

**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 2015**

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 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 Board of Park Commissioners 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 2015 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 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 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 positions by division/department, job classification, and titles.

DIVISION/DEPARTMENT	JOB CLASSIFICATION	TITLE
<u>City Clerk</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ASSISTANT DEPUTY CLERK
	LTC	ASSISTANT METER REPAIR PERSON
	PAT	DEPUTY CLERK
	LTC	METER REPAIR PERSON
	LTC	PARKING CONTROL OFFICER
	PAT	PARKING ENFORCEMENT SUPERVISOR
	COMOT	VIOLATIONS BUREAU SPECIALIST
	PAT	VIOLATIONS BUREAU SUPERVISOR
	COMOT	VIOLATIONS COURT ADMINISTRATOR
<u>City Council</u>		
	PAT	CITY COUNCIL ADMINISTRATOR
	UC	CITY COUNCIL ATTORNEY
<u>City Utilities</u>		
	PAT	ACCOUNTANT
	COMOT	ACCOUNTING CLERK
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ANALYTICAL CHEMIST
	EXE	ASSOCIATE CITY ATTORNEY
	PAT	ASSISTANT MANAGER
	COMOT	ASSISTANT MANAGER
	PAT	ASSISTANT PROGRAM MANAGER
	LTC	ASSISTANT STOREKEEPER
	PAT	ASSISTANT SUPERINTENDENT
	COMOT	ASSOCIATE SYSTEMS PROCESS SPECIALIST
	COMOT	AUDIT ERROR SPECIALIST
	LTC	BACKHOE OPERATOR
	PAT	CADD TECHNICIAN I
	PAT	CADD TECHNICIAN II
	PAT	CADD TECHNICIAN III
	COMOT	CASHIER
	LTC	CHEMICAL UNLOADING OPERATOR
	LTC	CHIEF ELECTRICIAN
	LTC	CHIEF OPERATOR
	LTC	CHIEF RELIEF OPERATOR
	PAT	CMMS ADMINISTRATOR
	LTC	COMBINATION REPAIRER/TRUCK DRIVER
	LTC	COMMUNICATION OPERATOR/WATCH PERSON
	PAT	CONSTRUCTION MANAGER I
	PAT	CONSTRUCTION MANAGER II
	LTC	CONSTRUCTION SUPERVISOR
	COMOT	CREDIT & COLLECTIONS SPECIALIST
	PAT	CUSTOMER RELATIONS MANAGER
	COMOT	CUSTOMER RELATIONS REPRESENTATIVE
	COMOT	CUSTOMER RELATIONS REPRESENTATIVE /CASHIER
	COMOT	CUSTOMER RELATIONS REPRESENTATIVE /CLERICAL
	COMOT	CUSTOMER RELATIONS REPRESENTATIVE /SOLID WASTE
	COMOT	DATA ANALYST
	COMOT	DATA MANAGEMENT CLERK

