

**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 2016**

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 2016 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/departement, job classification, and titles.

DIVISION/DEPARTMENT GRID CLASSIFICATION TITLE

City Clerk

COMOT	ADMINISTRATIVE ASSISTANT
PAT	ASSISTANT DEPUTY CLERK
LTC	ASSISTANT METER REPAIR PERSON
PAT	DEPUTY CLERK
LTC	METER REPAIR PERSON
LTC	PARKING CONTROL OFFICER
PAT	PARK ENFORCEMENT SUPERVISOR
COMOT	VIOLATIONS BUREAU SPECIALIST
PAT	VIOLATIONS BUREAU SUPERVISOR
COMOT	VIOLATIONS COURT ADMINISTRATOR

City Council

PAT	CITY COUNCIL ADMINISTRATOR
UC	CITY COUNCIL ATTORNEY

City Utilities

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	BUSINESS ANALYST
PAT	BUSINESS SERVICES COORDINATOR
PAT	CADD TECHNICIAN
COMOT	CASHIER
LTC	CHEMICAL UNLOADING OPERATOR
LTC	CHIEF ELECTRICIAN
LTC	CHIEF OPERATOR
LTC	CHIEF RELIEF OPERATOR
PAT	CMMS ADMINISTRATOR
LTC	COMBINATION REPAIR/TRUCK DRIVER
LTC	COMMUNICATIONS OPERATOR/WATCH PERSON
PAT	CONSTRUCTION CONTRACT MANAGER
LTC	CONSTRUCTION SUPERVISOR

	COMOT	CREDIT & COLLECTION SPECIALIST
	PAT	CUSTOMER RELATIONS MANAGER
1	COMOT	CUSTOMER RELATIONS REPRESENTATIVE
	COMOT	DATA ANALYST
2	COMOT	DATA MANAGEMENT CLERK
	SO	DEPUTY DIRECTOR
3	PAT	DESIGNER
	PAT	DIRECTOR OF FINANCE
4	EXE	DIRECTOR OF CITY UTILITIES
	COMOT	DISPATCHER
	LTC	ELECTRICIAN
5	LTC	ELECTRONIC TECHNICIAN
	SO	ENGINEER
6	PAT	ENGINEERING ASSOCIATE
	SO	ENGINEERING PROGRAM MANAGER
7	PAT	ENGINEERING REPRESENTATIVE
	LTC	EQUIPMENT OPERATOR
8	UC	EXECUTIVE DIRECTOR OF ALLEN COUNTY REGIONAL SEWER & WATER DISTRICT
	COMOT	FILE CLERK
9	PAT	GIS SPECIALIST/ANALYST
	PAT	HANSEN ADMINISTRATOR
10	LTC	HEAVY EQUIPMENT OPERATOR
	LTC	HURSHTOWN-CEDARVILLE OPERATOR
11	LTC	HYDRAULIC SEWER RODDER ASSISTANT
	LTC	HYDRAULIC SEWER RODDER OPERATOR
12	LTC	INDUSTRIAL ELECTRICAL TECHNICIAN
	LTC	INDUSTRIAL PRETREATMENT COORDINATOR
13	LTC	INDUSTRIAL PRETREATMENT INSPECTOR
	COMOT	INTERN
14	LTC	INTERN
	LTC	LABORER
15	LTC	MAINTENANCE CREW LEADER
	LTC	MAINTENANCE WORKING LEADER
16	PAT	MANAGER
	SO	MANAGER OF ENGINEERING
17	LTC	MANHOLE SEALING ASSTANT
	LTC	MANHOLE SEALING OPERATOR
18	LTC	MECHANIC
	LTC	MECHANIC INTERN
19	LTC	MECHANICAL TECHNICIAN
	LTC	METER READER
20	LTC	METER READER/TRUCK
	LTC	NIGHT INVESTIGATOR
21	LTC	NPDES INSPECTION ASSISTANT
	LTC	NPDES INSPECTION OPERATOR
22	COMOT	PERMIT SPECIALIST
	COMOT	PLANT CLERK
23	LTC	PLANT OPERATOR
	LTC	PLUMBER CREW LEADER
24	PAT	PRIMARY CUSTOMER ACCOUNT ADMINISTRATOR
	PAT	PROCESS CONTROL TECHNICIAN
25	PAT	PROGRAM MANAGER
	COMOT	PUBLIC INFORMATION OFFICER
26	LTC	RECEPTIONIST
	COMOT	RELIEF OPERATOR
27	LTC	SEASONAL/TEMPORARY
	COMOT	SEASONAL/TEMPORARY
28	LTC	SENIOR CLERK
	PAT	SENIOR ELECTRICAL TECHNICIAN
29	LTC	SENIOR GIS SPECIALIST/ANALYST
	LTC	SERVICE TECHNICIAN
30	LTC	SEWER JET FLUSHER ASSISTANT

