

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 2010

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 2010 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.

DIVISION/DEPARTMENT

GRID CLASSIFICATION

TITLE

City Clerk

COMOT	III	ADMINISTRATIVE ASSISTANT III
PAT	IV	ASSISTANT DEPUTY
UC		COUNCIL ATTORNEY
PAT	V	DEPUTY CLERK
PAT	IV	LEGISLATIVE AFFAIRS ADMIN
COMOT	IV	VIOLATIONS BUREAU SPECIALIST
COMOT	IV	VIOLATIONS COURT ADMIN

HEADCOUNT:

**Property Tax Supported 18
Appropriated 18**

Parking Administration

PAT	V	PARKING CONTROL SUPERVISOR
PAT	V	PARKING CONTROL ASST SUPV

HEADCOUNT:

**Parking Administration Fund 8
Appropriated 8**

City Utilities

PAT	IV	ACCOUNTANT IV
PAT	V	ACCOUNTANT V
COMOT	IV	ACCOUNTING CLERK
COMOT	IV	ADMINISTRATIVE ASSISTANT IV
COMOT	VI	ADMINISTRATIVE ASSISTANT VI
EXE	I	ASSOCIATE CITY ATTORNEY
PAT	VII	ASSOCIATE DIR OF ENGINEERING
PAT	V	BILLING SYSTEM MANAGER
PAT	IV	CMMS ADMINISTRATOR
LTC	VII	CONSTRUCTION SUPERVISOR
PAT	V	CUSTOMER REL MANAGER
EXE	I	DEPUTY DIRECTOR
EXE	III	DIRECTOR
PAT	VII	DIRECTOR OF FINANCE
PAT	VII	MANAGER OF ENGINEERING
PAT	V	MANAGER V
PAT	V	PROGRAM MANAGER V
PAT	VI	PROGRAM MANAGER VI
PAT	IV	PROGRAM MANAGER IV
PAT	VII	PROGRAM MANAGER VII
PAT	III	ASST PROGRAM MANAGER III

DIVISION/DEPARTMENT

GRID CLASSIFICATION

TITLE

City Utilities - continued

PAT	IV	ASST PROGRAM MANAGER IV
PAT	V	PUBLIC INFORMATION OFFICER
EXE	I	SUPERINTENDANT
PAT	VI	SUPERVISOR VI
LTC	VI	SUPERVISOR VI
LTC	VII	SUPERVISOR VII
COMOT	VII	SUPERVISOR VII
LTC	VIII	SUPERVISOR VIII
PAT	VI	UTILITY SERVICES MGR

Community Development

PAT	IV	ACCOUNTANT IV
COMOT	III	ADMINISTRATIVE ASSISTANT III
COMOT	IV	ADMINISTRATIVE ASSISTANT IV
COMOT	V	ADMINISTRATIVE ASSISTANT V
COMOT	VI	ADMINISTRATIVE ASSISTANT VI
PAT	VI	CD ADMINISTRATOR
PAT	V	CD MANAGER V
PAT	VI	CD MANAGER VI
PAT	III	CD SPECIALIST III
PAT	IV	CD SPECIALIST IV
PAT	IV	HISPANIC & IMMIGRANT LIAISON
EXE	I	DEPUTY DIRECTOR
PAT	VII	DIRECTOR OF FINANCE
EXE	III	DIRECTOR
PAT	VII	DIRECTOR OF NCE
POLE	V	FIELD SUPERVISOR
PAT	IV	LEGAL ASSISTANT
PAT	V	OFFICE SUPERVISOR

HEADCOUNT:

Property Tax Supported	47.5
Appropriated	47.5
Grant	18.5

Redevelopment

COMOT	V	ADMINISTRATIVE ASSISTANT V
PAT	VI	CD ADMINISTRATOR
PAT	V	CD MANAGER V
PAT	IV	CD SPECIALIST IV

HEADCOUNT:

