

City of South Bend, Indiana
2018 Nonbargaining Salary Ordinance Schedule - as amended 7-3-18
Maximum Salaries

Full-Time Positions	Status	Notes *	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2018 % Increase
311 Customer Service Liaison	Full Time	11	new	40,500	41,310	42,136	42,979	43,839	44,716	2.00%
311 Customer Service Liaison II	Full Time	77			new	43,788	44,664	45,557	46,468	2.00%
Academic Coordinator-CB Center	Full Time	46	31,980	32,620	title change					
Academic Coordinator-MLK Center	Full Time	46	36,348	37,075	title change					
Accounting Assistant	Full Time		39,515	39,515	40,305	41,111	41,933	42,772	43,627	2.00%
Accounting Clerk IV	Full Time		30,186	30,790	31,406	32,034	32,674	33,328	33,995	2.00%
Accounts Payable Administrator	Full Time	58	31,746	32,381	33,029	33,689	34,363	35,050	35,751	2.00%
Administrative Assistant I	Full Time	43	35,984	36,704	37,438	38,187	38,950	39,730	40,525	2.00%
Administrative Assistant I - DCI (Adm & Finance Team)	Full Time	5, 63	new	27,487	eliminated					
Administrative Assistant II	Full Time	67	37,050	37,791	38,547	39,318	40,104	40,906	41,724	2.00%
Administrative Assistant II - DCI (Adm & Finance Team)	Full Time	5, 63	new	30,869	eliminated					
Administrative Assistant III - DCI (Adm & Finance Team)	Full Time	5, 155	new	36,704	37,438	38,187	38,951	39,730	eliminated	
Administrative Assistant III - DCI (Neigh. Engagement Team)	Full Time	5, 28, 156	new	36,704	37,438	38,187	38,951	39,730	eliminated	
Alarm Specialist	Full Time	122				title change				2.00%
Analyst I - DCI (Neighborhood Engagement Team)	Full Time	5, 138	new	40,019	40,819	41,636	42,468	43,318	44,185	2.00%
Animal Control Assistant	Full Time		31,252	31,877	32,515	33,165	33,828	34,505	35,195	2.00%
Animal Control Officer	Full Time		31,486	32,116	32,758	33,413	34,081	34,763	35,458	2.00%
Animal Control Officer Senior	Full Time	31	34,788	35,484	title change					
Applications Developer	Full Time	132				new				2.00%
Assistant City Attorney	Full Time	117	68,510	69,880	71,278	72,704	74,168	75,641	77,134	2.00%
Assistant City Attorney/Claims Adjuster	Full Time	65	new		new	72,704	74,168	75,641	77,134	2.00%
Assistant City Engineer	Full Time	3, 117	73,060	74,521	76,011	77,531	79,082	82,245	83,890	2.00%
Assistant Director of Administration & Marketing	Full Time	36, 63	46,202	47,126	title change					
Assistant Director of Administrative Services	Full Time	41	50,154	51,157	title change					
Assistant Director of Booking & Event Operation	Full Time	36, 63	43,732	44,607	title change					
Assistant Director of Civilian Services	Full Time	127				title change				2.00%
Assistant Director of Communication Center	Full Time	21	45,084	50,000	51,000	52,020	53,060	46,000	55,204	2.00%
Assistant Director of Community and Economic Development	Full Time	5, 63	56,758	title change						2.00%
Assistant Director of Distribution	Full Time		48,566	47,497	48,447	49,416	50,405	51,413	52,441	2.00%
Assistant Director of Human Resources	Full Time	63	51,376	52,404	53,452	54,521	55,611	eliminated		
Assistant Director of MPAC Financial Reporting	Full Time	36, 63	44,824	45,720	46,635	47,568	48,519	eliminated		
Assistant Director of Recreation	Full Time	29	51,246	52,271	53,310	54,363	55,430	56,510	57,602	2.00%
Assistant Director of SCADA Information Systems (formerly System Specialist IV)	Full Time	160	60,008	61,208	62,432	63,681	64,955	66,254	67,579	2.00%
Assistant Director of Treatment	Full Time		46,306	47,232	48,177	49,140	50,123	eliminated		2.00%
Assistant Director of Utilities	Full Time	75, 107			new	76,000	81,500	83,130	84,793	2.00%
Assistant Manager - Customer Service	Full Time	132				title change				2.00%
Assistant To The Mayor	Full Time	4, 63	title change							
Assistant Zoning Administrator	Full Time	29, 66, 72	52,338	53,385	54,447	55,521	56,611	57,713	58,828	2.00%
Associate II - DCI - (Adm & Finance Team)	Full Time	101, 138	new	54,870	55,967	57,087	58,228	59,393	60,572	2.00%
Associate II - DCI - (Economic Resources Team)	Full Time	5, 138			new	60,000	61,200	62,424	63,672	2.00%
Budget Analyst - Senior	Full Time	80			new	60,000	61,200	62,424	63,672	2.00%
Building and Code Inspector	Full Time	42			new	47,940	48,899	49,877	50,875	2.00%
Building Commissioner	Full Time	29, 66	77,818	79,374	84,930	86,829	88,961	90,128	91,931	2.00%
Building Inspector	Full Time	97	43,212	44,076	44,958	45,857	46,774	47,710	48,664	2.00%
Business Analyst	Full Time	44			new	49,000	50,980	51,999	53,039	2.00%
Business Development Specialist (formerly Associate I - DCI - (Business Development)	Full Time	153	new	50,786	51,802	52,838	53,895	54,972	56,071	2.00%
Business License Administrator (formerly Analyst II - DCI (Business Development)	Full Time	28	31,070	31,691	32,329	32,984	33,655	34,341	35,041	2.00%
