



**CITY OF MISHAWAKA**  
**2022**  
**BUDGET**  
**David A. Wood, Mayor**



# CITY OF MISHAWAKA 2022 BUDGET

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CITY OF MISHAWAKA  
2022 BUDGET

MAYOR  
101-01

1 PERSONAL SERVICES - <i>see salary ordinance for updated wages</i>			
<u>Salaries and Wages</u>			biweekly
411-01	Mayor	84,053.00	3,232.79
411-02	Mayor Executive Asst	49,175.00	1,891.31
	Executive Secretary	<u>37,356.00</u>	1,436.73
			170,584.00
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	2,500.00	
<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>17,500.00</u>
			<u>189,084.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

CONTROLLER  
101-02

1 PERSONAL SERVICES - *see salary ordinance for updated wages*

<u>Salaries and Wages</u>		biweekly
411-01	Controller	82,664.00      3,179.35
411-02	Deputy Controller	56,693.00      2,180.49
	Accountant	45,108.00      1,734.90
	Purchasing Agent	42,545.00      1,636.34
	Bookkeeper A	42,115.00      1,619.77
	Payroll Clerk	41,124.00      1,581.67
411-03	Part time	<u>20,000.00</u>
		330,249.00
<u>Other Services Personal</u>		
411-64	FTO (Flexible Time Off) Plan	30,000.00
411-65	Certifications	<u>7,000.00</u>
		37,000.00
<u>Employee Benefits</u>		
413-01	Social Security	225,000.00
413-02	Medicare	52,000.00
413-03	INPRS 14.2%	510,000.00
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>2,341,000.00</u>
		2,708,249.00

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	4,000.00
432-04	Telephone	45,000.00
<u>Printing and Advertising</u>		
433-02	Publications	13,000.00

CITY OF MISHAWAKA  
2022 BUDGET

CONTROLLER  
101-02

Insurance

434-90 Insurance Premiums/ Deductible 900,000.00

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

1,939,500.00

4 CAPITAL OUTLAYS

Other Capital Outlays

444-05 Capital Outlay 500,000.00

500,000.00

5,162,749.00

CITY OF MISHAWAKA  
2022 BUDGET

CITY CLERK  
101-03

1 PERSONAL SERVICES - *see salary ordinance for updated wages*

<u>Salaries and Wages</u>			biweekly
411-01	City Clerk	59,660.00	2,294.60
411-02	Chief Deputy Clerk I	43,600.00	1,676.92
	Chief Deputy Clerk II	42,287.00	1,626.40
411-03	Temporary	10,000.00	
 <u>Other Personal Services</u>			
411-65	Certifications	<u>2,750.00</u>	
			158,297.00

2 SUPPLIES

<u>Office Supplies</u>			
421-90	Office Supplies	2,000.00	
 <u>Operating Supplies</u>			
422-01	Violations Bureau Supplies	<u>1,500.00</u>	
			3,500.00

3 OTHER SERVICES AND CHARGES

<u>Professional Services</u>			
431-01	Attorney Fees	1,000.00	
431-04	Professional Services	14,000.00	
 <u>Communication and Transportation</u>			
432-03	Travel and Training	4,000.00	
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>185,147.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

HUMAN RESOURCES  
101-04

1 PERSONAL SERVICES - <i>see salary ordinance for updated wages</i>		
<u>Salaries and Wages</u>		biweekly
411-02	Asst HR Director	41,310.00    1,588.84
411-03	Temporary Help	<u>50,000.00</u>
 <u>Other Personal Services</u>		
411-65	Certifications	<u>1,000.00</u>
		92,310.00
2 SUPPLIES		
<u>Office Supplies</u>		
421-90	Supplies	<u>1,000.00</u>
		1,000.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-06	Consulting	54,000.00
431-08	Employee Assistance Program	10,000.00
431-09	Testing/Wellness	5,000.00
 <u>Communication and Transportation</u>		
432-03	Travel and Training	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>74,000.00</u>
		<u>167,310.00</u>



CITY OF MISHAWAKA  
2022 BUDGET

INFORMATION TECHNOLOGY  
101-05

1 PERSONAL SERVICES - <i>see salary ordinance for updated wages</i>			
<u>Salaries and Wages</u>			biweekly
411-01	Director	69,937.00	2,689.86
411-02	Assistant Director	62,749.00	2,413.39
	System Specialist IV (2)	115,498.00	2,221.08
	System Specialist III	49,070.00	1,887.30
	System Specialist II	46,744.00	1,797.84
	System Specialist I	43,170.00	1,660.36
			387,168.00
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	
<u>Other Services and Charges</u>			
439-03	Subscriptions, Dues, etc.	<u>15,000.00</u>	<u>50,000.00</u>
			<u>457,168.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

DEPARTMENT OF LAW  
101-06

1 PERSONAL SERVICES - <i>see salary ordinance for updated wages</i>			
<u>Salaries and Wages</u>			biweekly
411-01	Corporation Counsel	56,703.00	2,180.87
411-02	City Attorney	<u>65,630.00</u>	2,524.21
<i>Utility salary ordinance displays utility portion of salaries</i>			
			122,333.00
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.	2,500.00	
439-09	Miscellaneous Charges	<u>1,500.00</u>	
			<u>55,000.00</u>
			<u>178,333.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

CITY COUNCIL  
101-07

1 PERSONAL SERVICES - <i>see salary ordinance for updated wages</i>			
<u>Salaries and Wages</u>			
411-04	Council members		biweekly
	9 @ 12,444	111,996.00	478.60
411-02	Council Attorney	18,879.00	726.11
413-05	Council Attorney Insurance Stipend	<u>6,000.00</u>	
			136,875.00
2 SUPPLIES			
<u>Office Supplies</u>			
421-90	Office Supplies	<u>1,500.00</u>	
			1,500.00
3 OTHER SERVICES AND CHARGES			
<u>Communication and Transportation</u>			
432-03	Travel and Training	6,000.00	
432-04	Telephone/Technology	3,500.00	
439-03	Subscriptions, Dues, etc.	2,000.00	
<u>Other Services and Charges</u>			
439-92	Community Promotion	<u>5,000.00</u>	
			<u>16,500.00</u>
			<u>154,875.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

ENGINEERING DEPARTMENT  
101-13

1 PERSONAL SERVICES - *see salary ordinance for updated wages*

<u>Salaries and Wages</u>			biweekly
411-01	Director of Engineering	82,664.00	3,179.35
411-02	Assistant Director	68,623.00	2,639.34
	Project Manager	66,513.00	2,558.17
	Traffic Manager	56,715.00	2,181.32
	Project Coordinator	42,265.00	1,625.57
	Office Manager	37,339.00	1,436.09
	City GIS Coordinator	<u>56,715.00</u>	2,181.32
	<i>Utility salary ordinance displays utility portion of salaries</i>		410,834.00

Other Personal Services

411-65	PE Certification	<u>10,000.00</u>	192.31
			420,834.00

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	6,000.00	
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>15,250.00</u>
			<u>444,084.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

CODE ENFORCEMENT DEPARTMENT  
101-14

1 PERSONAL SERVICES - <i>see salary ordinance for updated wages</i>			
<u>Salaries and Wages</u>			biweekly
411-01	Director of Code Enforcement	62,486.00	2,403.29
411-02	Code Enforcement Officers		
	5 @ 50,879	254,395.00	1,956.87
	Office Manager	<u>37,339.00</u>	1,436.09
			354,220.00
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>35,000.00</u>	
			<u>40,200.00</u>
			<u>397,920.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

BUILDING DEPARTMENT  
101-15

1 PERSONAL SERVICES - *see salary ordinance for updated wages*

<u>Salaries and Wages</u>			biweekly
411-01	Building Commissioner	63,950.00	2,459.61
411-02	Office Manager	37,339.00	1,436.09
	Inspector A 2 @ 61,259	<u>122,518.00</u>	2,356.08
			223,807.00

2 SUPPLIES

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

3 OTHER SERVICES AND CHARGES

<u>Communication and Transportation</u>			
432-03	Travel and Training	4,000.00	
432-04	Telephone/Technology	1,100.00	
 <u>Other Services and Charges</u>			
439-03	Subscription, Dues, etc.	<u>800.00</u>	
			<u>5,900.00</u>
			<u>231,707.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

FIRE/EMS DEPARTMENT  
101-19

1 PERSONAL SERVICES - *see salary ordinance for updated wages*

<u>Salaries and Wages</u>			biweekly
411-01	Fire Chief	85,382.00	3,283.92
411-02	Assistant Chief		
	4 @ 79,223	362,669.00	3,047.04
	Battalion Chief		
	3 @ 72,064	216,192.00	2,771.67
	Captain 15 @ 68,594	1,028,910.00	2,638.20
	Lieutenant		
	15 @ 66,718	1,000,770.00	2,566.05
	Fire Inspector		
	1 @ 68,594 2 @ 66,718	202,030.00	2,638.20 2,566.05
	Driver Operator		
	30 @ 64,873	1,946,190.00	2,495.10
	1st Class Firefighter		
	34 @ 64,547	2,194,598.00	2,482.56
	Master Firefighter		
	11@ 61,765	<u>679,415.00</u>	2,375.54
			7,716,156.00
	<u>Civilian</u>		
	Administrative Assistant	<u>44,074.00</u>	1,695.15
			44,074.00
	<u>Other Personal Services</u>		
411-12	Specialty Pay	283,300.00	
411-60	Overtime	750,000.00	
411-66	Uniform Allowance 115 @ 1,250	143,750.00	
411-67	Pension Equalization	<u>11,300.00</u>	
			<u>1,188,350.00</u>
	<u>Employee Benefits</u>		8,948,580.00
413-01	Social Security	13,954.00	
413-02	Medicare	127,961.00	
413-03	INPRS 14.2%	31,960.00	
413-05	Health Insurance	2,800,000.00	
413-06	Life/Disability Insurance	6,500.00	
413-08	Deferred Comp Match	70,000.00	
413-09	77 Pension 20.5%	<u>1,520,000.00</u>	
			<u>4,570,375.00</u>
			13,518,955.00