Property Tax Supported	7
Appropriated	7
Grant	3

Finance and Administration

PAT	IV	ACCOUNTANT IV
PAT	V	ACCOUNTANT V
COMOT	IV	ACCOUNTING CLERK
COMOT	IV	ADMINISTRATIVE ASSISTANT IV
COMOT	VI	ADMINISTRATIVE ASSISTANT VI
COMOT	III	ADMINISTRATIVE ASSISTANT III
COMOT	IV	BID SPECIALIST/BUYER
EXE	II	CHIEF INFORMATION OFFICER
EXE	III	CITY CONTROLLER
EXE	I	DEPUTY CONTROLLER
PAT	VII	DEPUTY DIRECTOR
PAT	VII	DIRECTOR PURCHASING SVCS
PAT	VII	DIRECTOR OF HR
COMOT	IV	INFORMATION SPEC/SUPPORT

DIVISION/DEPARTMENT

GRID CLASSIFICATION

TITLE

Finance and Administration - continued

PAT	VI	LABOR RELATIONS MANAGER
PAT	V	PAYROLL COORDINATOR
PAT	VI	PAYROLL MANAGER
PAT	IV	PAYROLL PRACTITIONER IV
PAT	III	PAYROLL PRACTITIONER III
PAT	VI	PDQ MANAGER
PAT	IV	PDQ COORDINATOR
PAT	VI	PROPERTY MANAGER
PAT	V	PURCHASING SUPERVISOR
PAT	VI	SENIOR ACCOUNTANT/ANALYST
COMOT	VI	SENIOR BUYER
PAT	VI	STAFF & RECRUIT MANAGER
COMOT	V	STAFF & RECRUIT SPECIALIST
PAT	IV	STAFF&RECRUIT COORDINATOR
PAT	V	WEBMASTER
PAT	V	COMPLIANCE ADMINISTRATOR
PAT	IV	COMPLIANCE OFFICER

HEADCOUNT:

Property Tax Supported 36
Appropriated 36

Benefits

PAT	VI	BENEFITS & COMM MANAGER
PAT	IV	BENEFITS & WELL COORDINATOR

HEADCOUNT:

Self Insurance Fund 2
Appropriated 2

Risk Management

COMOT	IV	ADMINISTRATIVE ASSISTANT IV
PAT	VI	RISK MANAGER
PAT	IV	RISK MANAGEMENT SPECIALIST
PAT	V	SAFETY CLAIMS/INVESTIGATOR

HEADCOUNT:

Self Insurance Fund 5
Appropriated 5

Mayor's Office

COMOT	IV	ADMINISTRATIVE ASSISTANT IV
COMOT	VI	ADMINISTRATIVE ASSISTANT VI
PAT	III	CITY SERVICES SPECIALIST
EXE	III	DEPUTY MAYOR
PAT	VII	DIRECTOR OF PUBLIC INFO
COMOT	VI	EXECUTIVE ASSISTANT
PAT	V	LEGIS & BUSINESS LIASION
PAT	IV	MAYORS ADVOCATE
PAT	V	PUBLIC INFORMATION OFFICER

HEADCOUNT:

Property Tax Supported 19
Appropriated 19

DIVISION/DEPARTMENT

GRID CLASSIFICATION

TITLE

Internal Audit

PAT	VI	DIRECTOR
PAT	V	STAFF AUDITOR

HEADCOUNT:

Property Tax Supported	3
Appropriated	3

Law Department

COMOT	VI	ADMINISTRATIVE ASSISTANT VI
EXE	I	ASSOCIATE CITY ATTORNEY
EXE	III	CITY ATTORNEY

HEADCOUNT:

Property Tax Supported	4
Appropriated	4

Metro Human Relation Commission

COMOT	IV	ADMINISTRATIVE ASSISTANT IV
COMOT	III	ADMINISTRATIVE ASSISTANT III
EXE	I	EXECUTIVE DIRECTOR
COMOT	VI	INVESTIGATOR
PAT	V	LEAD INVESTIGATOR
PAT	VI	LEGAL COUNSEL

HEADCOUNT:

