

**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:

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

Fire Department

PAT	ASSISTANT CHIEF
EXE	DEPUTY CHIEF
EXE	FIRE CHIEF
POLE	INTERNAL AFFAIRS OFFICER

Fire Civilians

COMOT	ADMINISTRATIVE ASSISTANT
PAT	BUILDING MAINTENANCE MANAGER
PAT	DIRECTOR OF FINANCE & FACILITIES
PAT	DIRECTOR OF PUBLIC INFORMATION
COMOT	INTERN/SEASONAL
PAT	EMS DIRECTOR

1		POLE	RECRUIT FIREFIGHTER
2	<u>Weights and Measures</u>	COMOT	SURVIVE ALIVE TEACHING ASSISTANT
3	<u>Police Department</u>	POLE	WEIGHTS & MEASURES INSPECTOR
4	<u>Police Command</u>		
5		EXE	ASSISTANT CHIEF OF POLICE
6		POLE	CAPTAIN
7		EXE	CHIEF OF POLICE
8	<u>Police Civilians</u>	POLE	DEPUTY CHIEF
9		COMOT	ADMINISTRATIVE ASSISTANT
10		POLE	ADMINISTRATIVE VICTIM ADVOCATE
11		POLE	ADULT GUARD
12		COMOT	CIVILIAN PROPERTY MANAGER
13		COMOT	CIVILIAN QUARTERMASTER
14		POLE	COORDINATOR CRIME STOPPERS
15		POLE	CRIME ANALYST
16		PAT	CRIME LAB MANAGER
17		COMOT	DETECTIVE BUREAU DESK PERSON
18		PAT	DIRECTOR OF FINANCE & FACILITIES
19		POLE	DIRECTOR OF VICTIM ASSISTANCE
20		POLE	DRUG HOUSE ORDINANCE COORDINATOR
21		PAT	FORENSIC SCIENTIST
22		COMOT	INTERN/SEASONAL
23		COMOT	INVESTIGATIVE DIVISION GENERAL ASSIS
24		POLE	PAL COORDINATOR
25		POLE	PROPERTY/EVIDENCE SPECIALIST
26		PAT	RESEARCH & GRANTS MANAGER
27		POLE	RECRUIT PATROL OFFICER
28		POLE	SENIOR CRIME ANALYST
29		POLE	SENIOR VICTIM ADVOCATE
30		POLE	SUPERVISOR PROPERTY ROOM
		POLE	VICTIM ADVOCATE
	<u>Police Radio Shop</u>	COMOT	VOLUNTEER COORDINATOR
		COMOT	ADMINISTRATIVE ASSISTANT
		PAT	TECHNICAL DIRECTOR
		COMOT	ELECTRONICS/RADIO INSTALLER
		POLE	RADIO SHOP SUPERVISOR
	<u>Police Records</u>	SO	TWO WAY RADIO/ELECTRONICS TECHNICIAN
		COMOT	QUALITY ASSURANCE TECHNICIAN
		POLE	RECORDS SUPERVISOR
	<u>Animal Care and Control</u>	COMOT	RECORDS TECHNICIAN
		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

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.

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