CAD Specialist - Senior	Full Time	34	43,888	44,766	45,666	46,589	47,536	48,504	49,493	2.00%
CED Specialist II	Full Time	5, 63	37,050	title change						
CED Specialist Senior	Full Time	5, 63	53,794	title change						
CED Specialist VI	Full Time	5, 63	49,790	title change						
Chemist	Full Time	112	44,876	45,774	46,689	47,623	48,575	49,547	50,538	2.00%
Chemist Lead	Full Time	164	47,136	48,691	49,665	50,658	51,671	52,704	53,758	2.00%
Chemist/Safety Officer	Full Time	29	44,902	45,800	46,716	47,650	48,608	49,587	50,586	2.00%
Chief Administration Officer	Full Time	29, 66, 103	new	55,000	56,100	57,222	58,366	59,533	60,724	100.00%
Chief Building Inspector	Full Time		45,318	46,224	47,151	48,099	49,068	50,058	51,069	2.00%
Chief Code Inspector	Full Time		45,916	46,834	47,771	48,726	49,701	50,695	51,709	2.00%
Chief Deputy City Clerk	Full Time	65			new	98,318	100,284	102,290	104,336	2.00%
Chief Innovation Officer	Full Time	3, 4, 29, 66	65,442	66,751	71,424	72,852	74,310	75,796	77,312	2.00%
Chief of Staff to the Mayor	Full Time	71	30,264	30,869	31,487	32,116	32,758	33,413	34,081	2.00%
Chief Technology Officer	Full Time		94,500	96,390	98,318	100,284	102,290	104,336	106,424	2.00%
City Clerk Secretary	Full Time	3, 26, 117	94,500	96,390	98,318	100,284	102,290	104,336	106,424	2.00%
City Controller	Full Time	3, 26	94,500	96,390	98,318	100,284	102,290	104,336	106,424	2.00%
City Engineer	Full Time	3, 26								

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Clerk Terminal Operator (now Records Specialist)	Full Time		26,520	27,050	27,591	28,143	28,706	title change	28,706	
Club Pro Municipal Golf Course	Full Time		45,474	46,383	47,311	48,257	49,223	50,207	51,211	2.00%
Code Inspector	Full Time	103	37,024	37,764	38,520	39,290	40,076	40,877	41,695	2.00%
Code Inspector - Senior	Full Time	103			title change	new	42,583	43,435	44,304	2.00%
Collection Specialist	Full Time	35	32,006	32,646						
Commercial Combination Inspector	Full Time	96			title change					
Communication Specialist I	Full Time	21	30,888	33,500	34,170	34,853	35,550	36,261	36,986	2.00%
Communication Specialist II	Full Time	21	34,528	41,500	42,330	43,177	44,040	44,921	45,819	2.00%
Communication Specialist III	Full Time	21	35,022	43,000	43,860	44,737	45,632	46,545	47,476	2.00%
Communications Coordinator (VPA)	Full Time	170								
Corporation Counsel	Full Time	3, 22, 26, 117	94,500	96,390	98,390	98,318	100,284	102,318	104,418	100.00%
Court Liaison	Full Time		31,616	32,248	32,893	33,551	34,222	34,907	35,605	2.00%
Crime Analyst	Full Time		34,632	35,325	36,031	36,752	37,487	38,237	39,002	2.00%
Custodian	Full Time		22,620	23,072	23,533	24,004	24,484	24,974	25,473	2.00%
Customer Service Coordinator	Full Time	8	38,558	39,329	40,116	40,918	41,736	42,571	43,422	2.00%
Data Entry /Alarms Coordinator	Full Time		28,808	29,384	29,972	30,571	31,183	31,806	32,442	2.00%
Data Entry Coordinator	Full Time		32,552	33,203	33,867	34,544	title change			
Data Entry Specialist	Full Time	124					title change			
Data Entry Specialist II	Full Time		28,262	28,827	29,404	29,992	30,592	31,204	31,828	2.00%
Departmental System Specialist	Full Time		43,212	44,076	44,958	45,857	46,774	47,710	48,664	2.00%
Deputy Chief of Staff to the Mayor	Full Time	3, 4, 29, 66	62,170	63,413	64,672	65,957	67,267	68,602	70,000	2.00%
Deputy City Clerk	Full Time	69, 179	39,338	40,125	40,927	43,246	44,111	44,993	50,000	11.13%
Deputy City Controller	Full Time	29, 66, 117	72,000	73,440	74,981	80,153	81,756	95,509	97,419	2.00%
Deputy Director of Code Enforcement	Full Time	131					new	75,000	76,500	2.00%
Deputy Director of Human Resources (formerly Manager - Talent)	Full Time	13, 29, 142	new	60,000	61,200	65,000	66,300	67,626	76,500	13.12%
Deputy Director of Public Works	Full Time	33		new	90,000	91,800	93,636	95,509	97,419	2.00%
Deputy Director of Venues, Parks & Arts (fka Exec Director Morris PAC)	Full Time	29	75,270	76,775	90,000	91,800	93,636	95,509	97,419	2.00%
Deputy Mayor	Full Time	37			98,000					
Design/Plan Review Specialist	Full Time		55,172	56,275	57,401	58,549	59,720	60,914	62,132	2.00%
Digital (Forensic) Lab Technician	Full Time	17, 146	33,566	34,237	34,922	35,621	36,333	37,060	55,000	48.41%
Digital Communications & Multimedia Training Coordinator	Full Time	125					new	54,000	55,080	2.00%
Director I - DCI - (Admin/Finance Team)	Full Time								eliminated	
Director I - DCI - (Planning Team)	Full Time	5, 138	new	63,913	65,191	66,495	67,825	69,181	eliminated	
Director of 311 Customer Service	Full Time	5, 138	new	63,913	65,191	66,495	67,825	69,181	eliminated	
Director of Accounting and Budget	Full Time	11, 60, 66, 132	new	52,000	55,640	56,753	57,888	73,440	74,909	2.00%