Property Tax Supported	9.05
Appropriated	9.05
Grant	2.95

Parks and Recreation

COMOT	III	ADMINISTRATIVE ASSISTANT III
COMOT	IV	ADMINISTRATIVE ASSISTANT IV
COMOT	V	ADMINISTRATIVE ASSISTANT V
LTC	V	ASSISTANT GOLF SUPT
PAT	VI	ASSISTANT SUPERVISOR
EXE	I	DEPUTY DIRECTOR
EXE	III	DIRECTOR
UC		GOLF COURSE PRO/MANAGER
LTC	VI	GOLF GREEN SUPT
PAT	VI	LANDSCAPE ARCHITECT
PAT	IV	MANAGER IV
PAT	V	MANAGER V
PAT	VI	MANAGER VI
PAT	III	OUTDOOR RECREATION COORD
PAT	III	PROGRAM FACILITY COORD
PAT	IV	PROJECT MGMT TECHNICIAN
EXE	I	SUPERINTENDENT
PAT	IV	SUPERVISOR IV
PAT	V	SUPERVISOR V
PAT	VI	SUPERVISOR VI
LTC	VI	SUPVERVISOR VI
PAT	V	PUBLIC INFORMATION OFFICER

HEADCOUNT:

Property Tax Supported	117
Appropriated	117
Other	6

DIVISION/DEPARTMENT

GRID CLASSIFICATION

TITLE

Public Works

PAT	IV	ACCOUNTANT IV
COMOT	IV	ADMINISTRATIVE ASSISTANT IV
COMOT	V	ADMINISTRATIVE ASSISTANT V
COMOT	VI	ADMINISTRATIVE ASSISTANT VI
COMOT	V	CLERK TO BOARD
EXE	III	DIRECTOR
PAT	VII	DIRECTOR TRANS ADMIN SUPP
PAT	VI	FLOOD CONTROL MANAGER
PAT	V	FLOOD MAINTENANCE MANAGER
PAT	VI	GREENWAY MANAGER
LTC	VI	LIGHTING FOREMAN
LTC	VII	SUPV STREET LIGHT WHSE

HEADCOUNT:

Property Tax Supported 42
Appropriated 42

Energy & Environmental Services

PAT	VII	MANAGER
PAT	V	PROGRAM MANAGER V

HEADCOUNT:

Energy & Environmental Services Fund 3
Appropriated 3

Fleet Management

COMOT	IV	ADMINISTRATIVE ASSISTANT IV
PAT	VI	DIRECTOR
PAT	IV	FLEET SYSTEM ANALYST

HEADCOUNT:

Central Garage Fund 3
Appropriated 3

Street Project Management

PAT	VII	ASSISTANT CITY ENGINEER
EXE	II	CITY ENGINEER
PAT	VI	MANAGER VI

HEADCOUNT:

Motor Vehicle Highway Fund (MVH) 12
Appropriated 11

Street Department

COMO	IV	ADMINISTRATIVE ASSISTANT IV
LTC	VIII	ASST STREET COMMISSIONER
EXE	I	DIR TRANSPORTATION OPS
LTC	VI	GENERAL FOREMAN

HEADCOUNT:

Motor Vehicle Highway Fund (MVH) 106
Appropriated 95

Traffic Engineering

COMOT	IV	ADMINISTRATIVE ASSISTANT IV
PAT	VI	ASSISTANT TRAFFIC ENGINEER
PAT	VII	DIRECTOR TRAFFIC OPERATIONS
LTC	VI	SIGN & MARK FOREMAN

DIVISION/DEPARTMENT**GRID CLASSIFICATION****TITLE****Traffic Engineering - continued**

LTC	VII	SIGN & MARKING SUPERVISOR
LTC	VI	SIGNAL FOREMAN
PAT	VII	TRAFFIC ENGINEER
LTC	VIII	TRAFFIC OPS SUPERVISOR

HEADCOUNT:

Local Road & Street Fund (LR&S)	31
Appropriated	31

PART-TIME/SEASONAL/TEMPORARY POSITIONS**City Clerk**

COMOT	III	ADMINISTRATIVE ASSISTANT III
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HEADCOUNT:

