329,618.00

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>2,500.00</u>	
			<u>12,000.00</u>
			<u>346,618.00</u>

CITY OF MISHAWAKA  
2023 BUDGET

CENTRAL SERVICES DEPARTMENT  
1101-22

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		biweekly
411-02	Assistant 4 @ 60,157	240,627.00
	Fleet Maintenance Technician	
	6 @ 24.12*2092	302,723.00
	Group 1: 4 @ 22.92*2092	191,769.00
	PT maintenance 1040 hrs @ 11.00	11,440.00
		746,559.00
<u>Other Services Personal</u>		
411-60	Overtime	15,000.00
411-63	Longevity	5,000.00
411-70	Misc	<u>16,358.00</u>
		<u>36,358.00</u>
		782,917.00
2 SUPPLIES		
<u>Office Supplies</u>		
421-90	Office Supplies	2,000.00
<u>Operating Supplies</u>		
422-02	Gas, Oil, etc.	1,000,000.00
422-05	Equipment/Vehicle/Maint Supplies	110,000.00
<u>Other Supplies</u>		
429-08	Uniform/Supplies	<u>5,750.00</u>
		1,117,750.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-09	Health Screenings/Vaccines	1,000.00
<u>Communication and Transportation</u>		
432-03	Travel and Training	1,000.00
<u>Repairs and Maintenance</u>		
436-01	Building Repair/Equipment/Maint	70,000.00
<u>Rentals</u>		
437-05	Uniforms	10,000.00
<u>Other Services and Charges</u>		
439-09	Miscellaneous Charges	<u>1,500.00</u>
		83,500.00
		<u><u>1,984,167.00</u></u>

CITY OF MISHAWAKA  
2023 BUDGET

REDEVELOPMENT  
1101-28

1 PERSONAL SERVICES

Salaries and Wages

			biweekly
411-02	TIF Construction Manager	70,523.00	2,712.41
	Program Construction Manager	64,016.00	2,462.13
	Grant Manager	58,719.00	2,258.40
	Program Coordinator	<u>46,747.00</u>	1,797.95

Other Personal Services

411-70	Misc	<u>4,634.00</u>	
			244,639.00

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>	
			<u>135,200.00</u>
			<u>380,839.00</u>

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  
2023 BUDGET

MOTOR VEHICLE HIGHWAY  
2201-50

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Street Commissioner	76,050.00	2,924.99
411-02	Office Administrator	41,600.00	1,599.99
	Office Manager	39,590.00	1,522.68
	Group 1: 34 @ 22.92*2092	1,630,039.00	
	CS reimburse - 60,157* 1.25 for assts.	<u>75,197.00</u>	

1,862,476.00

Other Services Personal

411-12	Specialty CDL Instructors	5,000.00
411-60	Overtime	80,000.00
411-63	Longevity	15,000.00
411-64	FTO (Flexible Time Off) Plan	8,000.00
411-70	Misc	<u>34,992.00</u>

142,992.00

Employee Benefits

413-01	Social Security	115,000.00
413-02	Medicare	27,000.00
413-03	INPRS 14.2%	260,000.00
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>10,000.00</u>

1,019,200.00

3,024,668.00

2 SUPPLIES

Office Supplies

421-90	Office Supplies	1,500.00
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Other Supplies

429-08	Uniform Supplies	7,000.00
429-13	Traffic Supplies	<u>35,000.00</u>

43,500.00

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	7,500.00

Printing and Advertising

433-02	Publications	500.00
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CITY OF MISHAWAKA  
2023 BUDGET

MOTOR VEHICLE HIGHWAY  
2201-50

<u>Rentals</u>			
437-05	Uniforms	16,000.00	
<u>Other Services and Charges</u>			
439-09	Miscellaneous Charges	<u>3,000.00</u>	35,000.00
<b>4 CAPITAL OUTLAYS MVHR</b>			
Improvements Other than Buildings			
442-01	Street Repair	<u>1,500,000.00</u>	
			<u>1,500,000.00</u>
			4,603,168.00

LOCAL ROAD AND STREET  
2202-50

<b>4 CAPITAL OUTLAYS</b>			
<u>Improvements other than Buildings</u>			
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	<u>263,000.00</u>	
	CSD 1T m dump w/plow - 85K		<b>1,088,000.00</b>
	CSD 1T s cab w/plow - 58K		
	MVH 2 - 1T p-up ccab w/plow - 120K		



CITY OF MISHAWAKA  
2023 BUDGET

PARK AND RECREATION  
2204-50

1 PERSONAL SERVICES

<u>Salaries and Wages</u>			biweekly
411-01	Department Head	76,051.00	2,925.04
411-02	Regular Employees	797,499.00	
	Group 1: 16@22.92*2092	767,178.00	
411-03	Temporary/Summer Help	750,000.00	2,390,728.00
	CS reimburse - 61,326* 1.25 for assts.	75,197.00	
	Reimburse MVH Director - 77,527*5%	3,803.00	<u>79,000.00</u>
			2,469,728.00

Other Services Personal

411-60	Overtime	25,000.00	
411-63	Longevity	15,200.00	
411-64	FTO	12,000.00	
411-70	Misc	<u>33,213.00</u>	
			85,413.00

Employee Benefits

413-01	Social Security	140,000.00	
413-02	Medicare	30,000.00	
413-03	PERF 14.2%	225,000.00	
413-04	Unemployment	5,000.00	
413-05	Employee Insurance Benefits	360,000.00	
413-06	Life Insurance	2,000.00	
413-08	Deferred Comp Match	8,000.00	
			<u>770,000.00</u>

2 SUPPLIES 3,325,141.00

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	45,000.00	
429-16	Golf Course Concessions	40,000.00	
429-18	Athletic Event Supplies	55,000.00	
429-19	Battell Center Supplies	15,000.00	
429-20	Golf Course Supplies	60,000.00	
429-21	Other Concessions	5,000.00	
429-23	Merrifield Concessions	<u>28,000.00</u>	
			481,000.00

CITY OF MISHAWAKA  
2023 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 150,000.00

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 170,000.00

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 20,000.00

439-21 Recreation Event/Entertainment 60,000.00

439-93 Sales Tax 25,000.00

1,146,500.00

4,952,641.00

CITY OF MISHAWAKA  
2023 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>90,000.00</u>	147,000.00
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>8,000.00</u>	<u>144,500.00</u>
			316,500.00

CITY OF MISHAWAKA  
2023 BUDGET

LAW ENFORCEMENT CONTINUING EDUCATION  
2228-50

2 SUPPLIES

Operating Supplies

422-36 Ammunition

35,000.00

35,000.00

3 OTHER SERVICES AND CHARGES

Communication and Transportation

432-03 Travel and Training

40,000.00

40,000.00

4 CAPITAL OUTLAYS

Machinery and Equipment

445-08 Vests

25,000.00

25,000.00

100,000.00

CITY OF MISHAWAKA  
2023 BUDGET

PUBLIC SAFETY  
2240-50

3 OTHER SERVICES AND CHARGES

Debt Service

principal

438-01	Fire Station Lease 22&23/30	266,668.00
438-01	Records Mgmt System 10&11/20	110,000.00
438-01	New turnout gear 9&10/10	47,200.00
438-01	2020 Police car lease 6&7/10	192,083.00
438-01	2021 Police car lease 1&2/10	200,000.00

interest

438-02	Fire Station Lease	22,744.00
438-02	Records Mgmt System	15,871.00
438-02	New turnout gear	564.00
438-02	2020 Police car lease	7,937.00
438-02	2021 Police car lease	<u>15,535.00</u>

878,602.00

4 CAPITAL OUTLAYS

Machinery and Equipment

445-08	PD misc equip	95,000.00
	weapons/ radios \$30K	
	computers in vehicles \$60K	
	Maintenance truck	30,000.00
445-09	2023 Police Cars 12 new	800,000.00
	2022 Tahoe - Fire	41,000.00
445-13	Fire Department Equipment	<u>350,000.00</u>

