

AN ORDINANCE amending Special Ordinance S-22-09-27, amending 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 2023

WHEREAS, the City of Fort Wayne is experiencing employee attraction and retention challenges across the entire enterprise and determined that a comprehensive job description evaluation and compensation analysis was necessary; and

WHEREAS, the City of Fort Wayne engaged an experienced, qualified human resource consultant to complete a comprehensive compensation study to include the re-evaluation of all job descriptions for all positions within the City and to perform a compensation comparison of like-sized cities in order to determine market rate compensation levels for said positions; and

WHEREAS, based on the results of the comprehensive compensation study and based on the City-wide employee hiring and retention issues and pursuant to IC 36-4-7-3(c), the Mayor of the City of Fort Wayne has recommended the implementation of a new grading level system for each job classification that accurately reflect the duties and responsibilities of said employees, as well as establishes a market-based compensation range; and

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

SECTION 1. The classifications of COMOT, EXE, LTC, PAT, POLE, and SO be removed and replaced with Grades 0 through 18.

SECTION 2. That the Grid attached hereto as Exhibit A 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

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

4 **SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN IT'S**
5 **ENTIRETY**

6 This Grid, as reflected on Exhibit "A", is an attempt to maintain an orderly,
7 consistent and competitive pay policy that includes a "bonus" program for superior
8 performance and a "Grid System" that represents the actual market range for positions
9 within the City of Fort Wayne and City Utilities.

10 _____
11 Council Member

12 APPROVED AS TO FORM AND LEGALITY

13 _____
14 Malak Heiny, City Attorney
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2023 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>Hourly Min</u>	<u>Hourly Max</u>	<u>Annual Min</u>	<u>Annual Max</u>
Grade 0 (Seasonal/Temporary/Intern)	\$7.25	\$30.00		
Grade 1	\$16.10	\$20.92	\$33,478.00	\$43,521.00
Grade 2	\$17.70	\$23.02	\$36,826.00	\$47,874.00
Grade 3	\$19.48	\$25.32	\$40,509.00	\$52,662.00
Grade 4	\$20.53	\$28.74	\$42,703.00	\$59,784.00
Grade 5	\$22.58	\$31.62	\$46,973.00	\$65,762.00
Grade 6	\$24.84	\$34.78	\$51,671.00	\$72,339.00
Grade 7	\$27.33	\$38.26	\$56,838.00	\$79,573.00
Grade 8	\$30.06	\$42.08	\$62,523.00	\$87,532.00
Grade 9	\$33.06	\$46.29	\$68,775.00	\$96,285.00
Grade 10	\$36.37	\$50.92	\$75,653.00	\$105,914.00
Grade 11	\$40.01	\$56.01	\$83,218.00	\$116,505.00
Grade 12	\$44.01	\$61.61	\$91,539.00	\$128,155.00
Grade 13	\$48.41	\$67.77	\$100,693.00	\$140,970.00
Grade 14	\$53.25	\$74.55	\$110,763.00	\$155,068.00
Grade 15	\$58.58	\$82.01	\$121,839.00	\$170,575.00
Grade 16	\$64.43	\$90.21	\$134,023.00	\$187,632.00
Grade 17	\$70.88	\$99.23	\$147,426.00	\$206,396.00
Grade 18	\$77.97	109.15	\$162,168.00	\$227,035.00

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~~fixing~~ amending 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 2023

~~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 City of Fort Wayne is experiencing employee
attraction and retention challenges across the entire enterprise and determined that
a comprehensive job description evaluation and compensation analysis was
necessary; and

WHEREAS, the City of Fort Wayne engaged an experienced,
qualified human resource consultant to complete a comprehensive compensation
study to include the re-evaluation of all job descriptions for all positions within the
City and to perform a compensation comparison of like-sized cities in order to
determine market rate compensation levels for said positions; and

WHEREAS, based on the results of the comprehensive
compensation study and based on the City-wide employee hiring and retention
issues and pursuant to IC 36-4-7-3(c), the Mayor of the City of Fort Wayne has
recommended the implementation of a new grading level system for each job
classification that accurately reflect the duties and responsibilities of said employees,
as well as establishes a market-based compensation range; 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 for the~~
~~2023 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 of the Civil City of Fort
Wayne and of City Utilities, shall be classified by the division/department, job
classification, and titles.~~

SECTION 21. The classifications of COMOT, EXE, LTC, PAT, POLE,
and SO be removed and replaced with Grades 0 through 18.