CITY OF MISHAWAKA  
2022 BUDGET

FIRE/EMS DEPARTMENT  
101-19

2 SUPPLIES		
<u>Office Supplies</u>		
421-90	Office Supplies	6,000.00
<u>Operating Supplies</u>		
422-01	Operating Supplies	200,000.00
422-03	Medical Supplies	150,000.00
<u>Other Supplies</u>		
429-10	Public Education Training/ Seminar Supplies/Refreshments	<u>6,000.00</u>
		362,000.00
3 OTHER SERVICES AND CHARGES		
<u>Professional Services</u>		
431-09	Clinic Services	35,800.00
431-11	Physicals	45,000.00
<u>Communication and Transportation</u>		
432-03	Travel and Training	65,000.00
<u>Repairs and Maintenance</u>		
436-01	Building/ Equipment Repair	150,000.00
<u>Professional Services</u>		
436-90	Service Contracts	177,000.00
436-91	Laundry Maintenance	3,000.00
<u>Other Services and Charges</u>		
439-03	Subscriptions, Dues, etc.	<u>20,000.00</u>
		<u>495,800.00</u>
		<u>14,376,755.00</u>



CITY OF MISHAWAKA  
2022 BUDGET

POLICE DEPARTMENT  
101-20

1 PERSONAL SERVICES - *see salary ordinance for updated wages*

Salaries and Wages

		biweekly	
411-01	Police Chief	85,890.00	3,303.46
411-02	Assistant Chief		
	3 @ 79,743	239,229.00	3,067.03
	Captain		
	6 @ 69,496	416,976.00	2,672.92
	Lieutenant		
	14 @ 67,787	949,018.00	2,607.17
	Sergeant		
	20 @ 66,173	1,323,460.00	2,545.08
	1st Class Patrol Officer		
	46 @ 64,547	2,969,162.00	2,482.56
	2nd Class Patrol Officer		
	18 @ 57,623	<u>1,037,214.00</u>	<u>2,216.25</u>
			7,020,949.00

Civilians

	Administrative Assistant	44,074.00	1,695.15
	Administrative Secretary	37,831.00	1,455.01
	Secretary 2 @ 37,357	76,912.00	1,436.78
	Parking Personnel	37,357.00	1,436.78
	Property Manager	41,016.00	1,577.53
	Office Manager	<u>39,246.00</u>	1,509.44
			276,436.00
	Crossing Guards 20 @ 7,922	158,440.00	
411-03	Substitute Crossing Guard	2,000.00	
	Temporary Help/Part-time	20,000.00	
411-65	IDACS Specialist	<u>500.00</u>	180,940.00

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, 108@2050	222,000.00	
411-66	Equipment Allowance 108@1250	135,000.00	1,014,600.00

Employee Benefits

413-01	Social Security	30,000.00	
413-02	Medicare	120,000.00	
413-03	INPRS 14.2%	40,000.00	
413-05	Health Insurance	2,650,000.00	
413-06	Life Insurance	6,250.00	
413-08	Deferred Comp Benefit	65,000.00	
413-10	77 Pension 20.5%	<u>1,429,000.00</u>	<u>4,340,250.00</u>
			12,833,175.00

CITY OF MISHAWAKA  
2022 BUDGET

POLICE DEPARTMENT  
101-20

2 SUPPLIES

Operating Supplies

422-01 Operating Supplies 110,000.00

Other Supplies

429-11 Seminars/ Community Relations 1,000.00

111,000.00

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 400,000.00

Other Services and Charges

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

601,600.00

13,545,775.00

CITY OF MISHAWAKA  
2022 BUDGET

PLANNING and COMMUNITY DEVELOPMENT  
101-21

1 PERSONAL SERVICES - <i>see salary ordinance for updated wages</i>			
<u>Salaries and Wages</u>			biweekly
411-01	Executive Director	82,664.00	3,179.35
411-02	City Planner	67,048.00	2,578.75
	Senior Planner	53,500.00	2,057.69
	Associate Planner	46,500.00	1,788.46
	Administrative Planner	<u>43,600.00</u>	1,676.92
			293,312.00
411-06	Plan Commission 9 @ \$600	5,400.00	
	BZA Members 5 @ \$375	<u>1,875.00</u>	
			<u>7,275.00</u>
			300,587.00
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>Other Services and Charges</u>			
439-03	Subscriptions, Dues, etc.	<u>2,500.00</u>	
			<u>4,500.00</u>
			<u>310,087.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

CENTRAL SERVICES DEPARTMENT  
101-22

1 PERSONAL SERVICES - <i>see salary ordinance for updated wages</i>		
<u>Salaries and Wages</u>		biweekly
411-02	Assistant 4 @ 56,736	226,944.00
	Fleet Maintenance Technician	
	6 @ 22.75*2092	285,558.00
	Group 1: 4 @ 21.61*2092	180,832.00
	PT maintenance 1040 hrs @ 11.00	11,440.00
	Reimburse MVH Director - 72,420*5%	<u>3,621.00</u>
		708,395.00
<u>Other Services Personal</u>		
411-60	Overtime	15,000.00
411-63	Longevity	<u>5,000.00</u>
		<u>20,000.00</u>
		728,395.00
2 SUPPLIES		
<u>Office Supplies</u>		
421-90	Office Supplies	2,000.00
<u>Operating Supplies</u>		
422-02	Gas, Oil, etc.	800,000.00
422-05	Equipment/ Vehicle/Maint Supplies	110,000.00
<u>Other Supplies</u>		
429-08	Uniform/ Supplies	<u>5,750.00</u>
		917,750.00
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>1,729,645.00</u></u>

CITY OF MISHAWAKA  
2022 BUDGET

MOTOR VEHICLE HIGHWAY  
201-50

1 PERSONAL SERVICES - <i>see salary ordinance for updated wages</i>		
<u>Salaries and Wages</u>		biweekly
411-01	Street Commissioner	72,420.00      2,785.38
411-02	Office Administrator	37,592.00      1,445.84
	Office Manager	37,339.00      1,436.09
	Group 1: 32 @ 21.61*2092	1,446,660.00
	CS reimburse - 56,736* 1.55 for assts.	87,941.00
		1,681,952.00
<u>Other Services Personal</u>		
411-60	Overtime	80,000.00
411-63	Longevity	15,000.00
411-64	FTO (Flexible Time Off) Plan	<u>8,000.00</u>
		103,000.00
<u>Employee Benefits</u>		
413-01	Social Security	105,000.00
413-02	Medicare	24,000.00
413-03	INPRS 14.2%	241,000.00
413-04	Unemployment	5,000.00
413-05	Employee Ins Benefits	600,000.00
413-06	Life Insurance	1,900.00
413-07	Deferred Comp Benefit	<u>10,000.00</u>
		<u>986,900.00</u>
		2,771,852.00
2 SUPPLIES		
<u>Office Supplies</u>		
421-90	Office Supplies	1,500.00
<u>Other Supplies</u>		
429-08	Uniform Supplies	7,000.00
429-13	Traffic Supplies	<u>35,000.00</u>
		43,500.00
3 OTHER SERVICE AND CHARGES		
<u>Professional Services</u>		
431-09	Health Screenings/ Vaccines	5,000.00
<u>Communication and Transportation</u>		
432-03	Travel and Training	3,000.00
432-04	Telephone/ Paging	7,500.00
<u>Printing and Advertising</u>		
433-02	Publications	500.00

CITY OF MISHAWAKA  
2022 BUDGET

MOTOR VEHICLE HIGHWAY  
201-50

<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
4 CAPITAL OUTLAYS <b>MVHR</b>			
Improvements Other than Buildings			
442-01	Street Repair	<u>1,500,000.00</u>	
			<u>1,500,000.00</u>
			4,350,352.00

LOCAL ROAD AND STREET  
202-50

4 CAPITAL OUTLAYS			
<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	MVH Equipment	<u>265,000.00</u>	
			1,090,000.00

CITY OF MISHAWAKA  
2022 BUDGET

REDEVELOPMENT  
101-28

1 PERSONAL SERVICES - <i>see salary ordinance for updated wages</i>			
<u>Salaries and Wages</u>			biweekly
411-02	TIF Construction Manager	66,513.00	2,558.17
	Program Construction Manager	60,376.00	2,322.12
	Grant Manager	55,380.00	2,129.97
	Program Coordinator	<u>42,761.00</u>	1,644.62
			225,030.00
2 SUPPLIES			
<u>Office Supplies</u>			
421-90	Office Supplies	<u>1,000.00</u>	1,000.00
3 OTHER SERVICES AND CHARGES			
<u>Professional Services</u>			
431-04	Professional Services	130,000.00	
<u>Communication and Transportation</u>			
432-03	Travel and Training	4,000.00	
<u>Printing and Advertising</u>			
433-02	Publications	<u>1,200.00</u>	
			<u>135,200.00</u>
			<u>361,230.00</u>

CEMETERY  
101-29

3 OTHER SERVICES AND CHARGES			
<u>Other Services and Charges</u>			
439-09	Maintenance	<u>30,000.00</u>	
			<u>30,000.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

PARK AND RECREATION  
204-50

1 PERSONAL SERVICES - <i>see salary ordinance for updated wages</i>		
<u>Salaries and Wages</u>		biweekly
411-01	Department Head	72,420.00      2,785.38
411-02	Regular Employees	556,757.00
	Group 1: 14@21.61*2092	633,025.00
411-03	Temporary/Summer Help	650,000.00      1,912,202.00
	CS reimburse - 56,736* 1.25 for assts.	87,941.00
	Reimburse MVH Director - 72,420*5%	3,621.00 <u>91,562.00</u>
		2,003,764.00
<u>Other Services Personal</u>		
411-60	Overtime	25,000.00
411-63	Longevity	15,200.00
411-64	FTO	10,000.00      50,200.00
<u>Employee Benefits</u>		
413-01	Social Security	120,000.00
413-02	Medicare	28,000.00
413-03	PERF 14.2%	180,000.00
413-04	Unemployment	5,000.00
413-05	Employee Insurance Benefits	360,000.00
413-06	Life Insurance	1,500.00
413-08	Deferred Comp Match	8,000.00
		<u>702,500.00</u>
2 SUPPLIES		2,756,464.00
<u>Office Supplies</u>		
421-90	Office Supplies	8,000.00
<u>Operating Supplies</u>		
422-02	Gas, Oil, Parts, etc.	73,000.00
<u>Other Supplies</u>		
429-09	Merrifield Complex Supplies	32,000.00
429-14	Maintenance Supplies	81,500.00
429-15	Program Supplies	37,500.00
429-16	Golf Course Concessions	40,000.00
429-18	Athletic Event Supplies	46,000.00
429-19	Battell Center Supplies	15,000.00
429-20	Golf Course Supplies	50,000.00
429-21	Other Concessions	5,000.00
429-23	Merrifield Concessions	<u>28,000.00</u>
		416,000.00



