

AGENDA

September 17, 2012

**Meetings of Standing Committees
Council Conference Room
6:45 P.M.**

**REGULAR MEETING OF THE MISHAWAKA COMMON COUNCIL
COUNCIL CHAMBERS/CITY HALL
7:00 P.M.**

- 1. Call to Order**
- 2. Pledge of Allegiance**
- 3. Roll Call**
- 4. Approval of the Minutes of the Previous Regular Meeting**

September 04, 2012

- 5. Petitions, Communications, Remonstrance and Memorials**

Introduction of Mayor Dave Wood's Youth Council

A letter from the Board of Zoning Appeals regarding recommendations from their September 11, 2012 meeting.

- 6. Report of Special Committee**
- 7. Ordinances on First Reading**
- 8. Resolutions**

R2012-26 Use Variance to allow 5 tenants on a C-1 Zoned Property - 512 W Edison Rd
(Petitioner Requesting Amendment)

R2012-27 Use Variance to allow a Multi-family Use, Parking Variance and Seback Variances - 202 & 204 E 7th St.

- 9. Ordinances on Second Reading**

P.O. NO. 2012-19 Withdrawing from the Indiana Utility Regulatory Commission (IURC)
(Assigned to Budget and Finance Committee)

- 10. Privilege of the Floor - Non-Agenda Items**
- 11. Unfinished Business**

P.O. NO. 2012-20 Elected Officials Salary Ordinance for 2013
(Assigned to Budget and Finance Committee)

P.O. NO. 2012-21 City Employees Salary Ordinance for 2013 and 2014
(Assigned to Budget and Finance Committee)

- 12. New Business**
- 13. Adjournment**

Please stay after the meeting for light refreshments with the Youth Council and their families.

At this time I know of no other business to come before the Council.
Deborah S. Block, IAMC, MMC, City Clerk

REGULAR MEETING OF THE MISHAWAKA COMMON COUNCIL
September 4, 2012

Be it remembered that the Common Council of the City of Mishawaka, Indiana met in the Council Chambers of the Mishawaka City Hall on Tuesday September 4, 2012 at 7:00 p.m. The meeting was called to order by President John Roggeman; and all were asked to stand for the Pledge of Allegiance.

Clerk Block's roll call showed the following:

Dale "Woody" Emmons 1st District Councilman – Present

Mike Bellovich 2nd District Councilman – Present

John Reisdorf 3rd District Councilman – Present

Marsha McClure 4th District Councilman – Present

Michael Compton 5th District Councilman – Present

Ronald Banicki 6th District Councilman – Present

John Roggeman Councilman At Large – Present

Matt Mammolenti, Councilman At Large – Present

Dan Bilancio, Councilman at Large – Present

A quorum was obtained.

Roll Call.

Present: Mr. Reisdorf, Mrs. McClure, Mr. Compton, Mr. Emmons, Mr. Mammolenti, Mr. Bilancio, Mr. Roggeman.

Absent/Excused: Mr. Banicki, Mr. Bellovich.

Others present; Mary Ellen Hazen Chief Deputy I, Linda Dotson, Chief Deputy II, and Council Attorney Mike Trippel.

The minutes from the August 20, 2012 meeting were approved as received from the Clerk's Office.

Clerk Block presented the following Appeals to the Council, who referred them to the Board of Zoning Appeals for their recommendation.

APPEAL NO. 2012-32	Use Variance to allow 5 tenants on\ A C-1 Zoned Property – 512 West Edison Road
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APPEAL NO. 201-33	Use Variance to allow a Multi-Family Use, parking Variance and Setback Variance 202 & 204 East 7 th Street
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The following proposed ordinance was given first reading, assigned to committee, and set for public hearing at the next regular meeting.

PROPOSED ORDINANCE NO. 2012-23

ORDINANCE FOR APPROPRIATIONS AND TAX RATE

(Civil City Budget and Tax Levy for 2013)
Assigned to Budget and Finance Committee

Clerk Block read **PROPOSED ORDINANCE NO. 2012-20** opening it for public hearing.

PROPOSED ORDINANCE NO. 2012-20

**AN ORDINANCE FIXING THE SALARIES OF CERTAIN
ELECTED OFFICIALS OF THE CITY OF MISHAWAKA
FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2013**

(Elected Officials Salary Ordinance for 2013)

Mr. Bellovich reported the Budget and Finance Committee recommended this proposed ordinance should be continued to September 17, 2012 Council Meeting and moved for acceptance of same, upon a second by Mr. Compton the motion carried.

Mr. Emmons made a motion to continue **PROPOSED ORDINANCE NO. 2012-20** on the September 17, 2012 meeting with a second by Mr. Compton the motion carried.

Mr. Banicki arrived at 7:05 p.m.

Clerk Block read **PROPOSED ORDINANCE NO. 2012-21** opening it for public hearing.

PROPOSED ORDINANCE NO. 2012-21

**AN ORDINANCE FIXING THE SALARIES OF ALL EMPLOYEES OF THE
CITY OF MISHAWAKA EXCEPT THE MISHAWAKA PARK DEPARTMENT,
ELECTED OFFICIALS AND THE MISHAWAKA UTILITIES FOR THE CITY OF
MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING**

JANUARY 1, 2013 AND JANUARY 1, 2014
(City Employee Salary Ordinance 2013 & 2014)

Mr. Emmons reported the Budget and Finance Committee recommended this proposed ordinance should be continued to September 17, 2012 Council Meeting and moved for acceptance of same, upon a second by Mr. Banicki the motion carried.

Mr. Reisdorf made a motion to continue **PROPOSED ORDINANCE NO. 2012-21** to the September 17, 2012 meeting with a second by Mr. Banicki the motion carried.

Clerk Block read **PROPOSED ORDINANCE NO. 2012-22** opening it for public hearing.

PROPOSED ORDINANCE NO. 2012-22

AN ORDINANCE AMENDING CHAPTER 137, OF THE MUNICIPAL CODE OF THE CITY OF MISHAWAKA, INDIANA, AS FROM TIME TO TIME AMENDED, COMMONLY KNOWN AS THE “THE ZONING ORDINANCE OF 1966” OF THE CITY OF MISHAWAKA, INDIANA

(Rezone from I-1 Light Industrial to R-1 Single Family - - 330 West Marion Street)

Mr. Compton reported the Land Use Planning Committee recommended this proposed ordinance should be adopted and moved for acceptance of same upon a second by Mr. Banicki the motion carried.

Alice Young 330 West Marion Street said she was asking asking for rezoning of her property from I-1 Light Industrial to R-1 Single Family. Mr. Compton asked if she planned on residing at this residence. Ms. Young said yes she did. Mr. Compton asked her why she needed the rezoning. Ms. Young stated she needed to have her roof on the front porch replaced and when she got for the building permit she was informed the property needed to be rezoned.