SECTION 3.22. That the ~~following~~ Grid attached hereto as Exhibit A 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~~

~~City Clerk
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
PAT PARKING CONTROL SUPERVISOR~~

~~COMOT~~VIOLATIONS-BUREAU-SPECIALIST
~~City Council~~
~~COMOT~~CITIZEN-SERVICES-COORDINATOR
~~PAT~~CITY-COUNCIL-ADMINISTRATOR
~~UC~~CITY-COUNCIL-ATTORNEY
~~City Utilities~~
~~PAT~~ACCOUNTANT
~~PAT~~ACCOUNTANT-CLERK
~~COMOT~~ACCOUNTING-ASSISTANT
~~PAT~~ACCOUNTING-SUPERVISOR
~~COMOT~~ADMINISTRATIVE-ASSISTANT
~~LTC~~AMI-TECHNOLOGY-SUPERVISOR
~~PAT~~ANALYTICAL-CHEMIST
~~PAT~~ANALYTICAL-CHEMIST-WEEKEND
~~EXE~~ASSOCIATE-CITY-ATTORNEY
~~PAT~~ASSISTANT-ACCOUNTING-MANAGER
~~PAT~~ASSISTANT-MANAGER-OF-FINANCIAL
~~OPERATIONS~~
~~PAT~~ASSISTANT-MANAGER
~~PAT~~ASSISTANT-PROGRAM-MANAGER
~~LTC~~ASSISTANT-STOREKEEPER
~~PAT~~ASSISTANT-SUPERINTENDENT
~~LTC~~BACKHOE-OPERATOR
~~LTC~~BIO-SOLID-EQUIPMENT-OPERATOR
~~PAT~~BUSINESS-SERVICES-COORDINATOR
~~PAT~~CAPITAL-ASSET-MAINTENANCE-
~~MANAGER~~
~~PAT~~CHIEF-CUSTOMER-OFFICER
~~LTC~~CHIEF-ELECTRICIAN
~~LTC~~CHIEF-PLANT-OPERATOR
~~LTC~~CHIEF-RELIEF-PLANT-OPERATOR
~~EXE~~CHIEF-SUPERINTENDENT
~~PAT~~CMMS-ADMINISTRATOR
~~COMOT~~CMMS-INTERN
~~LTC~~COMBINATION-REPAIRER/TRUCK-
~~DRIVER~~
~~COMOT~~COMMUNICATION-OPERATOR-AND-
~~WATCH-PERSON~~
~~PAT~~CONSTRUCTION-CONTRACT-MANAGER
~~LTC~~CONSTRUCTION-SUPERVISOR
~~LTC~~CREW-SUPERVISOR
~~PAT~~CUSTOMER-SUPPORT-&-BILLING-

