

1 **BILL NO. S 19-09-21**

2 **SPECIAL ORDINANCE NO. S-_____**

3 **AN ORDINANCE fixing the salaries of**
4 **each and every appointed officer,**
5 **employee, deputy assistant, departmental**
6 **and institutional head of the Civil**
7 **City and City Utilities of the City**
8 **of Fort Wayne, Indiana for the year 2020**

9 **WHEREAS**, the Mayor and the Common Council of the City of Fort
10 Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 assigned to
11 each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a
12 job classification under the City Classification System, which job classification
13 should accurately reflect the duties and responsibilities of said employees, and

14 **WHEREAS**, the Mayor of the City of Fort Wayne has recommended
15 a maximum salary level for each job classification should accurately reflect the
16 duties and responsibilities of said employees, and

17 **WHEREAS**, the Clerk of the City of Fort Wayne, the Board of Park
18 Commissioners and the Metropolitan Human Relations Commission have
19 recommended job classification designations for positions within their respective
20 jurisdictions, and

21 **WHEREAS**, the Common Council must assure that salaries reflect
22 the duties and responsibilities assigned to each employee, and to be certain that
23 such salaries are fair and equitable and

24 **WHEREAS**, the funds of such salaries are to be provided for the
25 2020 City Budget and from City Utilities operating funds and other
26 sources as may be specified by Common Council.

27 **NOW THEREFORE, BE IT ORDAINED BY THE COMMON**
28 **COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:**

29 **SECTION 1.** That all employees of the Civil City of Fort
30 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 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
	PAT	ASSISTANT DEPUTY CLERK – VIOLATIONS
	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
	UC	CITY COUNCIL ATTORNEY
<u>City Utilities</u>		
	PAT	ACCOUNTANT
	COMOT	ACCOUNTING ASSISTANT
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ANALYTICAL CHEMIST
	EXE	ASSOCIATE CITY ATTORNEY
	PAT	ASSISTANT MANAGER OF FINANCIAL OPERATIONS
	PAT	ASSISTANT MANAGER
	PAT	ASSISTANT PROGRAM MANAGER
	LTC	ASSISTANT STOREKEEPER
	PAT	ASSISTANT SUPERINTENDENT
	LTC	BIO-SOLID EQUIPMENT OPERATOR
	PAT	BUSINESS SERVICES COORDINATOR
	LTC	CHIEF ELECTRICIAN
	LTC	CHIEF PLANT OPERATOR
	LTC	CHIEF RELIEF PLANT OPERATOR
	PAT	CMMS ADMINISTRATOR
	COMOT	CMMS INTERN
	LTC	COMBINATION REPAIRER/TRUCK DRIVER
	PAT	CONSTRUCTION CONTRACT MANAGER

