

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 2011

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 2011 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 Class. 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 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.

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 Title. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or City Utilities.

<u>DIVISION/DEPARTMENT</u>	<u>JOB CLASSIFICATION</u>	<u>TITLE</u>
<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

HEADCOUNT:
Property Tax Supported 18
Appropriated 18

Parking Administration

	PAT	PARKING CONTROL ASST SUPERVISOR
	PAT	PARKING CONTROL SUPERVISOR

HEADCOUNT:
Parking Administration Fund 8
Appropriated 8

City Utilities

	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
	EXE	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>DIVISION/DEPARTMENT</u>	<u>JOB CLASSIFICATION</u>	<u>TITLE</u>
<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

HEADCOUNT:

Property Tax Supported	47
Appropriated	47
Grant	17
Other Funds	3

Redevelopment

COMOT	ADMINISTRATIVE ASSISTANT
PAT	CD ADMINISTRATOR
PAT	CD MANAGER
PAT	CD SPECIALIST

HEADCOUNT:

Property Tax Supported	7
Appropriated	7
Other Funds	3

Finance and Administration

PAT	ACCOUNTANT
COMOT	ACCOUNTING CLERK
COMOT	ADMINISTRATIVE ASSISTANT
COMOT	BID SPECIALIST/BUYER
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
COMOT	INFORMATION SPECIALIST/SUPPORT
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

HEADCOUNT:

Property Tax Supported	36
Appropriated	36

<u>DIVISION/DEPARTMENT</u>	<u>JOB CLASSIFICATION</u>	<u>TITLE</u>
<u>Benefits</u>	PAT	BENEFITS & COMMUNICATIONS MANAGER
	PAT	BENEFITS & WELLNESS COORDINATOR
	HEADCOUNT:	
	Self Insurance Fund	2
	Appropriated	2
<u>Risk Management</u>	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	RISK MANAGER
	PAT	RISK MANAGEMENT SPECIALIST
	PAT	SAFETY CLAIMS/INVESTIGATOR
	HEADCOUNT:	
	Self Insurance Fund	5
	Appropriated	5
<u>Mayor's Office</u>	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	CITY SERVICES SPECIALIST
	PAT	CITY SERVICES MANAGER
	EXE	DEPUTY MAYOR
	PAT	DIRECTOR OF PUBLIC INFORMATION
	COMOT	EXECUTIVE ASSISTANT
	PAT	LEGISLATIVE & BUSINESS LIASION
	PAT	COMMUNITY LIASION
	PAT	PUBLIC INFORMATION OFFICER
	HEADCOUNT:	
	Property Tax Supported	18
	Appropriated	18
<u>Internal Audit</u>	PAT	DIRECTOR OF INTERNAL AUDIT
	PAT	STAFF AUDITOR
	HEADCOUNT:	
	Property Tax Supported	3
	Appropriated	3
<u>Law Department</u>	COMOT	ADMINISTRATIVE ASSISTANT
	EXE	ASSOCIATE CITY ATTORNEY
	EXE	CITY ATTORNEY
	HEADCOUNT:	
	Property Tax Supported	4
	Appropriated	4
<u>Metro Human Relation Commission</u>	COMOT	ADMINISTRATIVE ASSISTANT
	EXE	EXECUTIVE DIRECTOR
	COMOT	INVESTIGATOR
	PAT	LEAD INVESTIGATOR
	PAT	LEGAL COUNCIL
	HEADCOUNT:	
	Property Tax Supported	9.05
	Appropriated	9.05
	Grant	2.95

<u>DIVISION/DEPARTMENT</u>	<u>JOB CLASSIFICATION</u>	<u>TITLE</u>
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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
LTC	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

HEADCOUNT:

Property Tax Supported	117
Appropriated	117
Other Funds	6

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 MANANGER
PAT	FLOOD MAINTENANCE MANAGER
PAT	GREENWAY MANAGER
LTC	LIGHTING FOREMAN
LTC	SUPERVISOR STREET LIGHT WAREHOUSE

HEADCOUNT:

Property Tax Supported	41
Appropriated	41

Fleet Management

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

HEADCOUNT:

Central Garage Fund	3
Appropriated	3

Solid Waste Management

PAT	MANAGER
PAT	PROGRAM MANAGER

HEADCOUNT:

Solid Waste Fund	3
Appropriated	3

Street Department

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

HEADCOUNT:

Motor Vehicle Highway Fund (MVH)	106
Appropriated	96

<u>DIVISION/DEPARTMENT</u>	<u>JOB CLASSIFICATION</u>	<u>TITLE</u>
<u>Street Project Management/ Transportation Engineering</u>	PAT	ASSISTANT CITY ENGINEER
	EXE	CITY ENGINEER
	PAT	MANAGER
HEADCOUNT:		
	Motor Vehicle Highway Fund (MVH)	12
	Appropriated	11

<u>Traffic Engineering</u>	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ASSISTANT TRAFFIC ENGINEER
	PAT	DIRECTOR OF TRAFFIC OPERATIONS
	LTC	SIGN & MARKING FOREMAN
	LTC	SIGN & MARKING SUPERVISOR
	LTC	SIGNAL FOREMAN
	SO	TRAFFIC ENGINEER
	LTC	TRAFFIC OPERATIONS SUPERVISOR
HEADCOUNT:		
	Local Road & Street Fund (LR&S)	31
	Appropriated	31

