

**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 2014**

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

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

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended Job Classification 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 2014 City Budget and from City Utilities operating funds and other sources as may be specified by Common Council.

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

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

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

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

DIVISION/DEPARTMENT	JOB CLASSIFICATION	TITLE
<u>City Clerk</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ASSISTANT DEPUTY CLERK
	PAT	DEPUTY CLERK
	COMOT	VIOLATIONS BUREAU SPECIALIST
	COMOT	VIOLATIONS COURT ADMINISTRATOR
Parking Control		
	PAT	PARKING ENFORCEMENT SUPERVISOR
	PAT	VIOLATIONS BUREAU SUPERVISOR
<u>City Council</u>		
	PAT	CITY COUNCIL ADMINISTRATOR
	UC	CITY COUNCIL ATTORNEY
<u>City Utilities</u>		
	PAT	ACCOUNTANT
	COMOT	ACCOUNTING CLERK
	COMOT	ADMINISTRATIVE ASSISTANT
	EXE	ASSOCIATE CITY ATTORNEY
	PAT	ASSISTANT MANAGER
	COMOT	ASSISTANT MANAGER
	PAT	ASSISTANT PROGRAM MANAGER
	PAT	ASSISTANT SUPERINTENDENT
	PAT	CMMS ADMINISTRATOR
	LTC	CONSTRUCTION SUPERVISOR
	PAT	CUSTOMER RELATIONS MANAGER
	COMOT	CUSTOMER RELATIONS REPRESENTATIVE
	SO	DEPUTY DIRECTOR
	PAT	DIRECTOR OF FINANCE
	EXE	DIRECTOR OF CITY UTILITIES
	PAT	ENGINEERING ASSOCIATE
	SO	ENGINEERING PROGRAM MANAGER
	SO	ENGINEER
	PAT	HANSEN ADMINISTRATOR
	COMOT	INTERN/SEASONAL
	LTC	INTERN/SEASONAL
	PAT	MANAGER
	SO	MANAGER OF ENGINEERING
	PAT	PROGRAM MANAGER
	PAT	PUBLIC INFORMATION OFFICER
	EXE	SUPERINTENDENT
	PAT	SUPERVISOR
	LTC	SUPERVISOR
	PAT	UTILITY SERVICES MANAGER
<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
	PAT	DIRECTOR OF FINANCE
	POLE	FIELD SUPERVISOR
	COMOT	INTERN/SEASONAL
	PAT	OFFICE SUPERVISOR
	COMOT	WEED PROGRAM INSPECTOR
<u>Finance and Administration</u>		
	PAT	ACCOUNTANT