Question was called for at 7:10 p.m. the **Vote:** Motion carried by unanimous roll call vote (**summary:** Yes = 8). Thus it becomes **ORDINANCE NO. 5353.**

Yes: Mr. Banicki, Mr. Bellovich, Mr. Bilancio, Mr. Compton, Mr. Emmons, Mr. Reisdorf, Mr. Roggeman, Mrs. McClure.

Absent: Mr. Mammolenti.

Mayor Wood said he wanted to share some positive news events about the City:

- The City of Mishawaka was given an A+ rating from Standard and Poors, due to the stable local economy as well as a very strong financial position with good financial management practices. They said in their view, the city's finances were very strong. Mayor Wood said the Controller and her staff as well as the Council deserve a lot of credit in keeping the city in the strong a financial position that it was in.
- Mishawaka tries to higher the best of the best no matter what department and the Electric Department has proven they are the best of the best. They went down to the Lineman Rodeo which was a competition they do on their own time where they compete with other utilities around the state and Mishawaka came in second place throughout the state of Indiana. The most coveted award for the best in the state for Lineman Rescue, and Chuck Bailey won that trophy. All of the trophies would be on display on the second floor of City Hall.

Mayor Wood asked everyone to congratulate a lineman when they see them because they were doing the citizens of Mishawaka well by providing a world class service.

NEW BUSINESS

Mr. Emmons said just a reminder of his monthly meeting at St. Bavo School would be on September 20th at 7:00 p.m. with Randy Przybysz Director of Solid Waste speaking on how it was handled what it means to the community. He said there would be a Sign up sheet for the October meeting to tour Main Junior High School to see what has been done there. There will be busses to transport people to and from.

There being no further business to come before the Council, President Roggeman adjourned the meeting at 7:16 p.m.

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

□□ John J. Roggeman
John J. Roggeman, Presiding



City of Mishawaka

DAVID A. WOOD, MAYOR

DEPARTMENT OF CITY PLANNING

September 12, 2012

RECEIVED
DEBORAH S. BLOCK, MMC

Honorable Members of the Common Council
City of Mishawaka, Indiana

SEP 13 2012

RE: Board of zoning Appeals Recommendation
September 11, 2012, Public Hearing

CITY CLERK
MISHAWAKA, IN

Honorable Members:

A regular meeting of the Mishawaka Board of Zoning Appeals was held on the above referenced date at which time the following Use Variances were considered:

APPEAL #12-32 A request submitted by Gerald W. and Carolyn J. Kozuch requesting a Use Variance for **512 West Edison Road** to allow five (5) tenants on C-1 General Commercial zoned property.

The Board, with a vote of 5-0, forwarded a favorable recommendation subject to the following conditions of approval:

1. Outside sales display and outside storage shall be prohibited.
2. Carry-out restaurants and eating and drinking establishments are excluded uses.
3. Architecturally appropriate materials shall be used on all sides of the building visible from public right-of-way including the alley.
4. All dumpsters shall be screened from view. Dumpster(s) shall be screened by an enclosure. Dumpster locations shall be located at the north end of the site.
5. If the Use Variance is granted, sign permits must be secured for the multi-tenant panels that were installed; if the variance is denied the panels shall be removed.
6. Parking spaces shall be striped.
7. An Administrative Site Plan shall be filed detailing the parking areas, curb cuts, dumpster(s) location, stormwater retention, interior building modifications, and landscaping subject to staff review and approval prior to the tenant changes.

APPEAL #12-33 A request submitted by JKKS Property LLC requesting a Use Variance and Developmental Variance for **202 East Seventh Street** to allow multi-family use on R-1 Single Family Residential zoning, parking and setback variances.

The Board with a vote of 5-0, forwarded a favorable recommendation subject to the following condition of approval:

1. An Administrative Site Plan shall be submitted showing off-street parking with appropriate stormwater management measures.

Respectfully,

Kari Myers, Administrative Planner
Secretary, Board of Zoning Appeals

cc: Gerald Kozuch
Mike Danch

STAFF REPORT

Location: 512 West Edison Road

Date: Sept 11, 2012

Appeal: 12 32

Prepared By: PS

GENERAL INFORMATION

Applicant: Gerald W. Kozuch & Carolyn J. Kozuch/ Nazir Shahin
Status: Property Owners/ Agent
Request: Use Variance to Allow Five Tenant Spaces in C-1
Zoning Classification: C-1 General Commercial District
Lot Size: .97 Acres
Applicable Regulations: Section 137-300 C-1 General Commercial
Section 137-325 C-2 Shopping Center Commercial
Section 137-42 (4) Board of Zoning Appeals - Use Variance

SPECIAL INFORMATION

Area Development Pattern: North: C-1 General Commercial District
South: C-4 Auto Oriented Commercial District
East: C-4 Auto Oriented Commercial District
West: C-1 General Commercial District
Thoroughfare: West Edison Road
School District: South Bend Community
Township: Clay Township
Public Utilities: Available
Comprehensive Plan: General Commercial

ANALYSIS

The Appellants, Gerald and Carolyn Kozuch, are requesting a use variance to allow five (5) tenant spaces in an existing building at 512 West Edison Road C-1 General Commercial. The Zoning Ordinance by right would otherwise limit this property to one building with a maximum of two uses per Section 137-324 Commercial C-2 District which reads:

...Commercial developments which contain any combination of three or more contiguous uses from Section 137-326 Uses, shall constitute a shopping center and shall be zoned Commercial C-2 District.

The site is bordered on the east by an access road that provides entry to the Marathon Station, City Wide Liquor, Alltronics Plaza, along with two curb cuts to this parcel. To the north is the rear parking lot for Furniture Row, to the west is a church worship center, and to the south across Edison Road, the vacant, former Walgreens.

The building was constructed in 1978 as a television and appliance sales building with warehouse space for Curtis Mathes Center. Currently Dollar Zone & More occupies the front of the building or approximately 3,000 square feet.

The property cannot be rezoned to C-2 Commercial District because the lot does not meet the minimum 200 foot frontage width or the minimum two (2) acre requirement. Additionally, the existing building does not meet the required 50 foot setbacks from property lines. There is an approximate 20 foot west side yard setback, approximate 30 foot rear/north setback, approximate 45 foot east side yard setback, and approximate front yard setback of 70 feet. The property has 119 feet of frontage on Edison Road and an approximate 300 feet of frontage along the east access road.

The Petitioner states that the site has 36 parking spaces. The building size is 13,000 square feet requiring 33 parking spaces. Four (4) spaces per 1,000 square feet of gross floor area is required for general retail users. That number is bumped up to 10 spaces per 1,000 square feet for carry-out restaurants and eating and drinking establishments. At this time the tenants have not been specified. Future developmental variances may be required once the tenants have been finalized.

The property is accessed by two points from the east access road. One access point is approximately 280 feet from Edison Road at the north end of the site, and the front access just 27 feet off Edison Road.

Pertinent City Departments have been reviewed and approved. Several departments offered the following comments:

Electric: Any electrical facilities requiring relocation not covered under Terms & Conditions of Electrical Service shall be at the owner/developer's expense.