1	SO	DEPUTY DIRECTOR
2	PAT	DESIGNER I
3	PAT	DESIGNER II
4	PAT	DIRECTOR OF FINANCE
5	EXE	DIRECTOR OF CITY UTILITIES
6	COMOT	DISPATCHER
7	LTC	ELECTRICIAN
8	LTC	ELECTRONIC TECHNICIAN
9	SO	ENGINEER
10	PAT	ENGINEERING ASSOCIATE
11	SO	ENGINEERING PROGRAM ANAGER
12	PAT	ENGINEERING REPRESENTATIVE I
13	PAT	ENGINEERING REPRESENTATIVE II
14	PAT	ENGINEERING REPRESENTATIVE III
15	LTC	EQUIPMENT OPERATOR
16	COMOT	FILE CLERK
17	PAT	HANSEN ADMINISTRATOR
18	LTC	HEAVY EQUIPMENT OPERATOR
19	LTC	HURSTOWN-CEDARVILLE OPERATOR
20	LTC	HYDRAULIC SEWER RODDER ASSISTANT
21	LTC	HYDRAULIC SEWER RODDER OPERATOR
22	PAT	IMS/GIS TECHNICIAN I
23	PAT	IMS/GIS TECHNICIAN II
24	PAT	IMS/GIS TECHNICIAN III
25	LTC	INDUSTRIAL PRETREATMENT COORDINATOR
26	LTC	INDUSTRIAL PRETREATMENT INSPECTOR
27	COMOT	INTERN/SEASONAL
28	LTC	INTERN/SEASONALS
29	LTC	LABORER I
30	LTC	LABORER II
31	LTC	MAINTENANCE CREW LEADER
32	LTC	MAINTENANCE WORKING LEADER
33	PAT	MANAGER
34	SO	MANAGER OF ENGINEERING
35	LTC	MANHOLE SEALING ASSISTANT
36	LTC	MANHOLE SEALING OPERATOR
37	LTC	MECHANIC
38	LTC	MECHANIC INTERN
39	LTC	METER READER
40	LTC	METER READER TRUCK
41	LTC	NIGHT INVESTIGATOR
42	LTC	NPDES INSPECTION ASSISTANT
43	LTC	NPDES INSPECTION OPERATOR
44	COMOT	PERMIT SPECIALIST I
45	COMOT	PERMIT SPECIALIST II
46	COMOT	PLANT CLERK
47	LTC	PLANT OPERATOR
48	LTC	PLUMBER CREW LEADER
49	PAT	PRIMARY CUSTOMER ACCOUNT
50		ADMINISTRATOR
51	PAT	PROGRAM MANAGER
52	PAT	PUBLIC INFORMATION OFFICER
53	COMOT	RECEPTIONIST
54	LTC	RELIEF OPERATOR
55	COMOT	SENIOR CLERK
56	LTC	SERVICE TECH I
57	LTC	SERVICE TECH II
58	LTC	SEWER JET FLUSHER ASSISTANT
59	LTC	SEWER JET FLUSHER OPERATOR
60	LTC	SEWER SYSTEM INSPECTOR
61	LTC	STOREKEEPER
62	LTC	SPECIAL INVESTIGATOR
63	EXE	SUPERINTENDANT
64	PAT	SUPERVISOR
65	LTC	SUPERVISOR
66	COMOT	SYSTEMS PROCESS SPECIALIST
67	LTC	TANDEM DRIVER
68	LTC	TV TRUCK ASSISTANT

	<u>Risk Management</u>	COMOT	INTERN/SEASONAL
1		COMOT	ADMINISTRATIVE ASSISTANT
		PAT	DIRECTOR OF RISK MANAGEMENT
2		PAT	RISK MANAGEMENT SPECIALIST
		PAT	SAFETY CLAIMS/INVESTIGATOR
3	<u>Mayor's Office</u>		
		COMOT	ADMINISTRATIVE ASSISTANT
4		PAT	CITIZEN SERVICES SPECIALIST
		PAT	CITIZEN SERVICES SUPERVISOR
5		PAT	COMMUNITY LIAISON
		EXE	DEPUTY MAYOR
6		PAT	DIRECTOR OF CITIZEN SERVICES
		EXE	DIRECTOR OF HUMAN RESOURCES
7		EXE	DIRECTOR OF INTERGOVERNMENTAL AFFAIRS
		PAT	DIRECTOR OF PUBLIC INFORMATION
8		COMOT	EXECUTIVE ASSISTANT
		PAT	HR COORDINATOR
9		PAT	HR GENERALIST
		COMOT	HR SPECIALIST
10		COMOT	INTERN/SEASONAL
		PAT	LABOR & EMPLOYEE RELATIONS MANAGER
11		PAT	LEGISLATIVE & BUSINESS LIAISON
		PAT	MANAGER
12	<u>Law Department</u>	PAT	PUBLIC INFORMATION OFFICER
		COMOT	ADMINISTRATIVE ASSISTANT
13		EXE	ASSOCIATE CITY ATTORNEY
		EXE	CITY ATTORNEY
14	<u>Internal Audit</u>		
		EXE	DIRECTOR OF INTERNAL AUDIT
15		PAT	STAFF AUDITOR
16	<u>Metro Human Relation Commission</u>		
		COMOT	ADMINISTRATIVE ASSISTANT
17		EXE	EXECUTIVE DIRECTOR
		COMOT	INTERN/SEASONAL
18		COMOT	INVESTIGATOR
		PAT	LEAD INVESTIGATOR
19	<u>Parks and Recreation</u>	PAT	STAFF COUNSEL
		COMOT	ADMINISTRATIVE ASSISTANT
20		LTC	ASSISTANT GOLF SUPERINTENDENT
		PAT	ASSISTANT SUPERVISOR
21		COMOT	ASSISTANT SUPERVISOR
		COMOT	COURIER/STOREROOM HELPER
22		EXE	DEPUTY DIRECTOR
		EXE	DIRECTOR OF PARKS
23		LTC	FLEET MECHANIC
		LTC	GARDENER
24		LTC	GARDEN HELPER
		UC	GOLF COURSE PRO/MANAGER
25		PAT	GOLF GREEN SUPERINTENDENT
		LTC	GREENHOUSE GARDENER
26		LTC	GREENHOUSE HELPER
		LTC	GROUPS EQUIPMENT OPERATOR
27		LTC	GROUPS MAINTENANCE A
		LTC	HEAVY EQUIPMENT OPERATOR
28		LTC	HIGH RANGER OPERATOR
		PAT	LANDSCAPE ARCHITECT
29		LTC	LANDSCAPE GARDENER
		LTC	MAINTENANCE TECHNICIAN I
30		LTC	MAINTENANCE TECHNICIAN II
		COMOT	MAINTRAC COORDINATOR