1	LTC	CONSTRUCTION SUPERVISOR
2	LTC	CREW SUPERVISOR
3	PAT	CUSTOMER SUPPORT & BILLING MANAGER
4	COMOT	CUSTOMER SUPPORT INFORMATION SPECIALIST
5	COMOT	CUSTOMER SUPPORT INFORMATION ANALYST
6	COMOT	CUSTOMER SUPPORT PAYMENT PROCESS ANALYST
7	COMOT	CUSTOMER SUPPORT REPRESENTATIVE
8	PAT	CUSTOMER SUPPORT SUPERVISOR
9	COMOT	CUSTOMER SUPPORT TEAM LEAD
10	SO	DEPUTY DIRECTOR
11	PAT	DESIGNER
12	EXE	DIRECTOR OF CITY UTILITIES
13	COMOT	DISPATCHER
14	COMOT	DISPATCHER/BUILDING ATTENDANT
15	LTC	ELECTRICIAN
16	LTC	ELECTRONICS TECHNICIAN
17	SO	ENGINEER
18	PAT	ENGINEERING ASSOCIATE
19	SO	ENGINEERING PROGRAM MANAGER
20	PAT	ENGINEERING REPRESENTATIVE
21	PAT	EXECUTIVE ASSISTANT
22	LTC	FLUSHER ASSISTANT
23	LTC	FLUSHER OPERATOR
24	PAT	GIS SPECIALIST/ANALYST
25	PAT	HANSEN ADMINISTRATOR
26	LTC	HEAVY EQUIPMENT OPERATOR
27	LTC	HURSHTOWN OPERATOR
28	LTC	INDUSTRIAL ELECTRICAL TECHNICIAN
29	LTC	INDUSTRIAL PRETREATMENT COORDINATOR
30	LTC	INDUSTRIAL PRETREATMENT INSPECTOR
31	PAT	INSTRUMENTATION & CONTROLS ENGINEER
32	COMOT	INTERN
33	LTC	INTERN
34	COMOT	INVENTORY ASSISTANT
35	PAT	KEY CUSTOMER ACCOUNT MANAGER
36	PAT	LABORATORY TECHNICIAN
37	LTC	LABORER
38	COMOT	LEAD CUSTOMER RELATIONS REPRESENTATIVE
39	LTC	LEAD MECHANIC
40	LTC	MAINTENANCE CREW LEADER
41	PAT	MANAGER
42	PAT	MANAGER DATA CONTROL
43	SO	MANAGER OF ENGINEERING
44	PAT	MANAGER OF FINANCIAL OPERATIONS
45	LTC	MANHOLE SEALING ASSISTANT
46	LTC	MANHOLE SEALING OPERATOR
47	LTC	MASTER TECHNICIAN
48	LTC	MECHANIC
49	LTC	MECHANIC INTERN
50	LTC	MECHANICAL TECHNICIAN
51	LTC	METER READER
52	LTC	METER READER/TRUCK

1	LTC	NIGHT INVESTIGATOR
2	LTC	NPDES INSPECTION ASSISTANT
3	LTC	NPDES INSPECTION OPERATOR
4	COMOT	OFFICE ASSISTANT
5	COMOT	PERMIT SPECIALIST
6	COMOT	PLANT CLERK
7	LTC	PLANT OPERATOR
8	LTC	PLUMBR CREW LEADER
9	PAT	PRIMARY CUSTOMER ACCOUNT ADMINISTATOR
10	PAT	PROCESS CONTROL TECHNICIAN
11	PAT	PROGRAM MANAGER
12	SO	PROGRAM MANAGER
13	PAT	PUBLIC INFORMATION OFFICER
14	PAT	REGULATORY COMPLIANCE COORDINATOR
15	LTC	RELIEF OPERATOR
16	PAT	SCADA MANAGER
17	PAT	SCADA SYSTEM ANALYST
18	COMOT	SEASONAL/TEMPORARY
19	LTC	SEASONAL/TEMPORARY
20	PAT	SENIOR BILLING AND ACCOUNTS ANALYST
21	PAT	SENIOR FINANCIAL ACCOUNTANT
22	PAT	SENIOR FINANCIAL ANALYST
23	LTC	SENIOR ELECTRICAL TECHNICIAN
24	PAT	SENIOR GIS SPECIALIST/ANALYST
25	LTC	SENIOR MAINTENANCE TECHNICIAN
26	LTC	SENIOR OPERATOR
27	LTC	SERVICE TECHNICIAN
28	PAT	SEWER & STORMWATER PROGRAM MANAGER
29	LTC	SEWER PROJECT MANAGER
30	LTC	SEWER SYSTEM INSPECTOR
31	LTC	SPECIAL INVESTIGATOR
32	LTC	STOREKEEPER
33	EXE	SUPERINTENDENT
34	PAT	SUPERVISOR
35	LTC	SUPERVISOR
36	PAT	TEAM LEADER
37	LTC	TV/VACUUM ASSISTANT
38	LTC	TV/VACUUM OPERATOR
39	PAT	UTILITY ENGINEERING ASSOCIATE TECHNICIAN
40	PAT	UTILITY ENGINEERING TECHNICIAN
41	LTC	UTILITY MAINTENANCE WORKER
42	PAT	UTILITY SERVICES MANAGER
43	PAT	WEEKEND ANALYTICAL CHEMIST
44	LTC	WORKING FOREMAN
45	LTC	WORKING LEADER
<u>Community Development</u>		
46	COMOT	ABANDONED VEHICLE SPECIALIST
47	COMOT	ABANDONED VEHICLE SPECIALIST/ TRAINING FACILITATOR
48	PAT	ACCOUNTANT
49	COMOT	ADMINISTRATIVE ASSISTANT
50	PAT	ASSISTANT TO COMMUNITY LIASION
51	COMOT	CASE SYSTEM SPECIALIST
52	PAT	CD ADMINISTRATOR
53	PAT	CD MANAGER