CITY OF MISHAWAKA  
2022 BUDGET

PARK AND RECREATION  
204-50

3 OTHER SERVICES AND CHARGES

Professional Services

431-09 Health Screenings/Vaccines 8,000.00

Communication and Transportation

432-02 Postage and Freight 2,000.00

432-03 Travel and Training 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 130,000.00

Utility Services

435-01 MU/AEP Charges 500,000.00

435-02 NIPSCO 50,000.00

Repairs and Maintenance

436-01 Equipment/Facility Repair 90,000.00

436-90 Service Contracts 150,000.00

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 10,000.00

439-21 Recreation Event/Entertainment 48,000.00

439-93 Sales Tax 25,000.00

1,074,500.00

4,246,964.00

CITY OF MISHAWAKA  
2022 BUDGET

PARK AND RECREATION NON-REVERTING  
214-50

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	35,000.00	
429-09	Wilson Supplies and Repairs	12,000.00	
429-17	Landscaping/Chemical Supplies	<u>70,000.00</u>	117,000.00
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>	144,500.00
4 CAPITAL OUTLAYS			
<u>Machinery and Equipment</u>			
444-10	Golf Carts	68,900.00	
445-17	Dog Park	<u>50,000.00</u>	118,900.00
			<u><u>405,400.00</u></u>

CITY OF MISHAWAKA  
2022 BUDGET

LAW ENFORCEMENT CONTINUING EDUCATION  
210-50

2 SUPPLIES		
<u>Operating Supplies</u>		
422-36 Ammunition	<u>35,000.00</u>	35,000.00
3 OTHER SERVICES AND CHARGES		
<u>Communication and Transportation</u>		
432-03 Travel and Training	<u>40,000.00</u>	40,000.00
4 CAPITAL OUTLAYS		
<u>Machinery and Equipment</u>		
445-08 Vests	<u>25,000.00</u>	25,000.00
		<u>100,000.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

PUBLIC SAFETY  
211-50

3 OTHER SERVICES AND CHARGES

Debt Service

principal

438-01	Fire Station Lease 20&21/30	266,668.00
438-01	Fire Truck Lease 10/10	54,590.00
438-01	Ambulance Lease 10/10	28,096.00
438-01	Records Mgmt System 8&9/20	110,000.00
438-01	Motorola Radio lease 5/5	239,178.00
438-01	New turnout gear 7&8/10	47,200.00
438-01	2020 Police car lease 4&5/10	188,657.00
438-01	2021 Police car lease 1&2/10	200,000.00

interest

438-02	Fire Station Lease	28,091.00
438-02	Fire Truck Lease	551.00
438-02	Ambulance Lease	284.00
438-02	Records Mgmt System	18,894.00
438-02	Motorola Radio lease	19,895.00
438-02	New turnout gear	1,316.00
438-02	2020 Police car lease	11,363.00
438-02	2021 Police car lease	<u>15,535.00</u>

1,230,318.00

4 CAPITAL OUTLAYS

Machinery and Equipment

443-93	St. 4 training room *possibly ARPA	50,000.00
445-08	PD misc equip	75,000.00
	weapons/ radios \$15,000	
	computers in vehicles \$60,000	
	Equipment for new unit	75,000.00
445-09	Police Cars 12 new	800,000.00
445-11	MDT Replacement & Docks	150,000.00
445-13	SCBA Replacement	653,000.00
445-13	Fire Department Equipment	<u>250,000.00</u>

2,053,000.00

3,283,318.00

CITY OF MISHAWAKA  
2022 BUDGET

CUMULATIVE CAPITAL IMPROVEMENT  
401-50

3 OTHER SERVICES AND CHARGES

Debt Service

438-01	Fire Truck Principal 6&7/19	100,000.00	
438-02	Fire Truck Interest	<u>11,984.00</u>	
			<u>111,984.00</u>
			111,984.00

CUMULATIVE CAPITAL DEVELOPMENT  
417-50

3 OTHER SERVICES AND CHARGES

Repairs and Maintenance Supplies

436-90	Service Contracts/Software Maintenance	<u>400,000.00</u>	
			400,000.00

4 CAPITAL OUTLAYS

Machinery and Equipment

445-11	Computer Equipment/Software	<u>300,000.00</u>	
			300,000.00
			<u>700,000.00</u>

CUMULATIVE SEWER FUND  
432-50

4 CAPITAL OUTLAYS

Improvements Other than Buildings

445-21	Storm/Sanitary Reconstruction	<u>200,000.00</u>	
			200,000.00
			<u>200,000.00</u>

CITY OF MISHAWAKA  
2022 BUDGET

CEDIT  
430-50

<u>Operating Supplies</u>			
422-02	MVH Gas, Oil, etc.	100,000.00	
2 SUPPLIES			
<u>Repair and Maintenance Supplies</u>			
423-03	MVH Equipment/ Parts, Supplies	175,000.00	
423-01	Street Material/Dust Control	175,000.00	
<u>Other Supplies</u>			
429-17	Landscaping Supplies/Chemicals	100,000.00	
429-91	Salt	<u>175,000.00</u>	725,000.00
3 OTHER SERVICES AND CHARGES			
<u>Professional Services</u>			
431-04	Chamber of Commerce	25,000.00	
431-05	Humane Society	432,277.00	
431-06	Consulting	150,000.00	
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	120,000.00	
<u>Insurance</u>			
434-90	MVH Insurance Premiums/Deductibles	225,000.00	
<u>Utility Service</u>			
435-01	MVH MU Charges	165,000.00	
435-02	MVH NIPSCO	70,000.00	
<u>Repairs and Maintenance</u>			
436-01	MVH Building/ Equipment Repair	200,000.00	
436-02	City Maintenance	150,000.00	
436-23	Park Repairs and Maintenance	100,000.00	
436-90	Engineering Maintenance	150,000.00	
436-93	Signal Maintenance	<u>150,000.00</u>	2,043,877.00
4 CAPITAL OUTLAYS			
<u>Machinery and Equipment</u>			
445-02	MVH Automated trash unit	40,000.00	
	CSD Floor sweeper	70,000.00	
	CSD Column Lift	50,000.00	
	CSD John Deere mower	65,000.00	
	Park Mowers	155,000.00	

CITY OF MISHAWAKA  
2022 BUDGET

Machinery and Equipment (continued)

445-02	Park vehicle for Director	30,000.00
	Code vehicles/iPads	74,000.00
	Weights and Measures equipped vehicle	60,000.00

Improvements Other than Buildings

445-17	Park Development	400,000.00
	Historic Preservation signs and inventory	<u>50,000.00</u>

994,000.00  
3,762,877.00

CITY OF MISHAWAKA  
2022 BUDGET

FIRE PENSION  
702-50

1 PERSONAL SERVICES			
<u>Salaries and Wages</u>			
411-05	Pension Benefits	2,003,250.00	
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>	
			2,046,000.00
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>2,050,000.00</u></u>

POLICE PENSION  
703-50

1 PERSONAL SERVICES			
<u>Salaries and Wages</u>			
411-05	Pension Benefits	1,200,100.00	
411-06	Secretary Salary	3,000.00	
411-07	Death Benefits	<u>36,000.00</u>	
			1,239,100.00
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>1,242,000.00</u></u>



Expenditure Budget Comparison General Fund					
Department	2021 Budget	2022 Budget	\$ Change	% Change	% of 2022
					Total Budget
Mayor	184,238	189,084	4,846	2.6%	0.32%
Controller	5,445,666	5,162,749	(282,917)	-5.2%	8.68%
Clerk	190,194	185,147	(5,047)	-2.7%	0.31%
Human Resources	166,500	167,310	810	0.5%	0.28%
IT	433,057	457,168	24,111	5.6%	0.77%
Law	175,934	178,333	2,399	1.4%	0.30%
Council	148,809	154,875	6,066	4.1%	0.26%
Engineering	427,088	444,084	16,996	4.0%	0.75%
Code	338,892	397,920	59,028	17.4%	0.67%
Building	226,217	231,707	5,490	2.4%	0.39%
Fire	13,735,422	14,376,755	641,333	4.7%	24.18%
Police	12,821,770	13,545,775	724,005	5.6%	22.78%
Planning	242,290	310,087	67,797	28.0%	0.52%
Central Services	1,717,779	1,729,645	11,866	0.7%	2.91%
Redevelopment	356,817	361,230	4,413	1.2%	0.61%
Cemetery	30,000	30,000	-	0.0%	0.05%
<b>Dept. Totals</b>	<b>36,640,673</b>	<b>37,921,869</b>	<b>1,281,196</b>	<b>3.50%</b>	

All Appropriated Funds					
Department	2021 Budget	2022 Budget	\$ Change	% Change	% of 2022
					Total Budget
General	36,640,673	37,921,869	1,281,196	3.5%	63.77%
Park and Recreation	3,904,375	4,246,964	342,589	8.8%	7.14%
MVH Funds					
Motor Vehicle Highway	3,558,408	4,350,352	791,944	22.3%	7.32%
Local Road & Street	552,000	1,090,000	538,000	97.5%	1.83%
					0.00%
Cumulative Sewer	2,325,000	200,000	(2,125,000)	-91.4%	0.34%
Capital Fund					
Cum. Cap. Development	650,000	700,000	50,000	7.7%	1.18%
Cum. Cap. Improvement	113,739	111,984	(1,755)	-1.5%	0.19%
CEDIT	4,154,332	3,762,877	(391,455)	-9.4%	6.33%
Other Operating Funds					
Law Enforcement Con't Ed	100,000	100,000	-	0.0%	0.17%
Public Safety	2,600,562	3,283,318	682,756	26.3%	5.52%
Park Non - Reverting	333,400	405,400	72,000	21.6%	0.68%
Pension Funds					
Fire Pension	2,000,000	2,050,000	50,000	2.5%	3.45%
Police Pension	1,400,000	1,242,000	(158,000)	-11.3%	2.09%
Gross Totals	58,332,489	59,464,764	1,132,275	1.94%	