Building: All tenant build-outs will require Building Permits.

RECOMMENDATION

Staff recommends **approval** of Appeal #12-32 for a use variance to allow five (5) tenant spaces in the single building at 512 West Edison. The approval is subject to the following conditions:

- 1) Outside sales display and outside storage shall be prohibited
- 2) Carry-out restaurants and eating and drinking establishments are excluded uses.
- 3) Architectural appropriate materials shall be used on all sides of the building visible from public right-of-way including the alley.
- 4) All dumpsters shall be screened from view. Dumpster(s) shall be screened by an enclosure. Dumpster locations shall be located at the north end of the site.
- 5) If the use variance is granted, sign permits must be secured for the multi-tenant panels that were installed; if the variance is denied the panels shall be removed.
- 6) Parking spaces shall be striped.
- 7) An administrative site plan shall be filed detailing the parking areas, curb cuts, dumpster(s) location, stormwater retention, interior building modifications, and landscaping subject to staff review and approval prior to tenant changes.

This recommendation is based upon the following findings of fact:

1. The approval will not be injurious to the public health, safety, morals and general welfare of the community because all applicable codes will be adhered to during building modifications;

2. The use and value of the area adjacent to the property included in this variance will not be affected in a substantially adverse manner because the site is located in a high traffic commercial area;
3. The need for the variance arises from a condition peculiar to the property involved because the building was erected in 1978 prior to current commercial developmental standards and both the building and lot are narrow in width and deep in length;
4. The strict application of the terms of this chapter does constitute an unnecessary hardship if applied to this property in that the proposed multiple uses being requested would otherwise require a C-2 Shopping Center zoning classification; and
5. The approval will not interfere substantially with the Mishawaka 2000 Comprehensive Plan because the area has been identified for general commercial uses.

ATTACHMENTS

PHOTOGRAPHS, APPEAL, AERIAL, LOCATION MAP



512 WEST EDISON ROAD



VIEW FROM THE WEST



VIEW OF THE EAST SIDE



EAST SIDE OF BUILDING LOOKING SOUTH

STAFF REPORTLocation: 202, 202 ½, & 204 East 7th Street

Date: Sept. 11, 2012

Appeal: 12 33

Prepared By: GGS

GENERAL INFORMATION

Applicant: JKKS Property LLC

Status: Property Owner

Request: Use Variance to allow multi-family residential on R-1 zoned property, parking & setback variances

Zoning Classification: R-1 Single Family Residential District

Lot Size: 0.17 acres

Applicable Regulations: Section 137-42 Board of Zoning Appeals

SPECIAL INFORMATION

Area Development Pattern: North: R-1 Single Family Residential
South: R-1 Single Family Residential
East: R-1 Single Family Residential
West: R-1 Single Family Residential

Thoroughfare: East 7th Street

School District: Mishawaka School City

Township: Penn

Public Utilities: Available

Comprehensive Plan: Low Density Residential

ANALYSIS

The appellant, JKKS Property LLC, is requesting to bring an existing duplex and a single-family home located on the same into conformance with the current zoning ordinance. The property is located at 202, 202 ½, and 204 East 7th Street. There are (2) structures located on the property. One structure is a two-story duplex (202 & 202 ½ E. 7th Street) and the other is a single-family home located to the rear of the property (204 E. 7th Street). The appellant states that they purchased the property and the two structures with the intention of fixing them up and renting them out. The appellant desires to maintain the existing two-family duplex use and the single-family use on the property. According to the Polk Directories, the duplex structure was not listed as a duplex until 1987.

The property is zoned R-1 Single Family Residential. The R-1 zoning district does not allow the duplex and the single-family use on a single lot. Therefore, the appellant is requesting a use variance to allow the three-family use on the R-1 Single-Family zoned property.

In addition to the use variance, the appellant is requesting a parking variance. The Zoning Ordinance requires a minimum of (5) off-street parking spaces for the property. (2) spaces are required for the

single-family home and (3) for the duplex at a ratio of 1.5 space per dwelling unit. The appellant is requesting a developmental variance to allow a minimum of (3) off-street parking spaces. The Staff feels the reduction in parking is appropriate and consistent given the historical neighborhood. Most of these older properties within this area consists of small lots with single-car garages that are accessed from the alley and provide only (1) space per housing unit. The appellant submitted a site plan showing a driveway off of 7th Street with (2) parking spaces for the duplex structure and a drive off of the alley with (1) parking space for the single-family structure. After a Staff review of the site, the Staff requested that all vehicle access be off the alley. The access off the alley will be consistent with the residential neighborhood and not limit needed on-street parking.

The duplex structure was constructed on the property with a 14-ft front-yard setback. The single-family structure was constructed with a 6-ft rear setback. Structures within R-1 zoned property require a 25-ft front and rear-yard building setback. The appellant is requesting a development variance for the existing structures to remain with the setbacks as stated above.

RECOMMENDATION

The Staff recommends in favor of Appeal 12-33 to allow up to (3) multi-family units (1 duplex, 1 single-family home) at property located at 202, 202 ½, & 204 East 7th Street subject to the following condition:

1. An administrative site plan shall be submitted showing off-street parking with appropriate storm-water management measures.

This recommendation is based upon the following Findings of Fact:

1. The approval will not be injurious to the public health, safety, morals, and general welfare of the community because all required permits will be secured and codes adhered to;
2. The use and value of the area adjacent to the property included in the variance will not have an adverse impact on the surrounding neighborhood because the duplex use along with the single-family uses had existed from 1987. The property is now being restored to its original design, will increase property values in the neighborhood, and will no longer continue to deteriorate;
3. The need for the variance arises from some condition peculiar to the property involved in that the property is zoned R-1, which does not allow the historic multi-family use.
4. The strict application of the terms of this chapter will result in practical difficulties in that the historical use of the property has been multi-family and improvements to the property cannot be implemented until the property is rezoned appropriately or a use variance is granted.
5. The approval will not interfere substantially with the Mishawaka 2000 Comprehensive Plan because the area has been identified low density residential.

The Staff recommends in favor of Appeal 12-33, a developmental variance to allow a minimum of (3) off-street parking spaces and a developmental variance for existing setbacks for primary structures of 14-ft front-yard and 6-ft rear-yard setback. This recommendation is based on the following findings of fact:

1. Approval will not be injurious to the public health, safety, morals and general welfare of the community because all state and local building codes will be adhered to during construction;
2. The use and value of the area adjacent to the property included in the variance will not be affected in a substantially adverse manner because the building setbacks are existing and off-street parking will be provided that is appropriate and consistent with the surrounding residential properties.

3. Strict application of the terms of this chapter will result in practical difficulties in the use of the property because the building are existing and the small lot size does not allow ample space for the required parking.

