

**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
of Fort Wayne, Indiana for the year 2018**

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 from the 2018 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 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 previously accrued vacation payoff, sick time, FLSA earned compensatory time, approved car allowance, or approved productivity bonus, as outlined in the City's approved work rules.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN IT'S 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/department, job classification, and titles.

DIVISION/DEPARTMENT	GRID CLASSIFICATION	TITLE
<u>City Clerk</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ASSISTANT DEPUTY CLERK
	LTC	ASSISTANT METER REPAIR PERSON
	PAT	DEPUTY CLERK
	LTC	METER REPAIR PERSON
	LTC	PARKING CONTROL OFFICER
	COMOT	VIOLATIONS BUREAU SPECIALIST
	COMOT	VIOLATIONS COURT ADMINISTRATOR
<u>City Council</u>		
	PAT	CITY COUNCIL ADMINISTRATOR
	US	CITY COUNCIL ATTORNEY
<u>City Utilities</u>		
	PAT	ACCOUNTANT
	COMOT	ACCOUNTING CLERK
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ANALYTICAL CHEMIST
	PAT	ASSISTANT MANAGER
	COMOT	ASSISTANT MANAGER
	PAT	ASSISTANT PROGRAM MANAGER
	LTC	ASSISTANT STOREKEEPER
	PAT	ASSISTANT SUPERINTENDENT
	COMOT	AUDIT ERROR SPECIALIST
	LTC	BACKHOE OPERATOR
	PAT	BUSINESS ANALYST
	PAT	BUSINESS SERVICES COORDINATOR
	COMOT	CASHIER
	LTC	CHIEF ELECTRICIAN
	LTC	CHIEF OPERATOR
	LTC	CHIEF RELIEF OPERATOR
	PAT	CMMS ADMINISTRATOR
	COMOT	CMMS INTERN
	LTC	COMBINATION REPAIRER/TRUCK DRIVER
	LTC	COMMUNICATIONS OPERATOR/WATCH

