

BILL NO. S

SPECIAL ORDINANCE NO. S-_____

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City for the year 2012.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Job Classification under the City Classification System established by Bill No. R-96-09-04 Resolution No. R-52-96, which Job Classification should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each Job Classification should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended Job Class designations for positions within their respective jurisdictions, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided for the 2012 City Budget and from City Utilities operating funds and other sources as may be specified by Common Council.

NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all employees of the Civil City of Fort Wayne and of City Utilities shall be classified by the division/department, job classification and titles.

SECTION 2. That the following Grid is hereby fixed and authorized as a scale for approved Job Classifications. Consistent with our compensation philosophy, it is the City's policy that no employee shall be paid below the minimum and the maximum should not be exceeded, except for approved special occupations, shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved clothing allowance, approved previously accrued vacation payoff, sick time, FLSA earned compensatory time, approved car allowance or approved productivity and gain sharing bonuses.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PARTHEREOF IN ITS ENTIRETY
This Grid, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy that includes a "bonus" program for superior performance and a "Grid System" that represents the actual market range for the Non-Union positions within City Government and its Utilities.

SECTION 3. The following job classifications are a true and complete listing of all Civil City and City Utilities non-bargaining unit positions by division/department, job classification, and titles. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities.

DIVISION/ DEPARTMENT	JOB CLASSIFICATION	TITLE
<u>City Clerk</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ASSISTANT CHIEF DEPUTY
	PAT	DEPUTY CLERK
	PAT	LEGIS AFFAIRS ADMINISTRATOR
	COMOT	VIOLATIONS BUREAU SPECIALIST
	COMOT	VIOLATIONS COURT ADMINISTRATOR
	UC	COUNCIL ATTORNEY
<u>Parking Administration</u>		
	PAT	PARKING CONTROL ASST SUPERVISOR
	PAT	PARKING CONTROL SUPERVISOR
<u>City Utilities</u>		
	PAT	ACCOUNTANT
	COMOT	ACCOUNTING CLERK
	COMOT	ADMINISTRATIVE ASSISTANT
	EXE	ASSOCIATE CITY ATTORNEY
	PAT	ASSISTANT PROGRAM MANAGER
	PAT	BILLING SYSTEM MANAGER
	PAT	CMMS ADMINISTRATOR
	LTC	CONSTRUCTION SUPERVISOR
	PAT	CUSTOMER RELATIONS MANAGER
	SO	DEPUTY DIRECTOR
	EXE	DIRECTOR OF CITY UTILITIES
	PAT	DIRECTOR OF FINANCE
	SO	MANAGER OF ENGINEERING
	PAT	MANAGER
	SO	PROGRAM MANAGER
	PAT	PUBLIC INFORMATION OFFICER
	EXE	SUPERINTENDANT
	PAT	SUPERVISOR
	LTC	SUPERVISOR
	PAT	UTILITY SERVICES MANAGER
	EXE	DEPUTY DIRECTOR
<u>Community Development</u>		
	PAT	ACCOUNTANT
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	CD ADMINISTRATOR
	PAT	CD MANAGER
	PAT	CD SPECIALIST
	EXE	DEPUTY DIRECTOR
	EXE	DIRECTOR OF COMMUNITY DEVELOPMENT
	POLE	FIELD SUPERVISOR
	PAT	OFFICE SUPERVISOR
<u>Redevelopment</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	CD ADMINISTRATOR
	PAT	CD MANAGER
	PAT	CD SPECIALIST

Finance and Administration

PAT	ACCOUNTANT
COMOT	ACCOUNTING CLERK
COMOT	ADMINISTRATIVE ASSISTANT
EXE	CHIEF INFORMATION OFFICER
EXE	CITY CONTROLLER
PAT	COMPLIANCE ADMINISTRATOR
PAT	COMPLIANCE OFFICER
COMOT	COMPLIANCE INVESTIGATOR
EXE	DEPUTY CONTROLLER
PAT	DEPUTY DIRECTOR
PAT	DIRECTOR OF PURCHASING SERVICES
EXE	DIRECTOR OF HUMAN RESOURCES
PAT	LABOR RELATIONS MANAGER
PAT	PAYROLL COORDINATOR
PAT	PAYROLL MANAGER
PAT	PDQ MANAGER
PAT	PDQ COORDINATOR
PAT	PROPERTY MANAGER
PAT	PURCHASING SUPERVISOR
PAT	SENIOR ACCOUNTANT/ANALYST
COMOT	SENIOR BUYER
PAT	STAFFING & RECRUITMENT MANAGER
COMOT	STAFFING & RECRUITMENT SPECIALIST
PAT	STAFFING & RECRUITMENT COORDINATOR