ATTACHMENTS

Photographs, Appeal, Aerial, Location Map



View looking onto existing duplex (202 & 202 ½ East 7th Street)



Views looking onto existing single-family home on property

APPEAL #12-32

RESOLUTION NO. 2012-26

A RESOLUTION OF THE COMMON COUNCIL OF THE CITY OF MISHAWAKA, INDIANA, APPROVING A PETITION OF THE MISHAWAKA BOARD OF ZONING APPEALS FOR THE PROPERTY LOCATED AT:

512 West Edison Road, Mishawaka, Indiana

WHEREAS, the Indiana Code requires the Common Council to give notice of its intention to consider Petitions from the Board of Zoning Appeals for approval or disapproval; and

WHEREAS, the Common Council must take action within sixty (60) days after the Board of Zoning Appeals makes its recommendation to the Council; and

WHEREAS, the Common Council is required to make a determination in writing on such requests; and

WHEREAS, the Mishawaka Board of Zoning Appeals has made a favorable recommendation, pursuant to applicable state law, including the imposition of reasonable conditions, to wit, the recommendations of the Department of City Planning.

NOW THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF MISHAWAKA, INDIANA, as follows:

Section I. The Common Council has provided notice of the hearing on the Petition from the Board of Zoning Appeals pursuant to Indiana Code requesting that a Use Variance for property located at **512 West Edison Road, Mishawaka, Indiana**, more particularly known and described as follows:

REAL ESTATE SITUATED IN THE SOUTHWEST QUARTER OF SECTION 33, TOWNSHIP 38 NORTH, RANGE 3 EAST, CITY OF MISHAWAKA, TOWNSHIP OF CLAY, COUNTY OF ST. JOSEPH, STATE OF INDIANA, MORE PARTICULARLY DESCRIBED AS FOLLOWS: 120' E & W X 340' N & S, Beg 350' W of Se Cor Sw ¼.

The Use Variance will allow five tenant spaces in C-1 General Commercial zoning subject to the following conditions:

1. Outside sales display and outside storage shall be prohibited.
2. Carry-out restaurants and eating and drinking establishments are excluded uses.
3. Architecturally appropriate materials shall be used on all sides of the building visible from public right-of-way including the alley.

4. All dumpsters shall be screened from view. Dumpster(s) shall be screened by an enclosure. Dumpster locations shall be located at the north end of the site.
5. If the Use Variance is granted, sign permits must be secured for the multi-tenant panels that were installed; if the variance is denied the panels shall be removed.
6. Parking spaces shall be striped.
7. An Administrative Site Plan shall be filed detailing the parking areas, curb cuts, dumpster(s) location, stormwater retention, interior building modifications, and landscaping subject to staff review and approval prior to the tenant changes.

Section II. Following a presentation by the Petitioner, and after proper public hearing, the Common Council hereby approves the Petition as recommended by the Mishawaka Board of Zoning Appeals, including the imposition of reasonable conditions, to wit, the recommendations of the Department of City Planning, a copy of which is on file in the Office of the City Clerk.

Section III. The Common Council of the City of Mishawaka, Indiana, hereby finds that:

1. The approval will not be injurious to the public health, safety, morals and general welfare of the community because all applicable codes will be adhered to during building modifications;
2. The use and value of the area adjacent to the property included in this variance will not be affected in a substantially adverse manner because the site is located in a high traffic commercial area;
3. The need for the variance arises from a condition peculiar to the property involved because the building was erected in 1978 prior to current commercial developmental standards and both the building and lot are narrow in width and deep in length;
4. The strict application of the terms of this chapter does constitute an unnecessary hardship if applied to this property in that the proposed multiple uses being requested would otherwise require a C-2 Shopping Center zoning classification; and
5. The approval will not interfere substantially with the Mishawaka 2000 Comprehensive Plan because the area has been identified for general commercial uses.

Section IV. This Resolution shall be in full force and effect from and after its adoption by the Common Council and approval by the Mayor.

PASSED by the Common Council of the City of Mishawaka, Indiana, this _____ day of _____, 2012, at _____ o'clock ____ .m.

Presiding Officer

ATTEST:

Deborah S. Block, IAMC, MMC, City Clerk

PRESENTED by me to the Mayor this _____ day of _____ 2012,
at _____ o'clock ____m.

Deborah S. Block, IAMC, MMC, City Clerk

APPROVED by me this _____ day of _____, 2012, at
_____ o'clock ____m.

David A. Wood, Mayor

September 13, 2012

**Honorable Members of the Common Council
City of Mishawaka, Indiana**

RE: Appeal #12-32 Amendment

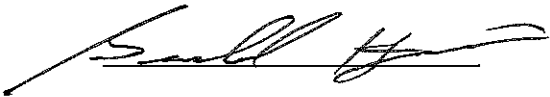
Honorable Members of the Common Council:

I am Gerald Kozuch the owner of the property located at 512 W. Edison Road,
Mishawaka Indiana.

I am requesting to amend condition # 2 of the staff report for the use variance.

Our request is to allow a carry- out restaurant tenant, which would not have inside seating.

Thank you for considering our amendment request.

A handwritten signature in black ink, appearing to read "Gerald Kozuch", written over a horizontal line.

Gerald Kozuch

Property Owner

cc: Planning Department

PROPOSED ORDINANCE NO. 2012-19

ORDINANCE NO. _____

AN ORDINANCE REMOVING THE MUNICIPAL WATER UTILITY AND THE MUNICIPAL ELECTRIC UTILITY OF THE CITY OF MISHAWAKA, INDIANA FROM THE JURISDICTION OF THE INDIANA UTILITY REGULATORY COMMISSION FOR APPROVAL OF RATES, CHARGES AND EVIDENCES OF INDEBTEDNESS

WHEREAS, the City of Mishawaka owns and operates a municipal water utility (the “Water Utility”) and a municipal electric utility (the “Electric Utility”) pursuant to IC 8-1.5; and

WHEREAS, the rates and charges of said Water Utility and said Electric Utility and the issuance of bonds, notes, or other evidences of indebtedness by said Water Utility and said Electric Utility are subject to the approval of the Indiana Utility Regulatory Commission (“Commission”) and the Common Council; and

WHEREAS, the Common Council may remove the Water Utility and the Electric Utility from the jurisdiction of the Commission for the approval of rates and charges and the issuance of debt pursuant to the process set forth in IC 8-1.5-3-9.1;

NOW, THEREFORE, be it ordained by the Common Council of the City of Mishawaka, Indiana:

Section 1. The Common Council hereby finds that written notice of the required meetings have been provided by mail to all ratepayers of the Water Utility and the Electric Utility and to the Commission in accordance with IC 8-1.5-3-9.1.

Section 2. The Common Council hereby finds that the two (2) public meetings required by IC 8-1.5-3-9.1(b) have been held.

Section 3. The Common Council of the City of Mishawaka hereby determines to remove the Water Utility and the Electric Utility from the jurisdiction of the Commission pursuant to IC 8-1.5-3-9.1.

Section 4. All Ordinances in conflict herewith are hereby repealed.