	LTC	SEWER JET FLUSHER OPERATOR
	LTC	SEWER SYSTEM INSPECTOR
	LTC	SPECIAL INVESTIGATOR
1	LTC	STOREKEEPER
	EXE	SUPERINTENDANT
2	PAT	SUPERVISOR
	LTC	SUPERVISOR
3	COMOT	SYSTEMS PROCESS SPECIALIST
	LTC	TANDEM DRIVER
4	PAT	TEAM LEADER
	LTC	TV TRUCK ASSISTANT
	LTC	TV TRUCK TECHNICIAN
5	COMOT	UTILITY CLERK
	PAT	UTILITY ENGINEERING TECHNICIAN
6	LTC	UTILITY PERSON
	PAT	UTILITY SERVICES MANAGER
7	LTC	VACUUM ASSISTANT
	LTC	VACUUM OPERATOR
8	LTC	WATER OPERATOR
	PAT	WEEKEND ANALYTICAL CHEMIST
	LTC	WORKING FOREMAN
9	<u>Community Development</u>	
	COMOT	ABANDONED VEHICLE SPECIALIST
10	COMOT	ABANDONED VEHICLE SPECIALIST/ TRAINING
	PAT	ACCOUNTANT
11	COMOT	ADMINISTRATIVE ASSISTANT
	COMOT	BOOKKEEPER/COLLECTION SPECIALIST
12	COMOT	CASE SYSTEM HEARING SPECIALIST
	PAT	CD ADMINISTRATOR
13	PAT	CD MANAGER
	PAT	CD SPECIALIST
14	PAT	CD SPECIALIST - OHNS GRANT SPECIALIST
	PAT	CODE ENFORCEMENT OFFICER
15	PAT	CONSTRUCTION SPECIALIST
	EXE	DEPUTY DIRECTOR
16	PAT	DIRECTOR
	EXE	DIRECTOR OF COMMUNITY DEVELOPMENT
17	PAT	DIRECTOR OF FINANCE
	PAT	DIRECTOR OF REDEVELOPMENT
18	COMOT	ENFORCEMENT RECORDS SPECIALIST
	COMOT	ENFORCEMENT RECORDS SPECIALIST /DISPATCH
19	POLE	FIELD SUPERVISOR
20	COMOT	INTERN
	PAT	OFFICE SUPERVISOR
21	PAT	REAL ESTATE/RESIDENTIAL CONSTRUCTION SPECIALIST
	COMOT	SEASONAL/TEMPORARY
22	PAT	SENIOR LOAN PROCESSING SPECIALIST /RENTAL REHABILITATION SPECIALIST
23	COMOT	WEED PROGRAM INSPECTOR
	<u>Finance and Administration</u>	
24	PAT	ACCOUNTANT
	COMOT	ADMINISTRATIVE ASSISTANT
25	PAT	ASSISTANT PROPERTY MANAGER
	EXE	CHIEF INFORMATION OFFICER
26	EXE	CITY CONTROLLER
	PAT	COMPLIANCE OFFICER
27	EXE	DEPUTY CONTROLLER
	PAT	DEPUTY DIRECTOR
28	PAT	DIRECTOR OF PURCHASING
	COMOT	INTERN
29	LTC	MAINTENANCE TECHNICIAN
	PAT	PAYROLL COORDINATOR
30	PAT	PAYROLL MANAGER