Benefits

PAT	BENEFITS & COMMUNICATIONS MANAGER
PAT	BENEFITS & WELLNESS COORDINATOR

Risk Management

COMOT	ADMINISTRATIVE ASSISTANT
PAT	DIRECTOR OF RISK MGMT
PAT	RISK MANAGEMENT SPECIALIST
PAT	SAFETY CLAIMS/INVESTIGATOR

Mayor's Office

COMOT	ADMINISTRATIVE ASSISTANT
PAT	CITY SERVICES MANAGER
PAT	CITY SERVICES SPECIALIST
EXE	DEPUTY MAYOR
PAT	DIRECTOR OF PUBLIC INFORMATION
COMOT	EXECUTIVE ASSISTANT
PAT	LEGISLATIVE & BUSINESS LIASION
PAT	COMMUNITY LIASION
PAT	PUBLIC INFORMATION OFFICER

Internal Audit

EXE	DIRECTOR OF INTERNAL AUDIT
PAT	STAFF AUDITOR

Law Department

COMOT	ADMINISTRATIVE ASSISTANT
EXE	ASSOCIATE CITY ATTORNEY
EXE	CITY ATTORNEY

Metro Human Relation Commission

COMOT	ADMINISTRATIVE ASSISTANT
EXE	EXECUTIVE DIRECTOR
COMOT	INVESTIGATOR
PAT	LEAD INVESTIGATOR
PAT	LEGAL COUNSEL

Parks and Recreation

COMOT	ADMINISTRATIVE ASSISTANT
LTC	ASSISTANT GOLF SUPERINTENDENT
PAT	ASSISTANT SUPERVISOR
EXE	DEPUTY DIRECTOR
EXE	DIRECTOR OF PARKS
UC	GOLF COURSE PRO/MANAGER
PAT	GOLF GREENS SUPERINTENDENT
PAT	LANDSCAPE ARCHITECT
PAT	MANAGER
PAT	OUTDOOR RECREATION COORDINATOR
PAT	PROGRAM FACILITY COORDINATOR
PAT	PROJECT MANAGEMENT TECHNCIAN
PAT	PUBLIC INFORMATION OFFICER
EXE	SUPERINTENDENT
PAT	SUPERVISOR
LTC	SUPERVISOR

Public Works

PAT	ACCOUNTANT
COMOT	ADMINISTRATIVE ASSISTANT
COMOT	CLERK TO BOARD
EXE	DIRECTOR OF PUBLIC WORKS
PAT	DIRECTOR OF TRANS ADMIN SUPPORT
PAT	FLOOD CONTROL MANAGER
PAT	FLOOD MAINTENANCE MANAGER
PAT	GREENWAY MANAGER
LTC	LIGHTING FOREMAN
LTC	SUPERVISOR STREET LIGHT WAREHOUSE

Fleet Management

COMOT	ADMINISTRATIVE ASSISTANT
PAT	DIRECTOR OF FLEET MANAGEMENT
PAT	FLEET SYSTEM ANALYST

Solid Waste

PAT	MANAGER
PAT	PROGRAM MANAGER

Street Department

COMOT	ADMINISTRATIVE ASSISTANT
LTC	ASSISTANT STREET COMMISSIONER
EXE	DIRECTOR OF TRANSPORTATION OPS
LTC	GENERAL FOREMAN

Street Project Management;
Transportation Engineering

PAT	ASSISTANT CITY ENGINEER
EXE	CITY ENGINEER
PAT	MANAGER

Traffic Engineering

COMOT	ADMINISTRATIVE ASSISTANT
PAT	ASSISTANT TRAFFIC ENGINEER
PAT	DIRECTOR OF TRAFFIC OPERATIONS
LTC	SIGN & MARKING FOREMAN
LTC	SIGN & MARKING SUPERVISOR
LTC	SIGNAL FOREMAN
PAT	TRAFFIC ENGINEER
LTC	TRAFFIC OPERATIONS SUPERVISOR