PART-TIME/SEASONAL/TEMPORARY POSITIONS

<u>City Clerk</u>	COMOT	ADMINISTRATIVE ASSISTANT
<u>City Utilities</u>	COMOT	CUSTOMER RELATIONS REPRESENTATIVE
	COMOT	INTERN/SEASONAL
<u>Community Development</u>	COMOT	INTERN/SEASONAL
	COMOT	WEED PROGRAM INSPECTOR
<u>Metro Human Relation Commission</u>	COMOT	INTERN/SEASONAL
	COMOT	INVESTIGATOR
<u>Parks and Recreation</u>	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	INTERN - PARKS	
LTC	LIFEGUARD	

<u>DIVISION/DEPARTMENT</u>	<u>CLASSIFICATION</u>	<u>TITLE</u>
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PART-TIME/SEASONAL/TEMPORARY POSITIONS - continued

Parks and Recreation
continued

COMOT	LIFETIME SPTS ACDY C
LTC	LINDENWOOD STAFF
LTC	MAINTENANCE-SEASONAL
PAT	MANAGER
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	PRESCHOOL/YOUTH SPRT COOR
COMOT	PRESCHOOL/YOUTH STAFF
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 SUPV
LTC	THEATRE ATTENDANT
LTC	THEATRE TECHNICIAN
COMOT	WEEKEND/EVE RECP

Public Works

COMOT	ADMINISTRATIVE ASSISTANT
COMOT	INTERN/SEASONAL

HEADCOUNT:

Property Tax Supported	.5
Appropriated	.5

Street Department

LTC	LEAF PICK-UP LABORER
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Traffic Engineering

COMOT	CLERICAL
LTC	SIGN DIVISION HELPER
LTC	SIGNAL DIVISON 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 2011. 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, 2011 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 2010 salary ordinances, have expired. Commencing January 1, 2011, 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 2011**

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 2011 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 classifications and titles 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 2011 for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

Hazardous Duty/Technical Pay/Specialty Pay	\$1,397.35
Educational Bonus (Associate Degree or higher - Fire Science Technology)	\$ 450/yr
Clothing Allowance	\$1,350/yr

That all Fire Command 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 2011 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 Title. 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>JOB CLASSIFICATION</u>	<u>TITLE</u>
<u>Fire Department</u>		
<u>Fire Command</u>		
	PAT	ASSISTANT CHIEF
	EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
	POLE	INTERNAL AFFAIRS OFFICER

<u>DIVISION/DEPARTMENT</u>	<u>JOB CLASSIFICATION</u>	<u>TITLE</u>
<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

HEADCOUNT:

Property Tax Supported 385
Appropriated 381

Weights and Measures

POLE	WEIGHTS & MEASURES INSPECTOR
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HEADCOUNT:

Property Tax Supported 3
Appropriated 3

Police Department

Animal Care and Control

POLE	ANIMAL CARE SUPERVISOR
PAT	COMMUNITY RELATIONS & EDUC SPEC
PAT	DIRECTOR OF ANIMAL CARE & CONTROL
POLE	ENFORCEMENT SUPERVISOR
POLE	LEAD OFFICER
PAT	OFFICE SUPERVISOR
COMOT	VOLUNTEER COORDINATOR

HEADCOUNT:

Property Tax Supported 33
Appropriated 33
Grant 1

Communications and Information Services

COMOT	ADMINISTRATIVE ASSISTANT
PAT	DIRECTOR OF COMM & INFO SVCS
POLE	DISPATCHER
POLE	DISPATCHER SUPERVISOR
POLE	OPERATIONS SUPERVISOR
POLE	TRAINING SUPERVISOR

HEADCOUNT:

Property Tax Supported 79
Appropriated 79

Police Command

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

<u>DIVISION/DEPARTMENT</u>	<u>JOB CLASSIFICATION</u>	<u>TITLE</u>
<u>Police Civilians</u>	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
	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	

HEADCOUNT:

Property Tax Supported	495
Appropriated	475
Grant	2
Other Funds	3

Police-Radio Shop

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

HEADCOUNT:

Property Tax Supported	8
Appropriated	8

Police-Records

COMOT	QUALITY ASSURANCE TECHNICIAN
POLE	RECORDS SUPERVISOR
COMOT	RECORDS TECHNICIAN

HEADCOUNT:

Property Tax Supported	27
Appropriated	27

PART-TIME/SEASONAL/TEMPORARY POSITIONS

Fire Department

Fire Civilians

COMOT	INTERN/SEASONAL
COMOT	SURVIVE ALIVE TEACH ASSISTANT

<u>DIVISION/DEPARTMENT</u>	<u>JOB CLASSIFICATION</u>	<u>TITLE</u>
<u>Police Department</u>		
<u>Animal Care and Control</u>		
	COMOT	ADOPTION ASSISTANT
	COMOT	ENFORCEMENT ASSISTANT
	COMOT	HUMAN EDUCATION ASSISTANT
	LTC	KENNEL ATTENDANT

HEADCOUNT:

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

Communications and Information Services

POLE	DISPATCHER
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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

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 2011. 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, 2011, 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 2010 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2011, 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

2011 SALARY GRID

EXHIBIT "A"

<u>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