~~MANAGER~~
~~COMOTCUSTOMER-SUPPORT-
INFORMATION-~~
~~SPECIALIST~~
~~COMOTCUSTOMER-SUPPORT-
INFORMATION-~~
~~ANALYST~~
~~COMOTCUSTOMER-SUPPORT-~~
~~REPRESENTATIVE~~
~~PATCUSTOMER-SUPPORT-SUPERVISOR~~
~~COMOTCUSTOMER-SUPPORT-TEAM-LEAD~~
~~SODEPUTY-DIRECTOR~~
~~PATDESIGNER~~
~~EXEDIRECTOR-OF-CITY-UTILITIES~~
~~COMOTDISPATCHER-~~
~~COMOTDISPATCHER/BUILDING-ATTENDANT~~
~~LTCELECTRICIAN~~
~~LTCELECTRICAL-TECHNICIAN-~~
~~INDUSTRIAL~~
~~SOENGINEER~~
~~PATENGINEERING-ASSOCIATE~~
~~SOENGINEERING-PROGRAM-MANAGER~~
~~PATENGINEERING-REPRESENTATIVE~~
~~COMOTENTERPRISE-SYSTEMS-ANALYST~~
~~LTC-EQUIPMENT-OPERATOR~~
~~PAT-EXECUTIVE-ASSISTANT~~
~~PAT-FINANCE-DIRECTOR~~
~~LTC-FLUSHER-ASSISTANT~~
~~LTC-FLUSHER-OPERATOR~~
~~PAT-GIS-SPECIALIST/ANALYST~~
~~PAT-HANSEN-ADMINISTRATOR~~
~~LTC-HEAVY-EQUIPMENT-OPERATOR~~
~~LTC-HURSHTOWN-OPERATOR~~
~~LTC-INDUSTRIAL-ELECTRICAL-TECHNICIAN~~
~~LTC-INDUSTRIAL-PRETREAT-COORDINATOR~~
~~LTC-INDUSTRIAL-PRETREAT-INSPECTOR~~
~~PAT-INSTRUMENTATION-&-CONTROLS-~~
~~ENGINEER~~
~~COMOT-INTERN~~
~~LTC-INTERN~~
~~COMOT-INVENTORY-ASSISTANT~~
~~LTC-INVESTIGATOR~~
~~PAT-KEY-CUSTOMER-ACCOUNT-MANAGER~~
~~PAT-LABORATORY-TECHNICIAN~~
~~LTC-LABORER-~~

~~COMOTLEAD-CUSTOMER-RELATIONS-~~
~~REPRESENTATIVE~~
~~LTCLEAD-MECHANIC~~
~~LTCMAINTENANCE-CREW-LEADER~~
~~PATMANAGER~~
~~SOMANAGER-OF-ENGINEERING~~
~~PATMANAGER-OF-FINANCIAL-OPERATIONS~~
~~EXEMANAGER-OF-OPERATIONS~~
~~LTCMANHOLE-SEALING-ASSISTANT~~
~~LTCMANHOLE-SEALING-OPERATOR~~
~~LTCMASTER-TECHNICIAN~~
~~LTCMECHANIC-~~
~~LTCMECHANIC-INTERN~~
~~LTCMECHANICAL-TECHNICIAN~~
~~LTCMETER-READER~~
~~LTCMETER-READER/TRUCK~~
~~LTCNPDES-INSPECTION-ASSISTANT~~
~~LTCNPDES-INSPECTION-OPERATOR~~
~~COMOTOFFICE-ASSISTANT~~
~~COMOTPERMIT-SPECIALIST~~
~~COMOTPLANT-CLERK-~~
~~LTCPLANT-OPERATOR~~
~~LTCPLUMBER-CREW-LEADER~~
~~PATPRIMARY-CUSTOMER-ACCOUNT-~~
~~ADMINISTRATOR~~
~~PATPROCESS-CONTROL-TECHNICIAN~~
~~PATPROGRAM-MANAGER~~
~~SOPROGRAM-MANAGER~~
~~PATPUBLIC-INFORMATION-OFFICER~~
~~PATREGULATORY-COMPLIANCE-~~
~~COORDINATOR~~
~~LTCRELIEF-OPERATOR~~
~~PATSCADA-MANAGER~~
~~PATSCADA-SYSTEM-ANALYST~~
~~COMOTSEASONAL/TEMPORARY~~
~~LTCSEASONAL/TEMPORARY~~
~~PATSENIOR-BILLING-AND-ACCOUNTS~~
~~ANALYST~~
~~COMOTSENIOR-CLERK~~
~~PATSENIOR-FINANCIAL-ACCOUNTANT~~
~~PATSENIOR-FINANCIAL-ANALYST~~
~~LTCSENIOR-ELECTRICAL-TECHNICIAN-~~
~~INDUSTRIAL~~