1	PAT	CD SPECIALIST
2	PAT	COMMUNITY LIAISON
3	PAT	CODE COMPLIANCE OFFICER
4	EXE	CONSTRUCTION SPECIALIST
5	PAT	DEPUTY DIRECTOR
6	EXE	DIRECTOR
7	PAT	DIRECTOR OF COMMUNITY DEVELOPMENT
8	COMOT	DIRECTOR OF FINANCE
9	COMOT	COMPLIANCE RECORDS SPECIALIST
10		COMPLIANCE SERVICE SPECIALIST/ DISPATCH
11	POLE	FIELD SUPERVISOR
12	COMOT	INTERN
13	PAT	OFFICE SUPERVISOR
14	COMOT	SEASONAL/TEMPORARY
15	PAT	SENIOR LOAN SPECIALIST
16	COMOT	WEED PROGRAM INSPECTOR
17	<u>Finance and Administration</u>	
18	PAT	ACCOUNTANT
19	COMOT	ADMINISTRATIVE ASSISTANT
20	PAT	ASSISTANT PROPERTY MANAGER
21	PAT	BENEFITS & WELLNESS COORDINATOR
22	COMOT	BUYER
23	EXE	CHIEF INFORMATION OFFICER
24	EXE	CITY CONTROLLER
25	PAT	COMPLIANCE OFFICER
26	EXE	DEPUTY CONTROLLER
27	PAT	DEPUTY DIRECTOR
28	PAT	DIRECTOR OF PURCHASING SERVICES
29	PAT	HR & BENEFITS MANAGER
30	COMOT	INTERN
31	LTC	MAINTENANCE TECHNICIAN
32	PAT	MANAGER
33	PAT	PAYROLL COORDINATOR
34	PAT	PAYROLL MANAGER
35	PAT	PROPERTY MANAGER
36	PAT	PURCHASING SUPERVISOR
37	COMOT	RECORDS MANAGEMENT ASSISTANT
38	COMOT	SEASONAL/TEMPORARY
39	PAT	SENIOR ACCOUNTANT/ANALYST
40	COMOT	SENIOR BUYER
41	PAT	SR PAYROLL COORDINATOR
42	PAT	SUPERVISOR
43	PAT	SYSTEMS DIRECTOR
44	<u>Mayor's Office</u>	
45	COMOT	ADMINISTRATIVE ASSISTANT
46	EXE	ASSOCIATE CITY ATTORNEY
47	PAT	CITIZEN SERVICES MANAGER
48	PAT	CITIZEN SERVICES SPECIALIST
49	EXE	CITY ATTORNEY
50	EXE	DEPUTY MAYOR
51	EXE	DIRECTOR OF HUMAN RESOURCES
52	EXE	DIRECTOR OF INTERGOVERNMENTAL AFFAIRS
53	EXE	DIRECTOR OF INTERNAL AUDIT
54	PAT	DIRECTOR OF PUBLIC INFORMATION
55	PAT	DIRECTOR OF RISK MANAGEMENT
56	COMOT	EXECUTIVE ASSISTANT