Circuit Breaker loss:					
General	6,902,485	6,840,590			
Park & Rec	976,810	413,415			
MVH	69,628	611,350			
CCD	251,077	334,645			
Cum Sewer	-	-			
	8,200,000	8,200,000	-	0.0%	
Net Totals	66,532,489	67,664,764	1,132,275	1.70%	

Civil City Budget Comparison By Category Appropriated Funds					
Department	2021 Budget	2022 Budget	\$ Change	% Change	Total Budget
100 - Personal Services	39,537,256	41,219,235	1,681,979	4.3%	69.32%
200 - Supplies	2,731,250	2,790,750	59,500	2.2%	4.69%
300 - Other Services & Charges	10,245,583	8,673,879	(1,571,704)	-15.3%	14.59%
400 - Capital Outlays	5,818,400	6,780,900	962,500	16.5%	11.40%
<b>Fund Totals</b>	<b>58,332,489</b>	<b>59,464,764</b>	<b>1,132,275</b>	<b>1.94%</b>	<b>100.00%</b>

**MISHAWAKA  
UTILITIES**

## Electric

### Revenue

#### 6301.00

361.00	Interest Income	30,000.00
371.12	Residential Sales	15,299,700.00
371.14	Commercial Sales	3,520,800.00
371.18	Customer Charge	2,048,000.00
371.20	Customer Sales - Municipal Sales	1,129,000.00
371.22	Customer Charges - Municipal Sales	50,700.00
371.23	Outdoor Protective Lights	150,600.00
371.24	Commercial Heating	102,700.00
371.28	OPL - Municipal	30,300.00
371.29	Commercial Power	18,288,900.00
371.33	Commercial Primary Power	393,800.00
371.35	Power Transformers Owned	2,530,000.00
371.39	I&M Municipal	77,100.00
371.40	Industrial Power Service	5,067,200.00
371.41	School Service	842,600.00
371.42	PJM Transmission Adjustment	6,542,000.00
373.11	Municipal Street Lighting	435,600.00
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	786,604.00

58,568,954.00

# 1 Personal Services

## 6301.55

### Salaries & Wages

biweekly

411.02	Division Manager	89,462.00	3,440.82
	Superintendent	94,827.00	3,647.15
	Systems Reliability Supervisor	81,526.00	3,135.59
	Construction Foreman	92,078.00	3,541.43
	Substation Supervisor	71,351.00	2,744.25
	Project Manager	71,351.00	2,744.25
	Operations Coordinator	58,560.00	2,252.30
	Senior Engineering Assistant		
	3 @ 58,383	175,149.00	2,245.48
	Substation Technician	57,275.00	2,202.85
	Engineering Assistant	57,162.00	2,198.50
	Project Coordinator	44,750.00	1,721.13
	Metering Manager	71,351.00	2,744.26
	GIS Engineering Assistant	50,668.00	1,948.77
	Journeyman Lineman		
	10 @ 44.16/Hour	918,570.00	3,532.93
	Apprentice Level 7		
	6 @ 36.92/Hour	460,728.00	2,953.37
	Apprentice Level 3		
	4 @ 32.31/Hour	268,808.00	2,584.68
	Clerk/Dispatcher A		
	2 @ 25.56/Hour	106,312.00	2,044.43
	Meter Reader		
	4 @ 24.09/Hour	200,384.00	1,926.75
	Service Representative		
	5 @ 25.88/Hour	269,180.00	2,070.60
	Substation Lineworker		
	1 @ 46.73/Hour	97,188.00	3,738.00
	Buildings & Grounds Technician		
	1 @ 21.58/Hour	44,882.00	1,726.20
	Crew Leader - .75/Hour	7,800.00	
	Journeyman CL - 1.50/Hour	15,600.00	
			3,404,962.00

### Other Personal Services

411.60	Overtime	200,000.00	
411.63	Longevity	40,950.00	
411.64	FTO (Flexible Time Off) Plan	30,000.00	
411.65	Professional Certification	29,640.00	
			300,590.00

### Employee Benefits

413.01	Social Security Taxes	229,745.00	
413.02	Medicare	53,731.00	
413.05	Health Insurance	957,200.00	
413.06	Life Insurance	2,511.00	
413.08	Deferred Compensation Match	33,816.00	
413.12	Pension Benefit	451,200.00	
			1,728,203.00

## 2 Supplies

### 6301

#### Office Supplies

54.42122	Office Supplies	5,000.00	
54.42273	Computer Expenses	8,000.00	
			13,000.00

#### 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	30,000.00	
			41,128,500.00

#### Communication and Transportation

54.43210	Transportation Expense	65,000.00	
54.43212	Travel Expense	15,000.00	
54.43930	Education Expense	10,000.00	
54.43931	Apprentice Program	15,000.00	
			105,000.00

#### Insurance

54.43410	Insurance - Property, Auto, WC	233,072.00	
			233,072.00

#### Utilities

54.43511	Natural Gas Purchase	15,000.00	
54.43512	Water Purchase	7,400.00	
54.43581	CMP Fuel Purchase	50,000.00	
54.45915	Electric Purchase	30,000.00	
			102,400.00

#### Repairs and Maintenance

54.42200	Street Lights	25,000.00	
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	40,000.00	
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	
			1,216,000.00

**Other Services and Charges**

50.45200	Transfer to City/Debt Service	1,580,950.00	
	Transfer to City \$1,000,000		
	Debt Service for Bond \$580,950		
50.49500	PiLoT	640,732.00	
54.42310	Safety Equipment/Expense	50,000.00	
54.43900	Operational Expense	15,000.00	
54.43928	Permit Fees	50,000.00	
54.43929	Dues, Fees, Subscriptions	56,300.00	
61.49400	Indiana Gross Income Tax	845,836.00	
			3,238,818.00
			51,595,545.00

**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	125,000.00	
164.22	Street Lights	425,000.00	
164.26	Pad Mount Transformers	400,000.00	
165.14	Testing Equipment	100,000.00	
165.15	Tools/Garage/Shop Equipment	10,000.00	
165.16	Power Operated Equipment	140,000.00	
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	700,000.00	
170.01	Substation Equipment	350,000.00	
170.05	Overhead Conductors and Devices	400,000.00	
			4,490,000.00

**Net Surplus/Deficit** 66,720.00

# Water

## Revenue

### 6101.00

361.00	Interest	15,000.00
370.10	Unmetered Sales	6,113.00
371.11	Municipal Sales	381,231.00
371.21	Residential Metered Sales	5,172,660.00
371.25	Commercial Metered Sales	4,691,179.00
372.10	Municipal Fire Protection	29,136.00
372.11	Municipal Fire Protection - Hydrant Fees	45,342.00
372.20	Private Fire Protection	816,675.00
372.21	Private Fire Protection - Hydrant Fees	2,144,710.00
380.10	Penalty	40,000.00
381.06	Water Taps	100,000.00
381.20	Water Tower Attachments	56,806.00
381.22	Service Charges	50,820.00
381.27	Meters	23,371.00
381.29	Hydrants	5,427.00
381.39	Services	210.00
381.76	Sale of Scrap	3,500.00
399.00	Other Revenue	50,825.00

### Additional Revenue

#### 6101

253.12	Advance Construction	500,000.00	14,133,005.00
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## 1 Personal Services

### 6101.70

#### Salaries & Wages

411.02	Division Manager	84,474.00	biweekly	3,248.98
	Assistant Manager	72,038.00		2,770.68
	Meter/Backflow Supervisor	69,289.00		2,664.95
	Quality Control Assistant B	53,972.00		2,075.81
	Procurement, Inventory, & Staff Coordinator	55,279.00		2,126.11
	System Technical & Telemetry Reliability Coordinator	62,528.00		2,404.91
	Distribution System Supervisor	69,289.00		2,664.95
	GIS Coordinator	58,383.00		2,245.48
	Well Head Protection Coordinator	56,058.00		2,156.05
	Project Manager	59,551.00		2,290.42
	Heavy Equipment Operator A			
	4 @ 28.79/Hour	239,536.00		2,303.20
	Heavy Equipment Operator B			
	2 @ 27.26/Hour	113,402.00		2,180.80
	Heavy Equipment Operator C			
	1 @ 26.33/Hour	54,767.00		2,106.40
	Senior Utilityman			
	2 @ 28.59/Hour	118,942.00		2,287.32
	Intermediate Utilityman			
	2 @ 26.39/Hour	109,768.00		2,110.92

Pipefitter A		
1 @ 25.95/Hour	53,967.00	2,075.64
Pipefitter C		
2 @ 23.56/Hour	98,018.00	1,884.96
Maintenance Technician		
1 @ 26.39/Hour	54,884.00	2,110.92
Chief Meter/Backflow Inspector		
1 @ 28.63/Hour	59,558.00	2,290.68
Meter/Backflow Inspector		
1 @ 26.50/Hour	55,119.00	2,119.95
Meter Repairman A		
1 @ 25.95/Hour	53,967.00	2,075.64
Meter Installer A		
1 @ 25.84/Hour	53,967.00	2,075.64
Meter Installer B		
1 @ 24.47/Hour	50,895.00	1,957.48
Working Foreman - Distribution Systems		
1 @ 29.69/Hour	61,764.00	2,375.50
Chief Mechanic - Water Treatment		
1 @ 29.68/Hour	61,743.00	2,374.70
Buildings & Grounds Technician		
1 @ 21.58/Hour	44,882.00	1,726.20
Crew Leader - .75/Hour	1,560.00	