	PAT	MANAGER
	PAT	OUTDOOR RECREATION COORDINATOR
	LTC	PARK PERSON C
1	PAT	PROGRAM FACILITY COORDINATOR
	PAT	PROJECT MANAGEMENT TECHNICIAN
2	PAT	PUBLIC INFORMATION OFFICER
	LTC	RELIEF PERSON
	LTC	SMALL MOTOR MECHANIC
3	LTC	STOREKEEPER
	PAT	SUPERINTENDENT
4	PAT	SUPERVISOR
	LTC	SUPERVISOR
	LTC	WORKING LEADER
5	COMOT	AQUATIC CENTER MANAGER
	COMOT	AQUATIC SUPERVISOR
6	COMOT	ASSISTANT GOLF PRO MANAGER
	COMOT	BASKETBALL PROGRAM COORDINATOR
7	COMOT	BASKETBALL SITE SUPERVISOR
	COMOT	BASKETBALL STAFF
8	PAT	CAMP ASSISTANT SUPERVISOR
	LTC	CAMP COUNSELORS
	PAT	CAMP SUPERVISOR
9	COMOT	CLERICAL
	LTC	GOLF ASSISTANT GREEN SUPERINTENDENT
10	COMOT	GOLF CASHIER/STARTER
	LTC	GOLF COURSE MAINTENANCE
11	COMOT	HURSHTOWN ATTENDANT
	COMOT	HURSHTOWN SUPERVISOR
12	COMOT	INTERN/SEASONAL
	LTC	LIFEGUARD
13	COMOT	LIFETIME SPORTS ACADEMY COORDINATOR
	LTC	LINDENWOOD STAFF
	LTC	MAINTENANCE – UTILITY SECURITY PERSON
14	LTC	MAINTENANCE – SEASONAL
	LTC	NATURALIST
15	COMOT	PLAYGROUND LEADER
	COMOT	PLAYGROUND STAFF
16	PAT	PLAYGROUND SUPERVISOR
	COMOT	POOL STAFF (NON-CERTIFIED)
	COMOT	POOL-HEAD LIFEGUARD
17	COMOT	PRESCHOOL/YOUTH SPORTS COORDINATOR
	COMOT	PRESCHOOL/YOUTH STAFF
18	COMOT	PROJECT MANAGEMENT TECHNICIAN
	COMOT	RECREATION CENTER LEADER
19	COMOT	RECREATION LEADER
	COMOT	RECREATION SITE SUPERVISOR
20	COMOT	RECREATION SPECIALIST
	COMOT	SPECIAL EVENTS COORDINATOR
	LTC	TENNIS INSTRUCTOR
21	LTC	TENNIS PROGRAM COORDINATOR
	PAT	THEATER MANAGER
22	LTC	THEATRE ASSISTANT MANAGER
	LTC	THEATRE ATTENDANT
23	LTC	THEATRE TECHNICIAN
	COMOT	WEEKEND/EVENING
		RECEPTIONIST/HOST(ESS)