COMOT
COMOT
EXE
EXE
PAT
COMOT
PAT
EXE
PAT
PAT
COMOT
PAT
PAT
PAT
PAT
PAT
PAT
COMOT

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

Benefits

PAT
PAT
COMOT

BENEFITS & COMMUNICATIONS MANAGER
BENEFITS & WELLNESS COORDINATOR
INTERN/SEASONAL

Risk Management

COMOT
PAT
PAT
PAT

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

Mayor's Office

COMOT
PAT
PAT
PAT
PAT
EXE
PAT
EXE
COMOT
PAT
COMOT
COMOT
PAT
PAT
PAT
PAT

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

Law Department

COMOT
EXE
EXE

ADMINISTRATIVE ASSISTANT
ASSOCIATE CITY ATTORNEY
CITY ATTORNEY

Internal Audit

EXE
PAT

DIRECTOR OF INTERNAL AUDIT
STAFF AUDITOR

Metro Human Relations Commission

COMOT
EXE
COMOT
COMOT
PAT
PAT

ADMINISTRATIVE ASSISTANT
EXECUTIVE DIRECTOR
INTERN/SEASONAL
INVESTIGATOR
LEAD INVESTIGATOR
STAFF COUNSEL

Parks and Recreation

COMOT
LTC
PAT
EXE
EXE
UC

ADMINISTRATIVE ASSISTANT
ASSISTANT GOLF SUPERINTENDENT
ASSISTANT SUPERVISOR
DEPUTY DIRECTOR
DIRECTOR OF PARKS
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
PAT	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 COUNSELORS
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
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	PROJECT MANAGEMENT TECHNICIAN
COMOT	RECREATION CENTER LEADER
COMOT	RECREATION LEADER
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 OF TRANSPORTATION
	ADMINISTRATION SUPPORT
PAT	FLOOD CONTROL MANAGER
PAT	FLOOD MAINTENANCE MANAGER
PAT	GREENWAYS MANAGER
LTC	INTERN/SEASONAL
COMOT	INTERN/SEASONAL
LTC	LIGHTING DIVISION SEASONAL
LTC	LIGHTING FOREMAN

	PAT	MANAGER
	COMOT	PUBLIC WORKS MANAGER
	PAT	PROGRAM MANAGER
	LTC	SUPERVISOR STREET LIGHT WAREHOUSE
<u>Fleet Management</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	DIRECTOR OF FLEET MANAGEMENT
	PAT	FLEET SYSTEM ANALYST
<u>Street Department</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	LTC	ASSISTANT STREET COMMISSIONER
	EXE	STREET COMMISSIONER
	LTC	GENERAL FOREMAN
	LTC	LEAF PICK-UP LABORER
<u>Street Project Management; Transportation Engineering</u>		
	PAT	ASSISTANT CITY ENGINEER
	EXE	CITY ENGINEER
	PAT	MANAGER
<u>Traffic Engineering</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ASSISTANT TRAFFIC ENGINEER
	COMOT	CLERICAL
	PAT	DIRECTOR TRAFFIC OPERATIONS
	LTC	INTERN/SEASONAL
	LTC	SIGN & MARKING FOREMAN
	LTC	SIGN & MARKING SUPERVISOR
	LTC	SIGN DIVISION SEASONAL
	LTC	SIGNAL DIVISION SEASONAL
	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 and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 2014. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

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).

SECTION 6. 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. 36-4-7-4 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.

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 7. From and after the first day of January, 2014 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 8. 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 9. 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 10. 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 2013 salary ordinances, have expired. Commencing January 1, 2014, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of the most recently enacted ordinance.

SECTION 11. 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 12. This ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Council Member

APPROVED AS TO FORM AND LEGALITY

Carol Helton, City Attorney

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 2014.**

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 2014 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 2014 for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS
Hazardous Duty/Technical Pay/Specialty Pay \$1,439.55
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 2014 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	GRID CLASSIFICATION	TITLE
<u>Fire Department</u>		
<u>Fire Command</u>		
	PAT	ASSISTANT CHIEF
	EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
	POLE	INTERNAL AFFAIRS OFFICER
<u>Fire Civilians</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	BUILDING MAINTENANCE MANAGER
	LTC	BUILDING SYSTEMS MANAGER
	PAT	DIRECTOR OF FINANCE & FACILITIES
	PAT	DIRECTOR OF PUBLIC INFORMATION
	COMOT	INTERN/SEASONAL
	PAT	EMS DIRECTOR
	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-POLICE
<u>Police Civilians</u>		

	COMOT	ADMINISTRATIVE ASSISTANT
	POLE	ADMINISTRATIVE VICTIM ADVOCATE
	POLE	ADULT GUARD
	POLE	CIVILIAN CRIME SCENE TECHNICIAN
	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 ASSISTANT
	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
	COMOT	TAXI CAB PERMIT COORDINATOR
	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
	COMOT	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	ADOPTION SUPERVISOR
	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
	PAT	OFFICE SUPERVISOR
	COMOT	RESCUE/TRANSFER COORDINATOR
	COMOT	VOLUNTEER COORDINATOR
<u>Consolidated Communications Partnership</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	POLE	CORPORAL
	POLE	DEPUTY DIRECTOR
	POLE	DISPATCHER
	POLE	ENTRY LEVEL DISPATCHER
	EXE	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 2014. 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, 2014, 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 2013 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2014, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

