

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 2018.**

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 2018 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, 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>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
	PAT	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
1	<u>Police Civilians</u>		
2		COMOT	ADMINISTRATIVE ASSISTANT
3		POLE	ADMINISTRATIVE VICTIM ADVOCATE
4		POLE	ADULT GUARD
5		COMOT	CIVILIAN PROPERTY MANAGER
6		COMOT	CONFIDENTIAL STENO TYPIST
7		POLE	COORDINATOR OF CRIME STOPPERS
8		POLE	CRIME ANALYST
9		PAT	CRIME LAB MANAGER
10		COMOT	DETECTIVE BUREAU DESK PERSON
11		COMOT	DIGITAL EVIDENCE SPECIALIST
12		PAT	DIRECTOR OF FINANCE & FACILITIES
13		POLE	DIRECTOR OF VICTIM ASSISTANCE
14		POLE	FIREARMS EVIDENCE TECHNICIAN
15		PAT	FORENSIC SCIENTIST
16		COMOT	INTERN
17		COMOT	INVESTIGATIVE DIVISION GENERAL ASSISTANT
18		POLE	PAL COORDINATOR
19		PAT	PROGRAM MANAGER
20		POLE	PROPERTY/EVIDENCE SPECIALIST
21		PAT	RESEARCH & GRANTS MANAGER
22		POLE	RECRUIT PATROL OFFICER
23		COMOT	SEASONAL/TEMPORARY
24		COMOT	SECRETARY VIII
25		POLE	SENIOR CRIME ANALYST
26		POLE	SENIOR VICTIM ADVOCATE
27		POLE	SUPERVISOR PROPERTY ROOM
28		COMOT	TAXI CAB PERMIT COORDINATOR
29		POLE	VICTIM ADVOCATE
30	<u>RADIO SHOP</u>		
31		COMOT	ADMINISTRATIVE ASSISTANT
32		COMOT	ELECTRONICS/RADIO INSTALLER
33		POLE	RADIO SHOP SUPERVISOR
34		PAT	TECHNICAL DIRECTOR
35		COMOT	TWO-WAY RADIO ELECTRONICS TECHNICIAN
36	<u>Police Records</u>		
37		COMOT	INFORMATION/COMPUTER INPUT TECHNICIAN
38		COMOT	QUALITY ASSURANCE TECHNICIAN
39		POLE	RECORDS SUPERVISOR
40		COMOT	RECORDS TECHNICIAN
41	<u>Animal Care and Control</u>		
42		COMOT	ADMINISTRATIVE CLERK
43		COMOT	ADOPTION ASSISTANT
44		PAT	ADOPTION SUPERVISOR
45		PAT	ANIMAL DIVISION SUPERVISOR
46		POLE	ANIMAL CARE SPECIALIST
47		PAT	ANIMAL CARE SUPERVISOR
48		POLE	ANIMAL CONTROL OFFICER
49		LTC	BUILDING MAINTENANCE
50		PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
51		POLE	DEPUTY DIRECTOR
52		EXE	DIRECTOR OF ANIMAL CARE & CONTROL
53		COMOT	DISPATCHER
54		COMOT	ENFORCEMENT ASSISTANT
55		POLE	ENFORCEMENT SUPERVISOR
56		COMOT	HUMANE EDUCATION ASSISTANT
57		LTC	KENNEL ATTENDANT
58		PAT	OFFICE SUPERVISOR
59		PAT	OPERATIONS MANAGER
60		PAT	SHELTER VET
61		PAT	SUPERVISOR

	COMOT	TRANSFER PROGRAM COORDINATOR
	PAT	VET ASSISTANT
	COMOT	VOLUNTEER COORDINATOR
1	<u>Consolidated Communications Partnership</u>	
	COMOT	ADMINISTRATIVE ASSISTANT
2	POLE	CORPORAL
	POLE	DEPUTY DIRECTOR
3	POLE	DISPATCHER
	POLE	ENTRY LEVEL DISPATCHER
4	EXE	EXECUTIVE DIRECTOR
	POLE	SERGEANT
5	POLE	TRAINING/IDACS/SPILLMAN
		COORDINATOR

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 2018. 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 Indiana Public Retirement System (INPRS) except for those positions which are commonly referred to as Police and Fire Command.

SECTION 6. From and after the first day of January, 2018, 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, 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 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 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 2017 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2018, 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

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