

**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
of Fort Wayne, Indiana for the year 2009**

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 Class under the City Classification System established by Bill No. R-96-09-04 Resolution No. R-52-96, which Job Class 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 Class 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 2009 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 departments and titles and Job Class herein designated, and that no changes be made in any Job Class without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of Civil City or City Utilities employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following Grid is hereby fixed and authorized as a scale for approved Job Class. Consistent with our compensation philosophy, it is the City's objective that no employee shall be paid below the minimum and the maximum should not be exceeded, except for approved 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
PART HEREOF 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. Any general increase to the Grid shall only occur should the actual market range for a Job Class increase considerably.

SECTION 3. The following is a true and complete listing of all Civil City and City Utilities non-bargaining unit positions by Department, Position Title, and Job Class. 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 negotiated by the Director of Human Resources and approved by the Common Council.

<u>DIVISION/DEPARTMENT</u>	<u>GRID CLASSIFICATION</u>	<u>TITLE</u>
<u>CITY CLERK'S OFFICE</u>		
	COMOT III	Administrative Assistant III
	COMOT IV	Violations Bureau Specialist
	COMOT IV	Violations Court Administrator
	PAT IV	Legislative Affairs Administrator
	PAT IV	Deputy Clerk
	PAT V	Assistant Chief Deputy
	PAT V	Parking Control Supervisor
	Unclassified	Council Attorney
 <u>CITY UTILITIES</u>		
<u>Customer Relations</u>		
	PAT V	Customer Relations Manager
 <u>Data Control</u>		
	COMOT IV	Administrative Assistant IV
	COMOT VII	Supervisor
	PAT V	Billing Systems Manager
 <u>Filtration Plant</u>		
	PAT VI	Supervisor
	EXE I	Superintendent
 <u>Financial Services Group</u>		
	COMOT IV	Accounting Clerk
	PAT IV	Accountant IV
	PAT V	Accountant V
	PAT VII	Director of Finance
 <u>Water Maintenance</u>		
	COMOT IV	Accounting Clerk
	PAT V	Manager
	PAT V	Program Manager V
	LTC VI	Supervisor

LTC	VII	Supervisor
EXE	I	Superintendent

Water Pollution Control Maintenance

COMOT	IV	Administrative Assistant IV
PAT	V	Program Manager V
PAT	VI	Program Manager VI
LTC	VII	Construction Supervisor
EXE	I	Superintendent

Water Pollution Control Plant

PAT	IV	CMMS Administrator
PAT	V	Program Manager V
PAT	VI	Program Manager VI
LTC	VIII	Supervisor
EXE	I	Superintendent

Water Resources Group

COMOT	IV	Administrative Assistant IV
PAT	IV	Program Manager IV
PAT	V	Program Manager V
PAT	VI	Program Manager VI
PAT	VII	Program Manager VII
PAT	VII	Associate Director of Engineering
PAT	VII	Manager of Engineering

Utility Administration

COMOT	IV	Administrative Assistant IV
COMOT	VI	Administrative Assistant VI
PAT	V	Program Manager V
PAT	VI	Utility Services Manager
PAT	V	Public Information Officer
EXE	I	Associate City Attorney
EXE	I	Deputy Director
EXE	III	Director of City Utilities

COMMUNITY DEVELOPMENT

COMOT	III	Administrative Assistant III
COMOT	IV	Administrative Assistant IV
COMOT	V	Administrative Assistant V
COMOT	IV	Administrative Assistant IV
PAT	III	Community Development Specialist
PAT	IV	Community Development Specialist
PAT	IV	Accountant IV
PAT	V	Community Development Manager
PAT	VI	Community Development Manager
PAT	VI	Community Development Administrator
PAT	VII	Director
EXE	I	Deputy Director of Community Development
EXE	III	Director Community Development Division

Neighborhood Code Enforcement

	COMOT	IV	Administrative Assistant IV
	PAT	IV	Legal Assistant
	PAT	V	Office Supervisor
Enforcement	PAT	VII	Director of Neighborhood Code
	POLE	V	Field Supervisor

