

AN ORDINANCE AMENDING ORDINANCE 36.17 OF THE FORT WAYNE, INDIANA CODE OF ORDINANCES IN ORDER TO IMPROVE THE PERSONNEL POLICIES RELATED TO PUBLIC SAFETY.

WHEREAS, Fort Wayne, Indiana Ordinance § 36.17(A) reads:

“§ 36.17 EMPLOYEE CLASSIFICATION; SALARY SCALE.

(A) *Classification.*

(1) All employees of the civil city and city utilities shall be classified by division/department job classification and titles.

(2) All members of the Police and Fire Departments of the city, 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.”

WHEREAS, Fort Wayne, Indiana Ordinance 36.17(H)(1) reads:

“(H) *Police and Fire employees.*

(1) *Grid of Salaries.*

(a) The Grid of Salaries set forth in division (B)(4) above, 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.

(b) The Grid as reflected in division (B)(4) 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.

(c) All Fire Command shall be eligible for any additional benefits afforded the International Association of Fire Fighters. All Fire Command shall receive the same percentage pay increases as afforded the International Association of Fire Fighters.

(d) All Police Command shall be eligible for any additional benefits afforded the Fraternal Order of Police. All Police Command, Captains and above, shall receive the same percentage pay increases as afforded the Fraternal Order of Police.”

WHEREAS, personnel that are not part of the collective bargaining units are currently receiving benefits of and detriments derived from collective bargaining,

WHEREAS, eliminating the coupling of the command staff from the collectively bargained contracts will allow greater budget flexibility to the City of Fort Wayne.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA, AS FOLLOWS:

SECTION 1. That Fort Wayne, Indiana Ordinance § 36.17(H)(1) is amended to delete the following:

“(c) All Fire Command shall be eligible for any additional benefits afforded the International Association of Fire Fighters. All Fire Command shall receive the same percentage pay increases as afforded the International Association of Fire Fighters.

(d) All Police Command shall be eligible for any additional benefits afforded the Fraternal Order of Police. All Police Command, Captains and above, shall receive the same percentage pay increases as afforded the Fraternal Order of Police.”

SECTION 2. That all other provisions of § 36.17 shall remain in full force and effect.

SECTION 3. That the City is directed to take all action necessary and proper for the implementation of this Ordinance.

SECTION 4. That this Ordinance shall be in full force and effect from and after its passage and any and all necessary approval by the Mayor.

COMMON COUNCIL OF THE CITY OF
FORT WAYNE, INDIANA

Jason Arp, Common Council Member

APPROVED AS TO FORM AND LEGALITY

Joseph G. Bonahoom, City Council Attorney