1,316,000.00

2,194,602.00

CITY OF MISHAWAKA  
2023 BUDGET

CUMULATIVE CAPITAL IMPROVEMENT  
4401-50

3 OTHER SERVICES AND CHARGES

Debt Service

438-01 Fire Truck Principal 8&9/19

100,000.00

438-02 Fire Truck Interest

10,229.00

110,229.00

**110,229.00**

CUMULATIVE CAPITAL DEVELOPMENT  
4402-50

3 OTHER SERVICES AND CHARGES

Repairs and Maintenance Supplies

436-90 Service Contracts/Software Maintenance

400,000.00

400,000.00

4 CAPITAL OUTLAYS

Machinery and Equipment

445-11 Computer Equipment/Software

300,000.00

300,000.00

700,000.00

CUMULATIVE SEWER FUND  
4428-50

4 CAPITAL OUTLAYS

Improvements Other than Buildings

445-21 Storm/Sanitary Reconstruction

100,000.00

100,000.00

100,000.00

CITY OF MISHAWAKA  
2023 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 175,000.00

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

770,000.00

3 OTHER SERVICES AND CHARGES

Professional Services

431-04 Chamber of Commerce 25,000.00

431-05 Humane Society 550,000.00

431-06 Consulting 300,000.00

Twin Branch study/engineering 200,000.00

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 135,000.00

Insurance

434-90 MVH Insurance Premiums/Deductibles 225,000.00

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 150,000.00

436-80 City Hall 500,000.00

436-89 IT Service Contracts 250,000.00

436-90 Engineering Maintenance 175,000.00

436-93 Signal Maintenance 175,000.00

3,411,600.00

4 CAPITAL OUTLAYS

Machinery and Equipment

445-02 Street/CSD/Park Equipment 365,000.00

CSD 3 72" ZT mowers - 60K

MVH SA dump w/plow - 225K

MVH Graphtec Cutter - 10K

CITY OF MISHAWAKA  
2023 BUDGET

Machinery and Equipment (continued)

PARK 2 Hustler ZT mowers - 30K

PARK Power washing skid system - 22K

PARK Kubota 803 - 18K

445-09 Code vehicles 150,000.00

Improvements Other than Buildings

443-93 Fire St. 3 Parking Lot 750,000.00

445-17 Park Development 400,000.00

490-63 Twin Branch flashers 75,000.00

1,740,000.00

5,921,600.00



CITY OF MISHAWAKA  
2023 BUDGET

FIRE PENSION  
8801-50

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-05	Pension Benefits	2,023,250.00
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>
		2,066,000.00
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>2,070,000.00</u></u>

POLICE PENSION  
8802-50

1 PERSONAL SERVICES		
<u>Salaries and Wages</u>		
411-05	Pension Benefits	1,098,100.00
411-06	Secretary Salary	3,000.00
411-07	Death Benefits	<u>36,000.00</u>
		1,137,100.00
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>400.00</u>
		2,900.00
		<u><u>1,140,000.00</u></u>

Expenditure Budget Comparison General Fund					
Department	2022 Budget	2023 Budget	\$ Change	% Change	% of 2023
					Total Budget
Mayor	189,084	203,880	14,796	7.8%	0.31%
Controller	5,162,749	5,676,184	513,435	9.9%	8.70%
Clerk	185,147	208,407	23,260	12.6%	0.32%
Human Resources	167,310	175,523	8,213	4.9%	0.27%
IT	457,168	488,326	31,158	6.8%	0.75%
Law	178,333	190,728	12,395	7.0%	0.29%
Council	154,875	165,456	10,581	6.8%	0.25%
Engineering	444,084	488,413	44,329	10.0%	0.75%
Code	397,920	431,569	33,649	8.5%	0.66%
Building	231,707	256,449	24,742	10.7%	0.39%
Fire	14,376,755	15,554,528	1,177,773	8.2%	23.84%
Police	13,545,775	14,213,774	667,999	4.9%	21.78%
Planning	310,087	346,618	36,531	11.8%	0.53%
Central Services	1,729,645	1,984,167	254,522	14.7%	3.04%
Redevelopment	361,230	380,839	19,609	5.4%	0.58%
Cemetery	30,000	30,000	-	0.0%	0.05%
Dept. Totals	37,921,869	40,794,861	2,872,992	7.58%	

All Appropriated Funds					
Department	2022 Budget	2023 Budget	\$ Change	% Change	% of 2023
					Total Budget
General	37,921,869	40,794,861	2,872,992	7.6%	62.52%
Park and Recreation	4,246,964	4,952,641	705,677	16.6%	7.59%
MVH Funds					
Motor Vehicle Highway	4,350,352	4,603,168	252,816	5.8%	7.05%
Local Road & Street	1,090,000	1,088,000	(2,000)	-0.2%	1.67%
					0.00%
Cumulative Sewer	200,000	100,000	(100,000)	-50.0%	0.15%
Capital Fund					
Cum. Cap. Development	700,000	700,000	-	0.0%	1.07%
Cum. Cap. Improvement	111,984	110,229	(1,755)	-1.6%	0.17%
CEDIT	3,762,877	5,921,600	2,158,723	57.4%	9.08%
Other Operating Funds					
LECE	100,000	100,000	-	0.0%	0.15%
Public Safety	3,283,318	2,194,602	(1,088,716)	-33.2%	3.36%
Ambulance	-	356,000	356,000	0.0%	0.55%
ARPA	-	800,000	800,000	0.0%	1.23%
Park Non - Reverting	405,400	316,500	(88,900)	-21.9%	0.49%
Pension Funds					
Fire Pension	2,050,000	2,070,000	20,000	1.0%	3.17%
Police Pension	1,242,000	1,140,000	(102,000)	-8.2%	1.75%
Gross Totals	59,464,764	65,247,601	5,782,837	9.72%	
<b>Circuit Breaker loss:</b>					
General	7,158,972	8,904,151			
Park & Rec	781,855	763,452			
MVH	579,507	-			
CCD	196,666	350,000			
	8,717,000	10,017,603	1,300,603	14.9%	
Net Totals	68,181,764	75,265,204	7,083,440	10.39%	
<b>Civil City Budget Comparison By Category Appropriated Funds</b>					
Department	2022 Budget	2023 Budget	\$ Change	% Change	Total Budget
100 - Personal Services	41,219,235	43,889,220	2,669,985	6.5%	68.48%
200 - Supplies	2,790,750	3,236,250	445,500	16.0%	5.05%
300 - Other Services & Charges	8,673,879	10,147,131	1,473,252	17.0%	15.83%
400 - Capital Outlays	6,780,900	6,819,000	38,100	0.6%	10.64%
Fund Totals	59,464,764	64,091,601	4,626,837	7.78%	100.00%

# **Mishawaka Utilities**



## **2023 Budget**

## 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	
381.30	Cablevision	1,350.00	
381.40	Operational Revenue	300,000.00	
391.06	B.O. Shared Expense Reimbursement	837,952.00	
			60,604,510.00

## 1 Personal Services

### 6301.55

#### Salaries & Wages

		biweekly	
411.02	Division Manager	92,146.00	3,544.04
	Superintendent	97,671.00	3,756.56
	Systems Reliability Supervisor	83,972.00	3,229.66
	Construction Foreman	94,840.00	3,647.67
	Substation Supervisor	73,491.00	2,826.58
	Project Manager	73,491.00	2,826.58
	Operations Coordinator	61,488.00	2,364.92
	Senior Engineering Assistant		
	4 @ 60,134	240,536.00	2,312.84
	Substation Technician	58,993.00	2,268.94
	Engineering Assistant	58,876.00	2,264.46
	Project Coordinator	46,987.00	1,807.18
	Metering Manager	73,492.00	2,826.59
	GIS Engineering Assistant	52,189.00	2,007.23
	Journeyman Lineman		
	16 @ 45.48/Hour	1,513,792.00	3,638.91
	Apprentice Level 5		
	3 @ 35.99/Hour	224,595.00	2,879.39
	Clerk/Dispatcher A		
	2 @ 26.33/Hour	109,500.00	2,105.76
	Meter Reader		
	4 @ 24.81/Hour	206,396.00	1,984.55
	Service Representative		
	5 @ 26.66/Hour	277,255.00	2,132.72
	Substation Lineworker		
	2 @ 48.13/Hour	200,208.00	3,850.14
	Buildings & Grounds Technician		
	1 @ 22.23/Hour	46,228.00	1,777.99
	Crew Leader - .75/Hour	7,800.00	
	Journeyman CL - 1.50/Hour	15,600.00	
			3,709,546.00