PART-TIME/SEASONAL/TEMPORARY POSITIONS

City Clerk

COMOT ADMINISTRATIVE ASSISTANT

City Utilities

COMOT ADMINISTRATIVE ASSISTANT
 COMOT CUSTOMER RELATIONS REPRESENTATIVE
 PAT PROGRAM MANAGER
 COMOT INTERN/SEASONAL

Community Development

COMOT INTERN/SEASONAL
 COMOT WEED PROGRAM INSPECTOR

Metro Human Relation Commission

COMOT INTERN/SEASONAL
 COMOT INVESTIGATOR

Parks and Recreation

COMOT AQUATIC CENTER MGR
 COMOT AQUATIC SUPERVISOR
 COMOT ASSIST GOLF PRO MGR
 COMOT BASKETBALL PRG COORD
 COMOT BASKETBALL SITE SUPV
 COMOT BASKETBALL STAFF
 COMOT CAMP AIDE
 PAT CAMP ASST SUPERVISOR
 LTC CAMP BEFORE/AFTER CARE
 LTC CAMP COUNSELOR
 PAT CAMP SUPERVISOR
 COMOT CLERICAL
 LTC GOLF ASST GREEN SUPT
 COMOT GOLF CASHIER/STARTER
 LTC GOLF COURSE MAINT
 COMOT HURSHTOWN ATTENDANT
 COMOT HURSHTOWN SUPERVISOR
 COMOT PROJECT MGMT TECHNICIAN
 LTC LIFEGUARD
 COMOT LIFETIME SPTS ACDY C
 LTC LINDENWOOD STAFF
 LTC MAINTENANCE-SEASONAL
 LTC NATURALIST
 PAT OUTDOOR EDUCATION COORDINATOR
 COMOT PLAYGROUND LEADER
 COMOT PLAYGROUND STAFF
 PAT PLAYGROUND SUPV
 COMOT POOL STAFF (NON-CERT)
 COMOT POOL-HEAD LIFEGUARD
 COMOT PRESCH/YTH SPRT COOR
 COMOT PRESCHOOL/YOUTHSTAFF
 COMOT RECREATION CTR LDR
 COMOT RECREATION LEADER
 COMOT RECREATION SITE SUPERVISOR
 COMOT RECREATION SPECIALIST
 COMOT SPECIAL EVENTS COORDINATOR
 PAT SUPERVISOR/NATURALIST
 LTC TENNIS INSTRUCTOR
 COMOT TENNIS PROGRAM COORDINATOR
 PAT THEATRE MANAGER
 LTC THEATRE ASST MANAGER
 LTC THEATRE ATTENDANT
 LTC THEATRE TECHNICIAN
 COMOT WEEKEND/EVE RECP

Public Works

	COMOT	ADMINISTRATIVE ASSISTANT
	COMOT	INTERN/SEASONAL
<u>Street Department</u>	LTC	LEAF PICK-UP LABORER
<u>Traffic Engineering</u>	COMOT	CLERICAL
	LTC	SIGN DIVISION HELPER
	LTC	SIGNAL DIVISON HELPER
	LTC	INTERN/SEASONAL – STREET LIGHTING

SECTION. 4. Pursuant to State Statute economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 2012. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

SECTION. 5. Moving Expenses for new employees moving into Allen County may be reimbursed up to a maximum of \$5,000 with the approval of the City Controller. The new employee shall pay for all expenses up front and will present receipts for reimbursement.

SECTION 6. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF).

SECTION 7. That, in addition to the compensation provided for herein: The City of Fort Wayne Law Department shall receive not more than \$6,500 for services performed in connection with the operations of the municipally owned utilities pursuant to I.C. 36-4-74 which additional compensation shall be paid from the revenues of the appropriate utility or function. The City of Fort Wayne Law Department shall also receive an additional sum not to exceed \$13,000 for services provided in connection with the City Self-Insurance Program involving matters not in litigation.

That, in addition, the following legal services are recognized as extraordinary services and shall entitle the City of Fort Wayne Law Department performing such services to charge respective departments additional compensation at the rate of 120% of the hourly compensation of the classified City Attorney or Associate City Attorney performing such services, or such other appropriate compensation as determined by the Board of Public Works:

- A.) Bond issues and related financial matters, including Bond issues related to the Economic Development Commission where the fees for said issues are paid by the Bond applicant.
- B.) Annexation litigation following the filing of a remonstrance.
- C.) Condemnation litigation following the filing of exceptions to the appraisers' report.