1	PAT	HR COORDINATOR
2	PAT	HR GENERALIST
3	COMOT	HR SPECIALIST
4	COMOT	INTERN
5	PAT	INTERNAL AUDITOR
6	PAT	LABOR & EMPLOYEE RELATIONS MANAGER
7	PAT	LEGISLATIVE & BUSINESS LIAISON MANAGER
8	PAT	PUBLIC INFORMATION OFFICER
9	PAT	RISK MANAGEMENT SPECIALIST
10	PAT	SAFETY CLAIMS/INVESTIGATOR
11	PAT	SAFETY CLAIMS/INVESTIGATOR SUPERVISOR
12	COMOT	SEASONAL/TEMPORARY
13	PAT	SENIOR HR COORDINATOR
14	<u>Metro Human Relation Commission</u>	
15	COMOT	ADMINISTRATIVE ASSISTANT
16	EXE	EXECUTIVE DIRECTOR
17	PAT	INVESTIGATOR
18	COMOT	SEASONAL/TEMPORARY
19	PAT	SENIOR INVESTIGATOR
20	PAT	STAFF COUNSEL
21	<u>Parks and Recreation</u>	
22	COMOT	ADMINISTRATIVE ASSISTANT
23	LTC	ASSISTANT GOLF SUPERINTENDENT
24	COMOT	ASSISTANT SUPERVISOR
25	PAT	ASSISTANT SUPERVISOR
26	COMOT	CLERICAL
27	COMOT	COURIER/STOREROOM HELPER
28	EXE	DEPUTY DIRECTOR
29	EXE	DIRECTOR OF PARKS
30	LTC	FLEET MECHANIC
31	LTC	GARDEN HELPER
32	LTC	GARDENER
33	UC	GOLF COURSE PRO/MANAGER
34	PAT	GOLF GREEN SUPERINTENDENT
35	LTC	GREENHOUSE GARDENER
36	LTC	GREENHOUSE HELPER
37	LTC	GROUPS EQUIPMENT OPERATOR
38	LTC	GROUPS MAINTENANCE A
39	LTC	HEAVY EQUIPMENT OPERATOR
40	LTC	HIGH RANGER OPERATOR
41	PAT	LANDSCAPE ARCHITECT
42	LTC	LANDSCAPE GARDENER
43	LTC	MAINTENANCE TECHNICIAN
44	COMOT	MAINTRAC COORDINATOR
45	PAT	MANAGER
46	PAT	OUTDOOR RECREATION COORDINATOR
47	LTC	PARK PERSON C
48	PAT	PROGRAM FACILITY COORDINATOR
49	PAT	PROJECT MANAGEMENT TECHNICIAN
50	PAT	PUBLIC INFORMATION OFFICER
51	LTC	RELIEF PERSON
52	LTC	SMALL MOTOR MECHANIC
53	LTC	SECURITY PERSON
54	PAT	SENIOR PROGRAM FACILITY COORDINATOR
55	LTC	STOREKEEPER