1		PAT	PROPERTY MANAGER
2		COMOT	SEASONAL/TEMPORARY
3		PAT	SENIOR ACCOUNTANT/ANALYST
4		COMOT	SENIOR BUYER
5		PAT	SENIOR PAYROLL COORDINATOR
6		PAT	SUPERVISOR
7	<u>Benefits</u>		
8		PAT	HR & BENEFITS MANAGER
9		PAT	BENEFITS & WELLNESS COORDINATOR
10		COMOT	INTERN
11		COMOT	SEASONAL/TEMPORARY
12	<u>Risk Management</u>		
13		PAT	DIRECTOR OF RISK MANAGEMENT
14		PAT	RISK MANAGEMENT SPECIALIST
15		PAT	SAFETY CLAIMS/INVESTIGATOR
16		PAT	SAFETY CLAIMS/INVESTIGATOR
17		PAT	SUPERVISOR
18	<u>Mayor's Office</u>		
19		COMOT	ADMINISTRATIVE ASSISTANT
20		PAT	ASSISTANT TO THE COMMUNITY LIAISON
21		PAT	CITIZEN SERVICES SPECIALIST
22		PAT	CITIZEN SERVICES SUPERVISOR
23		PAT	COMMUNITY LIAISON
24		EXE	DEPUTY MAYOR
25		PAT	DIRECTOR OF CITIZEN SERVICES
26		EXE	DIRECTOR OF HUMAN RESOURCES
27		EXE	DIRECTOR OF INTERGOVERNMENTAL AFFAIRS
28		PAT	DIRECTOR OF PUBLIC INFORMATION
29		COMOT	EXECUTIVE ASSISTANT
30		PAT	HR COORDINATOR
31		PAT	HR GENERALIST
32		COMOT	HR SPECIALIST
33		COMOT	INTERN
34		PAT	LEGISLATIVE & BUSINESS LIAISON
35		PAT	MANAGER
36		PAT	PUBLIC INFORMATION OFFICER
37		COMOT	SEASONAL/TEMPORARY
38		PAT	SENIOR HR COORDINATOR
39	<u>Law Department</u>		
40		COMOT	ADMINISTRATIVE ASSISTANT
41		EXE	ASSOCIATE CITY ATTORNEY
42		EXE	CITY ATTORNEY
43		PAT	LABOR AND EMPLOYEE RELATIONS
44			MANAGER
45	<u>Internal Audit</u>		
46		EXE	DIRECTOR OF INTERNAL AUDIT
47		PAT	STAFF AUDITOR
48	<u>Metro Human Relation Commission</u>		
49		COMOT	ADMINISTRATIVE ASSISTANT
50		EXE	EXECUTIVE DIRECTOR
51		COMOT	INTERN
52		COMOT	INVESTIGATOR
53		PAT	LEAD INVESTIGATOR
54		COMOT	SEASONAL/TEMPORARY
55		PAT	STAFF COUNSEL
56	<u>Parks and Recreation</u>		
57		COMOT	ADMINISTRATIVE ASSISTANT
58		LTC	ASSISTANT GOLF SUPERINTENDENT
59		COMOT	ASSISTANT SUPERVISOR
60		PAT	ASSISTANT SUPERVISOR
61		COMOT	COURIER/STOREROOM HELPER
62		EXE	DEPUTY DIRECTOR
63		EXE	DIRECTOR OF PARKS