~~— PAT SENIOR GIS SPECIALIST/ANALYST~~
~~— LTC SENIOR MAINTENANCE TECHNICIAN~~
~~— LTC SENIOR OPERATOR~~
~~— LTC SERVICE TECHNICIAN~~
~~— PAT SEWER & STORMWATER PROGRAM~~
~~— MANAGER~~
~~— LTC SEWER SYSTEM INSPECTOR~~
~~— LTC SPECIAL INVESTIGATOR~~
~~— LTC STOREKEEPER~~
~~— EXE SUPERINTENDENT~~
~~— PAT SUPERVISOR~~
~~— LTC SUPERVISOR~~
~~— COMOT SYSTEM PROCESS SPECIALIST~~
~~— PAT TEAM LEADER~~
~~— LTC TANDEM DRIVER~~
~~— LTC TV VACUUM ASSISTANT~~
~~— LTC TV VACUUM OPERATOR~~
~~— LTC TV VACUUM TECHNICIAN~~
~~— PAT UTILITY ENGINEERING ASSOCIATE~~
~~— TECHNICIAN~~
~~— PAT UTILITY ENGINEERING TECHNICIAN~~
~~— LTC UTILITY MAINTENANCE WORKER~~
~~— PAT UTILITY SERVICES MANAGER~~
~~— LTC WATER MAINTENANCE OPERATOR~~
~~— LTC WORKING FOREMAN~~
~~— LTC WORKING LEADER~~
~~— **Community Development**~~
~~— COMOT ABANDONED VEHICLE SPECIALIST~~
~~— COMOT ABANDONED VEHICLE SPECIALIST/~~
~~— TRAINING FACILITATOR~~
~~— PAT ACCOUNTANT~~
~~— COMOT ADMINISTRATIVE ASSISTANT~~
~~— PAT ASSISTANT TO COMMUNITY LIAISON~~
~~— COMOT CASE SYSTEM SPECIALIST~~
~~— PAT CD ADMINISTRATOR~~
~~— PAT CD MANAGER~~
~~— PAT CD SPECIALIST~~
~~— PAT CODE COMPLIANCE OFFICER~~
~~— PAT COMMUNITY LIAISON~~
~~— COMOT COMPLIANCE RECORDS SPECIALIST~~
~~— COMOT COMPLIANCE SERVICE SPECIALIST/~~
~~— DISPATCH~~
~~— PAT CONSTRUCTION SPECIALIST~~

~~EXE~~DEPUTY DIRECTOR
~~EXE~~DIRECTOR
~~EXE~~DIRECTOR OF COMMUNITY
~~DEVELOPMENT~~
~~PAT~~DIRECTOR OF FINANCE
~~POLE~~FIELD SUPERVISOR
~~COMOT~~FINANCE ASSISTANT
~~COMOT~~INTERN
~~PAT~~OFFICE SUPERVISOR/ACCOUNTANT
~~COMOT~~SEASONAL/TEMPORARY
~~PAT~~SENIOR LOAN SPECIALIST
~~COMOT~~WEED PROGRAM INSPECTOR
Finance and Administration
~~PAT~~ACCOUNTANT
~~COMOT~~ADMINISTRATIVE ASSISTANT
~~PAT~~ASSISTANT DIRECTOR
~~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
~~PAT~~DIRECTOR OF PURCHASING SERVICES
~~PAT~~HR & BENEFITS MANAGER
~~COMOT~~INTERN
~~LTC~~MAINTENANCE TECHNICIAN
~~PAT~~MANAGER
~~PAT~~PAYROLL COORDINATOR
~~PAT~~PAYROLL MANAGER
~~PAT~~PROPERTY MANAGER
~~PAT~~PURCHASING SUPERVISOR
~~COMOT~~SEASONAL/TEMPORARY
~~PAT~~SENIOR ACCOUNTANT/ANALYST
~~COMOT~~SENIOR BUYER
~~PAT~~SENIOR PAYROLL COORDINATOR
~~PAT~~SUPERVISOR
~~PAT~~SYSTEMS DIRECTOR
Mayor's Office
~~PAT~~311 MANAGER