- D.) All matters relating to defense of claims against the Fort Wayne Police Department following the filing of a complaint.
- E.) All matters involving a challenge to the constitutionality of any act or omission by the City or one of its employees following the filing of a complaint in court.
- F.) All matters relating to intervention in utility rate cases following the filing of a petition to intervene, or other appearances before the Indiana Utility Regulatory Commission (I.U.R.C).
- G.) All matters relating to litigation where the amount in controversy exceeds \$50,000, following the filing of a complaint in court.
- H.) All matters relating to litigation where any recovery against the City or its employees would be paid from the City's Self-Insurance Fund.
- I.) All matters involving collective bargaining arbitration.
- J.) Matters relating to the Fort Wayne Redevelopment Commission covered by a separate contract.

Any and all payments to be made hereunder for extraordinary services shall be subject to the final approval by the City Controller. Nothing in this agreement shall prevent the use of other attorneys or firms to perform extraordinary services, subject, however, to the provisions of I.C. 36-4-9-12.

SECTION 8. From and after the first day of January, 2012 all appointed officers, employees, deputies, assistants, departmental and institutional heads of the Civil City and City Utilities will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

SECTION 9. Nothing in this Salary Ordinance shall limit the capacity of Utility Management at the Filtration Plant to participate in the Gain Sharing Plan under the Memorandum of Understanding approved by Common Council under Ordinance No. R-26-99.

SECTION 10. That all Departments subject to this Ordinance will conform to the Official City's Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Human Resources Department.

SECTION 11. If any section, clause, sentence, paragraph or part or provisions of this Ordinance be found invalid or void by a Court of competent jurisdiction, it shall be conclusively presumed that this ordinance would have passed by the Common Council without such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

SECTION 12. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have duration of one year and thus, with the exception of the 2011 salary ordinances, have expired. Commencing January 1, 2012, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of the most recently enacted ordinance.

SECTION 13. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 14. This ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Council Member

APPROVED AS TO FORM AND LEGALITY
Carol Helton, City Attorney

BILL NO. S-

SPECIAL ORDINANCE NO. S-_____

**AN ORDINANCE fixing the salaries of all members of
the Division of Public Safety of the City of Fort
Wayne, Indiana for the year 2012.**

WHEREAS, the Mayor and Common Council of the City of Fort Wayne, Indiana have, according to the powers outlined in IC 36-8-3-3(d), assigned to all members of the Police and Fire Departments of the City of Fort Wayne a Job Class under the City Classification System established by Bill No, R-96-09-04 Resolution No. R-52-96 as subsequently modified and improved, which Job Class should accurately reflect the duties, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each job classification in a systematic way, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided by the 2012 City Budget operating funds and other sources as may be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all members of the Police and Fire Departments of the City of Fort Wayne, shall be classified by the division/department, job classification and titles herein designated, and that no changes be made in any job classification without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following grid of salaries is fixed and authorized as the grid for approved job classifications. Consistent with our compensation philosophy, it is the City's policy that no employee shall be paid below their job classification and the maximum should not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus, approved clothing allowance.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN ITS ENTIRETY

The grid, as reflected on Exhibit "A" is an attempt to maintain an orderly, consistent and competitive pay policy that includes a "bonus" program for superior performance and a "Grid System" that represents the actual market range for the Non-Union positions within City Government and its Utilities. Any general increase to the Grid shall only occur should the actual market range for a Job Class increase considerably.

A. That the following fringe benefits are hereby approved for the year 2012 for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

Hazardous Duty/Technical Pay/Specialty Pay	\$ 1,411.32
Educational Bonus (Associate Degree or higher - Fire Science Technology)	\$ 450/yr
Clothing Allowance	\$ 1,350/yr

That all Fire Command, including the Internal Affairs Officer, shall have the same longevity, disability, survivors' benefits, retirement health insurance benefits, life insurance, sick leave, personal leave, holiday leave, bereavement pay and vacation leave rights and receive the same percentage pay increases as provided to members of the Fire Department covered by a collective bargaining agreement.

B. That the following fringe benefits are hereby approved for the year 2012 for the employees in the Police Command:

POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

Educational Bonus	FOP
- Associate Degree	\$ 450/yr
- Bachelor's Degree	\$ 900/yr
- Master's Degree	\$1,300/yr
- Doctorate Degree	N/A
- Clothing Allowance	\$1,700/yr\$

That all Police Command shall be eligible for any additional benefits afforded the Fraternal Order of Police. That all Police Command, Captains and above, shall receive the same percentage pay increases as afforded the Fraternal Order of Police.

SECTION 3. The following is a true and complete listing of all members of the Police and Fire Departments of the City of Fort Wayne non-bargaining unit positions by division/department, job classification, and titles. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City negotiated by the City Attorney and approved by Common Council.