		PERSON
	PAT	CONSTRUCTION CONTRACT MANAGER
	LTC	CONSTRUCTION SUPERVISOR
1	COMOT	CREDIT & COLLECTION SPECIALIST
	PAT	CUSTOMER RELATIONS MANAGER
2	COMOT	CUSTOMER RELATIONS REPRESENTATIVE
	COMOT	DATA ANALYST
3	COMOT	DATA MANAGEMENT CLERK
	SO	DEPUTY DIRECTOR
4	PAT	DESIGNER
	PAT	DIRECTOR OF FINANCE
5	EXE	DIRECTOR OF CITY UTILITIES
	COMOT	DISPATCHER
6	LTC	ELECTRICIAN
	LTC	ELECTRONICS TECHNICIAN
7	SO	ENGINEER
	PAT	ENGINEERING ASSOCIATE
8	SO	ENGINEERING PROGRAM MANAGER
	PAT	ENGINEERING REPRESENTATIVE
9	LTC	EQUIPMENT OPERATOR
10	UC	EXECUTIVE DIRECTOR OF ALLEN COUNTY REGIONAL SEWER & WATER DISTRICT
	COMOT	FILE CLERK
11	PAT	GIS SPECIALIST/ANALYST
	PAT	HANSEN ADMINISTRATOR
12	LTC	HEAVY EQUIPMENT OPERATOR
	LTC	HURSTOWN OPERATOR
13	LTC	HYDRAULIC SEWER RODDER ASSISTANT
	LTC	HYDRAULIC SEWER RODDER OPERATOR
14	LTC	INS/GIS TECH
15	PAT	INDUSTRIAL ELECTRICAL TECHNICIAN
	LTC	INDUSTRIAL PRETREATMENT COORDINATOR
16	LTC	INDUSTRIAL PRETREATMENT INSPECTOR
	LTC	INDUSTRIAL PRETREATMENT INSPECTOR
17	COMOT	INTERN
18	LTC	INTERN
	PAT	KEY ACCOUNT ADMINISTRATOR
19	PAT	LABORATORY TECHNICIAN
	LTC	LABORER
20	UC	LABORER - ALLEN COUNT REGIONAL SEWER & WATER DISTRICT
	LTC	MAINTENANCE CREW LEADER
21	LTC	MAINTENANCE WORKING LEADER
	PAT	MANAGER
22	UC	MANAGER - ALLEN COUNTY REGIONAL SEWER & WATER DISTRICT
	PAT	MANAGER OF ENGINEERING
23	SO	MANAGER OF ENGINEERING
	LTC	MANHOLE SEALING ASSISTANT
24	LTC	MANHOLE SEALING OPERATOR
	LTC	MASTER TECHNICIAN
25	LTC	MECHANIC
	LTC	MECHANIC INTERN
26	LTC	MECHANICAL TECHNICIAN
	LTC	METER READER
27	LTC	METER READER/TRUCK
	LTC	NIGHT INVESTIGATOR
28	LTC	NPDES INSPECTION ASSISTANT
	LTC	NPDES INSPECTION OPERATOR
29	LTC	
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	UC	OFFICE ADMINISTRATOR
	COMOT	PERMIT SPECIALIST
1	COMOT	PLANT CLERK
	LTC	PLANT OPERATOR
2	LTC	PLUMBER CREW LEADER
	PAT	PRIMARY CUSTOMER ACCOUNT ADMINISTRATOR
3	PAT	PROCESS CONTROL TECHNICIAN
	PAT	PROGRAM MANAGER
4	PAT	PUBLIC INFORMATION OFFICER
	COMOT	RECEPTIONIST
5	LTC	RELIEF OPERATOR
	COMOT	SEASONAL/TEMPORARY
6	LTC	SEASONAL/TEMPORARY
	COMOT	SENIOR CLERK
7	LTC	SENIOR ELECTRICAL TECHNICIAN
	PAT	SENIOR GIS SPECIALIST/ANALYST
8	LTC	SENIOR MAINTENANCE TECHNICIAN
	LTC	SENIOR OPERATOR
9	LTC	SERVICE TECHNICIAN
	LTC	SEWER JET FLUSHER ASSISTANT
10	LTC	SEWER JET FLUSHER OPERATOR
	LTC	SEWER SYSTEM INSPECTOR
11	LTC	SPECIAL INVESTIGATOR
	LTC	STOREKEEPER
12	EXE	SUPERINTENDANT
	PAT	SUPERVISOR
	LTC	SUPERVISOR
13	COMOT	SYSTEM PROCESS SPECIALIST
	LTC	TANDEM DRIVER
14	PAT	TEAM LEADER
	LTC	TV TRUCK ASSISTANT
15	LTC	TV TRUCK TECHNICIAN
	COMOT	UTILITY CLERK
16	PAT	UTILITY ENGINEERING ASSOCIATE TECHNICIAN
	PAT	UTILITY ENGINEERING TECHNICIAN
17	LTC	UTILITY PERSON
18	PAT	UTILITY SERVICES MANAGER
	LTC	VACUUM ASSISTANT
19	LTC	VACUUM OPERATOR
	LTC	WATER OPERATOR
20	PAT	WEEKEND ANALYTICAL CHEMIST
	LTC	WORKING FOREMAN
21	LTC	WORKING LEADER
	<u>Community Development</u>	
22	COMOT	ABANDONED VEHICLE SPECIALIST
	COMOT	ABANDONED VEHICLE SPECIALIST/ TRAINING
23	PAT	ACCOUNTANT
	COMOT	ADMINISTRATIVE ASSISTANT
24	PAT	ASSISTANT TO COMMUNITY LIASION
	COMOT	CASE SYSTEM HEARING SPECIALIST
25	PAT	CD ADMINISTRATOR
	PAT	CD MANAGER
26	PAT	CD SPECIALIST
	PAT	COMMUNITY LIAISON
27	PAT	CODE COMPLIANCE OFFICER
	PAT	CONSTRUCTION SPECIALIST
28	EXE	DEPUTY DIRECTOR
	PAT	DIRECTOR
29	EXE	DIRECTOR OF COMMUNITY