~~— PAT311 SPECIALIST~~
~~— COMOTADMINISTRATIVE ASSISTANT~~
~~— EXEASSOCIATE CITY ATTORNEY~~
~~— EXECITY ATTORNEY~~
~~— PATCOMMUNITY LIAISON~~
~~— EXEDEPUTY MAYOR~~
~~— EXEDIRECTOR OF HUMAN RESOURCES~~
~~— EXEDIRECTOR INTERGOVERNMENTAL-~~
~~— AFFAIRS~~
~~— EXEDIRECTOR OF INTERNAL AUDIT~~
~~— PATDIRECTOR OF PUBLIC INFORMATION~~
~~— PATDIRECTOR OF RISK MANAGEMENT~~
~~— COMOTEXECUTIVE ASSISTANT~~
~~— PATHR COORDINATOR~~
~~— PATHR GENERALIST~~
~~— COMOTHR SPECIALIST~~
~~— COMOTINTERN~~
~~— PATINTERNAL AUDITOR~~
~~— PATLABOR & EMPLOYEE RELATIONS-~~
~~— MANAGER~~
~~— PATLEGISLATIVE & BUSINESS LIAISON~~
~~— PATMANAGER-~~
~~— PATPUBLIC INFORMATION OFFICER~~
~~— COMOTRECORDS MANAGEMENT ASSISTANT~~
~~— PATRISK MANAGEMENT SPECIALIST~~
~~— PATSAFETY CLAIMS/INVESTIGATOR~~
~~— PATSAFETY CLAIMS/INVESTIGATOR-~~
~~— CREW LEADER~~
~~— COMOTSEASONAL/TEMPORARY~~
~~— PATSENIOR HR COORDINATOR~~

Metro Human Relation Commission

~~— COMOTADMINISTRATIVE ASSISTANT~~
~~— EXEEXECUTIVE DIRECTOR~~
~~— PATINVESTIGATOR~~
~~— COMOTSEASONAL/TEMPORARY~~
~~— PATSENIOR INVESTIGATOR~~
~~— PATSTAFF ATTORNEY~~

Parks and Recreation

~~— COMOTADMINISTRATIVE ASSISTANT~~
~~— LTCASSISTANT GOLF SUPERINTENDENT~~
~~— COMOTASSISTANT SUPERVISOR~~
~~— PATASSISTANT SUPERVISOR~~

~~COMOTCLERICAL~~
~~COMOTCOURIER/STOREROOM HELPER~~
~~EXEDEPUTY DIRECTOR~~
~~EXEDIRECTOR OF PARKS & RECREATION~~
~~LTCFLEET MECHANIC~~
~~LTCFORESTRY GROUNDS PERSON~~
~~LTCFORESTRY TECHNICIAN~~
~~LTCGARDEN HELPER~~
~~LTCGARDENER~~
~~PATGOLF COURSE PRO/MANAGER~~
~~PATGOLF GREEN SUPERINTENDENT~~
~~LTCGREENHOUSE GARDENER~~
~~LTCGREENHOUSE HELPER~~
~~LTCGROUNDS EQUIPMENT OPERATOR~~
~~LTCGROUNDS MAINTENANCE A~~
~~LTCHEAVY EQUIPMENT OPERATOR~~
~~LTCLANDSCAPE GARDENER~~
~~LTCMAINTENANCE TECHNICIAN~~
~~COMOTMAINTRAC COORDINATOR~~
~~PATMANAGER~~
~~PATOUTDOOR RECREATION COORDINATOR~~
~~LTCPARK PERSON C~~
~~PATPROGRAM FACILITY COORDINATOR~~
~~PATPROJECT MANAGEMENT TECHNICIAN~~
~~LTCRELIEF PERSON~~
~~LTCSMALL MOTOR MECHANIC~~
~~LTCSECURITY PERSON~~
~~PATSENIOR PROGRAM FACILITY~~
~~COORDINATOR~~
~~LTCSTOREKEEPER~~
~~PATSUPERINTENDENT~~
~~PATSUPERVISOR~~
~~LTCSUPERVISOR~~
~~LTCWORKING LEADER~~
~~COMOTAQUATIC CENTER MANAGER~~
~~COMOTAQUATIC SUPERVISOR~~
~~COMOTASSISTANT BOAT ADMINISTRATOR~~
~~COMOTASSISTANT GOLF PRO MANAGER~~
~~COMOTASSISTANT SUPERVISOR~~
~~PATASSISTANT SUPERVISOR~~
~~LTCASSISTANT SUPERVISOR~~
~~COMOTATTENDANT~~