Section 5. This Ordinance shall be effective 60 days after adoption by the Common Council and execution by the Mayor, provided that a petition is not filed with the Common Council in compliance with IC 8-15-3-9.1(d) requesting that the question of removal from Commission jurisdiction be submitted to the registered voters of the City at the next election, all in accordance with IC 8-1.5-3-9.1.

**PASSED AND ADOPTED BY THE COMMON COUNCIL OF THE CITY OF
MISHAWAKA, INDIANA, ON THIS ____ DAY OF _____, 2012.**

Common Council
City of Mishawaka, Indiana

John J. Roggeman, President

ATTEST:

Deborah S. Block, IAMC, MMC, City Clerk

Presented by me, the undersigned City Clerk of the City of Mishawaka, Indiana, to the Mayor of the City of Mishawaka, Indiana, for approval on the ____ day of _____, 2012 at _____ o'clock __.m.

Deborah S. Block, IAMC, MMC, City Clerk

Having examined the foregoing Ordinance, I do as the Mayor of the City of Mishawaka, Indiana, approve said Ordinance and return the same to the City Clerk of the City of Mishawaka, Indiana, this ____ day of _____, 2012.

Dave Wood, Mayor
City of Mishawaka, Indiana

ATTEST:

Deborah S. Block, City Clerk

AUG 13 2012

CITY CLERK
MISHAWAKA, IN

1st Reading
2nd Reading
Passed
Failed
Continued To

PROPOSED ORDINANCE NO. 2012-20

ORDINANCE NO. - _____

AN ORDINANCE FIXING THE SALARIES
OF CERTAIN ELECTED OFFICIALS OF THE CITY OF MISHAWAKA
FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2013

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

Section 1. The annual salaries of the following elected officials of the City of
Mishawaka, Indiana, for the fiscal year beginning January 1, 2013 shall be payable in
26 equal biweekly pay periods beginning January 04, 2013 in the following amounts:

	2013 Annualized	Per biweekly pay period Beginning January 04, 2013
Mayor	\$ 72,757.00	\$ 2,798.33
Clerk	51,104.00	1,965.54
Council member	9,192.00	353.55

Section 2. Any prior ordinances in conflict herewith are hereby repealed.

Section 3. This ordinance shall be in full force and effect from and after its
publication, passage, signing and due attestation.

PASSED BY THE COMMON COUNCIL of the City of Mishawaka, Indiana, on
this _____ day of _____, 2012, at _____ o'clock, _____m.

Presiding Officer

ATTEST:

Deborah S. Block, IAMC, MMC, City Clerk

PRESENTED BY ME to the Mayor this _____ day of _____,
2012, at _____ o'clock, _____.m.

Deborah S. Block, IAMC, MMC, City Clerk

APPROVED BY ME this _____ day of _____, 2012, at
_____ o'clock, _____.m

David A. Wood, Mayor



CITY OF MISHAWAKA

DAVID A. WOOD, MAYOR

OFFICE OF THE MAYOR

August 16, 2012

Mr. John Roggeman, Council President, At-Large City Council
Mr. Woody Emmons, 1st District City Council
Mr. Mike Bellovich, 2nd District City Council
Mr. John Reisdorf, 3rd District City Council
Mrs. Marsha McClure, 4th District City Council
Mr. Mike Compton, 5th District City Council
Mr. Ron Banicki, 6th District City Council
Mr. Dan Bilancio, At-Large City Council
Mr. Matt Mammolenti, At-Large City Council
Mrs. Deborah Block, City Clerk

RECEIVED
DEBORAH S. BLOCK, MMC

AUG 16 2012

CITY CLERK
MISHAWAKA, IN

Re: Proposed 2013 and 2014 Salary Ordinance

Dear Council President, Council Members and Clerk,

Enclosed in your packet is a proposed ordinance that fixes the salaries of all employees of the City of Mishawaka except the Mishawaka Park Department, Elected Officials, and the employees of Mishawaka Utilities, for the year beginning January 1, 2013 and the year beginning January 1, 2014.

In general, what has been proposed for employees is a 2% salary increase for 2013 and a 1-1/2% salary increase for 2014. This is consistent with what has been proposed to each of the labor groups (excluding Police and Fire labor groups) and though they are not included in this ordinance, what was proposed for employees of the Park Department, for the Elected Officials, and what has been proposed for the employees of Mishawaka Utilities.

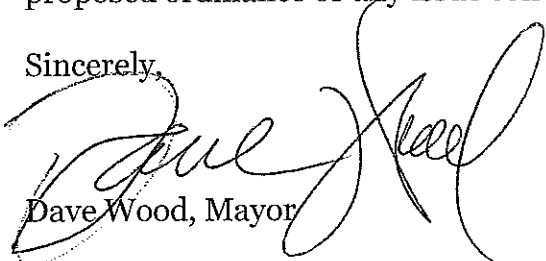
Given the uncertainty of our fragile economy and the budget impacts that could have, I am excited we are again able to offer all employees a salary increase. Though we all wish it could be more, I believe we can afford what has been proposed and that it is fair to the employees and sustainable for the long-term health of the City. With persistent tight budgets in most government units, we may be one of the only government units to be in a position to offer our employees a package like this. In fact, a survey of local governments around the State found that most municipalities are not giving raises at all. Some are giving small raises but Mishawaka is at the high end of the raises being proposed around the State.

Each year as we prepare the salary ordinance and budget, we take a close look at each of our positions and how they fit into the overall salary structure and how they pay compared to other like positions both within government and the private sector. Though we could make a case for a number of positions to receive a special exception to the proposed salary increase, we have kept all salaries at the standard 2% pay increase for 2013. Upon completion of this year's budget however, I will put in place a team to conduct a review of all non-collective bargaining unit salaries. This team will look at salaries, make comparisons to similar positions in public/private sectors (including benefits packages) and study best practices in regards to salary structures. The goal is to keep and attract top notch, skilled people to provide the world-class service that we all expect and our citizen's demand.

Speaking of benefits packages, it is important to note that the City has absorbed all health insurance premium increases over the past two years rather than pushing them on to our employees to pay. These increases were substantial, amounting to about 21.5%. While we cannot continue to do this forever, we do believe that it represents what amounts to a substantial pay increase for our staff members as well as one of the best benefits you will find at any employer, anywhere. Had we pushed those increases on to our employees, the average employee would have had to pay \$120.57 out of each paycheck to cover the increases.

Thank you for your consideration of the 2013 and 2014 salary ordinance proposals. As always, my staff and I stand ready to answer any questions you may have about this proposed ordinance or any issue concerning the Budget.

Sincerely,

A handwritten signature in black ink, appearing to read "Dave Wood", is written over a faint, dotted outline of the same signature.

Dave Wood, Mayor

CC: Yvonne Milligan, City Controller

PROPOSED ORDINANCE NO. 2012-21

ORDINANCE NO. _____

AN ORDINANCE FIXING THE SALARIES OF ALL EMPLOYEES OF THE CITY OF MISHAWAKA EXCEPT THE MISHAWAKA PARK DEPARTMENT, ELECTED OFFICIALS AND THE MISHAWAKA UTILITIES FOR THE CITY OF MISHAWAKA, INDIANA, FOR THE YEAR BEGINNING JANUARY 1, 2013 AND JANUARY 1, 2014.