Director of Administrative Services	Full Time	116					new title	73,201	74,665	2.00%
Director of Administrative Services - Parks	Full Time	30	56,992	58,132	title change	eliminated				
Director of Applications	Full Time	76	56,992	58,132	59,294					
Director of Assets and Information Systems	Full Time	132					title change			
Director of Booking & Event Services	Full Time	178								
Director of Box Office & Event Services - Venues	Full Time	85, 182								
Director of Business Analytics	Full Time	132								
Director of Business Development (formerly Director II - DCI - (Economic Resource	Full Time	153	new	69,721	71,115	72,538	76,000	77,520	79,070	2.00%
Director of Central Services	Full Time	138	68,354	69,721	74,601	76,093	77,615	81,000	eliminated	
Director of Civic Innovation	Full Time	158								
Director of Civilian Services (fka Director of Records Bureau)	Full Time	135								
Director of Code Enforcement	Full Time	29, 66	69,238	70,623	75,567	77,078	78,620	80,192	81,796	2.00%
Director of Communication Center	Full Time	29, 66	55,432	56,541	60,499	61,709	62,943	64,202	65,486	2.00%
Director of Communications	Full Time	2, 3	58,344	59,511	60,701	61,915	63,153	64,416	65,704	2.00%
Director of Communications & Radio	Full Time	8, 95	new	52,338	54,452	55,542	56,652	57,785	58,941	2.00%
Director of Community Development	Full Time	8, 95	new	39,642	40,435	41,244	eliminated			
Director of Community Outreach	Full Time	5, 63	68,354	title change						
Director of CSO Project Management	Full Time	21, 29, 82, 137	new	45,000	49,500	50,490	55,000	56,100	64,416	14.82%
Director of Customer Service & Billing Office	Full Time	117	72,722	74,176	75,660	77,173	78,717	81,865	83,502	2.00%
Director of Development - Venues, Parks & Arts	Full Time	108, 161				new	66,000	67,320	71,360	6.00%
Director of Distributions	Full Time	76, 130	56,446	57,575	58,726	eliminated	reinstated	55,000	56,100	2.00%
Director of Economic Development	Full Time	159	58,422	59,590	60,782	61,998	63,238	eliminated		
Director of Energy Conservation	Full Time	5, 63	68,354	title change						
Director of Energy Conservation	Full Time	38	69,394	70,782	title change					
Director of Engagement & Economic Empowerment (replacing Asst Director, positio	Full Time	153	new	81,600	83,232	84,897	94,000	95,880	79,070	-17.53%
Director of Equipment Services (formerly Manager - Equipment Services)	Full Time	167	54,418	55,506	56,616	57,749	58,904	60,082	61,284	2.00%
Director of Facilities Management (formerly Sustainability Project Manager)	Full Time	39, 133, 175		new	61,000	62,220	63,464	64,734	66,029	2.00%
Director of Finance (Public Works)	Full Time	138	64,506	65,796	67,112	68,454	69,823	71,220	eliminated	
Director of Financial & Program Management	Full Time	5, 63	62,660	title change						
Director of Financial Services	Full Time	116, 140	55,172	56,275	57,401	58,549	59,720	60,914	66,554	9.26%
Director of Financial Services (Park Administration)	Full Time	140	56,446	57,575	58,726	59,901	61,099	62,321	66,554	6.79%

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Director of Financial Services (Water/Utility)	Full Time	140	59,098	60,280	61,486	62,715	63,970	65,249	66,554	2.00%
Director of Golf Operations	Full Time		56,992	58,132	59,294	60,480	61,690	62,924	64,192	2.00%
Director of Human Resources	Full Time	3	80,002	81,602	83,234	84,899	86,597	88,329	90,096	2.00%
Director of Human Rights	Full Time	29, 66, 98	54,262	55,347	59,221	60,405	61,614	70,000	71,400	2.00%
Director of Information Technology	Full Time	3, 71	87,000	88,740	90,515	eliminated				
Director of Infrastructure	Full Time	132	50,518	51,528	52,559	53,610	title change	73,440	74,909	2.00%
Director of Marketing & Promotions	Full Time	36	new	69,721	71,115	72,538	76,000	77,520	79,070	2.00%
Director of Neighborhood Development (formerly Director II - DCI - (Neighborhood))	Full Time	153	new	new	75,137	77,252	78,797	80,373	81,980	2.00%
Director of Office of Sustainability	Full Time	38, 66						new	90,000	100.00%
Director of Operations - Venues	Full Time	181	75,530	77,041	title change					
Director of Parks & Recreation	Full Time	153	108,248	110,413	110,413	112,621	114,874	117,171	119,514	2.00%
Director of Planning (formerly Director II - DCI - (Planning Team))	Full Time	3, 26						new	80,000	100.00%
Director of Public Works	Full Time	168, 172	42,458	43,307	44,173	45,057	47,797	title change	73,973	2.00%
Director of Purchasing	Full Time	88	62,738	67,000	68,340	69,707	71,101	72,523	74,000	2.00%
Director of Records Bureau (now Director of Civilian Services)	Full Time	14						new	97,238	2.00%
Director of Recreation (aka Deputy Parks & Recreation Director)	Full Time	19						title change	77,520	2.00%