FINANCE AND ADMINISTRATION

Controller's Office

	COMOT	IV	Accounting Clerk
	COMOT	VI	Administrative Assistant VI
	PAT	IV	Accountant IV
	PAT	V	Accountant V
	PAT	VI	Senior Accountant/Analyst
	PAT	VII	Deputy Director
	EXE	I	Deputy Controller
	EXE	III	City Controller

Information Systems

Officer	PAT	V	Webmaster/Graphic Designer/PIO
	PAT	VII	Director of Information Technology
	EXE	I	Chief Technology Officer

Payroll Services

	PAT	III	Payroll Practitioner III
	PAT	IV	Payroll Practitioner IV
	PAT	V	Payroll Coordinator
	PAT	VI	Payroll Manager

Property Management

	COMOT	IV	Administrative Assistant IV
	PAT	VI	Property Manager

Purchasing Services

	COMOT	IV	Administrative Assistant IV
	COMOT	IV	Information Specialist/Support
	COMOT	IV	Bid Specialist/Buyer
	COMOT	VI	Senior Buyer
	PAT	V	Purchasing Supervisor
	PAT	VII	Director of Purchasing Services

Risk Management

	COMOT	IV	Administrative Assistant IV
	PAT	IV	Risk Management Specialist
	PAT	V	Safety Claims/Investigator
	PAT	VI	Risk Manager

MAYOR'S OFFICE

Human Resources

	COMOT	III		Administrative Assistant III
	COMOT	IV		Administrative Assistant IV
	COMOT	V		Staffing and Recruitment Specialist
	COMOT	V		PDQ Specialist
	PAT	IV		Benefits and Wellness Coordinator
	PAT	IV		Staffing and Recruitment Coordinator
			PAT	Staffing and Recruitment
Manager			VI	
	PAT	VI		Benefits and Employee Communications Manager
	PAT	VI		Labor Relations Manager
	PAT	VI		PDQ Manager
	EXE	III		Director of Human Resources

Internal Audit

	PAT	V		Staff Auditor
	PAT	VI		Director of Internal Audit

Law Department

	COMOT	VI		Administrative Assistant VI
	EXE	I		Associate City Attorney
	EXE	III		City Attorney

Mayor's Office

	COMOT	IV		Administrative Assistant IV
	COMOT	VI		Executive Assistant
	PAT	III		City Services Specialist
	PAT	IV		Mayor's Advocate
	PAT	V		Legislative & Business Liaison
	EXE	III		Deputy Mayor

Public Information

	PAT	V		Public Information Officer
	PAT	VII		Director of Public Information

METRO HUMAN RELATIONS COMMISSION

	COMOT	III		Administrative Assistant III
	COMOT	IV		Administrative Assistant IV
	PAT	IV		Investigator
	PAT	V		Lead Investigator
	PAT	VI		Legal Council
	EXE	I		Executive Director

PARKS AND RECREATION

	COMOT	III		Administrative Assistant III
	COMOT	IV		Administrative Assistant IV
	COMOT	V		Administrative Assistant V
	PAT	III		Program Facility Coordinator
	PAT	III		Outdoor Recreation Coordinator

PAT	IV	Project Management Technician
PAT	IV	Assistant Supervisor
PAT	IV	Supervisor
PAT	V	Supervisor
PAT	VI	Supervisor
PAT	VI	Landscape Architect
PAT	IV	Manager
PAT	V	Manager
PAT	VI	Manager
LTC	VI	Supervisor
LTC	V	Assistant Golf Green Superintendent
LTC	VI	Golf Green Superintendent
Unclassified		Golf Course Pro/Manager
EXE	I	Superintendent
EXE	I	Director of Finance & Administration
EXE	I	Deputy Director
EXE	III	Director of Parks and Recreation

PUBLIC WORKS

Energy & Environmental Services

PAT	V	Program Manager V
PAT	VII	Director of Energy & Environmental Services

Fleet Management Dept.

