

1 **BILL NO. S-12-09-03**

2 **SPECIAL ORDINANCE NO. S-_____**

3
4 **AN ORDINANCE fixing the salaries of**
5 **each and every appointed officer,**
6 **employee, deputy assistant, departmental**
7 **and institutional head of the Civil**
8 **City and City Utilities of the City for the year 2013**

9 **WHEREAS**, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have
10 according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) assigned to each employee of the
11 Civil City of Fort Wayne and of City Utilities of Fort Wayne a Job Classification under the City
12 Classification System, which Job Classification should accurately reflect the duties and responsibilities of
13 said employees, and

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

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

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

22 **WHEREAS**, the funds of such salaries are to be provided for the 2013 City Budget and
23 from City Utilities operating funds and other sources as may be specified by Common Council.

24 **NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY**
25 **OF FORT WAYNE, INDIANA;**

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

28 **SECTION 2.** That the following Grid is hereby fixed and authorized as a scale
29 for approved Job classifications. Consistent with our compensation philosophy, it is the City's policy that
30 no employee shall be paid below the minimum and the maximum should no 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 bonus.

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

1 actual market range for the Non-Union positions within the City of Fort Wayne and City Utilities.

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

6	DIVISION/DEPARTMENT	JOB CLASSIFICATION	TITLE
7	<u>City Clerk</u>	COMOT	ADMINISTRATIVE ASSISTANT
8		PAT	ASSISTANT DEPUTY CLERK
9		PAT	DEPUTY CLERK
10		COMOT	VIOLATIONS BUREAU SPECIALIST
11		COMOT	VIOLATIONS COURT ADMINISTRATOR
12	<u>Parking Enforcement</u>	PAT	PARKING ENFORCEMENT SUPERVISOR
13		PAT	VIOLATIONS BUREAU SUPERVISOR
14	<u>City Council</u>	PAT	CITY COUNCIL ADMINISTRATOR
15		UC	CITY COUNCIL ATTORNEY
16	<u>City Utilities</u>	PAT	ACCOUNTANT
17		COMOT	ACCOUNTING CLERK
18		COMOT	ADMINISTRATIVE ASSISTANT
19		EXE	ASSOCIATE CITY ATTORNEY
20		PAT	ASSISTANT MANAGER
21		PAT	ASSISTANT PROGRAM MANAGER
22		PAT	ASSISTANT SUPERINTENDENT
23		PAT	CMMS ADMINISTRATOR
24		LTC	CONSTRUCTION SUPERVISOR
25		COMOT	CUSTOMER RELATIONS REPRESENTATIVE
26		SO	DEPUTY DIRECTOR
27		PAT	DIRECTOR OF FINANCE
28		EXE	DIRECTOR OF CITY UTILITIES
29		SO	ENGINEERING PROGRAM MANAGER
30		SO	ENGINEER
		PAT	ENGINEERING ASSOCIATE
		PAT	HANSEN ADMINISTRATOR
		COMOT	INTERN/SEASONAL
		LTC	INTERN/SEASONAL
		SO	MANAGER OF ENGINEERING
		PAT	MANAGER
		PAT	PROGRAM MANAGER
		PAT	PUBLIC INFORMATION OFFICER
		EXE	SUPERINTENDANT
		PAT	SUPERVISOR
		LTC	SUPERVISOR
		PAT	UTILITY SERVICES MANAGER
	<u>Community Development</u>	COMOT	ADMINISTRATIVE ASSISTANT
		PAT	CD ADMINISTRATOR
		PAT	CD MANAGER
		PAT	CD SPECIALIST
		EXE	DEPUTY DIRECTOR
		EXE	DIRECTOR OF COMMUNITY DEVELOPMENT
		PAT	DIRECTOR OF FINANCE
		POLE	FIELD SUPERVISOR