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

Section 1. The annual salaries of all employees of the City of Mishawaka except the Mishawaka Park Department, Elected Officials and The Mishawaka Utilities for the year beginning January 1, 2013 and shall be payable in 26 bi-weekly pay periods commencing on January 4, 2013.

SALARIES	2013	Bi-Weekly Salary Beginning January 4, 2013
MAYOR'S ADMINISTRATIVE ASSISTANT	\$37,167	1,429.48
MAYOR'S SECRETARY	\$31,028	1,193.39
CONTROLLER	\$70,917	2,727.56
DEPUTY CONTROLLER	\$48,210	1,854.26
ACCOUNTANT	\$38,079	1,464.56
PAYROLL CLERK	\$34,592	1,330.47
BOOKKEEPER A	\$35,454	1,363.62
BOOKKEEPER B	\$30,600	1,176.92
BOOKKEEPER C	\$28,560	1,098.46
PURCHASING AGENT	\$35,837	1,378.33
TEMPORARY HELP	\$7.25-\$25.00 PER HR	
CHIEF DEPUTY CLERK I	\$36,749	1,413.40
CHIEF DEPUTY CLERK II	\$35,601	1,369.26
HR DIRECTOR	\$51,677	1,987.59
ASST DIRECTOR	\$35,820	1,377.70
HR OFFICE MANAGER	\$31,028	1,193.39
TEMPORARY HELP	\$7.25- \$25.00 PER HR	
DIRECTOR OF IT	\$58,620	2,254.64
System Specialist IV Server Admin.	\$48,174	1,852.81
System Specialist IV Network Engineer	\$40,194	1,545.92
System Specialist III Desktop Engineer	\$38,736	1,489.81
GIS Coordinator	\$46,982	1,807.02
System Specialist III Web	\$40,722	1,566.23

CORPORATE COUNSEL	\$33,165	1,275.57
STAFF ATTORNEY	\$57,523	2,212.43
DEPUTY	\$13,954	536.63
COUNCIL ATTORNEY	\$13,954	536.63
DIRECTOR OF ENGINEERING	\$70,917	2,727.56
ASSISTANT DIRECTOR	\$58,642	2,255.45
TRAFFIC MANAGER	\$48,223	1,854.71
PROJECT MANAGER	\$49,490	1,903.47
CONSTRUCTION COORDINATOR-	\$43,228	1,662.60
TECHNICIAN	\$42,938	1,651.46
PROJECT COORDINATOR	\$35,582	1,368.51
LOCATOR/INSPECTOR	\$36,551	1,405.80
OFFICE MANAGER	\$31,028	1,193.39
PE BONUS	\$5,000	192.31
IDEM REVIEW BOARD BONUS	\$4,000	153.85
DIRECTOR OF CODE		
ENFORCEMENT	\$53,265	2,048.68
OFFICE MANAGER	\$31,028	1,193.39
CODE ENF OFFICER A	\$43,114	1,658.22
CODE ENF OFFICER B	\$35,970	1,383.47
BUILDING COMMISSIONER	\$54,531	2,097.35
ASSISTANT BUILDING		
COMMISSIONER	\$51,312	1,973.54
ADMINISTRATOR	\$31,499	1,211.48
OFFICE MANAGER	\$31,028	1,193.39
INSPECTOR A	\$52,190	2,007.34
INSPECTOR B	\$47,279	1,818.44
PART-TIME INSPECTOR A	\$7.25-\$25.00 PER HR	
FIRE CHIEF	\$64,778	2,491.45
ASSISTANT CHIEF	\$59,712	2,296.62
CH FIRE PREVENTION	\$56,188	2,161.08
BATTALION CHIEF	\$56,453	2,171.27
CAPTAINS	\$54,555	2,098.26
SHIFT SUPERVISOR	\$54,027	2,077.95
LIEUTENANTS	\$53,498	2,057.62
FIRE INSPECTORS	\$53,498	2,057.62
PARAMEDICS	\$53,498	2,057.62
DRIVER OPERATOR	\$52,473	2,018.18
MASTER FIREFIGHTER	\$51,775	1,991.34
1ST FIREFIGHTERS	\$49,775	1,914.42
PROBATION - FF/EMT	\$45,320	1,743.07
UNIFORM ALLOWANCE	\$1,250 PER YR	
SPECIALTY PAY:		
ADVANCED EMT	\$700 PER YR	
WATER RESCUE/RECOVERY		
LEADER	\$1,000 PER YR	
WATER DIVE/RESCUE TEAM		
MBR	\$900 PER YR	

SELF-CONTAINED BREATHING APPARATUS TEAM TECHNICIAN	\$1,000 PER YR	
MECHANIC	\$2,500 PER YR	
EMS TRAINING INSTRUCTOR	\$1,000 PER YR	
FIREFIGHTER/PARAMEDIC RESERVE	\$5,000 PER YR	
FIREFIGHTER/PARAMEDIC CIVILIAN	\$1,000 PER YR	
FIREFIGHTER/PARAMEDIC I OR II CERTIFICATION	\$1000 PER YR	
INFORMATION TECHNOLOGY	\$500 PER YR	
FIRE EXECUTIVE SECRETARY	\$1,500 PER YR	
FIRE OFFICE MANAGER	\$31,296	1,203.69
	\$31,028	1,193.39
POLICE CHIEF	\$65,194	2,507.48
ASSISTANT CHIEF	\$60,127	2,312.57
CAPTAINS	\$54,972	2,114.30
LIEUTENANTS	\$53,914	2,073.61
SERGEANTS	\$52,889	2,034.18
CORPORAL	\$52,191	2,007.34
PATROLMAN	\$50,191	1,930.42
PROBATION	\$45,706	1,757.94
UNIFORM ALLOWANCE	\$1,250 PER YR	
RECRUIT	\$39,937	1,536.04
DISPATCHER 6/3-HR	\$18.51	
PART-TIME DISPATCHER	\$16.00	
DISPATCH SPECIALIST Hourly	\$18.72	
DISPATCH COORDINATOR-5/2	\$39,409	1,515.70
PROPERTY MANAGER	\$34,499	1,326.89
EXEC SECRETARY	\$31,296	1,203.69
ADMIN SECRETARY	\$31,028	1,193.39
SERVICES ADMINISTRATOR	\$35,657	1,371.44
PROPERTY CLERK	\$30,271	1,164.25
SECRETARY	\$30,604	1,177.07
PARKING PERSONNEL	\$30,604	1,177.07
PART-TIME HELP	\$7.25 -\$25.00 PER HR	
PARKING PERSONNEL CLOTHING	\$500 PER YR	
CROSSING GUARDS	\$6,929	21pays@ 329.91
CROSSING GUARD SUBSTITUTE	\$20.00 PER DAY	
SUMMER SCHOOL CR GUARD	\$20.00 PER DAY	
CROSSING GUARD CLOTHING	\$170.00 PER YR	
CITY PLANNER	\$67,755	2,605.93
SENIOR PLANNER	\$37,062	1,425.42
Redevelopment pays 15%	\$6,540	251.55
ASSOCIATE PLANNER	\$41,325	1,589.45
ADMINISTRATIVE PLANNER	\$29,406	1,130.94
Redevelopment pays 20%	\$7,351	282.74
OFFICE MANAGER	\$31,028	1,193.39
PLAN COMMISSON	\$600.00 PER YR	
BZA MEMBER	\$375.00 PER YR	
CENTRAL SERVICES ASSISTANT	\$48,241	1,855.41
FLEET MAINTENANCE TECHNICIAN	\$19.22	
Group 1	\$18.24	