Public Works

25	PAT	ACCOUNTANT
	COMOT	ADMINISTRATIVE AIDE
	COMOT	ADMINISTRATIVE ASSISTANT
26	PAT	BOARD OF PUBLIC WORKS MANAGER
	COMOT	CLERK TO BOARD
27	COMOT	COST ACCOUNTANT
	EXE	DIRECTOR OF PUBLIC WORKS
28	PAT	DIRECTOR OF TRANSPORTATION
		ADMINISTRATION SUPPORT
29	PAT	ENFORCEMENT OFFICER/INSPECTOR
	PAT	FINANCE MANAGER

1		PAT	FLOOD CONTROL MANAGER
2		PAT	FLOOD MAINTENANCE MANAGER
3		PAT	GREENWAYS MANAGER
4		COMOT	INTERN/SEASONAL
5		LTC	INTERN/SEASONAL
6		PAT	INSPECTOR TECHNICIAN
7		PAT	LAND ACQUISITION AGENT
8		LTC	LIGHTING DIVISION SEASONAL
9		LTC	LIGHTING FOREMAN
10		LTC	MAINTENANCE
11		PAT	MANAGER
12		LTC	MANAGER
13		COMOT	PERMIT ASSISTANT
14		COMOT	PERMIT COORDINATOR
15		PAT	PUBLIC OUTREACH COORDINATOR
16		COMOT	PUBLIC WORKS MANAGER
17		PAT	PROGRAM MANAGER
18		PAT	RIGHT OF WAY MANAGER
19		LTC	ROUTE DRIVER
20		COMOT	SECRETARY VII
21		PAT	SENIOR LAND ACQUISITION AGENT
22		LTC	SUPERVISOR
23	<u>Fleet Management</u>		
24		COMOT	ADMINISTRATIVE ASSISTANT
25		PAT	DIRECTOR OF FLEET MANAGEMENT
26		PAT	FLEET SYSTEM ANALYST
27	<u>Street Department</u>		
28		COMOT	ADMINISTRATIVE ASSISTANT
29		LTC	ASPHALT PLANT OPERATOR
30		LTC	ASSISTANT STREET COMMISSIONER
31		LTC	BUILDING SERVICE PERSON
32		COMOT	COMMUNICATIONS OPERATOR
33		LTC	CULVERT & DRAINAGE REPAIRER
34		LTC	GENERAL FOREMAN
35		LTC	LABORER
36		LTC	LABORER A
37		LTC	LEAF PICK-UP LABORER
38		LTC	OPERATOR A
39		LTC	OPERATOR B
40		COMOT	PAYROLL CLERK/TYPIST
41		EXE	STREET COMMISSIONER
42		LTC	SWEEPER OPERATOR
43		LTC	UTILITY MAINTENANCE PERSON
44		LTC	TRUCK DRIVER
45	<u>Street Project Management: Transportation Engineering</u>		
46		SO	ASSISTANT CITY ENGINEER
47		SO	CITY ENGINEER
48		PAT	DESIGN COORDINATOR
49		LTC	ENGINEERING TECH I
50		LTC	ENGINEERING TECH II
51		PAT	MANAGER
52		LTC	PROJECT COORDINATOR
53		COMOT	SURVEY TECH I
54		COMOT	SURVEY TECH II
55		COMOT	WORKING LEADER
56	<u>Traffic Engineering</u>		
57		COMOT	ADMINISTRATIVE ASSISTANT
58		SO	ASSISTANT TRAFFIC ENGINEER
59		COMOT	CLERICAL
60		COMOT	DATA PROCESSING TECHNICIAN
61		PAT	DEPUTY DIRECTOR OF TRAFFIC OPERATIONS
62		PAT	DIRECTOR TRAFFIC OPERATIONS
63		LTC	INTERN/SEASONAL
64		LTC	MATERIALS CONTROL/OFFICE COORDINATOR
65		LTC	OPERATOR/REPAIR PERSON
66		LTC	SIGN FABRICATOR

LTC

SIGN & MARKING FOREMAN
SIGN MARKING SPECIALIST/ELECTRICAL TECH
SIGN & MARKING SUPERVISOR
SIGN DIVISION SEASONAL
SIGNAL DIVISION SEASONAL
SIGNAL FOREMAN
TECHNICIAN
TRAFFIC ENGINEER
TRAFFIC OPERATIONS ELECTRICIAN
TRAFFIC OPERATIONS SUPERVISOR

LTC

LTC

LTC

LTC

COMOT

SO

LTC

PAT

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.