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REDEVELOPMENT

Finance and Administration

COMOT INTERN/SEASONAL
PAT OFFICE SUPERVISOR
COMOT WEED PROGRAM INSPECTOR

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

PAT ACCOUNTANT
COMOT ACCOUNTING CLERK
COMOT ADMINISTRATIVE ASSISTANT
EXE CHIEF INFORMATION OFFICER
EXE CITY CONTROLLER
PAT COMPLIANCE ADMINISTRATOR
COMOT COMPLIANCE INVESTIGATOR
PAT COMPLIANCE OFFICER
EXE DEPUTY CONTROLLER
PAT DEPUTY DIRECTOR
PAT DIRECTOR OF PURCHASING SERVICES
COMOT INTERN/SEASONAL
PAT PAYROLL COORDINATOR
PAT PAYROLL MANAGER
PAT PAYROLL PRACTITIONER
PAT PROPERTY MANAGER
PAT PURCHASING SUPERVISOR
PAT SENIOR ACCOUNTANT/ANALYST
COMOT SENIOR BUYER

Benefits

PAT BENEFITS & COMMUNICATIONS MANAGER
PAT BENEFITS& WELLNESS COORDINATOR
COMOT INTERN/SEASONAL

Risk Management

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

Mayor's Office

COMOT ADMINISTRATIVE ASSISTANT
PAT CITIZEN SERVICES SUPERVISOR
PAT CITIZEN SERVICES SPECIALIST
PAT COMMUNITY LIAISON
PAT DIRECTOR OF CITIZEN SERVICES
EXE DIRECTOR OF HUMAN RESOURCES
EXE DEPUTY MAYOR
PAT DIRECTOR OF PUBLIC INFORMATION
COMOT EXECUTIVE ASSISTANT
PAT HR GENERALIST
COMOT HR SPECIALIST
COMOT INTERN/SEASONAL
PAT LABOR RELATIONS MANAGER
PAT LEGISLATIVE & BUSINESS LIAISON
PAT PDQ MANAGER
PAT PUBLIC INFORMATION OFFICER

Law Department

COMOT ADMINISTRATIVE ASSISTANT
EXE ASSOCIATE CITY ATTORNEY
EXE CITY ATTORNEY

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Internal Audit

EXE DIRECTOR OF INTERNAL AUDIT
PAT STAFF AUDITOR

Metro Human Relation Commission

COMOT ADMINISTRATIVE ASSISTANT
EXE EXECUTIVE DIRECTOR
COMOT INTERN/SEASONAL
COMOT INVESTIGATOR
PAT LEAD INVESTIGATOR
PAT STAFF 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 GREEN SUPERINTENDENT
PAT LANDSCAPE ARCHITECT
PAT MANAGER
PAT OUTDOOR RECREATION COORDINATOR
PAT PROGRAM FACILITY COORDINATOR
PAT PROJECT MANAGEMENT TECHNICIAN
PAT PUBLIC INFORMATION OFFICER
EXE SUPERINTENDENT
PAT SUPERVISOR
LTC SUPERVISOR
COMOT AQUATIC CENTER MANAGER
COMOT AQUATIC SUPERVISOR
COMOT ASSISTANT GOLF PRO MANAGER
COMOT BASKETBALL PROGRAM COORDINATOR
COMOT BASKETBALL SITE SUPERVISOR
COMOT BASKETBALL STAFF
PAT CAMP ASSISTANT SUPERVISOR
LTC CAMP COUNSELOR
PAT CAMP SUPERVISOR
COMOT CLERICAL
LTC GOLF ASSISTANT GREEN SUPERINTENDENT
COMOT GOLF CASHIER/STARTER
LTC GOLF COURSE MAINTENANCE
COMOT HURSH TOWN ATTENDANT
COMOT HURSH TOWN SUPERVISOR
COMOT INTERN/SEASONAL
COMOT PROJECT MANAGEMENT TECHNICIAN
LTC LIFEGUARD
COMOT LIFETIME SPORTS ACADEMY COORDINATOR
LTC LINDENWOOD STAFF
LTC MAINTENANCE – UTILITY SECURITY PERSON
LTC MAINTENANCE – SEASONAL
LTC NATURALIST
COMOT PLAYGROUND LEADER
COMOT PLAYGROUND STAFF
PAT PLAYGROUND SUPERVISOR
COMOT POOL STAFF (NON-CERTIFIED)
COMOT POOL-HEAD LIFEGUARD
COMOT PRESCHOOL/YOUTH SPORTS COORDINATOR
COMOT PRESCHOOL/YOUTH STAFF
COMOT RECREATION CENTER LEADER
COMOT RECREATION LEADER