1,927,600.00

**Other Personal Services**

411.60 Overtime	68,250.00
411.63 Longevity	36,830.00
411.64 FTO (Flexible Time Off) Plan	8,400.00
411.65 Professional Certification	48,700.00

162,180.00

**Employee Benefits**

413.01 Social Security Taxes	129,567.00
413.02 Medicare	30,302.00
413.05 Health Insurance	572,900.00
413.06 Life Insurance	1,539.00
413.08 Deferred Compensation Match	19,261.00
413.12 Pension Benefit	288,000.00

1,041,569.00



## 2 Supplies

### 6101

#### Office Supplies

70.42122	Office Supplies	5,000.00	
70.42273	Computer Expenses	10,000.00	
			15,000.00

#### Other Supplies

75.41313	Employee Other Benefits	10,000.00	
75.42272	Water Quality/Lab Supplies/Construction/Meter Maintenance Materials and Supplies	575,000.00	
75.42276	Uniforms	15,000.00	
75.42508	Concrete Material	120,000.00	
			720,000.00

## 3 Other Services and Charges

### 6101

#### Professional Charges

70.43102	Legal Fees	20,000.00	
70.43103	Outside Services	250,000.00	
70.43104	Professional Services	525,000.00	
70.43116	Outside Lab Analysis	35,000.00	
			830,000.00

#### 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	171,000.00	
			171,000.00

#### Utilities

70.43511	Natural Gas Purchase	50,000.00	
70.43581	CMP Fuel Purchase	40,000.00	
70.43582	Wastewater Utility Charge	40,000.00	
70.45915	Electric Purchase	750,000.00	
			880,000.00

#### Repairs and Maintenance

70.43210	Transportation Expense	23,000.00	
75.42241	Equipment Rental	10,000.00	
75.42530	Chemicals/Water Treatment	325,000.00	
75.43210	Construction Equipment Expense	30,000.00	
75.42332	Maintenance Repairs Expense	25,000.00	
			413,000.00

#### Other Services and Charges

50.45200	Debt Service	4,390,573.00	
50.49500	PiLoT	652,495.00	
61.49411	Indiana Gross Income Tax	154,164.00	
70.43165	B.O. Shared Expense	393,302.00	
70.43900	Operational General Expense	10,000.00	
70.42310	Safety Equipment/Expense	10,000.00	
70.43929	Dues, Fees, Subscriptions	50,000.00	
			5,660,534.00
			11,832,883.00

#### 4 Capital Outlays

##### 6103

164.19	Structures/Improvements	150,000.00	
164.25	Hydrants	75,000.00	
165.13	Office Furniture and Equipment	15,000.00	
165.15	Tools, Implements, Equipment	50,000.00	
165.28	Vehicles	200,000.00	
170.00	Wells Source of Supply Cost	50,000.00	
170.02	Treatment Equipment Cost	50,000.00	
170.04	Equipment	150,000.00	
170.06	Pumping Equipment	40,000.00	
170.09	Water Treatment	75,000.00	
170.11	Supply Mains	7,500.00	
170.15	Meters	279,000.00	
170.22	Distribution Mains Cost	225,000.00	
170.23	Juday Creek Golf Course	25,000.00	

1,391,500.00

**Net Surplus/Deficit** 430,531.00

## 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	84,474.00	3,248.98
	Assistant Manager	72,038.00	2,770.68
	Operations Manager	68,713.00	2,642.79
	Chief Chemist	65,787.00	2,530.25
	Chemist		
	3 @ 60,910	182,730.00	2,342.68
	Maintenance Manager	63,858.00	2,456.07
	Operations Coordinator	55,279.00	2,126.11
	Chief Operator		
	1 @ 27.05/Hour	56,262.00	2,163.89
	Utility Operator A		
	4 @ 25.71/Hour	213,908.00	2,056.79
	Utility Operator B		
	1 @ 24.05/Hour	50,014.00	1,923.60
	Utility Operator C		
	4 @ 23.13/Hour	192,440.00	1,850.38
	Dewatering Mechanic		
	1 @ 28.86/Hour	60,029.00	2,308.79
	Maintenance Technician A		
	3 @ 26.39/Hour	164,652.00	2,110.92
	Maintenance Technician B		
	2 @ 24.47/Hour	101,790.00	1,957.48
	Buildings & Grounds Technician		
	1 @ 21.58/Hour	44,882.00	1,726.20
	Shift Premium (1st Shift) - .40/Hour	1,664.00	
	Shift Premium (2nd Shift) - .30/Hour	1,248.00	
	Swing Shift Premium - .50/Hour	2,080.00	
	Holiday Pay	28,205.00	
			1,510,053.00

#### Other Personal Services

411.60	Overtime	125,000.00	
411.63	Longevity	18,370.00	
411.64	FTO (Flexible Time Off) Plan	3,183.00	
411.65	Professional Certification	28,768.00	
			175,321.00

#### Employee Benefits

413.01	Social Security Taxes	104,494.00	
413.02	Medicare	24,438.00	
413.05	Health Insurance	558,000.00	
413.06	Life Insurance	1,303.00	
413.08	Deferred Compensation Match	14,769.00	
413.12	Pension Benefit	249,600.00	
			952,604.00

## 2 Supplies

### 6201

#### Office Supplies

80.42122	Office Supplies	4,000.00	
80.42212	Operation Supplies/Maintenance	50,000.00	
80.42226	Lab Supplies/Equipment	30,000.00	
			84,000.00

#### 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	
80.43116	Outside Lab Analysis	12,000.00	
			312,000.00

#### Communication and Transportation

80.43200	Travel	5,500.00	
80.43210	Transportation Expense	500.00	
80.43930	Education	3,000.00	
			9,000.00

#### Insurance

80.43410	Insurance - Property, Auto, WC	150,000.00	
			150,000.00

#### Utilities

80.43511	Natural Gas Purchase	80,000.00	
80.43512	Water Purchase	140,000.00	
80.43581	CMP Fuel Purchase	2,500.00	
80.45915	Electric Purchase	500,000.00	
			722,500.00

#### Repairs and Maintenance

80.42509	Hypochlorite Solution	100,000.00	
80.42510	Pretreatment Materials	9,000.00	
80.42511	Ferrous Chloride & Parts	95,000.00	
80.42512	Sodium Bisulfite	50,000.00	
80.42513	Polymer	120,000.00	
84.42224	Sludge Thickening	5,000.00	
84.42227	Biosolids Dewatering	10,000.00	
84.42313	Disinfection Equipment	20,000.00	
84.42314	Digester System	20,000.00	
84.42315	Primary Tank	3,000.00	
84.42316	Secondary Tank	275,000.00	
84.42317	Grit System	5,000.00	
84.42319	Blowers	5,000.00	
84.42321	Buildings & Grounds	115,000.00	
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	2,500.00	
84.42333	Pumps & Motors	20,000.00	
84.43140	Biosolids Land Application	100,000.00	
			1,013,500.00

**Other Services and Charges**

50.45200	Debt Service	7,675,238.00	
50.49500	PiLoT	2,101,801.00	
80.42310	Safety Equipment/Expense	3,000.00	
80.43114	Permit Fees	25,000.00	
80.43900	Operational General Expense	8,000.00	
80.43929	Dues, Fees, Subscriptions	1,500.00	
80.43165	B.O. Shared Expenses	393,302.00	
			10,207,841.00
			15,144,819.00

**4 Capital Outlays**

**6203**

162.03	Lift Station Structures	760,000.00	
164.02	Plant - Structures & Improvements	265,000.00	
164.19	Structures & Improvements	150,000.00	
165.26	Secondary Tank Mechanism	375,000.00	
165.51	Sewer and Drainage	550,000.00	
167.20	Transportation Equipment	30,000.00	
			2,130,000.00

Sewer

**1 Personal Services**

**6201.86**

**Salaries & Wages**

biweekly

411.02	Department Manager	67,893.00	2,611.25
	Assistant Manager	56,942.00	2,190.06
	MS4 Manager	57,984.00	2,230.13
	Project Coordinator	44,750.00	1,721.13
	Locate/Bonds/Permit Coordinator	43,155.00	1,659.81
	Assistant Director of Engineering	6,762.00	260.04
	Advanced Operator		
	4 @ 25.55/Hour	212,536.00	2,043.58
	GIS Coordinator		
	2 @ 24.73/Hour	102,868.00	1,978.20
	Repairman		
	3 @ 24.48/Hour	152,757.00	1,958.41
	Utility Operator		
	4 @ 23.96/Hour	199,380.00	1,917.10
	General Laborer II		
	1 @ 22.24/Hour	46,260.00	1,779.23
			991,287.00

**Other Personal Services**

411.60	Overtime	12,000.00	
411.63	Longevity	6,860.00	
411.64	FTO (Flexible Time Off) Plan	1,500.00	
411.65	Professional Certification	20,125.00	
			40,485.00

**Employee Benefits**

413.01	Social Security Taxes	63,970.00	
413.02	Medicare	14,961.00	
413.03	PERF	146,299.00	
413.05	Health Insurance	351,300.00	
413.06	Life Insurance	972.00	
413.08	Deferred Compensation Match	9,913.00	
			587,415.00

**2 Supplies**

**6201**

**Office Supplies**

86.42122	Office Supplies	3,000.00	
			3,000.00

**Other Supplies**

86.42276	Uniform Expense	20,000.00	
			20,000.00

**3 Other Services and Charges**

**6201**

**Communication and Transportation**

86.43200	Travel	1,000.00	
86.43930	Education	3,000.00	
			4,000.00

**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	35,000.00	
		39,000.00

**Repairs and Maintenance**

86.42231 Technology	5,000.00	
86.42309 Buildings & Grounds	2,000.00	
86.42310 Safety Equipment	5,000.00	
86.42311 Sewer Line Maintenance	275,000.00	
86.42320 Equipment Rental	500.00	
86.42364 Equipment Maintenance	60,000.00	
86.43121 Prepaid Software Maintenance	5,000.00	
		352,500.00

**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
		2,123,787.00

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

164.04 Sewer Repair/Replace	450,000.00	
164.21 Transportation Equipment	95,000.00	
165.00 Machinery & Equipment	30,000.00	
165.49 Pipe Lining/Rehab	1,000,000.00	
		1,575,000.00