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, 2015 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, 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 2014 salary ordinances, have expired. Commencing January 1, 2015, 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

2015 SALARY GRID

EXHIBIT "A"

JOB CLASSIFICATION	MIN	MAX
COMOT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
COMOT (Part Time)	\$7.25/hr	\$27.0499/hr
COMOT	\$25,021.95	\$56,263.82
POLE (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
POLE (Part Time)	\$7.25/hr	\$43.7773/hr
POLE	\$31,152.70	\$91,056.80
LTC (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
LTC (Part Time)	\$ 7.25/hr	\$30.8043/hr
LTC	\$32,680.10	\$64,073.01
PAT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
PAT (Part Time)	\$ 7.25/hr	\$39.9016/hr
PAT	\$32,189.04	\$82,995.32
EXE	\$72,871.08	\$135,624.32
SO	\$63,470.90	\$108,934.08

CITY OF FORT WAYNE
STAFFING LEVELS

DEPARTMENTS	2009	2010	2011	2012	2013	2014	2015
Office of the Mayor:							
Internal Audit	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Human Resources	8.00	-	-	-	8.00	8.00	8.00
Law	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Mayor	13.00	13.00	11.00	11.00	10.00	10.00	10.00
311 Call Center	6.00	6.00	7.00	7.00	10.00	11.00	11.00
Total	34.00	26.00	25.00	25.00	35.00	36.00	36.00
Finance and Administration:							
Controller	11.00	11.00	11.00	11.00	11.00	10.00	10.00
Payroll	4.00	4.00	4.00	4.00	4.00	3.00	3.00
Property Manager	2.00	2.00	3.00	3.00	4.00	3.00	3.00
Purchasing	6.00	9.00	9.00	9.00	8.00	7.00	7.00
Human Resources	-	8.00	8.00	8.00	-	-	-
Information Systems	2.00	2.00	1.00	1.00	1.00	1.00	1.00
Citizens Square	-	-	-	-	-	2.00	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	43.00	43.00	43.00	35.00	33.00	33.00
Community & Economic Development:							
Community Development	24.00	21.50	21.00	21.00	19.00	19.00	19.00
Neighborhood Code Enforcement	27.00	26.00	26.00	26.00	26.00	25.00	25.00
Redevelopment	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Total	58.00	54.50	54.00	54.00	52.00	51.00	51.00
City Clerk/Council:							
City Clerk	19.50	18.50	18.00	7.00	7.00	7.00	7.00
City Council	-	-	-	11.00	11.00	11.00	11.00
Parking Administration	9.00	8.00	8.00	8.00	8.00	8.00	8.00
Total	28.50	26.50	26.00	26.00	26.00	26.00	26.00
Public Works:							
Board of Works Admin	8.00	5.00	5.00	5.00	5.00	5.00	6.00
Flood Control	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Street Light Operations	9.00	8.00	8.00	8.00	8.00	8.00	8.00
Transportation Administration Support	28.00	27.50	26.50	26.50	26.50	26.50	27.50
Street Department	106.00	106.00	106.00	106.00	106.00	106.00	102.50
Trans Eng Service/Street Project Mgmt	11.00	11.00	11.00	11.00	11.00	12.00	12.00
Traffic Engineering	31.00	31.00	31.00	31.00	31.00	31.00	31.00
Fleet Management/Garage	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Total	198.00	193.50	192.50	192.50	192.50	193.50	192.00
Parks & Recreation							
	116.50	117.00	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:							
	479.00	472.50	469.50	469.50	469.50	468.50	467.00
Public Safety:							
Police	496.50	496.50	496.50	496.50	494.00	494.50	494.50
Records	-	-	27.00	27.00	27.00	27.00	28.00
Radio	-	-	8.00	8.00	9.00	9.00	9.00
Fire	386.00	385.00	385.00	385.00	385.00	385.00	385.00
Animal Control	36.00	36.00	36.00	36.00	36.00	35.00	35.00
Communications	95.00	95.00	60.00	-	-	-	-
Weights & Measures	3.00	3.00	3.00	3.00	3.00	2.00	2.00
SUB-TOTAL PUBLIC SAFETY:							
	1,016.50	1,015.50	1,015.50	955.50	954.00	952.50	953.50
TOTAL CIVIL CITY:							
	1,495.50	1,488.00	1,485.00	1,425.00	1,423.50	1,421.00	1,420.50