Director of Redevelopment Engineering	Full Time	174						title change	61,432	-7.12%
Director of Redevelopment Finance (formerly Director II - Admin/Finance Team)	Full Time	40, 66						60,227	77,935	2.00%
Director of Safety & Risk	Full Time	45						76,407		2.00%
Director of SCADA Information Systems	Full Time	1	48,100	49,062	title change					
Director of Secretarial Services	Full Time	132						73,440	74,909	2.00%
Director of Services	Full Time	132, 163	69,576	70,988	75,936	77,455	81,500	85,400	89,000	5.50%
Director of Solid Waste Operations	Full Time	29, 66, 106	67,626	68,979	70,358	71,765	73,201	83,130	84,793	2.00%
Director of Streets & Sewers	Full Time		54,964	56,063	57,185	58,328	59,495	74,665	76,158	2.00%
Director of Treasury (formerly Director of City Finance)	Full Time	74						eliminated		
Director of Treatment	Full Time	112						93,636	95,509	2.00%
Director of Utilities	Full Time	61	67,392	68,740	title change			54,570	55,661	2.00%
Director of Utility Safety	Full Time	61	59,878	61,076	62,297	63,543	70,000	71,400	72,828	2.00%
Director of Wastewater	Full Time	114						71,400	72,828	2.00%
Director of Wastewater Maintenance	Full Time	29, 75	68,354	69,721	81,000	eliminated				
Director of Water Quality & Laboratory	Full Time	110	56,940	58,079	59,241	60,426	61,634	eliminated		
Director of Water Works	Full Time		37,518	38,268	39,034	39,814	40,611	41,423	42,251	2.00%
Director of Zoo	Full Time							66,000	67,320	2.00%
Distribution Records Drafter	Full Time	109	new	41,600	42,432	43,281	53,895	54,972	56,071	2.00%
Distribution System Specialist	Full Time	29,61,66,74	71,656	73,089	78,205	83,338	88,485	93,644	98,807	2.00%
Diversity Compliance/Inclusion Officer	Full Time	153	new	50,786	51,802	52,838	64,000	65,280	66,586	2.00%
Division Director of Environmental Services	Full Time		37,518	38,268	39,034	39,814	40,611	41,423	42,251	2.00%
Economic Empowerment Specialist (formerly Associate I - DCI (Economic Resourc	Full Time							75,000	76,500	2.00%
Engineer Aide IV	Full Time									
Engineer I	Full Time	65								
Engineer II	Full Time		65,676	66,990	68,329	69,696	71,090	72,512	73,962	2.00%
Engineer Inspector	Full Time		38,558	39,329	title change					
Event Service Technician I	Full Time	32	24,960	25,459	25,968	26,488	27,018	27,558	28,109	2.00%
Event Service Technician II	Full Time		28,392	28,960	29,539	30,130	30,732	31,347	31,974	2.00%
Evidence Technician	Full Time	88	35,542	36,253	36,978	37,717	40,070	40,810	41,626	2.00%
Executive Administrative Assistant	Full Time	105								
Executive Assistant	Full Time	43, 117	48,100	49,062	50,043	51,044	52,065	53,106	54,168	2.00%
Executive Assistant - DCI - (Adm & Finance Team)	Full Time	65, 154	94,500	96,390	98,390	100,418	102,490	104,616	106,794	2.00%
Executive Assistant and Director of Special Projects	Full Time	1, 3, 26	31,746	32,381	33,029	33,689	34,363	35,053	35,751	2.00%
Executive Director of Community Investment	Full Time	29,64,98,114	34,632	35,325	36,031	36,752	37,487	38,237	39,002	2.00%
Executive Director Venues, Parks & Arts (aka Superintendent-Park)	Full Time		38,740	39,515	40,305	41,111	41,933	42,772	43,627	2.00%
Financial Specialist I	Full Time	20, 44	49,062	50,043	51,044	52,065	53,106	54,168	55,251	2.00%
Financial Specialist II	Full Time		33,566	34,237	34,922	35,621	36,333	37,060	37,801	2.00%
Financial Specialist III	Full Time	134, 146						title change	45,000	21.42%
Financial Specialist IV	Full Time	41, 138	52,180	53,224	54,288	55,374	56,485	57,618	58,774	2.00%
Financial Specialist V	Full Time	65, 138	54,570	55,661	56,775	57,910	59,077	60,276	61,509	2.00%
Financial Specialist Senior	Full Time	118	38,613	39,385	40,173	40,977	41,797	42,642	43,512	2.00%
Fingerprint/Photo Technician	Full Time	56, 118	42,666	43,519	44,390	45,278	46,183	47,113	48,068	2.00%
Firearms (BIS/NIBIN Tech	Full Time	149						new	60,000	100.00%
Fiscal Officer	Full Time	145	52,754	53,809	54,885	55,983	57,103	58,245	59,409	2.00%
Fiscal Officer/Business Analyst	Full Time	145						new	73,000	25.33%
Foreman IV	Full Time	145						new	60,000	100.00%
Foreman V	Full Time	145						new	73,000	100.00%
Forensic Lab Tech	Full Time	181						new	98,500	100.00%
Forensic Scientist / Firearm & Tool Mark Examiner (formerly Crime Lab Firearms E	Full Time									
Forensic Scientist / Firearm & Tool Mark Examiner Trainee	Full Time									
General Manager - Venues	Full Time									

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General Zoo Curator	Full Time		47,008	47,948	48,907	49,885	50,883	eliminated		
GIS Manager	Full Time		56,030	57,151	58,294	59,459	60,649	61,862	63,099	2.00%
GIS Specialist - Senior	Full Time		45,370	46,277	47,203	48,147	49,110	50,092	51,094	2.00%
