

**AN ORDINANCE fixing the salaries of  
all members of the Division of Public Safety  
of the City of Fort Wayne, Indiana  
for the year 2016.**

**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 2016 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 all Fire Command shall be eligible for any additional benefits

afforded the International Association of Fire Fighters. That all Fire Command shall receive the same percentage pay increases as afforded the International Association of Fire Fighters.

B. 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>Public Safety</u>	EXE	DIRECTOR OF PUBLIC SAFETY
<u>Fire Department</u>		
<u>Fire Command</u>	PAT	ASSISTANT CHIEF FIRE
	EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
<u>Fire Civilians</u>	COMOT	ADMINISTRATIVE ASSISTANT
	LTC	BUILDING MAINTENANCE ASSISTANT
	PAT	BUILDING MAINTENANCE MANAGER
	LTC	BUILDING SYSTEMS MAINTENANCE
	PAT	DIRECTOR OF FINANCE & FACILITIES
	PAT	DIRECTOR OF PUBLIC INFORMATION
	PAT	INTERN
	PAT	EMS COORDINATOR
	POLE	RECRUIT FIREFIGHTER
	COMOT	SEASONAL/TEMPORARY
	LTC	SUPPLY OFFICER
	COMOT	SURVIVE ALIVE TEACHING ASSISTANT
<u>Weights and Measures</u>	LTC	DEPUTY INSPECTOR
	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
<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
	COMOT	CONFIDENTIAL STENO TYPIST
	POLE	COORDINATOR CRIME STOPPERS
	POLE	CRIME ANALYST
	PAT	CRIME LAB MANAGER
	COMOT	DETECTIVE BUREAU DESK PERSON
	PAT	DIRECTOR OF FINANCE & FACILITIES

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30

POLE	DIRECTOR OF VICTIM ASSISTANCE
PAT	FORENSIC SCIENTIST
LTC	GENERAL CIVILIAN MAINTENANCE
COMOT	INTERN
COMOT	INVESTIGATIVE DIVISION GENERAL ASSISTANT
POLE	PAL COORDINATOR
POLE	PROPERTY/EVIDENCE SPECIALIST
COMOT	RECEPTIONIST/SECRETARY
PAT	RESEARCH & GRANTS MANAGER
POLE	RECRUIT PATROL OFFICER
COMOT	SEASONAL/TEMPORARY
COMOT	SECRETARY VIII
POLE	SENIOR CRIME ANALYST
POLE	SENIOR VICTIM ADVOCATE
POLE	SUPERVISOR PROPERTY ROOM
COMOT	TAXI CAB PERMIT COORDINATOR
POLE	VICTIM ADVOCATE
COMOT	VOLUNTEER COORDINATOR
<u>Radio Shop</u>	
COMOT	ADMINISTRATIVE ASSISTANT
COMOT	ELECTRONICS/RADIO INSTALLER
POLE	RADIO SHOP SUPERVISOR
PAT	TECHNICAL DIRECTOR
COMOT	TWO WAY RADIO/ELECTRONICS TECHNICIAN
<u>Police Records</u>	
COMOT	INFORMATION/COMPUTER INPUT TECHNICIAN
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
POLE	ANIMAL CARE SPECIALIST
POLE	ANIMAL CONTROL OFFICER
COMOT	CLERK/DISPATCHER
PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
POLE	DEPUTY DIRECTOR
EXE	DIRECTOR OF ANIMAL CARE & CONTROL ENFORCEMENT ASSISTANT
COMOT	ENFORCEMENT DIVISION SUPERVISOR
POLE	GENERAL MAINTENANCE
LTC	HUMANE EDUCATION ASSISTANT
COMOT	KENNEL ATTENDANT
LTC	OFFICE SUPERVISOR
PAT	TRANSFER PROGRAM COORDINATOR
COMOT	VOLUNTEER COORDINATOR
COMOT	
<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.

1 These matters will be negotiated by and between the City and the appropriate bargaining  
2 unit for the year 2016. Upon conclusion of such negotiations, the appropriate Ordinances  
3 shall be submitted to the Common Council for approval.

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

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

11 **SECTION 6.** From and after the first day of January, 2016, all  
12 members of the Police and Fire Departments of the City of Fort Wayne will be paid  
13 according to this, the above and following provisions of this ordinance, subject to budgetary  
14 limitations, collective bargaining agreements, future changes or amendments enacted by  
15 Common Council.

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

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

25 **SECTION 9.** The Municipal Code of the City of Fort Wayne  
26 references, in codification form, salary ordinances previously adopted by the City Council for  
27 past years. Such salary ordinances have a duration of one year and thus, with the exception  
28 of the 2015 salary ordinance, have expired. However, to avoid confusion, it is hereby stated  
29 that commencing January 1, 2016, any conflict between the terms and conditions hereof and  
30 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.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30

\_\_\_\_\_  
Council Member

APPROVED AS TO FORM AND LEGALITY

\_\_\_\_\_  
Carol Helton, City Attorney

# 2016 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$7.25/hr	\$27.6721/hr
COMOT (Annually)	\$15,080.00	\$57,557.90
POLE (Hourly)	\$ 7.25/hr	\$44.8980/hr
POLE (Annually)	\$15,080.00	\$93,387.86
LTC (Hourly)	\$ 7.25/hr	\$31.3680/hr
LTC (Annually)	\$15,080.00	\$65,245.54
PAT (Hourly)	\$ 7.25/hr	\$41.0188/hr
PAT (Annually)	\$15,080.00	\$82,319.19
EXE	\$75,057.22	\$139,693.06
SO	\$63,470.90	\$108,934.08