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COMOT RECREATION SITE SUPERVISOR
 COMOT RECREATION SPECIALIST
 COMOT SPECIAL EVENTS COORDINATOR
 LTC TENNIS INSTRUCTOR
 LTC TENNIS PROGRAM COORDINATOR
 PAT THEATRE MANAGER
 LTC THEATRE ASSISTANT MANAGER
 LTC THEATRE ATTENDANT
 LTC THEATRE TECHNICIAN
 COMOT WEEKEND/EVENING
 RECEPTIONIST/HOST(ESS)

Public Works

PAT ACCOUNTANT
 COMOT ADMINISTRATIVE ASSISTANT
 PAT BOARD OF PUBLIC WORKS MANAGER
 COMOT CLERK TO BOARD
 EXE DIRECTOR OF PUBLIC WORKS
 PAT DIRECTOR TRANSPORTATION ADMIN
 SUPPORT
 PAT FLOOD CONTROL MANAGER
 PAT FLOOD MAINTENANCE MANAGER
 PAT GREENWAYS MANAGER
 LTC INTERN/SEASONAL
 COMOT INTERN/SEASONAL
 LTC LIGHTING FOREMAN
 PAT MANAGER
 PAT PROGRAM MANAGER
 LTC SUPERVISOR STREET LIGHT WAREHOUSE

Fleet Management

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

Street Department

COMOT ADMINISTRATIVE ASSISTANT
 LTC ASSISTANT STREET COMMISSIONER
 EXE DIRECTOR TRANSPORTATION OPERATIONS
 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
 COMOT CLERICAL
 PAT DIRECTOR TRAFFIC OPERATIONS
 LTC INTERN/SEASONAL
 LTC SIGN & MARK FOREMAN
 LTC SIGN & MARKING SUPERVISOR
 LTC SIGN DIVISION HELPER
 LTC SIGNAL DIVISION HELPER
 LTC SIGNAL FOREMAN
 PAT TRAFFIC ENGINEER
 LTC TRAFFIC OPERATIONS SUPERVISOR

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

1 and monetary fringe benefits. These matters will be negotiated by and between the City and the
2 appropriate bargaining unit for the year 2013. Upon conclusion of such negotiations the appropriate
3 Ordinances shall be submitted to the Common Council for approval.

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

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

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

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

18 **SECTION 8.** From and after the first day of January, 2013 all appointed
19 officers, employees, deputies, assistants, departmental and institutional heads of the Civil City and City
20 Utilities will be paid according to this, the above and following provisions of this ordinance, subject to
21 budgetary limitations, collective bargaining agreements, future changes or amendments enacted by
22 Common Council.

23 **SECTION 9.** That all Departments subject to this Ordinance will conform to
24 the Official City's Personnel Policies and Procedures relating to hiring, pay, and other related practices,
25 approved by the Mayor and administered by the City's Human Resources Department.

26 **SECTION 10.** If any section, clause, sentence, paragraph or part or provisions
27 of this Ordinance be found invalid or void by a Court of competent jurisdiction, it shall be conclusively
28 presumed that this ordinance would have passed by the Common Council without such invalid section,
29 clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

30 **SECTION 11.** 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 2012 salary ordinances, have
expired. Commencing January 1, 2013, any conflict between the terms and conditions hereof and any
previous ordinance shall be resolved in favor of the most recently enacted ordinance.

SECTION 12. 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.