1	LTC	FLEET MECHANIC
2	LTC	GARDEN HELPER
3	LTC	GARDENER
4	UC	GOLF COURSE PRO/MANAGER
5	PAT	GOLF GREEN SUPERINTENDENT
6	LTC	GREENHOUSE GARDNER
7	LTC	GREENHOUSE HELPER
8	LTC	GROUNDS EQUIPMENT OPERATOR
9	LTC	GROUNDS MAINTENANCE A
10	LTC	HEAVY EQUIPMENT OPERATOR
11	LTC	HIGH RANGER OPERATOR
12	PAT	LANDSCAPE ARCHITECT
13	LTC	LANDSCAPE GARDENER
14	LTC	MAINTENANCE TECHNICIAN
15	COMOT	MAINTRAC COORDINATOR
16	PAT	MANAGER
17	PAT	OUTDOOR RECREATION COORDINATOR
18	LTC	PARK PERSON C
19	PAT	PROGRAM FACILITY COORDINATOR
20	PAT	PROJECT MANAGEMENT TECHNICIAN
21	LTC	PUBLIC INFORMATION OFFICER
22	LTC	RELIEF PERSON
23	LTC	SMALL MOTOR MECHANIC
24	LTC	STOREKEEPER
25	PAT	SUPERINTENDENT
26	PAT	SUPERVISOR
27	LTC	SUPERVISOR
28	LTC	WORKING LEADER
29	COMOT	AQUATIC CENTER MANAGER
30	COMOT	AQUATIC SUPERVISOR
	COMOT	ASSISTANT GOLF PRO MANAGER
	COMOT	BASKETBALL PROGRAM COORDINATOR
	COMOT	BASKETBALL SITE SUPERVISOR
	COMOT	BASKETBALL STAFF
	PAT	CAMP ASSISTANT SUPERVISOR
	LTC	CAMP COUNSELORS
	PAT	CAMP SUPERVISOR
	COMOT	CLERICAL
	LTC	GOLF ASSISTANT GREEN
		SUPERINTENDENT
	COMOT	GOLF CASHIER/STARTER
	LTC	GOLF COURSE MAINTENANCE
	COMOT	HURSHTOWN ATTENDANT
	COMOT	HURSHTOWN SUPERVISOR
	COMOT	INTERN
	LTC	LIFEGUARD
	COMOT	LIFETIME SPORTS ACADEMY
		COORDINATOR
	LTC	LINDENWOOD STAFF
	LTC	MAINTENANCE - UTILITY SECURITY
		PERSON
	LTC	MAINTENANCE-SEASONAL
	LTC	NATURALIST
	COMOT	PLAYGROUND LEADER
	COMOT	PLAYGROUND STAFF
	PAT	PLAYGROUND SUPERVISOR
	COMOT	POOL STAFF (NON-CERTIFIED)
	COMOT	POOL-HEAD LIFEGUARD
	COMOT	PRESCHOOL/YOUTH SPORT
		COORDINATOR
	COMOT	PRESCHOOL/YOUTH STAFF
	COMOT	PROJECT MANAGEMENT TECHNICIAN
	COMOT	RECREATION CENTER LEADER
	COMOT	RECREATION LEADER
	COMOT	RECREATION SITE SUPERVISOR
	COMOT	RECREATION SPECIALIST
	LTC	SALOMON FARM OPERATIONS