#### Other Personal Services

411.60	Overtime	200,000.00	
411.63	Longevity	37,220.00	
411.64	FTO (Flexible Time Off) Plan	39,000.00	
411.65	Professional Certification	40,600.00	
			316,820.00

#### Employee Benefits

413.01	Social Security Taxes	249,635.00	
413.02	Medicare	58,383.00	
413.05	Health Insurance	924,904.00	
413.06	Life Insurance	2,448.00	
413.08	Deferred Compensation Match	36,862.00	
413.12	Pension Benefit	451,200.00	
			1,723,432.00

## 2 Supplies

### 6301

#### Office Supplies

54.42122	Office Supplies	5,000.00	
54.42273	Computer Expenses	33,000.00	
			38,000.00

#### Other Supplies

54.42276	Uniforms	35,000.00	
56.42229	Plant Operation	75,000.00	
56.42318	Plant Maintenance Supplies	15,000.00	
			125,000.00

## 3 Other Services and Charges

### 6301

#### Professional Charges

52.45915	Purchase Power	40,918,500.00	
54.43102	Legal Fees	30,000.00	
54.43103	Outside Services	150,000.00	
54.43104	Professional Fees	50,000.00	
			41,148,500.00

#### Communication and Transportation

54.43210	Transportation Expense	65,000.00	
54.43212	Travel Expense	15,000.00	
54.43930	Education Expense	15,000.00	
54.43931	Apprentice Program	20,000.00	
			115,000.00

#### Insurance

54.43410	Insurance - Property, Auto, WC	281,000.00	
			281,000.00

#### 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	75,000.00	
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	175,000.00	
54.42267	Overhead Line Expense	225,000.00	
54.42274	Stores Equipment	1,000.00	
54.42300	Structures	80,000.00	
54.42330	Transformers	10,000.00	
54.42350	Maintenance of Equipment and Service	50,000.00	
54.42365	Small Tools Expense	50,000.00	
54.43100	Contracted Services	50,000.00	
54.43101	Contracted Services - Line Clearing	225,000.00	
54.43161	Contracted Services - Substations	250,000.00	
			1,306,000.00

**Other Services and Charges**

50.45200	Transfer to City/Debt Service	2,604,124.00	
	Transfer to City \$1,000,000		
	Debt Service for Bond \$1,604,124		
50.49500	PiLoT	614,856.00	
54.42310	Safety Equipment/Expense	110,000.00	
54.43900	Operational Expense	20,000.00	
54.43928	Permit Fees	40,000.00	
54.43929	Dues, Fees, Subscriptions	66,300.00	
			3,455,280.00
			52,335,978.00

**4 Capital Outlays**

**6303**

164.13	Poles, Towers and Fixtures	500,000.00	
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	425,000.00	
164.26	Pad Mount 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	275,000.00	
165.30	Construction Tools	15,000.00	
165.31	Plant in Service	100,000.00	
167.20	Transportation Equipment	675,000.00	
170.01	Substation Equipment	1,000,000.00	
170.05	Overhead Conductors and Devices	400,000.00	
			5,565,000.00

**Net Surplus/Deficit** 116,452.00

## Water

### Revenue

#### 6101.00

361.00	Interest	30,000.00
370.10	Unmetered Sales	7,000.00
371.11	Municipal Sales	500,000.00
371.21	Residential Metered Sales	5,200,000.00
371.25	Commercial Metered Sales	4,800,000.00
372.10	Municipal Fire Protection	40,000.00
372.11	Municipal Fire Protection - Hydrant Fees	40,000.00
372.20	Private Fire Protection	1,000,000.00
372.21	Private Fire Protection - Hydrant Fees	2,400,000.00
380.10	Penalty	60,000.00
381.06	Water Taps	125,000.00
381.20	Water Tower Attachments	30,000.00
381.22	Service Charges	60,000.00
381.27	Meters	30,000.00
381.29	Hydrants	6,000.00
381.39	Services	300.00
381.76	Sale of Scrap	4,000.00
399.00	Other Revenue	50,000.00

### Additional Revenue

#### 6101

253.12	Advance Construction	500,000.00	
			14,882,300.00

## 1 Personal Services

### 6101.70

#### Salaries & Wages

411.02	Division Manager	87,008.00	biweekly	3,346.45
	Assistant Manager	74,199.00		2,853.80
	Meter/Backflow Supervisor	71,368.00		2,744.90
	Quality Control Assistant B	55,591.00		2,138.08
	Quality Control Assistant C	51,828.00		1,993.36
	Procurement, Inventory, & Staff Coordinator	56,938.00		2,189.89
	System Technical & Telemetry Reliability Coordinator	64,404.00		2,477.06
	Distribution System Supervisor	71,368.00		2,744.90
	GIS Coordinator	60,134.00		2,312.84
	Well Head Protection Coordinator	57,740.00		2,220.74
	Water Quality Supervisor	71,368.00		2,744.90
	Project Manager	64,338.00		2,474.52
	Heavy Equipment Operator A			
	4 @ 29.65/Hour	246,720.00		2,372.30
	Heavy Equipment Operator B			
	4 @ 28.08/Hour	233,608.00		2,246.22
	Senior Utilityman			
	2 @ 29.45/Hour	122,510.00		2,355.94
	Intermediate Utilityman			
	2 @ 27.18/Hour	113,062.00		2,174.25



Pipefitter B		
3 @ 25.20/Hour	157,266.00	2,016.21
Maintenance Technician		
1 @ 27.18/Hour	56,531.00	2,174.25
Chief Meter/Backflow Inspector		
1 @ 29.49/Hour	61,345.00	2,359.40
Meter/Backflow Inspector		
1 @ 27.30/Hour	56,773.00	2,183.55
Meter Repairman A		
1 @ 26.73/Hour	55,586.00	2,137.91
Meter Installer B		
2 @ 25.20/Hour	104,844.00	2,016.21
Working Foreman - Distribution Systems		
1 @ 31.08/Hour	64,647.00	2,486.40
Chief Mechanic - Water Treatment		
1 @ 31.08/Hour	64,647.00	2,486.40
Buildings & Grounds Technician		
1 @ 22.23/Hour	46,228.00	1,777.99
Crew Leader - .75/Hour	1,560.00	
		2,171,611.00

**Other Personal Services**

411.60 Overtime	70,000.00	
411.63 Longevity	33,170.00	
411.64 FTO (Flexible Time Off) Plan	8,400.00	
411.65 Professional Certification	48,700.00	
		160,270.00

**Employee Benefits**

413.01 Social Security Taxes	144,577.00	
413.02 Medicare	33,813.00	
413.05 Health Insurance	605,409.00	
413.06 Life Insurance	1,728.00	
413.08 Deferred Compensation Match	21,701.00	
413.12 Pension Benefit	316,800.00	
		1,124,028.00

## 2 Supplies

### 6101

#### Office Supplies

70.42122	Office Supplies	8,000.00	
70.42273	Computer Expenses	25,000.00	
			33,000.00

#### 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	15,000.00	
75.42508	Concrete Material	150,000.00	
			775,000.00

## 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	600,000.00	
70.43116	Outside Lab Analysis	45,000.00	
			945,000.00

#### Communication and Transportation

70.43200	Travel	5,000.00	
70.43930	Education	7,000.00	
			12,000.00

#### Insurance

70.43410	Insurance - Property, Auto, WC	185,000.00	
			185,000.00

#### Utilities

70.43511	Natural Gas Purchase	75,000.00	
70.43581	CMP Fuel Purchase	60,000.00	
70.43582	Wastewater Utility Charge	50,000.00	
70.45915	Electric Purchase	800,000.00	
			985,000.00

#### Repairs and Maintenance

70.43210	Transportation Expense	30,000.00	
75.42241	Equipment Rental	8,000.00	
75.42530	Chemicals/Water Treatment	425,000.00	
75.43210	Construction Equipment Expense	30,000.00	
75.42332	Maintenance Repairs Expense	40,000.00	
			533,000.00

#### Other Services and Charges

50.45200	Debt Service	4,443,804.00	
50.49500	PiLoT	647,972.00	
70.43165	B.O. Shared Expense	418,976.00	
70.43900	Operational General Expense	10,000.00	
70.42310	Safety Equipment/Expense	20,000.00	
70.43929	Dues, Fees, Subscriptions	50,000.00	
			5,590,752.00
			12,514,661.00