Group 2	\$17.25	
Group 3	\$16.52	
NIGHT BONUS/Shift differential	.55/.60 PER HR	
PART TIME	\$7.25-\$25.00 PER HR	
PROJECT COORDINATOR	1.00 PER HR	
STREET COMMISSIONER	\$57,419	2,208.43
OFFICE MANAGER-03	\$31,028	1,193.39
SECRETARY-04	\$30,604	1,177.07
Group 1	\$18.24	
Group 2	\$17.25	
Group 3	\$16.52	
NIGHT BONUS/SHIFT DIFFERENTIAL	.55/.60	
PART-TIME HELP	\$7.25-\$25.00 PER HR	
PROJECT COORDINATOR	\$1.00 PER HR	
DIRECTOR COMMUNITY DEVELOPMENT	\$60,002	2,307.76
TIF CONSTRUCTION MANAGER	\$56,791	2,184.24
PROGRAM CONSTRUCTION MANAGER	\$51,428	1,978.04
PROGRAM COORDINATOR	\$36,022	1,385.50
NSP COORDINATOR	\$47,048	1,809.52
GRANT SPECIALIST	\$31,616	1,216.00
PART-TIME HELP	\$7.25-\$25.00 PER HR	

Section 2. The city will contribute the employee portion of 3% to the Public Employees Retirement fund for all employees eligible for participation in the Public Employees Retirement Fund.

Section 3. The city will contribute 3% of the employee portion to the 1977 Police and Fire Pension for all employees eligible for participation in the 1977 Police and Fire Pension Fund.

Section 4. For those current employees who do not qualify or elect to become members of the 1977 Fire Pension fund following the merger January 1, 2002 with the Fire Department, the Pension Equalization Pay (PEP) will be offered to employees as additional wages. The PEP shall be payable in bi-weekly payments with the regular payroll. The annual PEP will be a combination of a base of \$3,300.00 (starting January 1, 2006) and an additional \$100.00 for every full year of continuous EMS service completed by January 1 of each year.

Section 5. Longevity Bonus will be provided annually to the Central Service Pool 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 employees anniversary date with the regular payroll. The annual Longevity Bonus will be based on the following schedule. Said schedule is based upon completed years of service. An additional \$50.00 will be added for each year of service after the sixth year starting January 1, 2010

<u>Years of Service</u>	<u>Annual Increments</u>	<u>Bonus</u>
1	\$10.00	\$ 10.00
2	\$20.00	\$ 30.00
3	\$30.00	\$ 60.00
4	\$40.00	\$100.00
5	\$50.00	\$150.00
6	\$70.00	\$220.00

An additional \$70.00 will be added for each year of service after the 5th year.

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

Section 7. The annual salaries of all employees of the City of Mishawaka except the Mishawaka Park Department, Elected Officials and The Mishawaka Utilities for the year beginning January 1, 2014 and shall be payable in 26 bi-weekly pay periods commencing on January 3, 2014.

SALARIES	2014	Bi-Weekly Salary Beginning January 3, 2014
MAYOR'S ADMINISTRATIVE ASSISTANT	\$37,724	\$1,450.92
MAYOR'S SECRETARY	31,494	1,211.29
CONTROLLER	71,980	2,768.47
DEPUTY CONTROLLER	48,934	1,882.07
ACCOUNTANT	38,650	1,486.53
PAYROLL CLERK	35,111	1,350.43
BOOKKEEPER A	35,986	1,384.08
BOOKKEEPER B	31,059	1,194.58
BOOKKEEPER C	28,988	1,114.94
PURCHASING AGENT	36,374	1,399.01
TEMPORARY HELP	\$7.25-\$25.00 PER HR	
CHIEF DEPUTY CLERK I	37,300	1,434.60
CHIEF DEPUTY CLERK II	36,135	1,389.80
HR DIRECTOR	52,452	2,017.40
ASST DIRECTOR	36,358	1,398.37
HR OFFICE MANAGER	31,494	1,211.29
TEMPORARY HELP	\$7.25- \$25.00 PER HR	
DIRECTOR OF IT	59,500	2,288.46
System Specialist IV Server Admin.	48,896	1,880.60
System Specialist IV Network Engineer	40,797	1,569.11
System Specialist III Desktop Engineer	39,316	1,512.16
GIS Coordinator	47,687	1,834.13
System Specialist III Web	41,333	1,589.72
CORPORATE COUNSEL	33,662	1,294.70
STAFF ATTORNEY	58,386	2,245.62
DEPUTY	14,162	544.68
COUNCIL ATTORNEY	14,162	544.68
DIRECTOR OF ENGINEERING	71,980	2,768.47
ASSISTANT DIRECTOR	59,521	2,289.28
TRAFFIC MANAGER	48,946	1,882.53
PROJECT MANAGER	50,233	1,932.02
CONSTRUCTION COORDINATOR-	43,876	1,687.54
TECHNICIAN	43,582	1,676.23
PROJECT COORDINATOR	36,115	1,389.04