		COMOT	SUPERVISOR
		COMOT	SEASONAL/TEMPORARY
1		LTC	SPECIAL EVENTS COORDINATOR
		LTC	TENNIS INSTRUCTOR
2		PAT	TENNIS PROGRAM COORDINATOR
		LTC	THEATRE MANAGER
3		LTC	THEATRE ASSISTANT MANAGER
		LTC	THEATRE ATTENDANT
		LTC	THEATRE TECHNICIAN
4		COMOT	WEEKEND/EVENING RECEPTIONIST/ HOST(ESS)
	<u>Public Works</u>		
5		PAT	ACCOUNTANT
		COMOT	ADMINISTRATIVE AIDE
6		COMOT	ADMINISTRATIVE ASSISTANT
		PAT	BOARD OF PUBLIC WORKS MANAGER
7		COMOT	CLERK TO BOARD
		COMOT	COST ACCOUNTANT
8		EXE	DIRECTOR OF PUBLIC WORKS
		PAT	DIRECTOR OF TRANSPORTATION
9		PAT	ADMINISTRATION AND SUPPORT
		PAT	ENFORCE OFFICER/INSPECTOR
10		PAT	FINANCE MANAGER
		PAT	FLOOD CONTROL MANAGER
11		PAT	FLOOD MAINTENANCE MANAGER
		COMOT	GREENWAYS MANAGER
12		LTC	INTERN
		PAT	INTERN
13		PAT	INSPECTOR TECHNICIAN
		LTC	LAND ACQUISITION AGENT
14		LTC	LIGHTING DIVISION SEASONAL
		LTC	LIGHTING FOREMAN
15		LTC	MAINTENANCE
		PAT	MAINTENANCE SUPERVISOR
16		LTC	MANAGER
		COMOT	MANAGER
17		COMOT	PERMIT ASSISTANT
		PAT	PERMIT COORDINATOR
18		COMOT	PUBLIC OUTREACH COORDINATOR
		PAT	PUBLIC WORKS MANAGER
19		PAT	PROGRAM MANAGER
		LTC	RIGHT OF WAY MANAGER
20		COMOT	ROUTE DRIVER
		LTC	SEASONAL/TEMPORARY
21		COMOT	SEASONAL/TEMPORARY
		PAT	SECRETARY VII
22		LTC	SENIOR LAND ACQUISITION AGENT
	<u>Fleet Management</u>		SUPERVISOR
23		COMOT	ADMINISTRATIVE ASSISTANT
		PAT	DIRECTOR OF FLEET MANAGEMENT
24		PAT	FLEET SYSTEM ANALYST
	<u>Street Department</u>		
25		COMOT	ADMINISTRATIVE ASSISTANT
		LTC	ASPHALT PLANT OPERATOR
26		LTC	ASSISTANT STREET COMMISSIONER
		LTC	BUILDING SERVICE PERSON
27		COMOT	COMMUNICATIONS OPERATOR
		LTC	CULVERT & DRAINAGE REPAIRER
28		LTC	GENERAL FOREMAN
		LTC	LABORER
29		LTC	LABORER A
		LTC	LEAF PICK-UP LABORER
30		LTC	OPERATOR A
		LTC	OPERATOR B
		COMOT	PAYROLL CLERK/TYPIST
		EXE	STREET COMMISSIONER

	LTC	SWEeper OPERATOR
	LTC	TRUCK DRIVER
	LTC	UTILITY MAINTENANCE PERSON
1	<u>Street Project Management: Transportation Engineering</u>	
	SO	ASSISTANT CITY ENGINEER
2	SO	CITY ENGINEER
	PAT	DESIGN COORDINATOR
3	LTC	ENGINEERING TECH
	PAT	MANAGER
4	PAT	PROJECT COORDINATOR
	LTC	PROJECT COORDINATOR
	PAT	PROJECT MANAGER
5	PAT	SUPERVISOR
	COMOT	SURVEY TECH
6	COMOT	WORKING LEADER
	<u>Traffic Engineering</u>	
7	COMOT	ADMINISTRATIVE ASSISTANT
	SO	ASSISTANT TRAFFIC ENGINEER
8	COMOT	CLERICAL
	COMOT	DATA PROCESSING TECHNICIAN
9	PAT	DEPUTY DIRECTOR OF TRAFFIC
		OPERATIONS
10	PAT	DIRECTOR TRAFFIC OPERATIONS
	LTC	INTERN
	LTC	MATERIALS CONTROL/OFFICE
11		COORDINATOR
	LTC	OPERATOR/REPAIR PERSON
12	PAT	PROGRAM MANAGER
	LTC	SIGN FABRICATOR
13	LTC	SIGN & MARKING FOREMAN
	LTC	SIGN & MARKING SPECIALIST/
		ELECTRICAL TECHNICIAN
14	LTC	SEASONAL/TEMPORARY
	LTC	SIGN & MARKING SUPERVISOR
15	LTC	SIGN DIVISION HELPER
	LTC	SIGNAL DIVISION HELPER
16	LTC	SIGNAL FOREMAN
	COMOT	TECHNICIAN
17	SO	TRAFFIC ENGINEER
	LTC	TRAFFIC OPERATIONS ELECTRICIAN
18	LTC	TRAFFIC OPERATIONS SUPERVISOR

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, 2016 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 2015 salary ordinances, have expired. Commencing January 1, 2016, 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

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