#### 4 Capital Outlays

##### 6103

164.19	Structures/Improvements	200,000.00	
164.25	Hydrants	100,000.00	
165.13	Office Furniture and Equipment	50,000.00	
165.15	Tools, Implements, Equipment	75,000.00	
165.28	Vehicles	150,000.00	
170.00	Wells Source of Supply Cost	75,000.00	
170.02	Treatment Equipment Cost	80,000.00	
170.04	Equipment	150,000.00	
170.06	Pumping Equipment	75,000.00	
170.09	Water Treatment	100,000.00	
170.11	Supply Mains	10,000.00	
170.15	Meters	350,000.00	
170.22	Distribution Mains Cost	225,000.00	
170.23	Juday Creek Golf Course	100,000.00	
			1,740,000.00

**Net Surplus/Deficit** 115,701.00

## 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	87,008.00	3,346.45
	Assistant Manager		
	2 @ 74,199	148,398.00	2,853.80
	Operations Manager	70,774.00	2,722.07
	Chief Chemist	67,761.00	2,606.16
	Chemist		
	2 @ 62,738	125,476.00	2,412.96
	Maintenance Manager	65,774.00	2,529.75
	Operations Coordinator	56,938.00	2,189.89
	Chief Operator		
	1 @ 27.86/Hour	57,949.00	2,228.81
	Utility Operator A		
	3 @ 26.48/Hour	165,243.00	2,118.49
	Utility Operator B		
	1 @ 24.77/Hour	51,515.00	1,981.31
	Utility Operator C		
	6 @ 23.82/Hour	297,324.00	1,905.89
	Dewatering Mechanic		
	1 @ 29.73/Hour	61,830.00	2,378.05
	Maintenance Technician A		
	3 @ 27.18/Hour	169,593.00	2,174.25
	Maintenance Technician B		
	1 @ 25.20/Hour	52,422.00	2,016.21
	Maintenance Technician C		
	1 @ 24.25/Hour	50,423.00	1,939.34
	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	29,400.00	

1,562,820.00

#### Other Personal Services

411.60	Overtime	150,000.00	
411.63	Longevity	17,010.00	
411.64	FTO (Flexible Time Off) Plan	2,330.00	
411.65	Professional Certification	23,914.00	
			193,254.00

#### Employee Benefits

413.01	Social Security Taxes	108,877.00	
413.02	Medicare	25,464.00	
413.05	Health Insurance	462,785.00	
413.06	Life Insurance	1,188.00	
413.08	Deferred Compensation Match	14,781.00	
413.12	Pension Benefit	195,000.00	
			808,095.00

## 2 Supplies

6201

### Office Supplies

80.42122	Office Supplies	3,000.00	
80.42212	Operation Supplies/Maintenance	44,000.00	
80.42226	Lab Supplies/Equipment	34,000.00	
			81,000.00

### Other Supplies

80.42276	Uniforms	8,000.00	
			8,000.00

## 3 Other Services and Charges

6201

### Professional Charges

80.43102	Legal Fees	150,000.00	
80.43104	Professional Services	150,000.00	
80.43105	Sewer and Drainage	300,000.00	
80.43116	Outside Lab Analysis	10,000.00	
			610,000.00

### Communication and Transportation

80.43200	Travel	5,500.00	
80.43210	Transportation Expense	500.00	
80.43930	Education	5,000.00	
			11,000.00

### Insurance

80.43410	Insurance - Property, Auto, WC	165,000.00	
			165,000.00

### Utilities

80.43511	Natural Gas Purchase	100,000.00	
80.43512	Water Purchase	140,000.00	
80.43581	CMP Fuel Purchase	4,000.00	
80.45915	Electric Purchase	500,000.00	
			744,000.00

**Repairs and Maintenance**

80.42509	Hypochlorite Solution	220,000.00	
80.42510	Pretreatment Materials	20,000.00	
80.42511	Ferrous Chloride & Parts	110,000.00	
80.42512	Sodium Bisulfite	70,000.00	
80.42513	Polymer	140,000.00	
84.42224	Sludge Thickening	5,000.00	
84.42227	Biosolids Dewatering	8,000.00	
84.42313	Disinfection Equipment	20,000.00	
84.42314	Digester System	20,000.00	
84.42315	Primary Tank	5,000.00	
84.42316	Secondary Tank	275,000.00	
84.42317	Grit System	8,000.00	
84.42319	Blowers	5,000.00	
84.42321	Buildings & Grounds	100,000.00	
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	20,000.00	
84.42365	Small Tools Expense	6,000.00	
84.43140	Biosolids Land Application	100,000.00	
			1,196,000.00

**Other Services and Charges**

50.45200	Debt Service	8,473,870.00	
50.49500	PiLoT	2,057,212.00	
80.42310	Safety Equipment/Expense	3,000.00	
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	418,976.00	
			10,990,558.00
			16,369,727.00

**4 Capital Outlays****6203**

162.03	Lift Station Structures	100,000.00	
164.02	Plant - Structures & Improvements	385,000.00	
165.26	Secondary Tank Mechanism	200,000.00	
165.51	Sewer and Drainage	250,000.00	
167.20	Transportation Equipment	70,000.00	
			1,005,000.00

Sewer

**1 Personal Services**

**6201.86**

**Salaries & Wages**

biweekly

411.02	Department Manager	69,930.00	2,689.59
	Assistant Manager	58,650.00	2,255.76
	MS4 Manager	59,723.00	2,297.03
	Project Coordinator	46,092.00	1,772.76
	Locate/Bonds/Permit Coordinator	44,450.00	1,709.60
	Assistant Director of Engineering	6,964.00	267.84
	Advanced Operator		
	4 @ 26.32/Hour	218,912.00	2,104.89
	GIS Coordinator		
	2 @ 25.47/Hour	105,954.00	2,037.55
	Repairman		
	3 @ 25.21/Hour	157,341.00	2,017.16
	Utility Operator		
	4 @ 24.68/Hour	205,360.00	1,974.61
	General Laborer II		
	1 @ 22.91/Hour	47,648.00	1,832.60
			1,021,024.00

**Other Personal Services**

411.60	Overtime	12,000.00	
411.63	Longevity	7,645.00	
411.64	FTO (Flexible Time Off) Plan	1,500.00	
411.65	Professional Certification	20,125.00	
			41,270.00

**Employee Benefits**

413.01	Social Security Taxes	65,867.00	
413.02	Medicare	15,405.00	
413.03	PERF	150,633.00	
413.05	Health Insurance	305,965.00	
413.06	Life Insurance	896.00	
413.08	Deferred Compensation Match	10,211.00	
			548,977.00

**2 Supplies**

**6201**

**Office Supplies**

86.42122	Office Supplies	3,000.00	
			3,000.00

**Other Supplies**

86.42276	Uniform Expense	30,000.00	
			30,000.00

**3 Other Services and Charges**

**6201**

**Communication and Transportation**

86.43200	Travel	1,000.00	
86.43930	Education	6,000.00	
			7,000.00



**Insurance**

86.43412 Insurance	80,000.00	80,000.00
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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	3,500.00	
86.42310 Safety Equipment	5,500.00	
86.42311 Sewer Line Maintenance	275,000.00	
86.42320 Equipment Rental	500.00	
86.42364 Equipment Maintenance	65,000.00	
86.43121 Prepaid Software Maintenance	7,000.00	
		361,500.00

**Other Services and Charges**

86.42212 Operational Expense	5,000.00	
86.42228 Tools	1,000.00	
86.43115 Dues/Fees/Subscriptions	100.00	
		6,100.00
		2,147,871.00

**4 Capital Outlays****6203**

164.04 Sewer Repair/Replace	450,000.00	
164.21 Transportation Equipment	130,000.00	
165.00 Machinery & Equipment	30,000.00	
165.49 Pipe Lining/Rehab	1,000,000.00	
		1,610,000.00