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

1	COMOT	THEATRE BOX OFFICE STAFF
2	PAT	THEATRE CUSTOMER SERVICE ASSISTANT MANAGER
3	PAT	THEATRE HOUSE LEAD
4	LTC	THEATRE MAINTENANCE LEAD
5	PAT	THEATRE MANAGER
6	PAT	THEATRE OPERATIONS ASSISTANT MANAGER
7	PAT	THEATRE PARKING LOT LEAD
8	LTC	THEATRE PARKING LOT ATTENDANT
9	LTC	THEATRE PRODUCTION LEAD
10	LTC	THEATRE TECHNICIAN
11	PAT	THEATRE UTILITY LEAD
12	LTC	THEATRE UTILITY WORKER
13	COMOT	WEEKEND/EVENING RECEPTIONIST/ HOST(ESS)
14	<u>Public Works</u>	
15	PAT	ACCOUNTANT
16	COMOT	ADMINISTRATIVE AIDE
17	COMOT	ADMINISTRATIVE ASSISTANT
18	LTC	ASPHALT PLANT OPERATOR
19	PAT	ASSISTANT CITY ENGINEER
20	LTC	ASSISTANT STREET COMMISSIONER
21	PAT	ASSISTANT TRAFFIC ENGINEER
22	PAT	BOARD OF PUBLIC WORKS MANAGER
23	LTC	BUILDING SERVICE PERSON
24	EXE	CITY ENGINEER
25	COMOT	CLERICAL
26	COMOT	CLERK TO BOARD
27	COMOT	COMMUNICATIONS OPERATOR
28	COMOT	COST ACCOUNTANT
29	LTC	CULVERT & DRAINAGE REPAIRER
30	EXE	DEPUTY DIRECTOR
31	PAT	DESIGN COORDINATOR
32	PAT	DIRECTOR OF FINANCE
33	PAT	DIRECTOR OF FLEET MANAGEMENT
34	EXE	DIRECTOR OF PUBLIC WORKS
35	PAT	DIRECTOR OF TRAFFIC OPERATIONS
36	PAT	DIRECTOR OF TRANSPORTATION ADMINISTRATION AND SUPPORT
37	PAT	ENFORCE OFFICER/INSPECTOR
38	LTC	ENGINEERING TECH
39	LTC	ENTRY LEVEL TECHNICIAN
40	PAT	FINANCE MANAGER
41	PAT	FLEET SYSTEM ANALYST
42	PAT	FLOOD CONTROL MANAGER
43	PAT	FLOOD MAINTENANCE MANAGER
44	LTC	GENERAL FOREMAN
45	PAT	GREENWAYS MANAGER
46	COMOT	INTERN
47	LTC	INTERN
48	PAT	INSPECTOR TECHNICIAN
49	LTC	LABORER
50	LTC	LABORER A
51	PAT	LAND ACQUISITION AGENT
52	PAT	LAND SURVEYOR
53	LTC	LEAF PICK-UP LABORER
54	LTC	LIGHTING DIVISION SEASONAL
55	LTC	LIGHTING FOREMAN
56	LTC	MAINTENANCE

1	LTC	MAINTENANCE SUPERVISOR
2	PAT	MANAGER
3	LTC	MANAGER
4	PAT	MASTER GARDENER
5	LTC	MASTER LEVEL TECHNICIAN
6	LTC	MASTER PARTS CLERK
7	LTC	MATERIALS CONTROL/OFFICE COORDINATOR
8	LTC	MID LEVEL TECHNICIAN
9	PAT	OFFICE MANAGER
10	LTC	OPERATOR A
11	LTC	OPERATOR B
12	LTC	OPERATOR/REPAIR PERSON
13	LTC	PARTS CLERK
14	LTC	PARTS CLERK - ADMIN
15	COMOT	PAYROLL CLERK/TYPIST
16	COMOT	PERMIT ASSISTANT
17	COMOT	PERMIT COORDINATOR
18	PAT	PROGRAM MANAGER
19	COMOT	PROGRAM MANAGER
20	PAT	PROJECT COORDINATOR
21	LTC	PROJECT COORDINATOR
22	PAT	PROJECT MANAGER
23	PAT	PUBLIC OUTREACH COORDINATOR
24	COMOT	PUBLIC WORKS MANAGER
25	PAT	RIGHT OF WAY MANAGER
26	LTC	ROUTE DRIVER
27	COMOT	SEASONAL/TEMPORARY
28	LTC	SEASONAL/TEMPORARY
29	COMOT	SECRETARY VII
30	PAT	SENIOR FLEET SYSTEM ANALYST
31	PAT	SENIOR LAND ACQUISITION AGENT
32	LTC	SENIOR MASTER LEVEL TECHNICIAN
33	PAT	SERVICE WRITER
34	PAT	SHOP SUPERVISOR
35	LTC	SIGN DIVISION SEASONAL
36	LTC	SIGN FABRICATOR
37	LTC	SIGN & MARKING FOREMAN
38	LTC	SIGN & MARKING SPECIALIST/ ELECTRICAL TECHNICIAN
39	LTC	SIGN & MARKING SUPERVISOR
40	LTC	SIGNAL DIVISION SEASONAL
41	LTC	SIGNAL FOREMAN
42	EXE	STREET COMMISSIONER
43	PAT	SUPERVISOR
44	LTC	SUPERVISOR
45	LTC	SURVEY TECHNICIAN
46	LTC	SWEEPER OPERATOR
47	COMOT	TECHNICIAN
48	PAT	TRAFFIC ENGINEER
49	LTC	TRAFFIC OPERATIONS ELECTRICIAN
50	LTC	TRAFFIC OPERATIONS SUPERVISOR
51	PAT	TRAFFIC SYSTEMS SPECIALIST
52	LTC	TRUCK DRIVER
53	LTC	UTILITY MAINTENANCE PERSON
54	LTC	WELDER/FABRICATOR
55	PAT	WORKING LEADER
56	COMOT	WORKING LEADER