DIVISION/ DEPARTMENT	JOB CLASSIFICATION	TITLE
<u>Fire Department</u>		
<u>Fire Command</u>		
	PAT	ASSISTANT CHIEF
	EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
	POLE	INTERNAL AFFAIRS OFFICER
<u>Fire Civilians</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	BUILDING MAINT MANAGER
	PAT	DIRECTOR OF FINANCE & FACILITIES
	PAT	DIRECTOR OF PUBLIC INFORMATION
	PAT	EMS DIRECTOR
	POLE	RECRUIT FIREFIGHTER

Weights and Measures

POLE WEIGHTS & MEASURES INSPECTOR

Police Department

Police Command

EXE ASSISTANT CHIEF OF POLICE
POLE CAPTAIN
EXE CHIEF OF POLICE
POLE DEPUTY CHIEF

Police Civilians

COMOT ADMINISTRATIVE ASSISTANT
POLE ADMINISTRATIVE VICTIM ADVOCATE
PAT ASSOCIATE DIRECTOR OF OPERATIONS
PAT COORDINATOR
POLE COORDINATOR CRIME STOPPERS
POLE CRIME ANALYST
PAT CRIME LAB MANAGER
PAT DEPUTY DIRECTOR
COMOT DETECTIVE BUREAU DESK PERSON
PAT DIRECTOR FINANCE & FACILITIES
EXE DIRECTOR HOMELAND SECURITY
POLE DIRECTOR VICTIM ASSISTANCE
POLE DRUG HOUSE ORDINANCE COORDINATOR
EXE EXECUTIVE DIRECTOR
PAT FORENSIC SCIENTIST
POLE PAL COORDINATOR
POLE PROPERTY/EVIDENCE SPECIALIST
PAT RESEARCH & GRANTS MANAGER
POLE RECRUIT PATROL OFFICER
POLE SENIOR CRIME ANALYST
POLE SR VICTIM ADVOCATE
POLE SUPERVISOR PROPERTY ROOM
POLE VICTIM ADVOCATE

Police Radio Shop

PAT TECHNICAL DIRECTOR
COMOT ELEC/RADIO INSTALLER
POLE RADIO SHOP SUPERVISOR
SO TWO WAY RADIO/ELEC

Police Records

COMOT QUALITY ASSURANCE TECHNICIAN
POLE RECORDS SUPERVISOR
COMOT RECORDS TECHNICIAN

Animal Care and Control

PAT ANIMAL CARE & CONTROL SUPERVISOR
PAT COMMUNITY RELATIONS & EDUC SPEC
POLE DEPUTY DIRECTOR
POLE DIRECTOR OF ANIMAL CARE & CONTROL
POLE ENFORCEMENT DIVISION SUPERVISOR
COMOT VOLUNTEER COORDINATOR

Consolidated Communications Partnership (CCP)

COMOT ADMINISTRATIVE ASSISTANT
POLE CORPORAL
POLE DEPUTY DIRECTOR
POLE DISPATCHER
EXE EXECUTIVE DIRECTOR
POLE SERGEANT

PART-TIME/SEASONAL/TEMPORARY POSITIONS

Fire Department

Fire Civilians

COMOT	INTERN/SEASONAL
COMOT	SURVIVE ALIVE TEACH ASSISTANT

Police Department

Police Civilians

COMOT	ADMINISTRATIVE ASSISTANT
POLE	ADULT GUARD
COMOT	CIVILIAN PROPERTY MANAGER
COMOT	CSO-RETIRED OFFICER PROGRAM
COMOT	INTERN/SEASONAL
COMOT	INVESTIGATIVE DIVISION GEN ASST
COMOT	VOLUNTEER COORDINATOR

Animal Care and Control

COMOT	ADOPTION ASSISTANT
COMOT	ENFORCEMENT ASSISTANT
COMOT	HUMAN EDUCATION ASSISTANT
LTC	KENNEL ATTENDANT

Consolidated Communications Partnership (CCP)

POLE	DISPATCHER
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SECTION 4. Police and Fire employees, as indicated herein, may participate in Collective Bargaining with the City for economic conditions. Pursuant to State Statute such economic conditions must be approved by Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 2012. Upon conclusion of such negotiations, the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein, the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF) except for those positions which are commonly referred to as Police and Fire Command.

SECTION 6. From and after the first day of January, 2012, all members of the Police and Fire Departments of the City of Fort Wayne will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

SECTION 7. That civilian employees in the Police and Fire Departments subject to this Ordinance will conform to the Official City Human Resources Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Human Resources Department.