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

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

Council Member

APPROVED AS TO FORM AND LEGALITY

Carol Helton, City Attorney

2014 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
COMOT (Part Time)	\$7.25/hr	\$26.47/hr
COMOT	\$24,483.32	\$55,052.67
POLE (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
POLE (Part Time)	\$7.25/hr	\$42.72/hr
POLE	\$30,398.81	\$88,853.24
LTC (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
LTC (Part Time)	\$ 7.25/hr	\$30.29/hr
LTC	\$32,130.67	\$62,995.78
PAT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
PAT (Part Time)	\$ 7.25/hr	\$38.95/hr
PAT	\$31,419.27	\$81,010.56
EXE	\$70,844.92	\$131,853.32
SO	\$63,470.90	\$108,934.08

CITY OF FORT WAYNE
BUDGETED STAFFING LEVEL

DEPARTMENTS

	2008	2009	2010	2011	2012	2013	2014
Office of the Mayor:							
Internal Audit	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Human Resources	9.00	8.00	-	-	-	8.00	8.00
Law	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Mayor	12.00	13.00	13.00	11.00	11.00	10.00	10.00
311 Call Center	6.00	6.00	6.00	7.00	7.00	10.00	11.00
Total	34.00	34.00	26.00	25.00	25.00	35.00	36.00
Finance and Administration:							
Controller	11.00	11.00	11.00	11.00	11.00	11.00	10.00
Payroll	4.00	4.00	4.00	4.00	4.00	4.00	3.00
Property Manager	2.00	2.00	2.00	3.00	3.00	4.00	3.00
Purchasing	6.00	6.00	9.00	9.00	9.00	8.00	7.00
Human Resources	-	-	8.00	8.00	8.00	-	-
Information Systems	2.00	2.00	2.00	1.00	1.00	1.00	1.00
Citizens Square	-	-	-	-	-	-	2.00
Benefits	2.00	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	5.00
Total	32.00	32.00	43.00	43.00	43.00	35.00	33.00
Community & Economic Development:							
Community Development	29.00	24.00	21.50	21.00	21.00	19.00	19.00
Neighborhood Code Enforcement	27.00	27.00	26.00	26.00	26.00	26.00	25.00
Redevelopment	7.00	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	51.00
City Clerk/Council:							
City Clerk	19.50	19.50	18.50	18.00	7.00	7.00	7.00
City Council	-	-	-	-	11.00	11.00	11.00
Parking Administration	9.50	9.00	8.00	8.00	8.00	8.00	8.00
Total	29.00	28.50	26.50	26.00	26.00	26.00	26.00
Public Works:							
Board of Works Admin	9.00	8.00	5.00	5.00	5.00	5.00	5.00
Flood Control	2.00	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	8.00
Transportation Administration Support	27.50	28.00	27.50	26.50	26.50	26.50	26.50
Street Department	106.00	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	12.00
Traffic Engineering	31.00	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	3.00
Fleet Management/Garage	3.00	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	196.50
Parks & Recreation	121.00	116.50	117.00	117.00	117.00	117.00	117.00
Metro Human Relations	12.00	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	471.50

CITY OF FORT WAYNE
BUDGETED STAFFING LEVEL

DEPARTMENTS

	2008	2009	2010	2011	2012	2013	2014
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Public Safety:							
Police	495.50	496.50	496.50	496.50	496.50	494.00	494.50
Records	-	-	-	27.00	27.00	27.00	27.00
Radio	-	-	-	8.00	8.00	9.00	9.00
Fire	402.00	386.00	385.00	385.00	385.00	385.00	385.00
Animal Control	36.00	36.00	36.00	36.00	36.00	36.00	35.00
Communications	96.00	95.00	95.00	60.00	-	-	-
Weights & Measures	3.00	3.00	3.00	3.00	3.00	3.00	2.00

SUB-TOTAL PUBLIC SAFETY:	1,032.50	1,016.50	1,015.50	1,015.50	955.50	954.00	952.50
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TOTAL CIVIL CITY:	1,525.00	1,498.50	1,491.00	1,488.00	1,428.00	1,426.50	1,424.00
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