Grants Administrator	Full Time	115					title change	60,456	61,665	2.00%
Graphic Designer	Full Time	130					new	47,892	48,860	2.00%
Greenskeeper	Full Time						44,551	45,442	46,351	2.00%
Hearing Secretary	Full Time	104		41,981	42,821	43,677	44,551	45,442	46,351	2.00%
Historic Preservation Administrator	Full Time	157					38,694	39,468	40,257	2.00%
Historic Preservation Specialist	Full Time	157						new	56,071	100.00%
Horticulturalist Tech	Full Time	157						new	42,000	100.00%
Housing Counselor (formerly Associate II - DCI - (Neighborhood Engagement/ Tea	Full Time	153						new	48,850	2.00%
Housing Specialist Senior	Full Time	5, 63	new	54,870	55,967	57,087	58,228	59,393	60,581	2.00%
Housing Specialist V	Full Time	5, 63	50,440	title change						
Housing Specialist VI	Full Time	5, 63	42,770	title change						
Human Resource Generalist - Senior (Public Safety Focus)	Full Time	63	45,422	title change						
Human Resources Generalist	Full Time	65			new	new	60,000	61,200	62,424	2.00%
Human Resources Generalist/Benefits Coordinator	Full Time	89				33,000	33,660	34,333	35,020	2.00%
Human Resources Specialist IV	Full Time	13, 63				new	40,000	40,800	41,616	2.00%
HVAC Technician	Full Time	129	42,900	43,758	44,633	45,526	46,436	47,365	48,312	2.00%
Industrial Pretreatment Specialist I	Full Time							new	48,850	2.00%
Intake Officer/Investigator	Full Time		47,762	48,717	49,692	50,685	51,699	52,733	53,788	2.00%
Internal Auditor	Full Time	63	31,642	32,275	32,920	33,579	34,250	34,935	35,634	2.00%
Inventory Control Technician II	Full Time		54,678	55,772	56,887	58,025	59,185	60,369	61,576	2.00%
Investigator II	Full Time		33,332	33,999	34,679	35,372	36,080	36,801	37,537	2.00%
Investigator III	Full Time		36,270	36,995	37,735	38,490	39,260	40,045	40,846	2.00%
Investigator IV	Full Time		38,584	39,356	40,143	40,946	41,765	42,600	43,452	2.00%
Investigator V	Full Time		40,898	41,716	42,550	43,401	44,269	45,155	46,058	2.00%
Investigator VI	Full Time		42,900	43,758	44,633	45,526	46,436	47,365	48,312	2.00%
Laboratory Technician	Full Time	83				new	47,589	48,541	49,512	2.00%
Latent Fingerprint Examiner (formerly Evidence Technician)	Full Time	88, 147	30,264	30,869	31,487	32,116	32,759	33,414	34,082	2.00%
License Clerk	Full Time		35,542	36,253	36,978	37,717	40,010	40,810	55,000	34.77%
Locator	Full Time	63	35,332	35,325	36,031	36,752	37,487	38,237	39,002	2.00%
Maintenance Foreman II	Full Time		38,220	38,984	39,764	40,559	41,371	42,198	43,042	2.00%
Maintenance Technician	Full Time	181	34,216	34,900	35,598	36,310	37,036	37,777	38,533	2.00%
Manager - Animal Shelter	Full Time	30		new	47,501	48,451	49,420	50,408	51,416	2.00%
Manager - Applications	Full Time	132					title change	66,254	67,579	2.00%
Manager - Assistant Animal Shelter	Full Time	31, 68			40,000	40,800	41,616	42,448	43,297	2.00%
Manager - Assistant Facility Operations	Full Time		32,266	32,911	33,570	34,241	34,926	35,624	36,336	2.00%
Manager - Benefits	Full Time	27, 89, 143			55,000	56,100	57,210	58,340	59,486	2.00%
Manager - Box Office	Full Time	36, 63			title change	61,942	63,181	64,445	65,734	2.00%
Manager - Business Development (formerly Associate III - DCI - (Business Develop	Full Time	153						60,570	61,781	2.00%
Manager - CSO Operations	Full Time		54,860	55,957	57,076	58,218	59,382	60,570	61,781	2.00%
Manager - Customer Service	Full Time	60, 162	44,226	45,111	46,013	46,933	47,872	48,829	49,806	6.00%
Manager - Data & GIS	Full Time						title change	66,254	67,579	2.00%
Manager - Employment (Human Rights) (replacing (1) Investigator V)	Full Time	151			65,010	66,310	67,636	68,989	70,369	2.00%
Manager - Environmental Compliance	Full Time	29, 66	59,566	60,757				new	53,397	100.00%
Manager - Events	Full Time							68,989	70,369	2.00%
Manager - Facilities	Full Time	130						47,892	48,850	2.00%
Manager - Facility Operations	Full Time	50	45,656	46,569	47,501	48,451	49,420	50,408	51,416	2.00%
Manager - Facility Operations (MPAC)	Full Time	86				title change	57,665	58,818	59,994	2.00%
Manager - Golf Course/Rink	Full Time		50,622	51,634	52,667	53,720	54,795	55,889	56,994	2.00%
Manager - Housing (Human Rights)((replacing (1) Investigator V))	Full Time	151						new	53,397	100.00%
Manager - Industrial Pretreatment	Full Time	111				new	59,000	60,180	61,384	2.00%
Manager - Infrastructure	Full Time	132					title change	66,254	67,579	2.00%
Manager - Interactive Marketing	Full Time	36			35,815	36,531	37,262	38,007	38,766	28.53%
Manager - Maintenance	Full Time	114	53,274	54,339	55,426	56,535	57,665	58,819	59,995	2.00%
Manager - Maintenance (MPAC)	Full Time		53,274	54,339	55,426	56,535	57,665	58,819	59,995	2.00%
