

SPECIAL ORDINANCE NO. S-_____

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 2015.**

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 2015 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/departments, 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.

1 A. That all Fire Command shall be eligible for any additional benefits afforded the
2 International Association of Fire Fighters. That all Fire Command shall receive the same percentage pay
3 increases as afforded the International Association of Fire Fighters.

4 B. That all Police Command shall be eligible for any additional benefits afforded
5 the Fraternal Order of Police. That all Police Command, Captains and above, shall receive the same
6 percentage pay increases as afforded the Fraternal Order of Police.

7 **SECTION 3.** The following is a true and complete listing of all members of the
8 Police and Fire Departments of the City of Fort Wayne non-bargaining unit positions by
9 division/department, job classification, and titles. It does not include those positions which are specified
10 as part of a bargaining unit having a written economic agreement with the City negotiated by the City
11 Attorney and approved by Common Council.

12 **DIVISION/DEPARTMENT**

13 **JOB CLASSIFICATION**

14 **TITLE**

15 Public Safety

16 EXE

17 DIRECTOR OF PUBLIC SAFETY

18 Fire Department

19 Fire Command

20 PAT

21 ASSISTANT CHIEF

22 EXE

23 DEPUTY CHIEF

24 EXE

25 FIRE CHIEF

26 Fire Civilians

27 COMOT

28 ADMINISTRATIVE ASSISTANT

29 COMOT

30 ADMINISTRATIVE ASSISTANT

31 LTC

32 BUILDING MAINTENANCE ASSISTANT

33 PAT

34 BUILDING MAINTENANCE MANAGER

35 LTC

36 BUILDING SYSTEMS MAINTENANCE

37 PAT

38 DIRECTOR OF FINANCE & FACILITIES

39 PAT

40 DIRECTOR OF PUBLIC INFORMATION

41 COMOT

42 INTERN/SEASONAL

43 PAT

44 EMS DIRECTOR

45 POLE

46 RECRUIT FIREFIGHTER

47 COMOT

48 SECRETARY VIII

49 LTC

50 SUPPLY OFFICER

51 COMOT

52 SURVIVE ALIVE TEACHING ASSISTANT

53 Weights and measures

54 LTC

55 DEPUTY INSPECTOR

56 POLE

57 WEIGHTS & MEASURES INSPECTOR

58 Police Department

59 Police Command

60 EXE

61 ASSISTANT CHIEF OF POLICE

62 POLE

63 CAPTAIN

64 EXE

65 CHIEF OF POLICE

66 POLE

67 DEPUTY CHIEF

68 Police Civilians

69 COMOT

70 ADMINISTRATIVE ASSISTANT

71 POLE

72 ADMINISTRATIVE VICTIM ADVOCATE

73 POLE

74 ADULT GUARD

75 POLE

76 CIVILIAN CRIME SCENE TECHNICIAN

77 COMOT

78 CIVILIAN PROPERTY MANAGER

79 COMOT

80 CIVILIAN QUARTERMASTER

81 COMOT

82 CONFIDENTIAL STENO TYPIST

83 POLE

84 COORDINATOR CRIME STOPPERS

85 POLE

86 CRIME ANALYST

87 PAT

88 CRIME LAB MANAGER

1		COMOT	DETECTIVE BUREAU DESK PERSON
2		PAT	DIRECTOR OF FINANCE & FACILITIES
3		POLE	DIRECTOR OF VICTIM ASSISTANCE
4		POLE	DRUG HOUSE ORDINANCE COORDINATOR
5		PAT	FORENSIC SCIENTIST
6		LTC	GENERAL CIVILIAN MAINTENANCE
7		COMOT	INTERN/SEASONAL
8		COMOT	INVESTIGATIVE DIVISION GENERAL ASSISTANT
9		POLE	PAL COORDINATOR
10		POLE	PROPERTY/EVIDENCE SPECIALIST
11		COMOT	RECEPTIONIST/SECRETARY
12		PAT	RESEARCH & GRANTS MANAGER
13		POLE	RECRUIT PATROL OFFICER
14		COMOT	SECRETARY VII
15		POLE	SENIOR CRIME ANALYST
16		POLE	SENIOR VICTIM ADVOCATE
17		POLE	SUPERVISOR PROPERTY ROOM
18		COMOT	TAXI CAB PERMIT COORDINATOR
19		POLE	VICTIM ADVOCATE
20		COMOT	VOLUNTEER COORDINATOR
21	<u>RADIO SHOP</u>		
22		COMOT	ADMINISTRATIVE ASSISTANT
23		COMOT	ELECTRONICS/RADIO INSTALLER
24		POLE	RADIO SHOP SUPERVISOR
25		PAT	TECHNICAL DIRECTOR
26		COMOT	TWO WAY RADIO/ELECTRONICS TECHNICIAN
27	<u>Police Records</u>		
28		COMOT	INFORMATION/COMPUTER INPUT TECH
29		COMOT	QUALITY ASSURANCE TECHNICIAN
30		POLE	RECORDS SUPERVISOR
31		COMOT	RECORDS TECHNICIAN
32	<u>Animal Care and Control</u>		
33		COMOT	ADOPTION ASSISTANT
34		PAT	ADOPTION SUPERVISOR
35		PAT	ANIMAL CARE & CONTROL SUPERVISOR
36		POLE	ANIMAL CARE SPECIALIST
37		POLE	ANIMAL CONTROL OFFICER
38		COMOT	CLERK/DISPATCHER
39		PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
40		POLE	DEPUTY DIRECTOR
41		POLE	DIRECTOR OF ANIMAL CARE & CONTROL
42		COMOT	ENFORCEMENT ASSISTANT
43		POLE	ENFORCEMENT DIVISION SUPERVISOR
44		LTC	GENERAL MAINTENANCE
45		COMOT	HUMANE EDUCATION ASSISTANT
46		LTC	KENNEL ATTENDANT
47		PAT	OFFICE SUPERVISOR
48		COMOT	RESCUE/TRANSFER COORDINATOR
49		COMOT	VOLUNTEER COORDINATOR
50	<u>Consolidated Communications Partnership</u>		
51		COMOT	ADMINISTRATIVE ASSISTANT
52		POLE	CORPORAL
53		POLE	DEPUTY DIRECTOR
54		POLE	DISPATCHER
55		POLE	ENTRY LEVEL DISPATCHER
56		EXE	EXECUTIVE DIRECTOR
57		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 2015. 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, 2015, 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 2014 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2015, 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

2015 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	\$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