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SECTION 13. This ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

COUNCILMEMBER

APPROVED AS TO FORM AND LEGALITY

CAROL HELTON, CITY ATTORNEY

2013 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
COMOT	\$24,097.76	\$54,185.69
POLE (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
POLE	\$29,802.75	\$87,111.01
LTC (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
LTC	\$31,687.05	\$62,126.02
PAT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
PAT	\$30,742.93	\$79,266.69
EXE	\$69,184.49	\$128,763.01
SO	\$63,470.90	\$108,934.08

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 2013.**

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, 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 2013 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 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 objective 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 "Grid System" that represents the actual market range for the Non-Union positions within City Government. Any general increase to the Grid shall only occur should the actual market range for a Job Classification increase.

A. That the following fringe benefits are hereby approved for the year 2013 for the employees in the Fire Command:

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FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

Hazardous Duty/Technical Pay/Specialty Pay	\$1411.32
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, 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 2013 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>	PAT	ASSISTANT CHIEF
	EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
	POLE	INTERNAL AFFAIRS OFFICER
<u>Fire Civilians</u>	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	BUILDING MAINTENANCE MANAGER
	PAT	DIRECTOR OF FINANCE & FACILITIES
	PAT	DIRECTOR OF PUBLIC INFORMATION
	COMOT	INTERN/SEASONAL
	PAT	EMS DIRECTOR

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		POLE	RECRUIT FIREFIGHTER
		COMOT	SURVIVE ALIVE TEACHING ASSISTANT
	<u>Weights and Measures</u>		
		POLE	WEIGHTS & MEASURES INSPECTOR
	<u>Police Department</u>		
	<u>Police Command</u>		
		EXE	ASSISTANT CHIEF OF POLICE
		POLE	CAPTAIN
		EXE	CHIEF OF POLICE
		POLE	DEPUTY CHIEF
	<u>Police Civilians</u>		
		COMOT	ADMINISTRATIVE ASSISTANT
		POLE	ADMINISTRATIVE VICTIM ADVOCATE
		POLE	ADULT GUARD
		COMOT	CIVILIAN PROPERTY MANAGER
		COMOT	CIVILIAN QUARTERMASTER
		POLE	COORDINATOR CRIME STOPPERS
		POLE	CRIME ANALYST
		PAT	CRIME LAB MANAGER
		COMOT	DETECTIVE BUREAU DESK PERSON
		PAT	DIRECTOR OF FINANCE & FACILITIES
		POLE	DIRECTOR OF VICTIM ASSISTANCE
		POLE	DRUG HOUSE ORDINANCE COORDINATOR
		PAT	FORENSIC SCIENTIST
		COMOT	INTERN/SEASONAL
		COMOT	INVESTIGATIVE DIVISION GENERAL ASSIS
		POLE	PAL COORDINATOR
		POLE	PROPERTY/EVIDENCE SPECIALIST
		PAT	RESEARCH & GRANTS MANAGER
		POLE	RECRUIT PATROL OFFICER
		POLE	SENIOR CRIME ANALYST
		POLE	SENIOR VICTIM ADVOCATE
		POLE	SUPERVISOR PROPERTY ROOM
		POLE	VICTIM ADVOCATE
		COMOT	VOLUNTEER COORDINATOR
	<u>Police Radio Shop</u>		
		COMOT	ADMINISTRATIVE ASSISTANT
		PAT	TECHNICAL DIRECTOR
		COMOT	ELECTRONICS/RADIO INSTALLER
		POLE	RADIO SHOP SUPERVISOR
		SO	TWO WAY RADIO/ELECTRONICS TECHNICIAN
	<u>Police Records</u>		
		COMOT	QUALITY ASSURANCE TECHNICIAN
		POLE	RECORDS SUPERVISOR
		COMOT	RECORDS TECHNICIAN
	<u>Animal Care and Control</u>		
		COMOT	ADOPTION ASSISTANT
		PAT	ANIMAL CARE & CONTROL SUPERVISOR
		PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
		POLE	DEPUTY DIRECTOR
		POLE	DIRECTOR OF ANIMAL CARE & CONTROL
		COMOT	ENFORCEMENT ASSISTANT
		POLE	ENFORCEMENT DIVISION SUPERVISOR
		COMOT	HUMANE EDUCATION ASSISTANT
		LTC	KENNEL ATTENDANT
		COMOT	VOLUNTEER COORDINATOR

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Consolidated Communications Partnership

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

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 2013. 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, 2013, 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 2012 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2013, 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.