~~—— LTCBARTENDER~~
~~—— PATCAMP-ASSISTANT-SUPERVISOR~~
~~—— LTCCAMP-COUNSELOR~~
~~—— PATCAMP-SUPERVISOR~~
~~—— LTCCAPTAIN~~
~~—— COMOTCOORDINATOR~~
~~—— PATCOORDINATOR~~
~~—— LTCDECK-HAND~~
~~—— LTCDOCENT~~
~~—— LTCFACILITIES-MAINTENANCE~~
~~—— LTCFIRST-MATE~~
~~—— COMOTFOOD-SERVICE-ASSISTANT~~
~~—— LTCGOLF-ASSISTANT-GREEN-~~
~~—— SUPERINTENDENT~~
~~—— COMOTGOLF-CASHIER/STARTER~~
~~—— LTCGOLF-COURSE-MAINTENANCE~~
~~—— LTCHEAD-LIFEGUARD~~
~~—— COMOTHURSHTOWN-ATTENDANT~~
~~—— COMOTHURSHTOWN-ASSISTANT-SUPERVISOR~~
~~—— PATHURSHTOWN-SUPERVISOR~~
~~—— COMOTICE-GUARD~~
~~—— COMOTINSTRUCTOR~~
~~—— PATINSTRUCTOR~~
~~—— COMOTINTERN~~
~~—— LTCLIFEGUARD~~
~~—— COMOTLIFETIME-SPORTS-ACADEMY~~
~~—— COORDINATOR~~
~~—— COMOTLIFETIME-SPORTS-ACADEMY-~~
~~—— SUPERVISOR~~
~~—— LTCMAINTENANCE-SEASONAL~~
~~—— LTCNATURALIST~~
~~—— COMOTPLAYGROUND-COORDINATOR~~
~~—— COMOTPLAYGROUND-LEADER~~
~~—— COMOTPLAYGROUND-STAFF~~
~~—— PATPLAYGROUND-SUPERVISOR~~
~~—— COMOTPOOL-STAFF (NON-CERTIFIED)~~
~~—— COMOTPRESCHOOL/YOUTH-SPORTS-~~
~~—— COORDINATOR~~
~~—— COMOTPRESCHOOL/YOUTH-SPORTS-~~
~~—— INSTRUCTOR~~
~~—— COMOTPRESCHOOL/YOUTH-SITE-SUPERVISOR~~
~~—— PATPROGRAM-COORDINATOR~~
~~—— PATPROJECT-MANAGEMENT-TECHNICIAN~~