Manager - Neighborhood Grants (formerly Associate I - DCI - (Neighborhood Engr	Full Time	153	new	50,788	51,802	52,838	53,895	54,972	56,081	10.20%
Manager - Office	Full Time		33,098	33,760	34,435	35,124	35,826	36,543	37,274	2.00%
Manager - Operations	Full Time	29, 50	58,240	59,405	60,581	61,766	62,961	64,176	65,401	2.00%
Manager - Operations - AmeriCorps	Full Time	183						new	40,000	100.00%
Manager - Operations - Distribution	Full Time	132					title change	65,400	66,708	2.00%
Manager - Operations - Forester	Full Time	29, 66, 69	52,780	53,836	54,901	56,000	57,134	58,292	59,474	2.00%
Manager - Park Grounds Manager	Full Time	50			57,996	59,156	60,339	61,546	62,777	2.00%
Manager - Parks Maintenance	Full Time	113	39,286	40,072	40,873	41,691	42,534	43,402	44,295	2.00%
Manager - Performance Improvement	Full Time	12, 117, 138	new	67,626	68,979	70,358	71,765	73,200	74,674	2.00%

City of South Bend, Indiana
 2018 Nonbargaining Salary Ordinance Schedule - as amended 7-3-18
 Maximum Salaries

Job Title	Status	Notes *	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2018 % Increase
Manager - Permits	Full Time		43,888	44,766	45,661	46,574	47,506	48,456	49,425	2.00%
Manager - Print Shop	Full Time		42,666	43,519	44,390	45,278	46,183	47,107	48,049	2.00%
Manager - Production	Full Time	84, 118	37,180	37,924	38,682	39,456	40,245	41,049	41,868	2.00%
Manager - Property & Evidence	Full Time	126					title change	43,000	43,860	2.00%
Manager - Property Development (formerly Associate III - DCI - (Economic Resou	Full Time	153		new	60,728	61,943	63,181	64,445	65,734	2.00%
Manager - Public Construction	Full Time		60,138	61,341	62,568	63,819	65,095	66,397	67,725	2.00%
Manager - Purchasing	Full Time	168	60,008	61,208	62,432	63,681	64,955	66,254	67,579	2.00%
Manager - Records Bureau	Full Time	92				title change		37,378	38,126	2.00%
Manager - Safety & Risk	Full Time	40	52,000	53,040	title change					
Manager - Service Contracts & General Supplies	Full Time	165, 172						new	60,000	100.00%
Manager - Services	Full Time	132					title change	59,307	60,493	2.00%
Manager - Sewer Operations	Full Time		60,008	61,208	62,432	63,681	64,955	66,254	67,579	2.00%
Manager - Solid Waste Operations	Full Time		55,952	57,071	58,212	59,377	60,564	61,776	63,012	2.00%
Manager - Streets	Full Time	131	55,952	57,071	58,212	59,377	60,564	61,776	63,012	2.00%
Manager - Traffic & Lighting	Full Time	131	55,952	57,071	58,212	59,377	60,564	61,776	63,012	2.00%
Manager - Utility Purchasing & Storeroom	Full Time	113				new	51,000	52,020	53,060	2.00%
Manager - Wireless Construction	Full Time	173						new	66,000	100.00%
Manager - Zoo Concessions & Gift shop	Full Time	50	30,732	31,347	31,974	32,613	33,265	33,931	34,610	2.00%
Manager I - Assistant Box Office	Full Time		34,346	35,033	35,734	36,448	37,177	37,921	38,679	2.00%
Manager II - Assistant Box Office	Full Time		38,584	39,356	title change					
Marketing and Education Curator	Full Time	49	32,916	33,574	34,246	34,931	35,629	36,342	37,069	2.00%
Naturalist	Full Time		new	45,390	46,298	47,224	48,168	49,132	50,115	2.00%
Network Engineer	Full Time	29, 66	53,664	54,737	55,869	57,040	58,259	59,517	60,815	2.00%
Operations Analyst (Code) (formerly Data Analyst)	Full Time	65, 169	33,202	33,866	new	new	51,000	52,020	53,060	10.00%
Ordinance Violations Bureau Clerk	Full Time	29	40,768	41,583	42,415	43,263	44,129	45,013	45,915	2.00%
Paralegal	Full Time	117	32,240	32,885	33,542	eliminated		53,575	54,647	2.00%
Park Police II	Full Time	70								
Park Ranger	Full Time	70								
Planner VI	Full Time	5, 63	49,790	title change		34,213	34,897	35,595	36,307	2.00%
Police Crime Intelligence Analyst	Full Time	128					new	43,000	43,860	2.00%
Preventative Maintenance Coordinator	Full Time		37,414	38,162	38,926	39,704	40,498	41,308	42,134	2.00%
Principal Planner (formerly Associate II - DCI - (Planning))	Full Time	153		new	55,967	57,086	58,228	59,393	60,584	10.68%
Print Shop Technician	Full Time		35,048	35,749	36,464	37,193	37,937	38,696	39,470	2.00%
Program Coordinator	Full Time	46, 118		new	33,372	33,937	34,616	47,892	48,680	2.00%
Program Director - AmeriCorps	Full Time	183						new	55,000	100.00%
Programmer Analyst I	Full Time		41,652	42,485	43,335	44,201	45,085	45,987	46,907	2.00%
Programmer Analyst II	Full Time		43,446	44,315	45,201	46,105	47,027	47,968	48,927	2.00%
Project Analyst VI	Full Time	5, 63	42,094	title change						
Project Analyst VIII	Full Time	5, 63	45,474	title change						
Project Inspector	Full Time	93, 117								
Project Inspector I	Full Time	93	43,888	44,766	45,661	46,574	47,506	48,456	49,425	2.00%
Project Inspector II	Full Time	93	46,748	47,683	48,637	49,609	50,600	51,611	52,642	2.00%