Property Tax Supported	.5
Appropriated	.5

City Utilities

COMOT	III	CUSTOMER RELATIONS REP
COMOT	I	INTERN/SEASONAL

Community Development

COMOT	I	INTERN/SEASONAL
COMOT	I	WEED PRG INSPECTOR

Finance and Administration

COMOT	I	INTERN/SEASONAL
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Mayor's Office

COMOT	I	INTERN/SEASONAL
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Metro Human Relation Commission

COMOT	I	INTERN/SEASONAL
COMOT	VI	INVESTIGATOR

Parks and Recreation

COMOT	I	AQUATIC CENTER MGR
COMOT	I	AQUATIC SUPERVISOR
COMOT	I	ASSIST GOLF PRO MGR
COMOT	I	BASKETBALL PRG COORD
COMOT	I	BASKETBALL SITE SUPV
COMOT	I	BASKETBALL STAFF
PAT	I	CAMP ASST SUPERVISOR
LTC	I	CAMP BEFORE/AFT CARE
LTC	I	CAMP COUNSELORS
PAT	I	CAMP SUPERVISOR
COMOT	II	CLERICAL II
COMOT	I	CONSERV DAY CAMP AIDE
COMOT	I	CONSERV DAY CAMP COUNS
LTC	I	GOLF ASST GREEN SUPT
COMOT	I	GOLF CASHIER/STARTER
LTC	I	GOLF COURSE MAINT
COMOT	I	HURSHTOWN ATTENDANT
COMOT	I	HURSHTOWN SUPERVISOR
COMOT	II	INTERN
COMOT	I	INTERN/SEASONAL
LTC	I	LIFEGUARD
COMOT	I	LIFETIME SPTS ACD COORD
LTC	I	LINDENWOOD STAFF
LTC	I	MAINTENANCE-SEASONAL
PAT	IV	MANAGER IV
LTC	I	NATURALIST

DIVISION/DEPARTMENT

GRID CLASSIFICATION

TITLE

PART-TIME/SEASONAL/TEMPORARY POSITIONS - continued

PAT	I	OUTDOOR EDU COORD
COMOT	I	PLAYGROUND LEADER
COMOT	I	PLAYGROUND STA
PAT	I	PLAYGROUND SUPV
COMOT	I	POOL STAFF (NON-CERT)
COMOT	I	POOL-HEAD LIFEGUARD
COMOT	I	PRESCH/YTH SPRT COOR
COMOT	I	PRESCHOOL/YOUTHSTAFF
COMOT	I	RECREATION CTR LDR
COMOT	II	RECREATION LDR
COMOT	I	RECREATION SITE SUPV
COMOT	II	RECREATIONSPECIALIST
COMOT	I	SPECIAL EVENTS COORD
COMOT	I	SALOMON FARM SUPT
COMOT	I	SALOMON FARM ATTENDT
PAT	I	SUPV/NATURALIST
LTC	I	TENNIS INSTRUCTOR
COMOT	I	TENNIS PROGRAM COORD
PAT	II	THEATER MANAGER
LTC	I	THEATRE ASST SUPV
LTC	I	THEATRE ATTENDANT
PAT	I	THEATRE SUPERVISOR
LTC	I	THEATRE TECHNICIAN
COMOT	II	WEEKEND/EVE RECP

Public Works

COMOT	IV	ADMINISTRATIVE ASSISTANT IV
COMOT	I	INTERN/SEASONAL

HEADCOUNT:

Property Tax Supported	.5
Appropriated	.5

Energy & Environmental Services

COMOT	I	INTERN/SEASONAL
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Street Department

LTC	I	LEAF PICK-UP LABORER
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Traffic Engineering

COMOT	I	CLERICAL
LTC	I	SIGN DIVISION HELPER
LTC	I	SIGNAL DIV HELPER

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 2010. 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 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, 2010 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 2009 salary ordinances, have expired. Commencing January 1, 2010, 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 2010.