1 **SECTION. 4.** Pursuant to State Statute economic
2 conditions must be approved by the Common Council. Such economic conditions
3 include, but are not limited to, base pay and monetary fringe benefits, as outlined in the
4 City's approved work rules.

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

8 **SECTION 6.** That, in addition to the compensation
9 provided for herein: The City of Fort Wayne Law Department shall receive not more
10 than \$6,500 for services performed in connection with the operations of the
11 municipally owned utilities pursuant to I.C. 36-4-74 which additional compensation
12 shall be paid from the revenues of the appropriate utility or function. The City of Fort
13 Wayne Law Department shall also receive an additional sum not to exceed \$13,000
14 for services provided in connection with the City Self-Insurance Program involving
15 matters not in litigation.

16 Any and all payments to be made hereunder for extraordinary
17 services shall be subject to the final approval by the City Controller. Nothing in this
18 agreement shall prevent the use of other attorneys or firms to perform extraordinary
19 services, subject, however, to the provisions of IC 36-4-9-12.

20 **SECTION 7.** From and after the first day of January,
21 2020 all appointed officers, employees, deputies, assistants,
22 departmental and institutional heads of the Civil City and City Utilities will be paid
23 according to this, the above and following provisions of this ordinance, subject to
24 budgetary limitations, future changes or amendments enacted by Common Council.

25 **SECTION 8.** That all Departments subject to this
26 Ordinance will conform to the Official City's Personnel Policies and Procedures
27 relating to hiring, pay, and other related practices, approved by the Mayor and
28 administered by the City's Human Resources Department.

29 **SECTION 9.** If any section, clause, sentence, paragraph
30 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

1 City Council for past years. Such salary ordinances have a duration of one year and
2 thus, with the exception of the 2019 salary ordinances, have expired.
3 Commencing January 1, 2020, any conflict between the terms and
4 conditions hereof and any previous ordinance shall be resolved in favor of the most
5 recently enacted ordinance.

6 **SECTION 11.** Two copies of all attachments and Exhibits
7 referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne
8 for the purpose of public inspection.

9 **SECTION 12.** This ordinance shall be in full force and
10 effect from and after its passage and approval by the Mayor.

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12 _____
13 Council Member

14 APPROVED AS TO FORM AND LEGALITY

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17 _____
18 Carol Helton, City Attorney
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2020 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$7.25/hr	\$30.4544/hr
COMOT (Annually)	\$15,080.00	\$63,345.07
POLE (Hourly)	\$ 7.25/hr	\$49.5085/hr
POLE (Annually)	\$15,080.00	\$102,977.73
LTC (Hourly)	\$ 7.25/hr	\$34.4786/hr
LTC (Annually)	\$15,080.00	\$71,715.47
PAT (Hourly)	\$ 7.25/hr	\$45.0099/hr
PAT (Annually)	\$15,080.00	\$93,620.52
EXE	\$83,166.91	\$154,786.44
SO	\$63,470.90	\$108,934.08