<b>Net Surplus/Deficit</b>	2,619,633.00	
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## Support Services

### Revenue

#### 6301.00

384.10	Other Revenue	50,000.00	
			50,000.00

### 1 Personal Services

#### Salaries & Wages

411.01	Corporate Counsel	26,724.00	biweekly 1,027.84
411.02	Business Office Manager	74,521.00	2,866.17
	Data Processing Supervisor	57,917.00	2,227.58
	Staff Consultant	61,251.00	2,355.78
	Safety Coordinator	56,210.00	2,161.92
	CIS Specialist	52,930.00	2,035.74
	Network Operations Administrator	54,637.00	2,101.39
	Computer Operator/Account Specialist	49,782.00	1,914.66
	Customer Service Representative		
	3 @ 47,055	141,165.00	1,809.80
	Financial Analyst	49,183.00	1,891.65
	City Attorney	3,892.00	149.66
	CPC Clerk A		
	6 @ 20.74/Hour	258,804.00	1,659.00
	Lock Box Mail Processing Clerk		
	1 @ 21.03/Hour	43,750.00	1,682.67
	Terminal Operator A		
	2 @ 21.03/Hour	87,500.00	1,682.67
	Cashier A		
	1 @ 20.74/Hour	43,134.00	1,659.00
	Phone Clerk		
	1 @ 19.05/Hour	39,617.00	1,523.71
431.23	Assistant City Attorney	19,442.00	747.77
			1,120,459.00

#### Other Personal Services

411.60	Overtime	1,000.00	
411.63	Longevity	22,230.00	
411.64	FTO (Flexible Time Off) Plan	2,500.00	
411.65	Professional Certification	10,000.00	
			35,730.00

#### Employee Benefits

413.01	Social Security Taxes	71,684.00	
413.02	Medicare	16,765.00	
413.03	PERF	4,348.00	
413.05	Health Insurance	420,679.00	
413.06	Life Insurance	3,097.00	
413.08	Deferred Compensation Match	11,205.00	
413.12	Pension Benefit	211,200.00	
			738,978.00

## 2 Supplies

### 6301

#### Office Supplies

61.42113	General Office Expenses	30,000.00	
61.42115	Computer Expenses	10,000.00	
			40,000.00

## 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	11,000.00	
61.43930	Education	8,000.00	
			214,000.00

#### Printing and Advertising

61.43314	Utility Promotion Expense	15,000.00	
			15,000.00

#### Utilities

61.43512	Water Purchase	20,000.00	
61.45915	Electric Purchase	35,000.00	
			55,000.00

#### Repairs and Maintenance

61.42308	Maintenance of Buildings and Grounds	25,000.00	
61.42312	Maintenance of Office Equipment	5,000.00	
			30,000.00

#### 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	611,506.00	
			975,206.00

#### 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
			3,497,373.00

**4 Capital Outlays**

165.44 Office Equipment/Hardware

-

165.46 Office Equipment/Software

8,600.00

8,600.00

**Net Surplus/Deficit**

(3,455,973.00)

**MISHAWAKA UTILITIES  
CONSOLIDATED BUDGET  
2021**

<b>Gross Revenue</b>	<b>96,032,385.00</b>
<b>Purchased Power</b>	(\$40,918,500)
<b>Net Revenue</b>	<u><b>\$55,113,885</b></u>
<b>Net Expense</b>	42,489,303.00
Capital	9,595,100
<b>Net Budget</b>	<u><b>\$52,084,403</b></u>
% of Gross Revenue	54.2%
% of Net Revenue	94.5%
<b>Net Surplus/Deficit</b>	<u><u><b>\$3,029,482</b></u></u>
% of Gross Revenue	3.2%
% of Net Revenue	5.5%

**SALARY  
ORDINANCES**

PROPOSED ORDINANCE NO. 2021-

ORDINANCE NO. 5762  
AS AMENDED

AN ORDINANCE AMENDING THE SALARIES  
OF CERTAIN ELECTED OFFICIALS OF THE CITY OF MISHAWAKA  
FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2022

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, 2022 shall be payable in 26 equal biweekly pay periods beginning January 7, 2022 in the following amounts:

	Biweekly salary
Mayor	\$ 3,327.87
Clerk	2,362.09
Council member	492.68

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 25th day of October, 2021, at 7:26 o'clock, p. m.

Gregg A. Hixenbaugh /s/  
Gregg Hixenbaugh, President

ATTEST:

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

PRESENTED BY ME to the Mayor, this 26th day of October 2021,  
at 9:00 o'clock, a. m.

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

APPROVED BY ME this 3:00 day of October, 2021, at 3:00 o'clock,  
p. m.

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

**PROPOSED ORDINANCE 2021 - 36**

**ORDINANCE 5763**

AS AMENDED

AN ORDINANCE AMENDING 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, 2022.

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, 2022 and shall be payable in 26 bi-weekly pay periods commencing on January 7, 2022.

**BIWEEKLY SALARY**

MAYOR'S EXECUTIVE ASSISTANT	\$ 1,946.94
MAYOR'S ADMINISTRATIVE ASSISTANT	\$ 1,745.01
MAYOR'S EXECUTIVE SECRETARY	\$ 1,478.99

CONTROLLER	\$ 3,272.86
DEPUTY CONTROLLER	\$ 2,244.63
ACCOUNTANT	\$ 1,785.92
PAYROLL CLERK	\$ 1,628.19
BOOKKEEPER A	\$ 1,667.41
BOOKKEEPER B	\$ 1,447.82
BOOKKEEPER C	\$ 1,355.53
PURCHASING AGENT	\$ 1,684.46

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	\$ 1,726.24
CHIEF DEPUTY CLERK II	\$ 1,674.24

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	\$ 2,401.83
ASST DIRECTOR	\$ 1,635.57
OFFICE ADMINISTRATOR	\$ 1,488.48
HR OFFICE MANAGER	\$ 1,478.33
HR CERTIFICATION	19.23

DIRECTOR OF IT	\$ 2,768.98
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ASSISTANT DIRECTOR OF IT	\$ 2,478.71
SYSTEM SPECIALIST IV	\$ 2,286.41
SYSTEM SPECIALIST III	\$ 1,942.80
SYSTEM SPECIALIST II	\$ 1,850.72
SYSTEM SPECIALIST I	\$ 1,709.19
CORPORATE COUNSEL	\$ 2,245.02
1 <sup>st</sup> DEPUTY CITY ATTORNEY	\$ 2,598.46
2 <sup>nd</sup> DEPUTY ASST CITY ATTORNEY	\$ 747.46
COUNCIL ATTORNEY	\$ 747.46
DIRECTOR OF ENGINEERING	\$ 3,272.86
ASSISTANT DIRECTOR	\$ 2,716.97
PROJECT MANAGER	\$ 2,633.41
TRAFFIC MANAGER	\$ 2,245.48
CONSTRUCTION COORDINATOR	\$ 2,019.36
TECHNICIAN	\$ 2,006.22
GIS COORDINATOR	\$ 2,245.48
PROJECT COORDINATOR	\$ 1,673.39
LOCATOR/INSPECTOR	\$ 1,717.14
OFFICE ADMINISTRATOR	\$ 1,488.48
OFFICE MANAGER	\$ 1,478.33
PE BONUS FT	192.31
IDEM REVIEW BOARD BONUS	153.85
FIRE ADMINSTRATIVE ASSISTANT	\$ 1,745.01
FIRE OFFICE ADMINISTRATOR	\$ 1,488.37
FIRE EXECUTIVE SECRETARY	\$ 1,478.99
FIRE OFFICE MANAGER	\$ 1,474.23
POLICE RECRUIT	\$ 1,766.36
ADMINISTRATIVE ASSISTANT	\$ 1,745.01
FORENSIC SCIENCE LAB TECHNICIAN/ PROPERTY ROOM SPECIALIST	\$ 1,938.46
PROPERTY MANAGER	\$ 1,623.93
EXECUTIVE SECRETARY	\$ 1,479.36
ADMINISTRATIVE SECRETARY	\$ 1,497.80
SERVICES ADMINISTRATOR	\$ 1,676.74
OFFICE MANAGER	\$ 1,553.83
PROPERTY CLERK	\$ 1,432.92
SECRETARY	\$ 1,479.04
PARKING PERSONNEL	\$ 1,479.04
CROSSING GUARDS	21 pays@ 388.28
DIRECTOR OF CODE ENFORCEMENT	\$ 2,473.98
OFFICE ADMINISTRATOR	\$ 1,488.48
OFFICE MANAGER	\$ 1,478.33
CODE ENF OFFICER A	\$ 2,014.43
CODE ENF OFFICER B	\$ 1,690.93
BUILDING COMMISSIONER	\$ 2,531.95
ASSISTANT BUILDING COMMISSIONER	\$ 2,385.28
OFFICE ADMINISTRATOR	\$ 1,488.48
OFFICE MANAGER	\$ 1,478.33
INSPECTOR A	\$ 2,425.37

INSPECTOR B	\$ 2,202.76
EXECUTIVE DIRECTOR	\$ 3,272.86
CITY PLANNER	\$ 2,750.00
SENIOR PLANNER	\$ 2,036.29
ASSOCIATE PLANNER	\$ 1,933.43
ADMINISTRATIVE PLANNER	\$ 1,726.24
OFFICE MANAGER	\$ 1,467.20
TIF CONSTRUCTION MANAGER	\$ 2,633.41
PROGRAM CONSTRUCTION MANAGER	\$ 2,390.42
PROGRAM COORDINATOR	\$ 1,692.99
GRANT MANAGER	\$ 2,192.62
GRANT SPECIALIST	\$ 1,493.48
CENTRAL SERVICES ASSISTANT	\$ 2,246.33
STREET COMMISSIONER	\$ 2,839.80
OFFICE ADMINISTRATOR	\$ 1,488.36
OFFICE MANAGER	\$ 1,478.33
SECRETARY	\$ 1,447.99

**BIWEEKLY HOURLY**

PART-TIME HELP	7.25-30.00
CENTRAL SERVICES: FLEET MAINTENANCE TECHNICIAN	23.42
CENTRAL SERVICES/MVH: GROUP 1	22.25
GROUP 2	21.09
GROUP 3	20.22
NIGHT BONUS/SHIFT DIFFERENTIAL	.55/.60
PROJECT COORDINATOR	1.00

**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 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 25TH day of October 2021, at 7:41 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 26th day of October 2021, at 9:04 o'clock, a . m.