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

COUNCILMEMBER

APPROVED AS TO FORM AND LEGALITY

CAROL HELTON, CITY ATTORNEY

2013 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
COMOT	\$24,097.76	\$54,185.69
POLE (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
POLE	\$29,802.75	\$87,111.01
LTC (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
LTC	\$31,687.05	\$62,126.02
PAT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
PAT	\$30,742.93	\$79,266.69
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	2013
Office of the Mayor:						
Internal Audit	3.00	3.00	3.00	3.00	3.00	3.00
Human Resources	9.00	8.00	-	-	-	8.00
Law	4.00	4.00	4.00	4.00	4.00	4.00
Mayor	18.00	19.00	19.00	18.00	18.00	20.00
Total	34.00	34.00	26.00	25.00	25.00	35.00
Finance and Administration:						
Controller	11.00	11.00	11.00	11.00	11.00	11.00
Payroll	4.00	4.00	4.00	4.00	4.00	4.00
Property Manager	2.00	2.00	2.00	3.00	3.00	4.00
Purchasing	6.00	6.00	9.00	9.00	9.00	8.00
Human Resources	-	-	8.00	8.00	8.00	-
Information Systems	2.00	2.00	2.00	1.00	1.00	1.00
Benefits	2.00	2.00	2.00	2.00	2.00	2.00
Risk Management	5.00	5.00	5.00	5.00	5.00	5.00
Total	32.00	32.00	43.00	43.00	43.00	35.00
Community & Economic Development:						
Community Development	29.00	24.00	21.50	21.00	21.00	19.00
Neighborhood Code Enforcement	27.00	27.00	26.00	26.00	26.00	26.00
Redevelopment	7.00	7.00	7.00	7.00	7.00	7.00
Total	63.00	58.00	54.50	54.00	54.00	52.00
City Clerk/Council:						
City Clerk	19.50	19.50	18.50	18.00	7.00	7.00
City Council	-	-	-	-	11.00	11.00
Parking Administration	9.50	9.00	8.00	8.00	8.00	8.00
Total	29.00	28.50	26.50	26.00	26.00	26.00
Public Works:						
Board of Works Admin	9.00	8.00	5.00	5.00	5.00	5.00
Flood Control	2.00	2.00	2.00	2.00	2.00	2.00
Street Light Operations	9.00	9.00	8.00	8.00	8.00	8.00
Transportation Administration Support	27.50	28.00	27.50	26.50	26.50	26.50
Street Department	106.00	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	11.00
Traffic Engineering	31.00	31.00	31.00	31.00	31.00	31.00
Solid Waste Management	3.00	3.00	3.00	3.00	3.00	3.00
Fleet Management/Garage	3.00	3.00	3.00	3.00	3.00	3.00
Total	201.50	201.00	196.50	195.50	195.50	195.50
Parks & Recreation	121.00	116.50	117.00	117.00	117.00	117.00
Metro Human Relations	12.00	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	472.50

CITY OF FORT WAYNE
BUDGETED STAFFING LEVEL

DEPARTMENTS

	2008	2009	2010	2011	2012	2013
Public Safety:						
Police	495.50	496.50	496.50	496.50	496.50	494.00
Records	-	-	-	27.00	27.00	27.00
Radio	-	-	-	8.00	8.00	9.00
Fire	402.00	386.00	385.00	385.00	385.00	385.00
Animal Control	36.00	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	3.00
SUB-TOTAL PUBLIC SAFETY:	1,032.50	1,016.50	1,015.50	1,015.50	955.50	954.00
TOTAL CIVIL CITY:	1,525.00	1,498.50	1,491.00	1,488.00	1,428.00	1,426.50