<b>Net Surplus/Deficit</b>	<b>2,426,794.00</b>	
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## 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	27,526.00	1,058.67
411.02	Business Office Manager	76,757.00	2,925.16
	Executive Director of Development & Governmental Affairs	87,648.00	3,371.05
	Data Processing Supervisor	59,655.00	2,294.40
	Staff Consultant	63,088.00	2,426.55
	Safety Coordinator	57,897.00	2,226.78
	CIS Specialist	54,518.00	2,096.81
	Network Operations Administrator	56,276.00	2,164.43
	Computer Operator/Account Specialist	51,275.00	1,972.10
	Customer Service Representative 3 @ 48,467	145,401.00	1,864.10
	Financial Analyst	50,659.00	1,948.40
	City Attorney	4,008.00	154.15
	CPC Clerk A 7 @ 21.36/Hour	311,003.00	1,708.77
	Lock Box Mail Processing Clerk 1 @ 21.66/Hour	45,062.00	1,733.15
	Terminal Operator A 2 @ 21.66/Hour	90,124.00	1,733.15
	Cashier A 1 @ 21.36/Hour	44,429.00	1,708.77
431.23	Assistant City Attorney	20,026.00	770.20
			1,245,352.00

#### Other Personal Services

411.60	Overtime	1,000.00	
411.63	Longevity	17,850.00	
411.64	FTO (Flexible Time Off) Plan	2,500.00	
411.65	Professional Certification	10,000.00	
			31,350.00

#### Employee Benefits

413.01	Social Security Taxes	79,156.00	
413.02	Medicare	18,513.00	
413.03	PERF	4,478.00	
413.05	Health Insurance	424,927.00	
413.06	Life Insurance	3,123.00	
413.08	Deferred Compensation Match	12,454.00	
413.12	Pension Benefit	211,200.00	
			753,851.00

## 2 Supplies

6301

### Office Supplies

61.42113	General Office Expenses	30,000.00	
61.42115	Computer Expenses	13,000.00	
			43,000.00

## 3 Other Services and Charges

6301

### Professional Charges

61.43102	Legal Fees	29,000.00	
61.43104	Professional Services	10,000.00	
			39,000.00

### Communication and Transportation

61.43200	Travel	15,000.00	
61.43202	Postage	180,000.00	
61.43517	Telephone	15,000.00	
61.43930	Education	8,000.00	
			218,000.00

### Printing and Advertising

61.43314	Utility Promotion Expense	15,000.00	
			15,000.00

### Utilities

61.43512	Water Purchase	30,000.00	
61.45915	Electric Purchase	45,000.00	
			75,000.00

### Repairs and Maintenance

61.42308	Maintenance of Buildings and Grounds	35,000.00	
61.42312	Maintenance of Office Equipment	5,000.00	
			40,000.00

### Other Services and Charges

61.42121	Outside Services	75,000.00	
61.42229	Plant Operations	70,000.00	
61.42310	Safety Program	8,500.00	
61.43900	Operational Equipment Expenses	10,000.00	
61.43929	Dues, Fees, Subscriptions	1,100.00	
61.43940	Employee Clinic	199,000.00	
61.43991	Cashier Shortages/Overages	100.00	
61.43167	Shared City Expenses	677,204.00	
			1,040,904.00

### Prepaid Contracts

610.61.43121	Software Maintenance Contracts	112,000.00	
601.61.43121	Software Maintenance Contracts	56,000.00	
606.61.43121	Software Maintenance Contracts	56,000.00	
610.61.43122	Hardware Maintenance Contracts	5,000.00	
601.61.43122	Hardware Maintenance Contracts	2,500.00	
606.61.43122	Hardware Maintenance Contracts	2,500.00	
			234,000.00
			3,735,457.00

**4 Capital Outlays**

165.44 Office Equipment/Hardware  
165.46 Office Equipment/Software

-  
8,600.00

8,600.00

**Net Surplus/Deficit**

(3,694,057.00)

**MISHAWAKA UTILITIES  
CONSOLIDATED BUDGET  
2023**

<b>Gross Revenue</b>	<b>98,765,888.00</b>
<b>Purchased Power</b>	(\$40,918,500)
<b>Net Revenue</b>	<u><b>\$57,847,388</b></u>
<b>Net Expense</b>	45,347,242.00
Capital	9,928,600
<b>Net Budget</b>	<u><b>\$55,275,842</b></u>
% of Gross Revenue	56.0%
% of Net Revenue	95.6%
<b>Net Surplus/Deficit</b>	<u><u><b>\$2,571,546</b></u></u>
% of Gross Revenue	2.6%
% of Net Revenue	4.4%

**SALARY  
ORDINANCES**

PROPOSED ORDINANCE NO. 2022-34

ORDINANCE NO. 5810

AN ORDINANCE FIXING THE SALARIES  
OF CERTAIN ELECTED OFFICIALS OF THE CITY OF MISHAWAKA  
FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2023

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, 2023 shall be payable in 26 equal biweekly pay periods beginning January 6, 2023 in the following amounts:

	Biweekly salary
Mayor	\$ 3,427.71
Clerk	2,432.95
Council member	507.53

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 17th day of October, 2022, at 8:34 o'clock, p. m.

  
\_\_\_\_\_  
Gregg Hixenbaugh, President

ATTEST:

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

PRESENTED BY ME to the Mayor, this 18th day of Oct 2022, at 9:17  
o'clock, a. m.

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

APPROVED BY ME this 18th day of Oct., 2022, at 9:31 o'clock, A. m.

David A. Wood  
David A. Wood, Mayor



PROPOSED ORDINANCE 2022 - 35

ORDINANCE 5811

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, 2023.

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, 2023 and shall be payable in 26 bi-weekly pay periods commencing on January 6, 2023.

	<b>BIWEEKLY SALARY</b>
MAYOR'S EXECUTIVE ASSISTANT	\$ 2,005.35
MAYOR'S ADMINISTRATIVE ASSISTANT	\$ 1,797.36
MAYOR'S EXECUTIVE SECRETARY	\$ 1,523.36
CONTROLLER	\$ 3,371.05
DEPUTY CONTROLLER	\$ 2,363.59
ACCOUNTANT	\$ 1,839.50
PAYROLL CLERK	\$ 1,677.04
BOOKKEEPER A	\$ 1,717.43
BOOKKEEPER B	\$ 1,491.25
BOOKKEEPER C	\$ 1,396.20
PURCHASING MANAGER	\$ 1,927.31
PURCHASING AGENT	\$ 1,734.99
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	\$ 1,816.01
CHIEF DEPUTY CLERK II	\$ 1,724.47
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	\$ 2,473.88
ASST DIRECTOR	\$ 1,756.61
OFFICE ADMINISTRATOR	\$ 1,533.13
HR OFFICE MANAGER	\$ 1,522.68
HR CERTIFICATION	19.23
DIRECTOR OF IT	\$ 2,852.05

ASSISTANT DIRECTOR OF IT	\$ 2,553.08
SYSTEM SPECIALIST IV	\$ 2,355.00
SYSTEM SPECIALIST III	\$ 2,001.08
SYSTEM SPECIALIST II	\$ 1,906.24
SYSTEM SPECIALIST I	\$ 1,760.47
CORPORATE COUNSEL	\$ 2,312.38
1 <sup>st</sup> DEPUTY CITY ATTORNEY	\$ 2,676.41
2 <sup>nd</sup> DEPUTY ASST CITY ATTORNEY	\$ 747.46
COUNCIL ATTORNEY	\$ 747.46
DIRECTOR OF ENGINEERING	\$ 3,371.05
ASSISTANT DIRECTOR	\$ 2,798.48
PROJECT MANAGER	\$ 2,712.41
TRAFFIC MANAGER	\$ 2,312.84
CONSTRUCTION COORDINATOR	\$ 2,079.94
TECHNICIAN	\$ 2,066.41
GIS COORDINATOR	\$ 2,312.84
PROJECT COORDINATOR	\$ 1,723.59
LOCATOR/INSPECTOR	\$ 1,768.66
OFFICE ADMINISTRATOR	\$ 1,533.13
OFFICE MANAGER	\$ 1,522.68
PE BONUS FT	192.31
IDEM REVIEW BOARD BONUS	153.85
FIRE ADMINSTRATIVE ASSISTANT	\$ 1,797.36
FIRE OFFICE ADMINISTRATOR	\$ 1,533.02
FIRE EXECUTIVE SECRETARY	\$ 1,523.36
FIRE OFFICE MANAGER	\$ 1,518.46
POLICE RECRUIT	\$ 1,819.35
ADMINISTRATIVE ASSISTANT	\$ 1,797.36
FORENSIC SCIENCE LAB TECHNICIAN/ PROPERTY ROOM SPECIALIST	\$ 1,996.61
CRIME ANALYST	\$ 1,672.65
PROPERTY MANAGER	\$ 1,672.65
EXECUTIVE SECRETARY	\$ 1,523.74
ADMINISTRATIVE SECRETARY	\$ 1,542.74
SERVICES ADMINISTRATOR	\$ 1,727.04
OFFICE MANAGER	\$ 1,643.95
PROPERTY CLERK	\$ 1,475.91
SECRETARY	\$ 1,523.41
PARKING PERSONNEL	\$ 1,523.41
CROSSING GUARDS	21 pays@ 388.28
CLOTHING:	
PARKING PERSONNEL	600
FORENSIC SCI. LAB ANALYST/PR. SP.	1,000
IDAC SPECIALIST	1,700
CROSSING GUARD SUBSTITUTE	20 per day
SUMMER SCHOOL CROSS GUARD	20 per day
DIRECTOR OF CODE ENFORCEMENT	\$ 2,548.20
OFFICE ADMINISTRATOR	\$ 1,533.13