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Finance and Administration

Mayor's Office

PAT	DEVELOPMENT
COMOT	DIRECTOR OF FINANCE
COMOT	COMPLIANCE RECORDS SPECIALIST
	COMPLIANCE SERVICE SPECIALIST/
	DISPATCH
POLE	FIELD SUPERVISOR
COMOT	INTERN
PAT	OFFICE SUPERVISOR
COMOT	SEASONAL/TEMPORARY
PAT	SENIOR LOAN SPECIALIST
COMOT	WEED PRGRAM INSPECTOR
PAT	ACCOUNTANT
COMOT	ADMINISTRATIVE ASSISTANT
PAT	ASSISTANT PROPERTY MANAGER
PAT	BENEFITS & WELLNESS COORDINATOR
COMOT	BUYER
EXE	CHIEF INFORMATION OFFICER
EXE	CITY CONTROLLER
PAT	COMPLIANCE OFFICER
EXE	DEPUTY CONTROLLER
PAT	DEPUTY DIRECTOR
PAT	DIRECTOR OF PURCHASING SERVICES
PAT	HR & BENEFITS MANAGER
COMOT	INTERN
LTC	MAINTENANCE TECHNICIAN
PAT	PAYROLL COORDINATOR
PAT	PAYROLL MANAGER
PAT	PROPERTY MANAGER
PAT	PURCHASING SUPERVISOR
COMOT	RECORDS MANAGEMENT ASSISTANT
COMOT	SEASONAL/TEMPORARY
PAT	SENIOR ACCOUNTANT/ANALYST
COMOT	SENIOR BUYER
PAT	SR PAYROLL COORDINATOR
PAT	SUPERVISOR
PAT	SYSTEMS DIRECTOR
COMOT	ADMINISTRATIVE ASSISTANT
PAT	CITIZEN SERVICES MANAGER
PAT	CITIZEN SERVICES SPECIALIST
PAT	CITIZEN SERVICES SUPERVISOR
EXE	DEPUTY MAYOR
PAT	DIRECTOR OF CITIZEN SERVICES
EXE	DIRECTOR OF HUMAN RESOURCES
EXE	DIRECTOR OF INTERGOVERNMENTAL
	AFFAIRS
PAT	DIRECTOR OF PUBLIC INFORMATION
PAT	DIRECTOR OF RISK MANAGEMENT
COMOT	EXECUTIVE ASSISTANT
PAT	HR COORDINATOR
PAT	HR GENERALIST
COMOT	HR SPECIALIST
COMOT	INTERN
PAT	LEGISLATIVE & BUISNESS LIAISON
PAT	MANAGER
PAT	PUBLIC INFORMATION OFFICER
PAT	RISK MANAGEMENT SPECIALIST
PAT	SAFETY CLAIMS/INVESTIGATOR
PAT	SAFETY CLAIMS/INVESTIGATOR
	SUPERVISOR
COMOT	SEASONAL/TEMPORARY

	<u>Law Department</u>	PAT	SENIOR HR COORDINATOR
1		COMOT	ADMINISTRATIVE ASSISTANT
		EXE	ASSOCIATE CITY ATTORNEY
2		EXE	CITY ATTORNEY
		PAT	LABOR & EMPLOYEE RELATIONS MANAGER
3	<u>Internal Audit</u>		
		EXE	DIRECTOR OF INTERNAL AUDIT
4		PAT	INTERNAL AUDITOR
	<u>Metro Human Relation Commission</u>		
5		COMOT	ADMINISTRATIVE ASSISTANT
		EXE	EXECUTIVE DIRECTOR
6		COMOT	INVESTIGATOR
		COMOT	SEASONAL/TEMPORARY
7	<u>Parks and Recreation</u>	PAT	STAFF COUNSEL
		COMOT	ADMINISTRATIVE ASSISTANT
8		LTC	ASSISTANT GOLF SUPERINTENDENT
		COMOT	ASSISTANT SUPERVISOR
9		PAT	ASSISTANT SUPERVISOR
		COMOT	CLERICAL
10		COMOT	COURIER/STOREROOM HELPER
		EXE	DEPUTY DIRECTOR
11		EXE	DIRECTOR OF PARKS
		LTC	FLEET MECHANIC
12		LTC	GARDEN HELPER
		LTC	GARDENER
13		UC	GOLF COURSE PRO/MANAGER
		PAT	GOLF GREEN SUPERINTENDENT
14		LTC	GREENHOUSE GARDNER
		LTC	GREENHOUSE HELPER
15		LTC	GROUPS EQUIPMENT OPERATOR
		LTC	GROUPS MAINTENANCE A
16		LTC	HEAVY EQUIPMENT OPERATOR
		LTC	HIGH RANGER OPERATOR
17		PAT	LANDSCAPE ARCHITECT
		LTC	LANDSCAPE GARDENER
18		LTC	MAINTENANCE TECHNICIAN
		COMOT	MAINTRAC COORDINATOR
19		PAT	MANAGER
		PAT	OUTDOOR RECREATION COORDINATOR
20		LTC	PARK PERSON C
		PAT	PROGRAM FACILITY COORDINATOR
21		PAT	PROJECT MANAGEMENT TECHNICIAN
		PAT	PUBLIC INFORMATION OFFICER
22		LTC	RELIEF PERSON
		LTC	SMALL MOTOR MECHANIC
23		PAT	SENIOR PROGRAM FACILITY COORDINATOR
		LTC	STOREKEEPER
24		PAT	SUPERINTENDENT
		PAT	SUPERVISOR
25		LTC	SUPERVISOR
		LTC	WORKING LEADER
26		COMOT	AQUATIC CENTER MANAGER
		COMOT	AQUATIC SUPERVISOR
27		COMOT	ASSISTANT GOLF PRO MANAGER
		COMOT	BASKETBALL PROGRAM COORDINATOR
28		COMOT	BASKETBALL SITE SUPERVISOR
		COMOT	BASKETBALL STAFF
29		PAT	CAMP ASSISTANT SUPERVISOR

