

BILL NO. S-21-09-23

SPECIAL ORDINANCE NO. S-_____
AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 2022.

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 classification under the City Classification System, which classifications 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 2022 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

1 approved shift differentials, approved longevity pay, approved overtime pay,
2 approved technical skill pay, approved educational bonus, and approved clothing
3 allowance, as outlined in the City's approved work rules.

4
5 **SEE EXHIBIT "A" ATTACHED HERETO AND MADE A**
6 **PART HEREOF IN ITS ENTIRETY**

7 The grid, as reflected on Exhibit "A" is an attempt to maintain an orderly, consistent
8 and competitive pay policy that includes a "Grid System" that represents the actual
9 market range for the Non-Union positions within City Government. Any general
10 increase to the Grid shall only occur should the actual market range for a Job
11 Classification increase.

12 A. That all Fire Command shall be eligible, as determined by the Fire
13 Chief, for any additional benefits afforded the International Association of Fire Fighters.
14 That all Fire Command shall receive the same percentage pay increases as afforded
15 the International Association of Fire Fighters.

16 B. That all Police Command shall be eligible, as determined by the
17 Police Chief to any additional benefits afforded the Fraternal Order of Police. That all
18 Police Command, Captains and above, shall receive the same percentage pay
19 increases as afforded the Fraternal Order of Police.

20 **SECTION 3.** The following is a true and complete listing
21 of all members of the Police and Fire Departments of the City of Fort Wayne
22 non-bargaining unit positions by division/department, job classification, and titles. It
23 does not include those positions which are specified as part of a bargaining unit
24 having a written economic agreement with the City negotiated by the City Attorney and
25 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

		COMOT	INTERN
		PAT	EMS COORDINATOR
		EXE	DIRECTOR OF EMS OPERATIONS
		POLE	RECRUIT FIREFIGHTER
		COMOT	SEASONAL/TEMPORARY
		COMOT	SUPPLY OFFICER
		COMOT	SURVIVE ALIVE TEACHING ASSISTANT
	<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>		
		COMOT	ADMINISTRATIVE ASSISTANT
		POLE	ADMINISTRATIVE VICTIM ADVOCATE
		POLE	ADULT GUARD
		COMOT	CIVILIAN PROPERTY MANAGER
		COMOT	CONFIDENTIAL STENO TYPIST
		POLE	COORDINATOR OF CRIME STOPPERS
		POLE	CRIME ANALYST
		PAT	CRIME LAB MANAGER
		COMOT	DETECTIVE BUREAU DESK PERSON
		COMOT	DIGITAL EVIDENCE SPECIALIST
		PAT	DIRECTOR OF FINANCE
		POLE	DIRECTOR OF VICTIM ASSISTANCE
		POLE	FIREARMS EVIDENCE TECHNICIAN
		PAT	FORENSIC SCIENTIST
		COMOT	INTERN
		COMOT	INVESTIGATIVE DIVISION GENERAL ASSISTANT
		PAT	LEAD SOCIAL WORKER
		POLE	MANAGER OF PROPERTY ROOM
		POLE	PAL COORDINATOR
		PAT	PROGRAM MANAGER
		POLE	PROPERTY/EVIDENCE SPECIALIST
		PAT	RESEARCH & GRANTS MANAGER
		POLE	RECRUIT PATROL OFFICER
		COMOT	SEASONAL/TEMPORARY
		POLE	SENIOR CRIME ANALYST
		POLE	SENIOR VICTIM ADVOCATE
		PAT	SOCIAL WORKER
		COMOT	TAXI CAB PERMIT COORDINATOR
		POLE	VICTIM ADVOCATE
	<u>Radio Shop</u>		
		COMOT	ADMINISTRATIVE ASSISTANT
		COMOT	ELECTRONICS/RADIO INSTALLER
		POLE	RADIO SHOP SUPERVISOR
		PAT	TECHNICAL DIRECTOR
		SO	TWO-WAY RADIO ELECTRONICS TECHNICIAN
	<u>Police Records</u>		
		COMOT	INFORMATION/COMPUTER INPUT TECHNICIAN
		COMOT	QUALITY ASSURANCE TECHNICIAN
		POLE	RECORDS SUPERVISOR
		COMOT	RECORDS TECHNICIAN
	<u>Animal Care and Control</u>		
		COMOT	ADMINISTRATIVE CLERK

