

**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>		

1		EXE POLE EXE POLE	ASSISTANT CHIEF OF POLICE CAPTAIN CHIEF OF POLICE DEPUTY CHIEF-POLICE
2	<u>Police Civilians</u>		
3		COMOT POLE POLE POLE	ADMINISTRATIVE ASSISTANT ADMINISTRATIVE VICTIM ADVOCATE ADULT GUARD CIVILIAN CRIME SCENE TECHNICIAN
4		COMOT COMOT POLE POLE	CIVILIAN PROPERTY MANAGER CIVILIAN QUARTERMASTER COORDINATOR CRIME STOPPERS CRIME ANALYST
5		PAT COMOT PAT POLE	CRIME LAB MANAGER DETECTIVE BUREAU DESK PERSON DIRECTOR OF FINANCE & FACILITIES DIRECTOR OF VICTIM ASSISTANCE
6		POLE PAT COMOT COMOT	DRUG HOUSE ORDINANCE COORDINATOR FORENSIC SCIENTIST INTERN/SEASONAL INVESTIGATIVE DIVISION GENERAL ASSISTANT
7		POLE PAT COMOT COMOT	PAL COORDINATOR PROPERTY/EVIDENCE SPECIALIST RESEARCH & GRANTS MANAGER RECRUIT PATROL OFFICER
8		POLE POLE POLE COMOT POLE COMOT	SENIOR CRIME ANALYST SENIOR VICTIM ADVOCATE SUPERVISOR PROPERTY ROOM TAXI CAB PERMIT COORDINATOR VICTIM ADVOCATE VOLUNTEER COORDINATOR
9			
10		POLE POLE PAT POLE POLE POLE COMOT POLE COMOT	
11	<u>Police Radio Shop</u>		
12		COMOT PAT COMOT POLE COMOT	ADMINISTRATIVE ASSISTANT TECHNICAL DIRECTOR ELECTRONICS/RADIO INSTALLER RADIO SHOP SUPERVISOR TWO WAY RADIO/ELECTRONICS TECHNICIAN
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14	<u>Police Records</u>		
15		COMOT POLE COMOT	QUALITY ASSURANCE TECHNICIAN RECORDS SUPERVISOR RECORDS TECHNICIAN
16			
17	<u>Animal Care and Control</u>		
18		COMOT PAT PAT PAT	ADOPTION ASSISTANT ADOPTION SUPERVISOR ANIMAL CARE & CONTROL SUPERVISOR COMMUNITY RELATIONS & EDUCATION SPECIALIST
19		POLE POLE COMOT POLE COMOT LTC PAT COMOT COMOT	DEPUTY DIRECTOR DIRECTOR OF ANIMAL CARE & CONTROL ENFORCEMENT ASSISTANT ENFORCEMENT DIVISION SUPERVISOR HUMANE EDUCATION ASSISTANT KENNEL ATTENDANT OFFICE SUPERVISOR RESCUE/TRANSFER COORDINATOR VOLUNTEER COORDINATOR
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21			
22			
23			
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26	<u>Consolidated Communications Partnership</u>		
27		COMOT POLE POLE POLE POLE EXE POLE	ADMINISTRATIVE ASSISTANT CORPORAL DEPUTY DIRECTOR DISPATCHER ENTRY LEVEL DISPATCHER EXECUTIVE DIRECTOR SERGEANT
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1 **SECTION 4.** Police and Fire employees, as indicated herein, may participate in
2 Collective Bargaining with the City for economic conditions. Pursuant to State Statute such economic
3 conditions must be approved by Common Council. Such economic conditions include, but are not
4 limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between
5 the City and the appropriate bargaining unit for the year 2014. Upon conclusion of such negotiations,
6 the appropriate Ordinances shall be submitted to the Common Council for approval.

7 Employees covered by recognized bargaining unit representatives (Unions) will receive a
8 salary established by the Collective Bargaining process as long as this pay does not exceed the table
9 of maximum salaries authorized in Section 2, above.

10 **SECTION 5.** In addition to the compensation for positions listed herein, the City shall
11 contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF) except for those
12 positions which are commonly referred to as Police and Fire Command.

13 **SECTION 6.** From and after the first day of January, 2014, all members of the Police
14 and Fire Departments of the City of Fort Wayne will be paid according to this, the above and following
15 provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future
16 changes or amendments enacted by Common Council.

17 **SECTION 7.** That civilian employees in the Police and Fire Departments subject to this
18 Ordinance will conform to the Official City Human Resources Policies and Procedures relating to
19 hiring, pay, and other related practices, approved by the Mayor and administered by the City's Human
20 Resources Department.

21 **SECTION 8.** If any section, clause, sentence, paragraph or part or provisions of this
22 Ordinance be found invalid or void by a court of competent jurisdiction, it shall be conclusively
23 presumed that this ordinance would have passed by the Common Council without such invalid section,
24 clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

25 **SECTION 9.** The Municipal Code of the City of Fort Wayne references, in codification
26 form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances
27 have a duration of one year and thus, with the exception of the 2013 salary ordinance, have expired.
28 However, to avoid confusion, it is hereby stated that commencing January 1, 2014, any conflict
29 between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this
30 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

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Carol Helton, City Attorney

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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