COMOT	IV	Administrative Assistant IV
PAT	IV	Fleet System Analyst
PAT	VI	Director of Fleet Management

Flood Control

PAT	V	Flood Maintenance Manager
PAT	VI	Flood Control Manager

Public Works Administration

COMOT	IV	Administrative Assistant IV
COMOT	V	Clerk to Board
COMOT	V	Administrative Assistant V
COMOT	VI	Administrative Assistant VI
PAT	IV	Accountant IV
PAT	IV	Compliance Officer
PAT	V	Compliance Administrator
PAT	VI	Greenway Manager
EXE	III	Director of Public Works

Street Department

COMOT	IV	Administrative Assistant IV
LTC	VI	General Foreman
LTC	VIII	Assistant Street Commissioner
EXE	I	Director of Transportation/ Operations

Street Light Operations

LTC	VI	Lighting Foreman
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Warehouse	LTC	VII	Supervisor of Street Lighting
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Traffic Engineering

COMOT	IV	Administrative Assistant IV
PAT	VI	Assistant Traffic Engineer
PAT	VII	Director of Traffic Operations
PAT	VI	Assistant Traffic Engineer
PAT	VII	Traffic Engineer
LTC	VI	Sign and Marking Foreman
LTC	VI	Signal Foreman
LTC	VII	Sign and Marking Supervisor
LTC	VII	Infrastructure Supervisor
LTC	VIII	Traffic Operations Supervisor

Transportation Administration and Support

PAT	VI	Right of Way Permit Supervisor
PAT	VII	Director of Transportation
Administration &		Support

Transportation Engineering Services

Engineering	PAT	VI	Manager of Transportation
	PAT	VII	Services
	EXE	II	Assistant City Engineer
			City Engineer

PART-TIME/SEASONAL/TEMPORARY POSITIONS

DIVISION/DEPARTMENT

CITY CLERK'S OFFICE

COMOT	III	Receptionist/Clerk
COMOT	III	Working Leader
COMOT	I	Intern/Seasonal

CITY UTILITIES

Customer Relations

COMOT	III	Customer Relations Representative
COMOT	III	Customer Relations
		Representative/Cashier
COMOT	I	Intern/Seasonal

Data Control

COMOT	I	Intern/Seasonal
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Filtration

COMOT	I	Intern/Seasonal
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Financial Services Group

COMOT	I	Intern /Seasonal
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Water Maintenance and Service

COMOT	I	Intern/Seasonal	SALARY 7
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WPC Maintenance

COMOT I Intern/Seasonal

WPC Plant

COMOT I Intern/Seasonal

Water Resources Group

COMOT I Intern/Seasonal

Utility Administration

COMOT I Intern/Seasonal

COMMUNITY DEVELOPMENT

COMOT I Intern/Seasonal

Neighborhood Code Enforcement

COMOT I Weed Program Inspector

FINANCE AND ADMINISTRATION

Controller's Office

COMOT I Intern/Seasonal

Information Systems

COMOT I Intern/Seasonal

Payroll Services

COMOT I Intern/Seasonal

Property Management

COMOT I Intern/Seasonal

Purchasing Services

COMOT I Intern/Seasonal

Risk Management

COMOT I Intern/Seasonal

MAYOR'S OFFICE

Human Resources

COMOT I Intern/Seasonal

Internal Audit

COMOT I Intern/Seasonal

Law Dept

COMOT I Intern/Seasonal

Mayor's Office

COMOT I Intern/Seasonal

Public Information

COMOT I Intern/Seasonal

METRO HUMAN RELATIONS COMMISSION

COMOT I Intern/Seasonal/Assistant Investigator

PARKS AND RECREATION

COMOT I Asst. Golf Pro/Manager
COMOT I Aquatic Center Manager
COMOT I Aquatics Supervisor
COMOT I Basketball Staff
COMOT I Basketball Program Coordinator
COMOT I Basketball Site Supervisor
COMOT I Clerical
COMOT I Golf Course Cashiers/Starters
COMOT I Assistant Golf Pro/Manager
COMOT I Hurshtown Attendant
COMOT I Hurshtown Supervisor
COMOT I Ice Arena Attendant
COMOT I Ice Arena Building Supervisor
COMOT I Ice Arena Staff
COMOT I Intern/Seasonal
COMOT I Learn to Swim Instructor
COMOT I Playground Leaders
COMOT I Playground Staff
COMOT I Pool Staff (non-certified)
COMOT I Pool – Head Lifeguard
COMOT I Pre-School/Youth Staff
COMOT I Recreation Center Leaders
COMOT I Recreation Site Supervisors
COMOT I Special Events Coordinator
COMOT I Preschool/Youth Sports Coordinator
COMOT I Tennis Program Coordinator
COMOT I Weekend/Evening Receptionist/Host(ess)
COMOT II Clerical
COMOT II Foellinger Theatre Manager
COMOT II Recreation Specialist – Year Round
COMOT II Intern
COMOT II Ice Arena Attendant
COMOT II Recreation Leader
COMOT II Weekend/Evening Receptionist Host(ess)
LTC I Camp Counselors
LTC I Camp Before/After Care
LTC I Foellinger Theatre Assistant Supervisor
LTC I Golf Course Assistant Greens Superintendent
LTC I Golf Course Maintenance
LTC I Life-guards/Substitute Lifeguards
LTC I Lindenwood Staff