SECTION 8. If any section, clause, sentence, paragraph or part or provisions of this Ordinance be found invalid or void by a court of competent jurisdiction, it shall be conclusively presumed that this Ordinance would have passed by the Common Council without such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

SECTION 9. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have duration of one year and thus, with the exception of the 2011 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2012, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

SECTION 10. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 11. This ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Council Member

APPROVED AS TO FORM AND LEGALITY
Carol Helton, City Attorney

2012 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
COMOT	\$23,487.10	\$52,812.56
POLE (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
POLE	\$29,075.86	\$84,986.35
LTC (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
LTC	\$31,212.61	\$61,195.84
PAT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
PAT	\$30,087.04	\$77,575.54
EXE	\$69,184.49	\$128,763.01
SO	\$63,470.90	\$108,934.08

CITY OF FORT WAYNE
BUDGETED STAFFING LEVEL

DEPARTMENTS

	2008	2009	2010	2011	2012
<u>Office of the Mayor:</u>					
Internal Audit	3.00	3.00	3.00	3.00	3.00
Human Resources	9.00	8.00	-	-	-
Law	4.00	4.00	4.00	4.00	4.00
Mayor	18.00	19.00	19.00	18.00	18.00
Total	34.00	34.00	26.00	25.00	25.00
<u>Finance and Administration:</u>					
Controller	11.00	11.00	11.00	11.00	11.00
Payroll	4.00	4.00	4.00	4.00	4.00
Property Manager	2.00	2.00	2.00	3.00	3.00
Purchasing	6.00	6.00	9.00	9.00	9.00
Human Resources	-	-	8.00	8.00	8.00
Information Systems	2.00	2.00	2.00	1.00	1.00
Benefits	2.00	2.00	2.00	2.00	2.00
Risk Management	5.00	5.00	5.00	5.00	5.00
Total	32.00	32.00	43.00	43.00	43.00
<u>Community & Economic Development:</u>					
Community Development	29.00	24.00	21.50	21.00	21.00
Neighborhood Code Enforcement*	27.00	27.00	26.00	26.00	26.00
Redevelopment	7.00	7.00	7.00	7.00	7.00
Total	63.00	58.00	54.50	54.00	54.00
<u>City Clerk/Council:</u>					
City Clerk	19.50	19.50	18.50	18.00	18.00
Parking Administration	9.50	9.00	8.00	8.00	8.00
Total	29.00	28.50	26.50	26.00	26.00
<u>Public Works:</u>					
Board of Works Admin	9.00	8.00	5.00	5.00	5.00
Flood Control	2.00	2.00	2.00	2.00	2.00
Street Light Operations	9.00	9.00	8.00	8.00	8.00
Transportation Administration Support	27.50	28.00	27.50	26.50	26.50
Street Department	106.00	106.00	106.00	106.00	106.00
Trans Eng Service/Street Project Mgmt	11.00	11.00	11.00	11.00	11.00
Traffic Engineering	31.00	31.00	31.00	31.00	31.00
Solid Waste Management	3.00	3.00	3.00	3.00	3.00
Fleet Management/Garage	3.00	3.00	3.00	3.00	3.00
Total	201.50	201.00	196.50	195.50	195.50
<u>Parks & Recreation</u>	121.00	116.50	117.00	117.00	117.00
<u>Metro Human Relations</u>	12.00	12.00	12.00	12.00	12.00
SUB-TOTAL NON-PUBLIC SAFETY:	492.50	482.00	475.50	472.50	472.50

*adjusted to reflect transfer of Neighborhood Code Enforcement

CITY OF FORT WAYNE
BUDGETED STAFFING LEVEL

DEPARTMENTS

	2008	2009	2010	2011	2012
Public Safety:					
Police	495.50	496.50	496.50	496.50	496.50
Records	-	-	-	27.00	27.00
Radio	-	-	-	8.00	8.00
Fire	402.00	386.00	385.00	385.00	385.00
Animal Control	36.00	36.00	36.00	36.00	36.00
Communications	96.00	95.00	95.00	60.00	-
Weights & Measures	3.00	3.00	3.00	3.00	3.00
SUB-TOTAL PUBLIC SAFETY:	1,032.50	1,016.50	1,015.50	1,015.50	955.50
TOTAL CIVIL CITY:	1,525.00	1,498.50	1,491.00	1,488.00	1,428.00