OFFICE MANAGER	\$ 1,522.68
CODE ENF OFFICER A	\$ 2,074.86
CODE ENF OFFICER B	\$ 1,741.65
BUILDING COMMISSIONER	\$ 2,607.91
ASSISTANT BUILDING COMMISSIONER	\$ 2,456.84
OFFICE ADMINISTRATOR	\$ 1,533.13
OFFICE MANAGER	\$ 1,522.68
INSPECTOR A	\$ 2,498.13
INSPECTOR B	\$ 2,268.84
PERMIT TECH I	\$ 1,807.69
EXECUTIVE DIRECTOR	\$ 3,371.05
SENIOR PLANNER/ECONOMIC DEVELOPMENT SPECIALIST	\$ 2,302.31
CITY PLANNER	\$ 2,754.87
SENIOR PLANNER	\$ 2,267.78
ASSOCIATE PLANNER	\$ 1,991.43
ADMINISTRATIVE PLANNER	\$ 1,778.03
OFFICE MANAGER	\$ 1,511.22
DIRECTOR OF COMMUNITY DEVELOPMENT	\$ 2,861.96
TIF CONSTRUCTION MANAGER	\$ 2,712.41
PROGRAM CONSTRUCTION MANAGER	\$ 2,462.13
PROGRAM COORDINATOR	\$ 1,797.95
GRANT MANAGER	\$ 2,258.40
GRANT SPECIALIST	\$ 1,538.29
CENTRAL SERVICES ASSISTANT	\$ 2,313.72
STREET COMMISSIONER	\$ 2,924.99
OFFICE ADMINISTRATOR	\$ 1,599.99
OFFICE MANAGER	\$ 1,522.68
SECRETARY	\$ 1,491.43

**BIWEEKLY HOURLY**

PART-TIME HELP	7.25-30.00
CENTRAL SERVICES: FLEET MAINTENANCE TECHNICIAN	24.12
CENTRAL SERVICES/MVH: GROUP 1	22.92
GROUP 2	21.72
GROUP 3	20.83
NIGHT BONUS/SHIFT DIFFERENTIAL	.55/.60
PROJECT COORDINATOR	1.00
CDL TRAINER	2500

**ANNUAL/MISC**

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

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 1% 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.

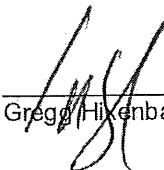
<u>Years of Service</u>	<u>Annual Increments</u>	<u>Bonus</u>
5	0	150
6	75	225
7	75	300
8	75	375
9	75	450
10	75	525

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

Section 4. 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 17th day of October 2022, at 8:50 o'clock, p. m.

  
\_\_\_\_\_  
Gregg Hixenbaugh, Presiding Officer

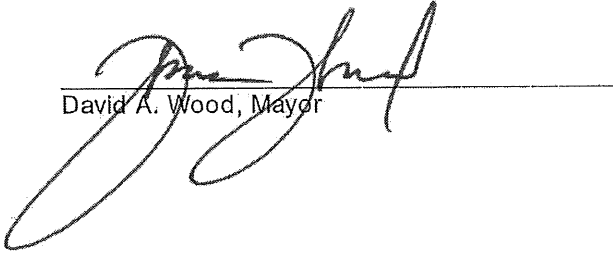
ATTEST:

  
\_\_\_\_\_  
Deborah S. Block, IAMC, MMC, City Clerk

PRESENTED BY ME, to the Mayor on this 18 day of October 2022, at 9:20 o'clock, a. m.

  
Deborah S. Block, IAMC, MMC, City Clerk

APPROVED BY ME this 18<sup>th</sup> day of October 2022, at 9:31 o'clock, A. m.

  
David A. Wood, Mayor

PROPOSED ORDINANCE 2022- 36

ORDINANCE 5812

AN ORDINANCE FIXING THE SALARIES OF ALL SWORN PUBLIC SAFETY OFFICERS FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2023.

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

**Section 1.** The biweekly salaries of all Sworn Public Safety Officers for the year beginning January 1, 2023 and shall be payable in 26 bi-weekly pay periods commencing on January 6, 2023.

**BIWEEKLY SALARY**

FIRE CHIEF	\$ 3,283.92
ASSISTANT CHIEF	\$ 3,047.04
CHIEF FIRE PREVENTION	\$ 2,669.07
BATTALION CHIEF	\$ 2,771.67
CAPTAINS	\$ 2,638.20
FIRE INSPECTOR CAPT	\$ 2,638.20
LIEUTENANT	\$ 2,566.05
FIRE INSPECTOR LT	\$ 2,566.05
DRIVER OPERATOR	\$ 2,495.10
1 <sup>st</sup> CLASS FIREFIGHTER	\$ 2,482.56
MASTER FIREFIGHTER	\$ 2,375.54
PROBATION - FF/EMT	\$ 2,159.77

POLICE CHIEF	\$ 3,303.46
ASSISTANT CHIEF	\$ 3,067.03
CAPTAIN	\$ 2,672.92
LIEUTENANT	\$ 2,607.17
SERGEANT	\$ 2,545.08
1 <sup>st</sup> CLASS OFFICER	\$ 2,482.56
2 <sup>nd</sup> CLASS OFFICER	\$ 2,216.25
PROBATION	\$ 2,013.24
2 <sup>ND</sup> SHIFT DIFFERENTIAL	13.46
3 <sup>RD</sup> SHIFT DIFFERENTIAL	26.92

FIRE:  
SPECIALTY PAY:

**ANNUAL/MISC**

	<u>TIER1</u>	<u>TIER2</u>
ADVANCED EMT	1,000	3,000
PARAMEDIC	2,000	4,000
LEAD PARAMEDIC	4,000	100/shift
2 <sup>ND</sup> SEAT ADV EMT/PARA		50/shift
WATER RESCUE/RECOVERY LEADER		1,050
WATER DIVE/RESCUE TEAM MEMBER		950

DIVER APPRENTICE	500
SELF-CONTAINED BREATHING	
APPARATUS TEAM TECHNICIAN	1,000
MECHANIC	2,500
INFORMATION TECHNOLOGY	1,500
UNIFORM ALLOWANCE	1,250
POLICE:	
UNIFORM ALLOWANCE	2,050
EQUIPMENT MAINT ALLOWANCE	1,250

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. The City will contribute a match of 100% of the employee's contribution not to exceed 1% of the employee's base biweekly pay for all employees eligible for participation in the State's 457 (b) plan.

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

Section 7. This ordinance shall be in full force and effect from and after its signing and attestation.

PASSED BY THE COMMON COUNCIL of the City of Mishawaka, Indiana, on  
this 17th day of October 2022, at 8:53 o'clock, p.m.