LOCATOR/INSPECTOR	37,099	1,426.88
OFFICE MANAGER	31,494	1,211.29
PE BONUS	\$5,000	192.31
IDEM REVIEW BOARD BONUS	\$4,000	153.85
DIRECTOR OF CODE ENFORCEMENT	54,065	2,079.41
OFFICE MANAGER	31,494	1,211.29
CODE ENF OFFICER A	43,760	1,683.09
CODE ENF OFFICER B	36,510	1,404.23
BUILDING COMMISSIONER	55,349	2,128.81
ASSISTANT BUILDING COMMISSIONER	52,082	2,003.15
ADMINISTRATOR	31,971	1,229.65
OFFICE MANAGER	31,494	1,211.29
INSPECTOR A	52,974	2,037.45
INSPECTOR B	47,989	1,845.72
PART-TIME INSPECTOR A	\$7.25-\$25.00 PER HR	
FIRE CHIEF	\$64,778	2,491.45
ASSISTANT CHIEF	\$59,712	2,296.62
CH FIRE PREVENTION	\$56,188	2,161.08
BATTALION CHIEF	\$56,453	2,171.27
CAPTAINS	\$54,555	2,098.26
SHIFT SUPERVISOR	\$54,027	2,077.95
LIEUTENANTS	\$53,498	2,057.62
FIRE INSPECTORS	\$53,498	2,057.62
PARAMEDICS	\$53,498	2,057.62
DRIVER OPERATOR	\$52,473	2,018.18
MASTER FIREFIGHTER	\$51,775	1,991.34
1ST FIREFIGHTERS	\$49,775	1,914.42
PROBATION - FF/EMT	\$45,320	1,743.07
UNIFORM ALLOWANCE	\$1,250 PER YR	
SPECIALTY PAY:		
ADVANCED EMT	\$700 PER YR	
WATER RESCUE/RECOVERY LEADER	\$1,000 PER YR	
WATER DIVE/RESCUE TEAM MBR	\$900 PER YR	
SELF-CONTAINED BREATHING APPARATUS TEAM TECHNICIAN	\$1,000 PER YR	
MECHANIC	\$2,500 PER YR	
EMS TRAINING INSTRUCTOR	\$1,000 PER YR	
FIREFIGHTER/PARAMEDIC RESERVE	\$5,000 PER YR	
FIREFIGHTER/PARAMEDIC CIVILIAN	\$1,000 PER YR	
FIREFIGHTER/PARAMEDIC I OR II CERTIFICATION	\$1000 PER YR	
INFORMATION TECHNOLOGY	\$500 PER YR	
FIRE EXECUTIVE SECRETARY	\$1,500 PER YR	
FIRE OFFICE MANAGER	31,765	1,221.75
	31,494	1,211.29

POLICE CHIEF	\$65,194	2,507.48
ASSISTANT CHIEF	\$60,127	2,312.57
CAPTAINS	\$54,972	2,114.30
LIEUTENANTS	\$53,914	2,073.61
SERGEANTS	\$52,889	2,034.18
CORPORAL	\$52,191	2,007.34
PATROLMAN	\$50,191	1,930.42
PROBATION	\$45,706	1,757.94
UNIFORM ALLOWANCE	\$1,250 PER YR	
RECRUIT	\$39,937	1,536.04
DISPATCHER 6/3-HR	\$18.79	
PART-TIME DISPATCHER	\$16.00	
DISPATCH SPECIALIST Hourly	\$19.00	
DISPATCH COORDINATOR-5/2	39,999	1,538.44
PROPERTY MANAGER	35,017	1,346.79
EXEC SECRETARY	31,765	1,221.75
ADMIN SECRETARY	31,494	1,211.29
SERVICES ADMINISTRATOR	36,192	1,392.01
PROPERTY CLERK	30,725	1,181.72
SECRETARY	31,063	1,194.73
PARKING PERSONNEL	31,063	1,194.73
PART-TIME HELP	\$7.25 -\$25.00 PER HR	
PARKING PERSONNEL CLOTHING	\$500 PER YR	
CROSSING GUARDS	\$7,032	21 pays@334.86
CROSSING GUARD SUBSTITUTE	\$20.00 PER DAY	
SUMMER SCHOOL CR GUARD	\$20.00 PER DAY	
CROSSING GUARD CLOTHING	\$170.00 PER YR	
CITY PLANNER	68,770	2,645.02
SENIOR PLANNER	37,617	1,446.80
Redevelopment pays 15%	6,638	255.32
ASSOCIATE PLANNER	41,946	1,613.29
ADMINISTRATIVE PLANNER	29,846	1,147.90
Redevelopment pays 20%	7,461	286.98
OFFICE MANAGER	31,494	1,211.29
PLAN COMMISSION	\$600.00 PER YR	
BZA MEMBER	\$375.00 PER YR	
CENTRAL SERVICES ASSISTANT	48,964	1,883.24
FLEET MAINTENANCE TECHNICIAN	\$19.51	
Group 1	\$18.51	
Group 2	\$17.51	
Group 3	\$16.77	
NIGHT BONUS/Shift differential	.55/.60 PER HR	
PART TIME	\$7.25-\$25.00 PER HR	
PROJECT COORDINATOR	1.00 PER HR	
STREET COMMISSIONER	58,280	2,241.56
OFFICE MANAGER-03	31,494	1,211.29
SECRETARY-04	31,063	1,194.73
Group 1	\$18.51	
Group 2	\$17.51	
Group 3	\$16.77	
NIGHT BONUS/SHIFT DIFFERENTIAL	.55/.60	

PART-TIME HELP	\$7.25-\$25.00 PER HR	
PROJECT COORDINATOR	\$1.00 PER HR	
DIRECTOR COMMUNITY DEVELOPMENT	60,902	2,342.38
TIF CONSTRUCTION MANAGER	57,642	2,217.00
PROGRAM CONSTRUCTION MANAGER	52,200	2,007.71
PROGRAM COORDINATOR	36,563	1,406.28
NSP COORDINATOR	47,753	1,836.66
GRANT SPECIALIST	32,090	1,234.24
PART-TIME HELP	\$7.25-\$25.00 PER HR	

Section 8. The city will contribute the employee portion of 3% to the Public Employees Retirement fund for all employees eligible for participation in the Public Employees Retirement Fund.

Section 9. The city will contribute 3% of the employee portion to the 1977 Police and Fire Pension for all employees eligible for participation in the 1977 Police and Fire Pension Fund.

Section 10. For those current employees who do not qualify or elect to become members of the 1977 Fire Pension fund following the merger January 1, 2002 with the Fire Department, the Pension Equalization Pay (PEP) will be offered to employees as additional wages. The PEP shall be payable in bi-weekly payments with the regular payroll. The annual PEP will be a combination of a base of \$3,300.00 (starting January 1, 2006) and an additional \$100.00 for every full year of continuous EMS service completed by January 1 of each year.

Section 11. Longevity Bonus will be provided annually to the Central Service Pool 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 employees anniversary date with the regular payroll. The annual Longevity Bonus will be based on the following schedule. Said schedule is based upon completed years of service. An additional \$50.00 will be added for each year of service after the sixth year starting January 1, 2010

<u>Years of Service</u>	<u>Annual Increments</u>	<u>Bonus</u>
1	\$10.00	\$ 10.00
2	\$20.00	\$ 30.00
3	\$30.00	\$ 60.00
4	\$40.00	\$100.00
5	\$50.00	\$150.00
6	\$70.00	\$220.00

An additional \$70.00 will be added for each year of service after the 5th year.

Section 12. 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 13. 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 ____ day of _____ 2012, at _____ o'clock, p.m.

Presiding Officer

ATTEST:

Deborah S. Block, IAMC, MMC, City Clerk

PRESENTED BY ME, to the Mayor on this ____ day of _____, 2012,
at _____ o'clock, p.m.

Clerk

Deborah S. Block, IAMC, MMC, City

APPROVED BY ME this ____ day of _____, 2012, at _____ o'clock, p.m.

David A. Wood, Mayor