1	COMOT	ADOPTION ASSISTANT
2	COMOT	ANIMAL CARE COORDINATOR
3	POLE	ANIMAL CARE SPECIALIST
4	POLE	ANIMAL CONTROL OFFICER
5	POLE	ANIMAL CONTROL OFFICER – FIELD COORDINATOR
6	PAT	ANIMAL PROGRAMS SUPERVISOR
7	LTC	BUILDING MAINTENANCE
8	PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
9	POLE	DEPUTY DIRECTOR
10	EXE	DIRECTOR OF ANIMAL CARE & CONTROL
11	COMOT	DISPATCHER
12	PAT	FOSTER COORDINATOR
13	COMOT	FOSTER – TRANSPORT ASSISTANT
14	COMOT	HUMANE EDUCATION ASSISTANT
15	COMOT	KENNEL ATTENDANT
16	PAT	MANAGER
17	PAT	MARKETING AND SOCIAL MEDIA MANAGER
18	PAT	OFFICE SUPERVISOR
19	PAT	OPERATIONS MANAGER
20	PAT	SHELTER VET
21	PAT	SUPERVISOR
22	COMOT	TRANSFER PROGRAM COORDINATOR
23	COMOT	VET ASSISTANT
24	PAT	VOLUNTEER COORDINATOR
25	<u>Consolidated Communications Partnership</u>	
26	COMOT	ADMINISTRATIVE ASSISTANT
27	POLE	DEPUTY DIRECTOR
28	POLE	DISPATCHER
29	POLE	ENTRY LEVEL DISPATCHER
30	EXE	EXECUTIVE DIRECTOR
31	POLE	SHIFT SUPERVISOR
32	POLE	TRAINING/IDACS/SPILLMAN COORDINATOR

SECTION 4. 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 5. From and after the first day of January, 2022, 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, future changes or amendments enacted by Common Council.

SECTION 6. 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

1 practices, approved by the Mayor and administered by the City's Human Resources
2 Department.

3 **SECTION 7.** If any section, clause, sentence, paragraph
4 or part, or provisions of this Ordinance be found invalid or void by a court of
5 competent jurisdiction, it shall be conclusively presumed that this ordinance would
6 have passed by the Common Council without such invalid section, clauses,
7 paragraph, part or provisions, and the remaining parts of the Ordinance will remain in
8 effect.

9 **SECTION 8.** The Municipal Code of the City of Fort
10 Wayne references, in codification form, salary ordinances previously adopted by the
11 City Council for past years. Such salary ordinances have a duration of one year and
12 thus, with the exception of the 2021 salary ordinance, have expired. However, to
13 avoid confusion, it is hereby stated that commencing January 1, 2022, any conflict
14 between the terms and conditions hereof and any previous ordinance shall be resolved
15 in favor of this ordinance.

16 **SECTION 9.** Two copies of all attachments and Exhibits
17 referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne
18 for the purpose of public inspection.

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

21 _____
Council Member

22 APPROVED AS TO FORM AND LEGALITY

23
24 _____
Carol Helton, City Attorney

2022 SALARY GRID**EXHIBIT "A"**

JOB CLASSIFICATION	MIN		MAX	
COMOT (Hourly)		\$ 7.25/hr		\$ 32.6227/hr
COMOT (Annually)	\$	15,080.00	\$	67,855.24
POLE (Hourly)		\$ 7.25/hr		\$ 53.0335/hr
POLE (Annually)	\$	15,080.00	\$	110,309.74
LTC (Hourly)		\$ 7.25/hr		\$36.9335/hr
LTC (Annually)	\$	15,080.00	\$	76,821.61
PAT (Hourly)		\$ 7.25/hr		\$ 48.2146/hr
PAT (Annually)	\$	15,080.00	\$	100,286.30
EXE	\$	89,088.40	\$	165,807.23
SO	\$	66,009.74	\$	113,291.44