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

APPROVED BY ME this 26 day of October 2021, at 3:00 o'clock, P . m.

David A. Wood /s/

David A. Wood, Mayor

PROPOSED ORDINANCE NO. 2022- 02

ORDINANCE NO. 5780

AN ORDINANCE AMENDING ORDINANCE 5763 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, 2022.

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

**Section 1.** Ordinance number 5763 passed by the Common Council of the City of Mishawaka, Indiana, on the 25th of October 2021 is hereby amended as follows:

**BIWEEKLY SALARY**

CITY PLANNER	\$ 2,674.63
SENIOR PLANNER	\$ 2,119.42

**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 7<sup>th</sup> day of February, 2022 at 7:16 o'clock, p. m.

Gregg Hixenbaugh /s/  
Presiding Officer

ATTEST:

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

PRESENTED BY ME, to the Mayor on this 8<sup>th</sup> day of February 2022 at 8:20 o'clock p . m.

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

APPROVED BY ME this 11<sup>th</sup> day of February 2022, at 9:43 o'clock, a. m.

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

**PROPOSED ORDINANCE 2021 - 37  
ORDINANCE 5764**

AS AMENDED

AN ORDINANCE FIXING THE SALARIES OF ALL SWORN  
PUBLIC SAFETY EMPLOYEES OF THE CITY OF  
MISHAWAKA, INDIANA FOR THE YEAR BEGINNING  
JANUARY 1, 2022.

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

Section 1. The biweekly salaries of all sworn public safety employees for the City of Mishawaka for the year beginning January 1, 2022 and shall be payable in 26 bi-weekly pay periods commencing on January 7, 2022.

**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

**ANNUAL/MISC**

FIRE:

SPECIALTY PAY:

	<u>TIER 1</u>	<u>TIER 2</u>
ADVANCED EMT	1,000	3,000
PARAMEDIC	2,000	4,000
LEAD PARAMEDIC	4,000	100/shift
2 <sup>ND</sup> SEAT ADV EMT/PARA		50/shift
WATER RESCUE/RECOVERY LEADER		1,050
WATER DIVER/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:	
IDACS SPECIALIST	500
PARKING PERSONNEL CLOTHING	600
CROSSING GUARD SUBSTITUTE	20 per day
SUMMER SCHOOL CROSS GUARD	20 per day
UNIFORM ALLOWANCE	2,050
EQUIPMENT MAINT ALLOWANCE	1,250

Section 2. 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 3. 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 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 25th day of October 2021, at 7:53 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 26th day of October 2021, at 9:06 o'clock, a. m.

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

APPROVED BY ME this 26th day of October 2021, at 3:00 o'clock, p. m.

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



**RESOLUTION NO. 2022-02**

**RESOLUTION OF THE CITY OF MISHAWAKA, INDIANA  
DEPARTMENT OF COMMUNITY DEVELOPMENT,  
REDEVELOPMENT COMMISSION, FIXING SALARIES FOR  
THE STAFF OF THE DEPARTMENT EFFECTIVE JANUARY 1, 2022**

**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, 2022.

**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, 2022, shall be payable in 26 equal biweekly pay periods commencing on January 7, 2022.

	<b><u>Bi-Weekly Pay</u></b>
TIF Construction Manager	\$ 2,633.41
Program Construction Manager	\$ 2,390.42
Grant Manager	\$ 2,192.62
Program Coordinator	\$ 1,692.99

**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 City Planner as Executive Director perform integral roles for the Redevelopment Commission. Their salaries approved by the Common Council are noted below:

	<b><u>Bi-Weekly Pay</u></b>
Executive Director	\$ 3,272.86
City Controller	\$ 3,272.86

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

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

**2022 PARK SALARY RESOLUTION**

SECTION 1. The biweekly salaries for the year beginning January 1, 2021 shall be payable in 26 equal biweekly pay periods beginning January 7, 2022

	<b>2022</b>
	<b><u>Biweekly</u></b>
PARK SUPERINTENDENT	\$2,839.80
ASSISTANT PARK SUPERINTENDENT	\$2,151.39
SPECIAL EVENTS & ACTIVITIES DIRECTOR	\$1,942.12
RECREATION & FACILITIES DIRECTOR	\$1,942.12
RECREATION/SPECIAL EVENTS MANAGER	\$1,644.12
CAMP AND COMMUNITY ENGAGEMENT DIRECTOR	\$1,942.12
DIRECTOR OF AQUATICS/ ICE RINK	\$1,942.12
AQUATICS/ ICE RINK ASSISTANT	\$1,644.12
COMMUNITY CENTER DIRECTOR	\$1,942.12
PROGRAM COORDINATOR	\$1,596.46
OFFICE COORDINATOR	\$1,886.27
LANDSCAPE/URBAN FORESTRY ASSISTANT	\$1,644.12
RECEPTIONIST	\$1,468.49
LANDSCAPE/URBAN FORESTRY DIRECTOR	\$2,026.36
GOLF COURSE SUPERINTENDENT	\$2,297.70
ASSISTANT GOLF COURSE SUPERINTENDENT	\$1,840.68
DIRECTOR OF GOLF OPERATIONS	\$2,089.91
EQUIPMENT FOREMAN	\$1,850.97
	<b><u>Annual</u></b>
BOARD MEMBER	\$300.00
	<b><u>Hourly</u></b>
GR 1	\$22.25
GR 2	\$21.09
GR 3	\$20.22
SHIFT DIFFERENTIAL/NIGHT BONUS	\$.55/\$.60
Part-time Seasonal	\$7.25-15.00 per hour
Lifeguard	\$7.25-15.00 per hour
Assistant Director of Golf	\$7.25-15.00 per hour
Facility Supervisor	\$7.25-15.00 per hour
Seasonal Landscaper	\$7.25-15.00 per hour

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

SECTION 3. The City / Park will contribute the employee portion of 3% to the Public Employees

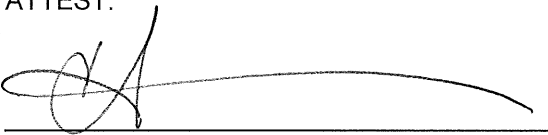
Retirement Fund for all those employees eligible for participation in the PERF program.

SECTION 4. The City / Park will match 100% of the employee's deferred compensation contribution up to 1% of the employee's base bi-weekly pay for those employees eligible for participation in the Deferred Compensation program.

SECTION 5. Passed this 13 day of December, 2021

  
\_\_\_\_\_  
President of the Board

ATTEST:

  
\_\_\_\_\_

Secretary of the Board

RESOLUTION NO. 2021-07

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

APPROVING AND CONFIRMING THE SCHEDULE OF COMPENSATION  
FOR CERTAIN EMPLOYEES OF MISHAWAKA UTILITIES AND  
THE SEWER MAINTENANCE DEPARTMENT FOR 2022

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 2022 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, 2022;


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

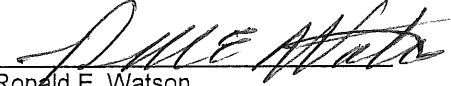
The Board hereby approves and confirms the salaries and wages on the attached schedule, all to take effect on January 1, 2022. For salaried positions, bi-weekly pay for the year beginning January 1, 2022 shall be payable every other week beginning on January 1, 2022 per the attached schedule. For hourly positions, the hourly wage shall apply.

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 14<sup>th</sup> day of December, 2021.

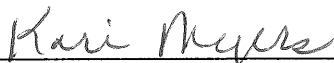
UTILITIES BOARD  
Mishawaka, Indiana

  
Kenneth B. Prince

  
Rebecca S. Maguire

  
Ronald E. Watson

ATTEST:

  
Kari Myers, Clerk of the Board

**MISHAWAKA UTILITIES  
2022 WAGE SCHEDULE  
Salaried, Full Time, Non-Union Employees**

**ELECTRIC DIVISION**

**Biweekly Pay**

Construction Foreman	3,541.43
Division Manager	3,440.82
Engineering Assistant	2,198.50
GIS Engeering Assistant	1,948.77
Office Coordinator	1,619.80
Operations Coordinator	2,252.30
Project Coordinator	1,721.13
Project Manager	2,744.25
Senior Engineering Assistant	2,245.48
Substation Supervisor	2,744.25
Substation Technician	2,202.85
Superintendent	3,647.15
System Reliability Supervisor	3,135.59
Advanced Line Worker Cert I	\$0.75
Advanced Line Worker Cert II	\$0.75

**METERING DEPARTMENT**

Manager	2,744.26
Advanced Line Worker Cert I	\$0.75
Advanced Line Worker Cert II	\$0.75

**WATER DIVISION**

Assistant Manager	2,770.68
Distribution System Supervisor	2,664.95
Division Manager	3,248.98
GIS Coordinator	2,245.48
Meter/Backflow Supervisor	2,664.95
Office Coordinator	1,619.80
Operations Coordinator	2,404.91
Procurement, Inventory & Employee Liason	2,126.11
Project Manager	2,290.42
Project Coordinator	1,721.13
Quailty Control Assistant B	2,075.81
Quality Control Assistant C	1,823.27
Quality Control Technician	2,328.61
System Technical & Telemetry Reliability Coordinator	2,404.91
Telemetry Technician	2,198.50
Water Quality Supervisor	2,664.81
Well Head Protection Coordinator	2,156.05
Salary 1 State License	\$1,500/Year
Salary 2 or More State Licenses	\$3,500/Year

**WASTEWATER DIVISION**

Assistant Manager	2,770.68
Chemist	2,342.68
Chief Chemist	2,530.25
Division Manager	3,248.98
Maintenance Manager	2,456.07
Operations Coordinator	2,126.11
Operations Manager	2,642.79
Project Coordinator	1,721.13
Project Manager	2,456.07
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	260.04
Locates/Permit Coordinator	1,659.81
Manager	2,611.25
MS4 Manager	2,230.13
Office Coordinator	1,619.92
Project Coordinator	1,721.13
Senior Secretary	1,582.75
Sewer Assistant Manager	2,190.06
PE Certification	269.23