LTC	I	Maintenance
LTC	I	Naturalist
LTC	I	Tennis Instructors
LTC	I	Theatre Attendant
LTC	I	Theatre Technician
PAT	I	Camp Assistant Supervisor
PAT	I	Camp Supervisor
PAT	I	Foellinger Theatre Supervisor
PAT	I	Supervisor/Naturalist
PAT	I	Outdoor Education Coordinator
PAT	I	Playground Supervisor

PUBLIC WORKS

Energy & Environmental Services

COMOT	I	Intern/Seasonal
LTC	I	Leaf Pick-up Laborer

Fleet Management

COMOT	I	Intern/Seasonal
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Flood Control

COMOT	I	Intern/Seasonal
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Public Works Administration

COMOT	I	Intern/Seasonal
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Street Department

COMOT	I	Intern/Seasonal
LTC	I	Leaf Pick-up Laborer

Street Light Operations

COMOT	I	Intern/Seasonal
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Traffic Engineering

COMOT	I	Clerical
LTC	I	Sign Division Helper (Summer Intern)
LTC	I	Signal Division Helper (Summer Intern)
LTC	I	Traffic Counter (Summer Intern/Seasonal)

Transportation Administration and Support

COMOT	I	Intern/Seasonal
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Transportation Engineering Services

COMOT	I	Clerical Aide (Intern)
COMOT	I	Intern/Seasonal
COMOT	I	Seasonal Office Employee
LTC	I	Seasonal Field Employee

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 2009. 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 Human Resources Director. 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 is 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 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 first

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, 2009 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 a duration of one year and thus, with the exception of the 2008 salary ordinances, have expired. Commencing January 1, 2009, 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 Taylor, City Attorney

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 2009.**

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 Category under the City Classification System established by Bill No. R-96-09-04 Resolution No. R-52-96 as subsequently modified and improved, which categories 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 category 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 2009 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 letters, job titles and job categories herein designated, and that no changes be made in any job category 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 categories. Consistent with our compensation philosophy, it is the City's objective that no employee shall be paid below their job category 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 it's 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 2009 for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Hazardous Duty/Technical Pay/Specialty Pay \$1370.05
 - Educational Bonus \$ 450/yr
(Associate Degree or higher - Fire Science Technology)
 - Clothing Allowance \$1,500.00/yr
- That all Fire Command, including the Internal Affairs Officer, shall have the same longevity, disability,

survivors benefits, retirement health insurance benefits, 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 2009 for the employees in the Police Command:

POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

Educational Bonus	FOP	PBA
- Associate Degree	\$ 450/yr	\$ 450/yr
- Bachelor's Degree	\$ 900/yr	\$ 900/yr
- Master's Degree	\$1,300/yr	\$1,400/yr
- Doctorate Degree	N/A	\$1,900/yr
- Clothing Allowance	\$1,700/yr	\$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 Department, Position, Title, and job category. 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.