  
\_\_\_\_\_  
Gregg Hixenbaugh, Presiding Officer

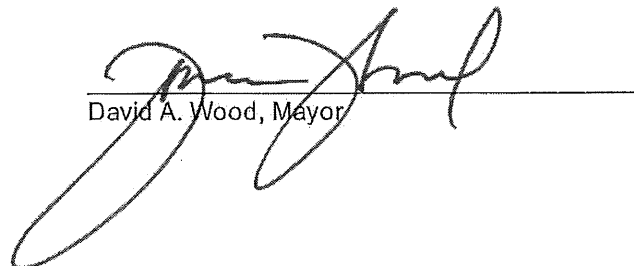
ATTEST:

  
Deborah S. Block, IAMC, MMC, City Clerk

PRESENTED BY ME, to the Mayor on this 18 day of October 2022, at 9:23 o'clock, a. m.

  
Deborah S. Block, JAMC, MMC, City Clerk

APPROVED BY ME this 18<sup>th</sup> day of October 2022, at 9:35 o'clock, a. m.

  
David A. Wood, Mayor



PROPOSED ORDINANCE NO. 2022-43

ORDINANCE NO. 5819

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 JANUARY 1, 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:

	<b>BI-WEEKLY</b>
<b><u>CONTROLLER:</u></b>	
<del>Purchasing Manager</del> Senior Purchasing Agent	\$ 1,927.31
<b><u>CENTRAL SERVICES/MVH CERTIFICATIONS</u></b>	<b>ANNUAL</b>
TANKER	50
CDL B	200
CDL A	400
CDL INSTRUCTOR	2,500

**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 19 day of December 2022 at 7:25 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 20th day of December 2022, at 8:40  
o'clock,

a m.

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

APPROVED BY ME this 20 day of December 2022, at 9:46 o'clock, a m.

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

**PROPOSED ORDINANCE 2022-44**

**ORDINANCE 5820**

**AS AMENDED**

AN ORDINANCE AMENDING ORDINANCE 5812 FIXING THE SALARIES OF ALL SWORN PUBLIC SAFETY EMPLOYEES FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2023 AND CONTINUING FOR TWO YEARS.

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

**Section 1.** Ordinance number 5812 passed by the Common Council of the City of Mishawaka, Indiana, on the 17<sup>th</sup> of October, 2022 is hereby amended as follows:

	<b>BIWEEKLY SALARY 2023</b>	<b>BIWEEKLY SALARY 2024</b>
FIRE CHIEF	\$ 3,458.37	\$ 3,641.55
ASSISTANT CHIEF	\$ 3,209.89	\$ 3,380.88
CHIEF FIRE PREVENTION BATTALION CHIEF	\$ 2,802.52	\$ 2,942.65
CAPTAIN	\$ 2,930.45	\$ 3,097.16
FIRE INSPECTOR CAPT LIEUTENANT	\$ 2,788.34	\$ 2,945.98
FIRE INSPECTOR LT	\$ 2,788.34	\$ 2,945.98
DRIVER OPERATOR	\$ 2,715.94	\$ 2,873.33
1 <sup>st</sup> CLASS FIREFIGHTER	\$ 2,715.94	\$ 2,873.33
MASTER FIREFIGHTER	\$ 2,646.09	\$ 2,804.64
PROBATION - FF/EMT	\$ 2,606.69	\$ 2,737.02
	\$ 2,494.32	\$ 2,619.03
	\$ 2,267.76	\$ 2,381.15
POLICE CHIEF	\$ 3,534.70	\$ 3,711.44
ASSISTANT CHIEF	\$ 3,281.72	\$ 3,445.81
CAPTAIN	\$ 2,860.02	\$ 3,003.02
LIEUTENANT	\$ 2,789.67	\$ 2,929.15
SERGEANT	\$ 2,723.24	\$ 2,859.40
1 <sup>st</sup> CLASS OFFICER	\$ 2,656.34	\$ 2,789.16
2 <sup>nd</sup> CLASS OFFICER	\$ 2,371.39	\$ 2,489.96
PROBATION	\$ 2,154.17	\$ 2,261.88
2 <sup>ND</sup> SHIFT DIFFERENTIAL	13.46	13.46
3 <sup>RD</sup> SHIFT DIFFERENTIAL	26.92	26.92

**ANNUAL/MISC**

**FIRE:**

SPECIALTY PAY:

	<b><u>TIER 1</u></b>	<b>DAILY RIDE PAY</b>
ADVANCED EMT	1,000	50
PARAMEDIC	2,000	50
LEAD PARAMEDIC	6,000	100

WATER RESCUE/RECOVERY LEADER		1,050
WATER DIVE/RESCUE TEAM MEMBER		950
DIVER APPRENTICE		500
SELF-CONTAINED BREATHING APPARATUS TEAM TECHNICIAN		1,000
MECHANIC		2,500
INFORMATION TECHNOLOGY		1,500
UNIFORM ALLOWANCE		1,250
<b>POLICE:</b>		
UNIFORM ALLOWANCE		2,050
EQUIPMENT MAINT ALLOWANCE		1,250
	<b>2023</b>	<b>2024</b>
RESIDENCY STIPEND	\$2,500.00	\$2,500.00
		<b>ANNUAL/MISC</b>
<b>SPECIALTY PAY:</b>		
MAJOR CRIMES DETECTIVE		2,000
MAJOR CRIMES EVIDENCE TECHNICIAN		2,000
SWAT		1,000
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 1% 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 19th day of December 2022, at 7:38 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 19th day of December 2022, at 8:41  
o'clock, a. m.

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

APPROVED BY ME this 20 day of December 2022, at 9:47 o'clock, p. m.

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

RESOLUTION NO. 2022 - 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, 2023

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, 2023.

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, 2023, shall be payable in 26 equal biweekly pay periods commencing on January 6, 2023.

	<u>Bi-Weekly Pay</u>
Director of Community Development	\$ 2,861.96
TIF Construction Manager	\$ 2,712.41
Program Construction Manager	\$ 2,462.13
Grant Manager	\$ 2,258.40
Program Coordinator	\$ 1,797.95

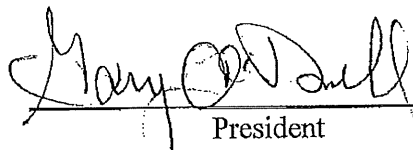
**Section 2.** The City will contribute the employee portion of 3% to the Public Employee Retirement Fund for those employees eligible for participation in the Public Employee Retirement Fund.

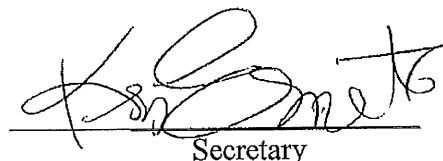
**Section 3.** The City will match 100% of the employee's 457(b) contribution up to 1% of the employee's base biweekly pay for those employees eligible for participation in the Deferred Compensation program.

**Section 4.** 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	\$ 3,371.05
City Controller	\$ 3,371.05

DATED in Mishawaka, Indiana, this \_\_\_\_\_ day of December, 2022.

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

RESOLUTION NO. 2022-4

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

APPROVING A BUDGET FOR THE FINANCIAL NEEDS OF  
MISHAWAKA UTILITIES FOR THE CALENDAR YEAR 2023

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

WHEREAS, IC 8-1.5-3-4 provides that the utility control board shall submit a budget of its financial needs for the next year to the municipal legislative body; and

WHEREAS, Mishawaka Utilities management has submitted the attached budget of its 2023 financial needs for the Electric Division, Water Division and Wastewater Division including the Sewer Maintenance Department, as well as Support Services needs, to the Utilities Board for review and approval;

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

1. The Board hereby approves and confirms the attached budget of Mishawaka Utilities' financial needs, to take effect on January 1, 2023.
2. The approved budget shall be forwarded and submitted to the Common Council of the City of Mishawaka.

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 6<sup>th</sup> day of December, 2022.

UTILITIES BOARD  
Mishawaka, Indiana

\_\_\_\_\_  
Kenneth B. Prince

Rebecca S. Maguire  
Rebecca S. Maguire

Ronald E. Watson  
Ronald E. Watson

ATTEST:

Kari Myers  
Kari Myers, Clerk of the Board

RESOLUTION NO. 2022-5

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 2023

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 2023 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, 2023;

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, 2023. For salaried positions, bi-weekly pay for the year beginning January 1, 2023 shall be payable every other week beginning on January 1, 2023 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 6<sup>th</sup> day of December, 2022.