**SEWER MAINTENANCE DEPARTMENT - HOURLY**

Advanced Operator	25.55
GIS Coordinator	24.73
Repairman	24.48
Utility Operator	23.96
General Laborer II	22.24
General Laborer I	22.03
General Laborer	19.14
Probationary	17.44
Class A CDL	\$500/Year
Class B CDL	\$250/Year
Tanker	\$150/Year

**ALL DIVISIONS**

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

**SUPPORT STAFF**

Accountant	1,786.26
Assistant City Attorney	747.77
Bookkeeper	1,637.39
Business Office Manager	2,866.17
CIS Specialist	2,035.74
City Attorney	149.66
Computer Operator	1,858.98
Computer Operator/Account Specialist	1,914.66
Corporate Counsel	1,027.84
Customer Service Representative	1,809.80
DP Supervisor	2,227.58
Financial Analyst	1,891.65
General Manager	3,550.81
Network Operations Administrator	2,101.39
Safety Coordinator	2,161.92
Senior Bookkeeper	1,761.18
Senior Computer Operator	1,935.87
Senior Secretary	1,520.40
Staff Consultant	2,355.78
Title Transfer	384.62

	<b>Monthly</b>
Insurance Stipend - Asst. City Attorney	500.00

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. 2021-08

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 2022

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

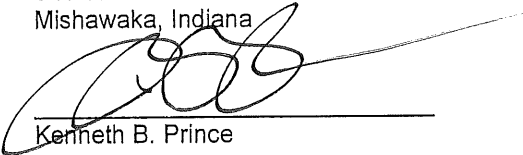
WHEREAS, Mishawaka Utilities management has submitted the attached schedule of compensation for certain employees who are members of IBEW Local 1392 for 2022 to the Utilities Board for review and approval; and


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, 2022.

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 14<sup>th</sup> day of December, 2021.


UTILITIES BOARD  
Mishawaka, Indiana

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

  
\_\_\_\_\_  
Rebecca S. Maguire

  
\_\_\_\_\_  
Ronald E. Watson

ATTEST:

  
\_\_\_\_\_  
Kari Myers, Clerk of the Board



**MISHAWAKA UTILITIES  
2022 WAGE SCHEDULE  
Hourly Rate for Union Employees**

**BUSINESS OFFICE**

**2022**

CPC Clerk A	\$20.74
CPC Clerk B	\$19.71
CPC Clerk C	\$19.06
Lock Box Mail Processing Clerk	\$21.03
Mail Equipment Operator B	\$19.72
Mail Equipment Operator C	\$19.06
Terminal Operator A	\$21.03
Terminal Operator B	\$19.99
Terminal Operator C	\$19.34
Cashier A	\$20.74
Cashier B	\$19.72
Cashier C	\$19.06
Phone Clerk	\$19.05

**METERING DEPARTMENT**

Meterman	\$30.00
Service Representative	\$25.88
Meter Reader	\$24.09
Crew Leader (additional)	\$0.75

**ELECTRIC DIVISION**

Journeyman Lineman	\$44.16
Apprentice Level 8	\$37.58
Apprentice Level 7	\$36.92
Apprentice Level 6	\$36.26
Apprentice Level 5	\$34.94
Apprentice Level 4	\$34.28
Apprentice Level 3	\$32.31
Apprentice Level 2	\$31.65
Apprentice Level 1	\$30.99
Machine Operator A	\$28.79
Machine Operator B	\$26.08
Clerk/Dispatcher A	\$25.56
Clerk/Dispatcher B	\$24.13
Substation Lineworker	\$46.73
Building & Grounds Technician	\$21.58
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)	\$0.75
For qualifying personnel (additional)	
Certification Bonus (Thermographer)	\$0.75
For qualifying personnel (additional)	

## WATER DIVISION

Working Foreman - Distribution System	\$29.69
Heavy Equipment Operator A	\$28.79
Heavy Equipment Operator B	\$27.26
Heavy Equipment Operator C	\$26.33
Pipefitter A	\$25.95
Pipefitter B	\$24.47
Pipefitter C	\$23.56
Senior Utilityman	\$28.59
Intermediate Utilityman	\$26.39
Utilityman	\$24.78
Chief Mechanic - Water Treatment	\$29.68
Maintenance Technician	\$26.39
General Maintenance A	\$24.79
General Maintenance B	\$23.30
General Maintenance C	\$22.53
Chief Meter/Backflow Inspector	\$28.63
Meter/Backflow Inspector	\$26.50
Meter Repairman A	\$25.95
Meter Repairman B	\$24.47
Meter Repairman C	\$23.56
Meter Installer A	\$25.95
Meter Installer B	\$24.47
Meter Installer C	\$23.56
Building & Grounds Technician	\$21.58
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	\$28.86
Biosolids Technician	\$26.40
Maintenance Technician A	\$26.39
Maintenance Technician B	\$24.47
Maintenance Technician C	\$23.54
Chief Operator	\$27.05
Utility Operator A	\$25.71
Utility Operator B	\$24.05
Utility Operator C	\$23.13
Pretreatment Technician	\$26.50
Building & Grounds Technician	\$21.58
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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RESOLUTION NO. 2021-11

A RESOLUTION OF THE UTILITIES BOARD  
OF THE CITY OF MISHAWAKA, INDIANA  
AMENDING RESOLUTION No. 2021-07 AND  
AMENDING THE SCHEDULE OF COMPENSATION FOR CERTAIN EMPLOYEES OF  
MISHAWAKA UTILITIES AND  
THE SEWER MAINTENANCE DEPARTMENT FOR 2022

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 2022 which was attached to Resolution No. 2021-07.

WHEREAS, due to a scrivener's error, it is necessary to make certain amendments to the schedule which was attached to Resolution No. 2021-07.

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

The Board hereby amends Resolution No 2021-07 for the following position

SUPPORT STAFF

Tanker


\$125.00/Year

PASSED by the Utilities Board of the City of Mishawaka, Indiana, on this 21 day of December, 2021.


UTILITIES BOARD  
Mishawaka, Indiana

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

  
\_\_\_\_\_  
Rebecca S. Maguire

  
\_\_\_\_\_  
Ronald E. Watson

ATTEST:

  
\_\_\_\_\_  
~~Kari Myers, Clerk of the Board~~  
Janel Cook, Acting Clerk

**MISHAWAKA UTILITIES  
2022 WAGE SCHEDULE  
Salaried, Full Time, Non-Union Employees**

**ELECTRIC DIVISION**

**Biweekly Pay**

Construction Foreman	3,541.43
Division Manager	3,440.82
Engineering Assistant	2,198.50
GIS Enigeering Assistant	1,948.77
Office Coordinator	1,619.80
Operations Coordinator	2,252.30
Project Coordinator	1,721.13
Project Manager	2,744.25
Senior Engineering Assistant	2,245.48
Substation Supervisor	2,744.25
Substation Technician	2,202.85
Superintendent	3,647.15
System Reliability Supervisor	3,135.59
Advanced Line Worker Cert I	\$0.75
Advanced Line Worker Cert II	\$0.75

**METERING DEPARTMENT**

Manager	2,744.26
Advanced Line Worker Cert I	\$0.75
Advanced Line Worker Cert II	\$0.75

**WATER DIVISION**

Assistant Manager	2,770.68
Distribution System Supervisor	2,664.95
Division Manager	3,248.98
GIS Coordinator	2,245.48
Meter/Backflow Supervisor	2,664.95
Office Coordinator	1,619.80
Operations Coordinator	2,404.91
Procurement, Inventory & Employee Liason	2,126.11
Project Manager	2,290.42
Project Coordinator	1,721.13
Quailty Control Assistant B	2,075.81
Quality Control Assistant C	1,823.27
Quality Control Technician	2,328.61
System Technical & Telemetry Reliability Coordinator	2,404.91
Telemetry Technician	2,198.50
Water Quality Supervisor	2,664.81
Well Head Protection Coordinator	2,156.05
Salary 1 State License	\$1,500/Year
Salary 2 or More State Licenses	\$3,500/Year

**WASTEWATER DIVISION**

Assistant Manager	2,770.68
Chemist	2,342.68
Chief Chemist	2,530.25
Division Manager	3,248.98
Maintenance Manager	2,456.07
Operations Coordinator	2,126.11
Operations Manager	2,642.79
Project Coordinator	1,721.13
Project Manager	2,456.07
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	260.04
Locates/Permit Coordinator	1,659.81
Manager	2,611.25
MS4 Manager	2,230.13
Office Coordinator	1,619.92
Project Coordinator	1,721.13
Senior Secretary	1,582.75
Sewer Assistant Manager	2,190.06
PE Certification	269.23

**SEWER MAINTENANCE DEPARTMENT - HOURLY**

Advanced Operator	25.55
GIS Coordinator	24.73
Repairman	24.48
Utility Operator	23.96
General Laborer II	22.24
General Laborer I	22.03
General Laborer	19.14
Probationary	17.44
Class A CDL	\$500/Year
Class B CDL	\$250/Year
Tanker	\$125/Year

**ALL DIVISIONS**

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

Accountant	1,786.26
Assistant City Attorney	747.77
Bookkeeper	1,637.39
Business Office Manager	2,866.17
CIS Specialist	2,035.74
City Attorney	149.66
Computer Operator	1,858.98
Computer Operator/Account Specialist	1,914.66
Corporate Counsel	1,027.84
Customer Service Representative	1,809.80
DP Supervisor	2,227.58
Financial Analyst	1,891.65
General Manager	3,550.81
Network Operations Administrator	2,101.39
Safety Coordinator	2,161.92
Senior Bookkeeper	1,761.18
Senior Computer Operator	1,935.87
Senior Secretary	1,520.40
Staff Consultant	2,355.78
Title Transfer	384.62

	<b>Monthly</b>
Insurance Stipend - Asst. City Attorney	500.00

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.