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

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 2010 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

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 2010 for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

Hazardous Duty/Technical Pay/Specialty Pay	\$1,397.35
Educational Bonus	\$ 450/yr
(Associate Degree or higher - Fire Science Technology)	
Clothing Allowance	\$1,350.00/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 2010 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>Fire Department</u>			
<u>Fire Command</u>	PAT	VII	ASSISTANT CHIEF
	EXE	II	DEPUTY CHIEF
	EXE	III	FIRE CHIEF
<u>Fire Civilians</u>	COMOT	V	ADMINISTRATIVE ASSISTANT V
	PAT	VI	BUILDING MAINT MANAGER
	PAT	VII	DIRECTOR FINANCE & FACILITIES
	PAT	VI	DIRECTOR OF PUBLIC INFO
	PAT	VI	EMS DIRECTOR
	POLE	IV	RECRUIT FIREFIGHTER

HEADCOUNT:
Property Tax Supported 385
Appropriated 378

<u>Weights and Measures</u>	POLE	VI	WGTS & MEASURES INSPECTOR
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HEADCOUNT:
Property Tax Supported 3
Appropriated 3

DIVISION/DEPARTMENT**GRID CLASSIFICATION****TITLE****Police Department****Animal Care and Control**

PAT	V	ANIMAL CARE SUPERVISOR
PAT	V	COMMUNITY REL & ED SPEC
PAT	VII	DIRECTOR
POLE	V	ENFORCEMENT SUPERVISOR
POLE	V	LEAD OFFICER
PAT	V	OFFICE SUPERVISOR
COMOT	IV	VOLUNTEER COORDINATOR

HEADCOUNT:**Property Tax Supported 33****Appropriated 33****Grant 1****Communications and Information Services**

COMOT	IV	ADMINISTRATIVE ASSISTANT IV
PAT	VII	DIRECTOR
POLE	III	DISPATCHER ENTRY LEVEL
POLE	IV	DISPATCHER I-III
COMOT	VII	ELECTRONICS/RADIO INSTALLER
POLE	VI	OPERATIONS SUPERVISOR
COMOT	IV	QUALITY ASSURANCE TECH
POLE	VI	RADIO SHOP SUPERVISOR
POLE	VI	RECORDS SUPERVISOR
COMOT	IV	RECORDS TECHNICIAN
POLE	VI	DISPATCHER SUPERVISOR
POLE	VI	TRAINING SUPERVISOR
COMOT	VII	TWO-WAY RADIO ELEC TECH

HEADCOUNT:**Property Tax Supported 95****Appropriated 95****Police Command**

EXE	II	ASSISTANT CHIEF OF POLICE
POLE	VII	CAPTAIN
EXE	III	CHIEF OF POLICE
POLE	VIII	DEPUTY CHIEF

Police Civilians

COMOT	IV	ADMINISTRATIVE ASSISTANT IV
COMOT	V	ADMINISTRATIVE ASSISTANT V
POLE	IV	ADMINISTRATIVE VICTIM ADVOC
POLE	IV	COORDINATOR CRIME STOPPERS
POLE	IV	CRIME ANALYST
PAT	VI	CRIME LAB MANAGER
COMOT	IV	DETECTIVE BUREAU DESK PER
PAT	VII	DIRECTOR FINANCE & FACILITIES
EXE	II	DIRECTOR HOMELAND SECURITY
EXE	II	DIRECTOR OF PUBL SFTY ACDY
POLE	VII	DIRECTOR VICTIM ASSISTANCE
PAT	V	FORENSIC SCIENTIST
POLE	IV	PAL COORDINATOR
POLE	IV	PROPERTY/EVIDENCE SPEC
POLE	IV	RECRUIT PATROL OFFICER
PAT	V	RESEARCH & GRANTS MANAGER
PAT	V	ADMINISTRATION & GRANTS MGR
POLE	V	SENIOR CRIME ANALYST
POLE	V	SENIOR VICTIM ADVOCATE