UTILITIES BOARD  
Mishawaka, Indiana

\_\_\_\_\_  
Kenneth B. Prince

Rebecca S. Maguire  
Rebecca S. Maguire

Ronald E. Watson  
Ronald E. Watson

ATTEST:

Kari Myers  
Kari Myers, Clerk of the Board



**MISHAWAKA UTILITIES  
2023 WAGE SCHEDULE  
Salaried, Full Time, Non-Union Employees**

**ELECTRIC DIVISION**

**Biweekly Pay**

Construction Foreman	3,647.67
Division Manager	3,544.04
Engineering Assistant	2,264.46
GIS Engineering Assistant	2,007.23
Office Coordinator	1,668.40
Operations Coordinator	2,364.92
Project Coordinator	1,807.18
Project Manager	2,826.58
Senior Engineering Assistant	2,312.84
Substation Supervisor	2,826.58
Substation Technician	2,268.94
Superintendent	3,756.56
System Reliability Supervisor	3,229.66
Advanced Line Worker Cert I	\$0.75
Advanced Line Worker Cert II	\$0.75

**METERING DEPARTMENT**

Manager	2,826.59
Advanced Line Worker Cert I	\$0.75
Advanced Line Worker Cert II	\$0.75

**WATER DIVISION**

Assistant Manager	2,853.80
Distribution System Supervisor	2,744.90
Division Manager	3,346.45
GIS Coordinator	2,312.84
Meter/Backflow Supervisor	2,744.90
Office Coordinator	1,668.40
Operations Coordinator	2,477.06
Procurement, Inventory & Employee Liason	2,189.89
Project Manager	2,474.52
Project Coordinator	1,772.76
Quality Control Assistant B	2,183.08
Quality Control Assistant C	1,993.36
Quality Control Technician	2,398.46
System Technical & Telemetry Reliability Coordinator	2,477.06
Telemetry Technician	2,264.46
Water Quality Supervisor	2,744.90
Well Head Protection Coordinator	2,220.74
Salary 1 State License	\$1,500/Year
Salary 2 or More State Licenses	\$3,500/Year

## WASTEWATER DIVISION

Assistant Manager	2,853.80
Chemist	2,412.96
Chief Chemist	2,606.16
Division Manager	3,346.45
Maintenance Manager	2,529.75
Operations Coordinator	2,189.89
Operations Manager	2,722.07
Project Coordinator	1,772.76
Project Manager	2,529.75
Certification Premium Class I	\$800/Year
Certification Premium Class II	\$1,200/Year
Certification Premium Class III	\$2,000/Year
Certification Premium Class IV	\$3,000/Year

## SEWER MAINTENANCE DEPARTMENT

### Biweekly Pay

Assistant Director of Engineering	267.84
Locates/Permit Coordinator	1,709.60
Manager	2,689.59
MS4 Manager	2,297.03
Office Coordinator	1,668.52
Project Coordinator	1,772.76
Senior Secretary	1,630.24
Sewer Assistant Manager	2,255.76
PE Certification	269.23

## SEWER MAINTENANCE DEPARTMENT - HOURLY

Advanced Operator	26.32
GIS Coordinator	25.47
Repairman	25.21
Utility Operator	24.68
General Laborer II	22.91
General Laborer I	22.69
General Laborer	19.72
Probationary	17.96

## ALL DIVISIONS

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

Accountant	1,839.85
Assistant City Attorney	770.20
Bookkeeper	1,686.51
Business Office Manager	2,952.16
CIS Specialist	2,096.81
City Attorney	154.15
Computer Operator	1,914.75
Computer Operator/Account Specialist	1,972.10
Corporate Counsel	1,058.67
Customer Service Representative	1,864.10
DP Supervisor	2,294.40
Ex. Dir. Of Dev. & Gov't Affairs	3,371.05
Financial Analyst	1,984.40
General Manager	3,657.33
Network Operations Administrator	2,164.43
Safety Coordinator	2,226.78
Senior Bookkeeper	1,814.01
Senior Computer Operator	1,993.95
Senior Secretary	1,566.01
Staff Consultant	2,501.84
Title Transfer	384.62
	<b>Monthly</b>
Insurance Stipend - Asst. City Attorney	500.00
	<b>Annually</b>
Utilities Pension Secretary	1,200.00

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 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.

RESOLUTION NO. 2022-6

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 2023

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 2023 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, 2023.

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 6<sup>th</sup> day of December, 2022.

UTILITIES BOARD  
Mishawaka, Indiana

\_\_\_\_\_  
Kenneth B. Prince

Rebecca S. Maguire  
Rebecca S. Maguire

Ronald E. Watson  
Ronald E. Watson

ATTEST:

Kari Myers  
Kari Myers, Clerk of the Board

**MISHAWAKA UTILITIES  
2023 WAGE SCHEDULE  
Hourly Rate for Union Employees**

**BUSINESS OFFICE**

**2023**

CPC Clerk A	\$21.36
CPC Clerk B	\$20.30
CPC Clerk C	\$19.63
Lock Box Mail Processing Clerk	\$21.66
Mail Equipment Operator B	\$20.31
Mail Equipment Operator C	\$19.63
Terminal Operator A	\$21.66
Terminal Operator B	\$20.59
Terminal Operator C	\$19.92
Cashier A	\$21.36
Cashier B	\$20.31
Cashier C	\$19.63
Phone Clerk	\$19.62

**METERING DEPARTMENT**

Meterman	\$30.90
Service Representative	\$26.66
Meter Reader	\$24.81
Crew Leader (additional)	\$0.75

**ELECTRIC DIVISION**

Journeyman Lineman	\$45.48
Apprentice Level 8	\$38.71
Apprentice Level 7	\$38.03
Apprentice Level 6	\$37.35
Apprentice Level 5	\$35.99
Apprentice Level 4	\$35.31
Apprentice Level 3	\$33.28
Apprentice Level 2	\$32.60
Apprentice Level 1	\$31.92
Machine Operator A	\$29.66
Machine Operator B	\$26.87
Clerk/Dispatcher A	\$26.33
Clerk/Dispatcher B	\$24.85
Substation Lineworker	\$48.13
Building & Grounds Technician	\$22.23
Crew Leader (additional)	\$0.75
Journeyman Lineman Crew Leader (additional)	\$1.50
Advanced Line Worker Cert I	\$0.75
Advanced Line Worker Cert II	\$0.75
Certification Bonus (Master Instructor/Trainer)	
Certification Bonus (Master Instructor/Trainer) For qualifying personnel (additional)	\$0.75
Certification Bonus (Thermographer)	
Certification Bonus (Thermographer) For qualifying personnel (additional)	\$0.75

## WATER DIVISION

Working Foreman - Distribution System	\$31.08
Heavy Equipment Operator A	\$29.65
Heavy Equipment Operator B	\$28.08
Heavy Equipment Operator C	\$27.12
Pipefitter A	\$26.73
Pipefitter B	\$25.20
Pipefitter C	\$24.27
Senior Utilityman	\$29.45
Intermediate Utilityman	\$27.18
Utilityman	\$25.52
Chief Mechanic - Water Treatment	\$31.08
Maintenance Technician	\$27.18
General Maintenance A	\$25.53
General Maintenance B	\$24.00
General Maintenance C	\$23.20
Chief Meter/Backflow Inspector	\$29.49
Meter/Backflow Inspector	\$27.30
Meter Repairman A	\$26.73
Meter Repairman B	\$25.20
Meter Repairman C	\$24.27
Meter Installer A	\$26.72
Meter Installer B	\$25.20
Meter Installer C	\$24.27
Building & Grounds Technician	\$22.23
Certification Bonus (DS-L)	\$0.75
For qualifying personnel (additional)	
Certification Bonus (WT-3)	\$0.75
For qualifying personnel (additional)	
Crew Leader (additional)	\$0.75

## WASTEWATER DIVISION

Dewatering Mechanic	\$29.73
Biosolids Technician	\$27.19
Maintenance Technician A	\$27.18
Maintenance Technician B	\$25.20
Maintenance Technician C	\$24.25
Chief Operator	\$27.86
Utility Operator A	\$26.48
Utility Operator B	\$24.77
Utility Operator C	\$23.82
Pretreatment Technician	\$27.29
Building & Grounds Technician	\$22.23
Certification Bonus (additional per hour)	
Class I	\$0.35
Class II	\$0.45
Class III	\$0.75
Certification Bonus (annually)	
Class IV	\$3,000

**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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