1	LTC	CAMP COUNSELOR
2	PAT	CAMP SUPERVISOR
3	COMOT	FOOD SERVICE ASSISTANT
4	LTC	GOLF ASSISTANT GREEN
5	COMOT	SUPERINTENDENT
6	LTC	GOLF CASHIER/STARTER
7	LTC	GOLF COURSE MAINTENANCE
8	COMOT	HEAD LIFEGUARD
9	COMOT	HURSHTOWN ATTENDANT
10	COMOT	HURSHTOWN SUPERVISOR
11	LTC	INTERN
12	COMOT	LIFEGUARD
13	LTC	LIFETIME SPORTS ACADEMY
14	LTC	COORDINATOR
15	LTC	LINDENWOOD STAFF
16	LTC	MAINTENANCE-UTILITY SECURITY
17	LTC	PERSON
18	COMOT	MAINTENANCE-SEASONAL
19	COMOT	NATURALIST
20	PAT	PLAYGROUND LEADER
21	COMOT	PLAYGROUND STAFF
22	COMOT	PLAYGROUND SUPERVISOR
23	COMOT	POOL STAFF (NON-CERTIFIED)
24	COMOT	PRESCHOOL/YOUTH SPORTS
25	COMOT	COORDINATOR
26	COMOT	PRESCHOOL/YOUTH SPORTS
27	COMOT	INSTRUCTOR
28	PAT	PRESCHOOL/YOUTH SITE SUPERVISOR
29	COMOT	PROJECT MANAGEMENT TECHNICIAN
30	COMOT	RECREATION CENTER LEADER
	COMOT	RECREATION LEADER
	LTC	RECREATION SPECIALIST
	PAT	SALOMON FARM OPERATIONS
	PAT	SUPERVISOR
	COMOT	SALOMON FARM ASSISTANT
	COMOT	SUPERVISOR
	LTC	SALOMON FARM SUPERVISOR
	LTC	SEASONAL/TEMPORARY
	PAT	SPECIAL EVENTS COORDINATOR
	PAT	TENNIS INSTRUCTOR
	COMOT	TENNIS PROGRAM COORDINATOR
	COMOT	THEATRE ASSISTANT MANAGER
	PAT	THEATRE ATTENDANT
	PAT	THEATRE BOX OFFICE LEAD
	COMOT	THEATRE BOX OFFICE STAFF
	COMOT	THEATRE CUSTOMER SERVICE
	PAT	ASSISTANT MANAGER
	LTC	THEATRE HOUSE LEAD
	LTC	THEATRE MAINTENANCE LEAD
	PAT	THEATRE MANAGER
	PAT	THEATRE OPERATIONS ASSISTANT
	LTC	MANAGER
	LTC	THEATRE PARKING LOT LEAD
	LTC	THEATRE PARKING LOT ATTENDANT
	LTC	THEATRE PRODUCTION LEAD
	LTC	THEATRE SECURITY
	LTC	THEATRE TECHNICIAN
	LTC	THEATRE USHER
	LTC	THEATRE UTILITY LEAD
	LTC	THEATRE UTILITY WORKER
	COMOT	WEEKEND/EVENING RECEPTIONIST/
		HOST(ESS)