DIVISION/DEPARTMENT

GRID CLASSIFICATION

TITLE

Police Civilians - continued

POLE	V	SUPERVISOR PROPERTY ROOM
POLE	IV	VICTIM ADVOCATE
POLE	IV	DRUG ORDINANCE COORD
POLE	IV	PROP CRIME COMMUNITY COORD

HEADCOUNT:

Property Tax Supported	495
Appropriated	489
Grant	2
Other	2

PART-TIME/SEASONAL/TEMPORARY POSITIONS

Fire Department

Fire Civilians

COMOT	III	SURVIVE ALIVE TEACH ASST
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Police Department

Animal Care and Control

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

HEADCOUNT:

Property Tax Supported	3
Appropriated	3
Grant	.5
Other	.5

Communications and Information Services

POLE	IV	DISPATCHER
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Police Civilians

COMOT	III	ADMINISTRATIVE ASSISTANT III
POLE	II	ADULT GUARD
COMOT	III	CIVILIAN PROPERTY MANAGER
COMOT	III	CSO-RETIRED OFFICER PRG
COMOT	III	INVEST DIV GEN ASSISTANT
COMOT	I	VICTIM ASSISTANT INTERN
COMOT	VI	VOLUNTEER COORDINATOR

HEADCOUNT:

Property Tax Supported	1.5
Appropriated	1.5
Grant	.5

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 2010. 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, 2010, 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 2009 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2010, 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

2010 SALARY GRID

EXHIBIT "A"

CLASSIFICATION	MIN	MID	MAX
COMOT I (Temp/Seasonal)	\$7.2500/hr	\$11.1250/hr	\$15.0000/hr
COMOT II	\$23,140.00	\$28,071.43	\$33,002.86
COMOT III	\$30,558.18	\$33,953.54	\$37,348.89
COMOT IV	\$32,758.92	\$36,398.80	\$40,038.68
COMOT V	\$34,483.08	\$38,314.53	\$42,145.98
COMOT VI	\$39,165.97	\$43,517.74	\$47,869.51
COMOT VII	\$42,571.70	\$47,301.89	\$52,032.08
PAT I (Temp/Seasonal)	\$7.2500/hr	\$11.1250/hr	\$15.0000/hr
PAT II	\$29,642.40	\$32,936.00	\$36,229.60
PAT III	\$32,661.90	\$36,291.00	\$39,920.10
PAT IV	\$39,508.20	\$43,898.00	\$48,287.80
PAT V	\$49,778.10	\$55,309.00	\$60,839.90
PAT VI	\$55,255.50	\$61,395.00	\$67,534.50
PAT VII	\$62,532.90	\$69,481.00	\$76,429.10
LTC I (Temp/Seasonal)	\$7.2500/hr	\$11.1250/hr	\$15.0000/hr
LTC II	\$30,751.34	\$34,168.16	\$37,584.98
LTC III	\$32,146.07	\$35,717.86	\$39,289.65
LTC IV	\$34,156.09	\$37,951.21	\$41,746.33
LTC V	\$37,514.88	\$41,683.20	\$45,851.52
LTC VI	\$44,279.08	\$49,198.98	\$54,118.88
LTC VII	\$46,027.40	\$51,141.56	\$56,255.72
LTC VIII	\$49,329.38	\$54,810.42	\$60,291.46
POLE I (Temp/Seasonal)	\$7.2500/hr	\$11.1250/hr	\$15.0000/hr
POLE II	\$28,935.52	\$31,829.07	\$34,722.62
POLE III	\$30,988.36	\$34,087.20	\$37,186.03
POLE IV	\$35,722.87	\$39,692.08	\$43,661.29
POLE V	\$44,125.20	\$49,028.00	\$53,930.80
POLE VI	\$51,476.31	\$57,195.90	\$62,915.49
POLE VII	\$55,316.03	\$61,462.25	\$67,608.48
POLE VIII	\$68,506.69	\$76,118.54	\$83,730.39
EXE I	\$67,431.29	\$74,923.65	\$89,908.38
EXE II	\$79,630.17	\$88,477.97	\$106,173.56
EXE III	\$94,125.01	\$104,583.34	\$125,500.00