Project Manager	Full Time	32	48,256	49,221	50,206	51,210	52,234	53,279	54,345	2.00%
Property Development Analyst (formerly Associate I - DCI - (Adm & Finance Team	Full Time	153	new	50,786	51,802	52,838	53,895	54,972	56,071	2.00%
Property Inspector (formerly Associate I - DCI - (Neighborhood Engagement Team	Full Time	153	new	50,786	51,802	52,838	53,895	54,972	56,071	2.00%
Property/Evidence Custodian - Senior	Full Time		32,500	33,150	33,813	34,489	35,179	35,883	36,601	2.00%
Public Access Coordinator	Full Time	121					title change	36,125	36,848	2.00%
Public Assistance Clerk II (now Records Specialist)	Full Time		27,638	28,191	28,755	29,330	29,916	30,513	31,121	2.00%
Public Relations Specialist	Full Time	63	40,326	41,133	41,955	42,794	43,650	44,523	45,413	2.00%
Public Service Officer	Full Time	122					title change	33,000	33,660	2.00%
Public Works Public Information Officer	Full Time	144						new	65,704	100.00%
Public Works Safety Coordinator	Full Time	102	44,928	45,827	46,743	47,678	48,632	49,607	50,600	2.00%
Quality Assurance Distribution Technician	Full Time	73	37,856	38,613	39,385	40,173	40,977	41,796	42,632	2.00%
Radio Technician I	Full Time		40,534	41,345	eliminated					
Radio Technician II	Full Time		43,056	43,917	44,795	45,691	46,605	47,537	48,488	2.00%
Radio Technician III	Full Time		44,460	45,349	46,256	47,181	48,125	49,087	50,069	2.00%
Records Specialist	Full Time	120	47,814	48,770	49,746	50,741	51,755	52,791	53,847	2.00%
Records Combination Inspector	Full Time	96					title change	33,000	33,660	2.00%
Residential Marketing Specialist	Full Time	5, 63	58,370	title change		new	46,774	47,710	48,664	2.00%
SCADA Instrument Specialist	Full Time	36	34,424	35,112	title change					
Secretary II	Full Time		50,622	51,634	52,667	53,720	54,795	55,891	57,009	2.00%
Secretary III	Full Time		25,766	26,281	26,807	27,343	27,890	28,448	29,017	2.00%
Secretary IV	Full Time	35	27,066	27,607	28,159	28,723	29,297	29,883	30,481	2.00%
Secretary V	Full Time		28,730	29,305	29,891	30,489	31,098	31,720	32,354	2.00%

City of South Bend, Indiana
2018 Nonbargaining Salary Ordinance Schedule - as amended 7-3-18
Maximum Salaries

Job Title	Status	Notes *	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	% Increase
Secretary of the Board	Full Time	62	40,534	41,345	title change	32,116	32,759	33,414	34,082	2.00%
Secretary V	Full Time		30,264	30,869	31,487			new	37,000	100.00%
Security Guard	Full Time	181						54,972	60,581	10.20%
Senior Planner (formerly Associate I - DCI - (Planning Team))	Full Time	153	new	50,786	51,802	52,838	53,895		50,000	100.00%
Senior Purchasing Agent	Full Time	166, 172						new	67,000	100.00%
Site Acquisition Specialist	Full Time	173						new	41,256	2.00%
Special Events Assistant	Full Time		36,634	37,367	38,114	38,876	39,654	40,447	41,256	2.00%
Specialist of Infrastructure	Full Time						title change		54,686	2.00%
Specialist of Services	Full Time	132	44,928	45,827	46,743	47,678	48,632	49,604	50,596	2.00%
Stock Room & Safety Coordinator	Full Time	132	56,992	58,132	title change					
Superintendent - Maintenance	Full Time	48							66,569	2.00%
Superintendent - Park Maintenance	Full Time	48							50,801	2.00%
Superintendent II	Full Time		45,110	46,012	46,932	47,871	48,829	49,805	50,801	2.00%
Superintendent III	Full Time		46,566	47,497	48,447	49,416	50,405	51,413	52,441	2.00%
Superintendent IV	Full Time	53	new	51,000	52,020	53,060	54,122	55,204	56,306	2.00%
Superintendent V	Full Time		51,116	52,138	53,181	54,245	55,330	56,436	57,565	2.00%
Supervisor - 311 Customer Service	Full Time	78	43,550	44,421	new	46,267	47,192	48,136	49,099	2.00%
Supervisor - Accounts Payable	Full Time								49,045	2.00%
Supervisor - Administrative Assistant	Full Time	52							37,344	2.00%
Supervisor - Assistant Program	Full Time	55							36,015	2.00%
Supervisor - Athletic	Full Time	118	40,352	41,159	41,982	42,822	43,678	44,550	45,443	2.00%
Supervisor - Center	Full Time	47, 118	41,132	42,000	42,820	43,678	44,550	45,443	46,356	2.00%
Supervisor - Communication I	Full Time	21	41,678	42,500	43,350	44,220	45,110	46,020	46,950	2.00%
Supervisor - Communication II	Full Time	21	41,974	42,800	43,650	44,520	45,410	46,320	47,250	2.00%
Supervisor - Crime Laboratory	Full Time	146	51,974	53,013	54,074	55,155	56,258	57,383	58,533	2.00%
Supervisor - Customer Service	Full Time		41,132	41,955	42,794	43,650	44,523	45,413	46,323	2.00%
Supervisor - Data Processing	Full Time		40,352	41,159	41,982	42,822	43,678	44,550	45,443	2.00%
Supervisor - Fitness	Full Time	51							36,123	2.00%
Supervisor - Fitness/Wellness	Full Time	47	34,684	title change	33,372	34,039	34,720	35,415		
Supervisor - Healthy Seniors	Full Time		51,116	52,138	53,181	54,245	55,330	56,436	57,565	2.00%
