

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 2017.**

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 2017 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 the 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, and approved clothing allowance, as outlined in the City's approved work rules.

**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 to 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
	EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
<u>Fire Civilians</u>	COMOT	ADMINISTRATIVE ASSISTANT
	LTC	BUILDING MAINTENANCE ASSISTANT
	PAT	BUILDING MAINTENANCE MANAGER
	LTC	BUILDING SYSTEMS MANAGER
	PAT	DIRECTOR OF FINANCE
	PAT	DIRECTOR OF PUBLIC INFORMATION
	PAT	INTERN
	PAT	EMS COORDINATOR
	EXE	DIRECTOR OF EMS OPERATIONS
	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>	
1	COMOT	ADMINISTRATIVE ASSISTANT
2	POLE	ADMINISTRATIVE VICTIM ADVOCATE
3	POLE	ADULT GUARD
4	COMOT	CIVILIAN PROPERTY MANAGER
5	COMOT	CONFIDENTIAL STENO TYPIST
6	POLE	COORDINATOR OF CRIME STOPPERS
7	POLE	CRIME ANALYST
8	PAT	CRIME LAB MANAGER
9	COMOT	DETECTIVE BUREAU DESK PERSON
10	PAT	DIRECTOR OF FINANCE & FACILITIES
11	POLE	DIRECTOR OF VICTIM ASSISTANCE
12	POLE	FIREARMS EVIDENCE TECHNICIAN
13	PAT	FORENSIC SCIENTIST
14	COMOT	INTERN
15	COMOT	INVESTIGATIVE DIVISION GENERAL ASSISTANT
16	POLE	PAL COORDINATOR
17	POLE	PROPERTY/EVIDENCE SPECIALIST
18	PAT	RESEARCH & GRANTS MANAGER
19	POLE	RECRUIT PATROL OFFICER
20	COMOT	SEASONAL/TEMPORARY
21	COMOT	SECRETARY VIII
22	POLE	SENIOR CRIME ANALYST
23	POLE	SENIOR VICTIM ADVOCATE
24	POLE	SUPERVISOR PROPERTY ROOM
25	COMOT	TAXI CAB PERMIT COORDINATOR
26	POLE	VICTIM ADVOCATE
27	COMOT	VOLUNTEER COORDINATOR
	<u>Radio Shop</u>	
28	COMOT	ADMINISTRATIVE ASSISTANT
29	COMOT	ELECTRONICS/RADIO INSTALLER
30	POLE	RADIO SHOP SUPERVISOR
31	PAT	TECHNICAL DIRECTOR
32	COMOT	TWO WAY RADIO/ELECTRONICS TECHNICIAN
	<u>Police Records</u>	
33	COMOT	INFORMATION/COMPUTER INPUT TECHNICIAN
34	COMOT	QUALITY ASSURANCE TECHNICIAN
35	POLE	RECORDS SUPERVISOR
36	COMOT	RECORDS TECHNICIAN
	<u>Animal Care and Control</u>	
37	COMOT	ADOPTION ASSISTANT
38	PAT	ADOPTION SUPERVISOR
39	PAT	ANIMAL DIVISION SUPERVISOR
40	POLE	ANIMAL CARE SPECIALIST
41	POLE	ANIMAL CONTROL OFFICER
42	LTC	BUILDING MAINTENANCE
43	PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
44	POLE	DEPUTY DIRECTOR
45	EXE	DIRECTOR OF ANIMAL CARE & CONTROL
46	COMOT	DISPATCHER
47	COMOT	ENFORCEMENT ASSISTANT
48	POLE	ENFORCEMENT SUPERVISOR
49	COMOT	HUMANE EDUCATION ASSISTANT
50	LTC	KENNEL ATTENDANT
51	PAT	OFFICE SUPERVISOR

PAT	SUPERVISOR
COMOT	TRANSFER PROGRAM COORDINATOR
COMOT	VOLUNTEER COORDINATOR
<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. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 2017. 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, 2017, 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 and collective bargaining agreements.

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, part, or provisions of this ordinance shall 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 2016 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2017, 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

2017 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$7.25/hr	\$28.4192/hr
COMOT (Annually)	\$15,080.00	\$59,111.95
POLE (Hourly)	\$ 7.25/hr	\$46.2000/hr
POLE (Annually)	\$15,080.00	\$96,096.10
LTC (Hourly)	\$ 7.25/hr	\$32.1745/hr
LTC (Annually)	\$15,080.00	\$66,922.98
PAT (Hourly)	\$ 7.25/hr	\$42.0020/hr
PAT (Annually)	\$15,080.00	\$87,364.19
EXE	\$77,609.16	\$144,442.62
SO	\$63,470.90	\$108,934.08