	PAT	ACCOUNTANT
	COMOT	ADMINISTRATIVE AIDE
1	COMOT	ADMINISTRATIVE ASSISTANT
	LTC	ASPHALT PLANT OPERATOR
2	EXE	ASSISTANT CITY ENGINEER
	LTC	ASSISTANT STREET COMMISSIONER
3	PAT	ASSISTANT TRAFFIC ENGINEER
	PAT	BOARD OF PUBLIC WORKS MANAGER
	LTC	BUILDING SERVICE PERSON
4	LTC	CITY ENGINEER
	COMOT	CLERICAL
5	COMOT	CLERK TO BOARD
	COMOT	COMMUNICATIONS OPERATOR
6	COMOT	COST ACCOUNTANT
	LTC	CULVERT & DRAINAGE REPAIRER
7	EXE	DEPUTY DIRECTOR
	PAT	DESIGN COORDINATOR
8	PAT	DIRECTOR OF FINANCE
	PAT	DIRECTOR OF FLEET MANAGEMENT
9	EXE	DIRECTOR OF PUBLIC WORKS
	PAT	DIRECTOR OF TRAFFIC OPERATIONS
10	PAT	DIRECTOR OF TRANSPORTATION
		ADMINISTRATION AND SUPPORT
11	PAT	ENFORCEMENT OFFICER/INSPECTOR
	LTC	ENGINEERING TECHNICIAN
12	PAT	FINANCE MANAGER
	PAT	FLEET SYSTEM ANALYST
	PAT	FLOOD CONTROL MANAGER
13	PAT	FLOOD MAINTENANCE MANAGER
	LTC	GENERAL FOREMAN
14	PAT	GREENWAYS MANAGER
	COMOT	INTERN
15	LTC	INTERN
	PAT	INSPECTOR TECHNICIAN
16	LTC	LABORER
	LTC	LABORER A
17	PAT	LAND ACQUISITION AGENT
	LTC	LEAF PICK-UP LABORER
18	LTC	LIGHTING DIVISION SEASONAL
	LTC	LIGHTING FOREMAN
19	LTC	MAINTENANCE
	LTC	MAINTENANCE SUPERVISOR
20	PAT	MANAGER
	LTC	MANAGER
21	PAT	MASTER GARDENER
	LTC	MATERIALS CONTROL/OFFICE
22		COORDINATOR
	LTC	OPERATOR A
23	LTC	OPERATOR B
	LTC	OPERATOR/REPAIR PERSON
24	COMOT	PAYROLL CLERK/TYPIST
	COMOT	PERMIT ASSISTANT
25	COMOT	PERMIT COORDINATOR
	PAT	PROGRAM MANAGER
26	PAT	PROJECT COORDINATOR
	LTC	PROJECT COORDINATOR
27	PAT	PROJECT MANAGER
	PAT	PUBLIC OUTREACH COORDINATOR
28	COMOT	PUBLIC WORKS MANAGER
	PAT	RIGHT OF WAY MANAGER
29	LTC	ROUTE DRIVER
	COMOT	SEASONAL/TEMPORARY

LTC	SEASONAL/TEMPORARY
COMOT	SECRETARY VII
PAT	SENIOR LAND ACQUISITION AGENT
LTC	SIGN FABRICATOR
LTC	SIGN & MARKING FOREMAN
LTC	SIGN & MARKING SPECIALIST/ ELECTRICAL TECHNICIAN
LTC	SIGN & MARKING SUPERVISOR
LTC	SIGN DIVISION SEASONAL
LTC	SIGNAL DIVISION SEASONAL
LTC	SIGNAL FOREMAN
EXE	STREET COMMISSIONER
PAT	SUPERVISOR
LTC	SUPERVISOR
LTC	SURVEY TECHNICIAN
LTC	SWEEPER OPERATOR
COMOT	TECHNICIAN
PAT	TRAFFIC ENGINEER
LTC	TRAFFIC OPERATIONS ELECTRICIAN
LTC	TRAFFIC OPERATIONS SUPERVISOR
PAT	TRAFFIC SYSTEMS SPECIALIST
LTC	TRUCK DRIVER
LTC	UTILITY MAINTENANCE PERSON
PAT	WORKING LEADER
COMOT	WORKING LEADER

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, As outlined in the City's approved work rules.

SECTION 5. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Indiana Public Retirement System (INPRS).

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. 36-4-74 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 IC 36-4-9-12.

SECTION 7. From and after the first day of January, 2018 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 limitation.

SECTION 8. That all employees subject to this ordinance will conform to the Official City 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 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 2017 salary ordinances, have expired. Commencing January 1, 2018, 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

2018 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$7.25/hr	\$28.9876/hr
COMOT (Annually)	\$15,080.00	\$60,294.19
POLE (Hourly)	\$ 7.25/hr	\$47.1240/hr
POLE (Annually)	\$15,080.00	\$98,018.02
LTC (Hourly)	\$ 7.25/hr	\$32.8180/hr
LTC (Annually)	\$15,080.00	\$68,261.44
PAT (Hourly)	\$ 7.25/hr	\$42.8421/hr
PAT (Annually)	\$15,080.00	\$89,111.47
EXE	\$78,089.54	\$147,331.48
SO	\$63,470.90	\$108,934.08