Supervisor - Maintenance Mechanic	Full Time	36	53,274	54,339	55,426	56,535	57,665	58,819	59,995	2.00%
Supervisor - Operations	Full Time	56, 79								
Supervisor - Park Police	Full Time									
Supervisor - Park Ranger	Full Time	79								
Supervisor - Payroll	Full Time	88, 141	38,740	39,515	40,305	41,111	41,940	42,794	43,674	2.00%
Supervisor - Program	Full Time	51, 52, 118	40,352	41,159	41,982	42,822	43,678	44,550	45,443	2.00%
Supervisor - Rum Village Park	Full Time		37,362	38,109	38,871	39,649	40,442	41,251	42,076	2.00%
Supervisor - Shelter Operations	Full Time	131							36,924	2.00%
Supervisor - Signal	Full Time		50,622	51,634	52,667	53,720	54,795	55,891	57,009	2.00%
Supervisor - Special Events	Full Time	118	39,338	40,125	40,927	41,746	42,587	43,450	44,336	2.00%
Supervisor - Youth	Full Time	55	41,159	41,982	42,822	43,678	44,550	45,443	46,356	2.00%
System Specialist I	Full Time	16	new	42,500	43,350	44,217	45,101	46,000	46,923	2.00%
System Specialist II	Full Time		49,530	50,521	51,531	52,562	53,613	54,685	55,779	2.00%
System Specialist III	Full Time		53,716	54,790	55,886	57,004	58,144	59,307	60,493	2.00%
System Specialist IV	Full Time	45	60,008	61,208	62,432	63,681	64,955	66,254	67,579	2.00%
Utilities System Specialist	Full Time		50,024	51,024	52,045	53,086	54,148	55,231	56,336	2.00%
Violence Prevention Coordinator I	Full Time	54	31,980	32,620	title change					
Violence Prevention Coordinator II	Full Time	54	35,802	36,518	37,248	37,993	38,753	39,528	40,319	2.00%
Volunteer Coordinator	Full Time	152							48,850	100.00%
Water Quality Specialist	Full Time	63, 73	52,026	53,067	54,128	55,210	56,315	57,441	58,590	2.00%
Water Treatment Operator PF	Full Time		41,132	41,955	42,794	43,650	44,523	45,413	46,323	2.00%
Water Works Special Projects Coordinator I	Full Time	63	40,534	41,345	42,172	43,015	43,875	44,750	45,640	2.00%
Water Works Special Projects Coordinator II	Full Time	63	44,226	45,111	46,013	46,933	47,872	48,830	49,807	2.00%
Worker's Compensation Specialist	Full Time	81							37,142	2.00%
Youth Sports Coordinator	Full Time	54	31,980	32,620	title change					
Zoning and Business Services Administrator	Full Time	72, 98	38,532	39,303	40,089	40,890	41,708	42,542	43,393	2.00%
Zoning Specialist	Full Time	49	55,562	56,654	57,767	58,896	60,044	61,211	62,395	2.00%
Zoo Education Curator	Full Time	23							66,380	2.00%
Zoo Veterinarian	Full Time		46,410	47,338	48,285	49,251	50,236	51,244	52,273	2.00%
Part-Time Positions Receiving Benefits										
Chief Assistant City Attorney	Part Time	22, 25	42,146	42,989	eliminated					
City Attorney	Part Time	22, 117	56,654	57,787	58,943	60,122	61,324	62,550	63,800	2.00%
Deputy City Attorney III	Part Time		36,192	36,916	37,654	38,407	39,175	39,957	40,750	2.00%
Deputy City Attorney IV	Part Time		46,410	47,338	48,285	49,251	50,236	51,244	52,273	2.00%
Project Manager - Part Time	Part Time	176							39,273	100.00%

City of South Bend, Indiana
 2018 Nonbargaining Salary Ordinance Schedule - as amended 7-3-18
 Maximum Salaries

Job Title	Status	Notes *	2012 Salary	2013 Salary	2014 Salary	2015 Salary	2016 Salary	2017 Salary	2018 Salary	2018 % Increase
Other Part Time Positions										
311 Customer Service Liaison (hourly rate)	Part Time	57, 67, 99		new	17.00	17.34	20.66	21.07	21.49	1.99%
Administrative Assistant III	Part Time	95				new	20.23	20.63	21.04	1.99%
Associate IV - DCI - (Economic Resources Team) (20 hours)	Part Time	5	36,478	36,279	37,005	37,745	38,500	eliminated		
City Engineer (hourly rate)	Part Time	6	new	36,57	37,30	38,05	38,81	39,58	40,37	2.00%
Code Inspector IV	Part Time	57	new	new	19,260	19,645	20,038	20,439	20,848	2.00%
Construction Inspector (hourly rate)	Part Time	7	new	19,00	19,38	19,77	20,16	20,57	20,98	1.99%
Engineer (29 hours per week)	Part Time	94	new	12,600	12,852	13,109	29,14	29,72	30,31	1.99%
Police Department Lab Technician (20 hour per week)	Part Time	18	new	10,00	10,00	10,20	10,40	eliminated		
Secretary V (Mayor's Office) (hourly rate)	Part Time	57	new	14,50	14,79	15,09	15,39	15,70	eliminated	
Non Bargaining Maximum Hourly Rate (excluding above)	Part Time	21, 176	26,92	27,46	28,01	28,57	29,14	29,72	30,31	2.00%
City Minimum Wage for All Positions										
City Minimum Wage	All Positions							10.10	10.10	0.00%
Other Compensation										
Water Utility	Hourly		0.30	0.30	0.30	0.30	0.30	eliminated		
Sewer Insurance	Annual	19		5,000	5,100	5,202	5,306	eliminated		

* Notes
 For 1-136, refer to prior year salary ordinance
 2018 Revision Explanations:
 183 - new position -reimbursed by AmeriCorps program up to 66%; renewed in 3-year cycles.

Filed in Clerk's Office
 JUL 03 2018
 KAREE MAH FOWLER
 CITY CLERK, SOUTH BEND, IN