<u>DIVISION/DEPARTMENT</u>	<u>GRID CLASSIFICATION</u>	<u>TITLE</u>
<u>PUBLIC SAFETY ADMINISTRATION</u>		
	EXE III	Director of Public Safety
<u>HOMELAND SECURITY</u>		
	PAT IV	Metropolitan Medical Response System Coordinator
	EXE II	Director of Homeland Security
<u>PUBLIC SAFETY ACADEMY</u>		
	COMOT III	Administrative Assistant
	PAT VI	Finance & Marketing Manager
	PAT VI	Manager of Training & Curriculum
	LTC VII	Maintenance Supervisor
	EXE II	Director of Public Safety Academy
<u>POLICE DEPARTMENT</u>		
<u>Police Civilians</u>		
	COMOT IV	Detective Bureau Desk Person
	COMOT IV	Administrative Assistant
	COMOT V	Administrative Assistant
	PAT V	Research and Grants Manager
	PAT VI	Crime Laboratory Manager
	PAT IV	Crime Lab Technician
	PAT V	Forensic Scientist
	PAT VII	Director of Finance & Facilities
	POLE IV	Civilian Property/Evidence Specialist
	POLE IV	Police Athletic League (PAL) Coordinator
	POLE IV	Civilian Coordinator/Crime Stoppers
	POLE IV	Drug House Ordinance Coordinator
	POLE IV	Administrative Victim Advocate
	POLE IV	Victim Advocate
	POLE V	Sr. Victim's Advocate
	POLE IV	Crime Analyst

	POLE	V	Sr. Crime Analyst
	POLE	V	Supervisor of Property Room
	POLE	VII	Operations Director Victim's Assistance
<u>Police Command</u>			
	POLE	VII	Captain
	POLE	VIII	Deputy Chief
	EXE	II	Assistant Chief of Police
	EXE	III	Chief of Police
<u>Animal Control</u>			
	COMOT	IV	Volunteer Coordinator
	PAT	V	Community Relations & Education Specialist
	PAT	V	Office Supervisor
	PAT	VII	Director of Animal Care and Control
	POLE	V	Animal Care Supervisor
	POLE	V	Lead Officer
	POLE	VI	Enforcement Supervisor
<u>Communications and Information Services</u>			
	COMOT	IV	Administrative Assistant
	COMOT	IV	Records Technician
	COMOT	IV	Senior Records Technician
	COMOT	IV	Quality Assurance Technician
	COMOT	IV	Electronics / Radio Installer
	COMOT	IV	Two-Way Radio / Electronics / Technician
	PAT	VII	Director of Communications and Information Services
	POLE	III	Dispatcher – Entry Level
	POLE	IV	Dispatcher I – III
	POLE	V	Supervisor of Training
	POLE	V	Supervisor of Dispatchers
	POLE	VI	Records Supervisor
	POLE	VI	Radio Shop Supervisor
	POLE	VI	Operations Supervisor

FIRE DEPARTMENT

Fire Civilians

COMOT	V	Administrative Assistant
PAT	V	System Administrator
PAT	VI	EMS Director
PAT	VI	Building Maintenance Manager
PAT	VI	Director of Public Information
PAT	VII	Director of Finance and Facilities
POLE	VII	Internal Affairs Officer

Fire Command

EXE	III	Fire Chief
EXE	II	Deputy Chief
PAT	VII	Assistant Chief

Weights and Measures

POLE	VII	Weights & Measures Inspector
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PART TIME/SEASONAL TEMPORARY POSITIONS

<u>DIVISION/DEPARTMENT</u>	<u>GRID CLASSIFICATION</u>	<u>JOB/TITLE/POSITION</u>
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POLICE DEPARTMENT

Police Civilians

COMOT	I	Intern/Temporary
COMOT	I	Victim Assistance Intern
COMOT	III	Civilian Property Manager
COMOT	III	Community Service Officer/Retired Officer Program
COMOT	III	Investigation Division General Assistant
COMOT	III	Administrative Assistant
COMOT	VI	Volunteer Coordinator
POLE	II	Adult Guards
POLE	IV	Victim's Advocate

Animal Care and Control

COMOT	II	Humane Education Assistant (partially Grant Funded)
COMOT	II	Adoption Assistant
COMOT	II	Administrative Assistant (Grant Funded)
COMOT	II	Enforcement Assistant
LTC	I	Intern/Seasonal

LTC	II	Kennel Attendant
LTC	II	Kennel Attendant

Communications and Information Services

COMOT	VII	Electronics / Radio Installer
POLE	IV	Dispatcher

FIRE DEPARTMENT

Fire Civilians

COMOT	III	Survive Alive Teaching Asst.
LTC	II	Survive Alive Yard and Bldg.

Maintenance

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 2009. 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, 2009, 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 a duration of one year and thus, with the exception of the 2008 salary ordinance, have

expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2009, 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 Taylor, City Attorney