~~COMOTRECREATION-CENTER-COORDINATOR~~
~~PATRECREATION-CENTER-SUPERVISOR~~
~~PATRECREATION-CENTER-LEADER-~~
~~COMOTRECREATION-COORDINATOR~~
~~COMOTRECREATION-LEADER~~
~~COMOTRECREATION-SPECIALIST~~
~~COMOTRENTAL-COORDINATOR~~
~~PATRENTAL-COORDINATOR~~
~~LTCSEASONAL-GARDENER~~
~~COMOTSEASONAL/TEMPORARY~~
~~LTCSEASONAL/TEMPORARY~~
~~COMOTSEASONAL-RIVERFRONT~~
~~LTCSEASONAL-RIVERFRONT~~
~~COMOTSPECIAL-EVENTS-COORDINATOR~~
~~COMOTSUPERVISOR~~
~~PATSUPERVISOR~~
~~LTCSUPERVISOR~~
~~LTC TENNIS INSTRUCTOR~~
~~LTC TENNIS PROGRAM COORDINATOR~~
~~PATTHEATRE-BOX-OFFICE-LEAD~~
~~PATTHEATRE-BOX-OFFICE-STAFF~~
~~PATTHEATRE-CUSTOMER-SERVICE-~~
~~ASSISTANT-MANAGER~~
~~PATTHEATRE-HOUSE-LEAD~~
~~LTC THEATRE MAINTENANCE-LEAD~~
~~PATTHEATRE-MANAGER~~
~~PATTHEATRE-OPERATIONS-ASSISTANT~~
~~MANAGER~~
~~PATTHEATRE-PARKING-LOT-LEAD~~
~~LTC THEATRE PARKING-LOT-ATTENDANT~~
~~LTC THEATRE PRODUCTION-LEAD~~
~~LTC THEATRE TECHNICIAN~~
~~PATTHEATRE-UTILITY-LEAD~~
~~LTC THEATRE UTILITY-WORKER~~
~~COMOTWEEKEND/EVENING-RECEPTIONIST/~~
~~HOST(ESS)~~
~~**Public Works**~~
~~PATACCOUNTANT~~
~~COMOTADMINISTRATIVE-AIDE~~
~~COMOTADMINISTRATIVE-ASSISTANT~~
~~LTC ASPHALT PLANT OPERATOR~~
~~PATASSISTANT-CITY-ENGINEER~~

~~— LTCASSISTANT STREET COMMISSIONER~~
~~— PATASSISTANT TRAFFIC ENGINEER~~
~~— PATBOARD OF PUBLIC WORKS MANAGER~~
~~— LTCBUILDING SERVICE PERSON~~
~~— EXECITY ENGINEER~~
~~— COMOTCLERICAL~~
~~— COMOTCLERK TO BOARD~~
~~— COMOTCOMMUNICATIONS OPERATOR~~
~~— COMOTCOST ACCOUNTANT~~
~~— LTCCULVER & DRAINAGE REPAIRER~~
~~— EXEDEPUTY DIRECTOR~~
~~— PATDESIGN COORDINATOR~~
~~— PATDIRECTOR OF FINANCE~~
~~— PATDIRECTOR FLEET MANAGEMENT~~
~~— EXEDIRECTOR OF PUBLIC WORKS~~
~~— PATDIRECTOR TRAFFIC OPERATIONS~~
~~— PATDIRECTOR OF TRANSPORTATION~~
~~— ADMINISTRATION AND SUPPORT~~
~~— PATENFORCEMENT OFFICER/INSPECTOR~~
~~— LTCENGINEERING TECH-~~
~~— LTCENTRY LEVEL TECHNICIAN~~
~~— PATFINANCE MANAGER~~
~~— PATFLEET SYSTEM ANALYST~~
~~— PATFLOOD CONTROL MANAGER~~
~~— PATFLOOD MAINTENANCE MANAGER~~
~~— LTCGENERAL FOREMAN-~~
~~— PATGREENWAYS MANAGER~~
~~— COMOTINTERN~~
~~— LTCINTERN~~
~~— PATINSPECTOR TECHNICIAN~~
~~— LTCLABORER~~
~~— LTCLABORER-A~~
~~— PATLAND ACQUISITION AGENT~~
~~— PATLAND SURVEYOR~~
~~— LTCLEAF PICK-UP LABORER~~
~~— LTCLIGHTING DIVISION SEASONAL~~
~~— LTCLIGHTING FOREMAN~~
~~— LTCMAINTENANCE~~
~~— LTCMAINTENANCE SUPERVISOR~~
~~— PATMANAGER-~~
~~— LTCMANAGER~~
~~— PATMASTER GARDENER~~

~~——LTCMASTER LEVEL TECHNICIAN~~
~~——LTCMASTER PARTS CLERK~~
~~——LTCMATERIALS CONTROL/OFFICE-~~
~~——COORDINATOR~~
~~——LTCMID-LEVEL TECHNICIAN~~
~~——PATOFFICE MANAGER~~
~~——LTCOPERATOR A~~
~~——LTCOPERATOR B~~
~~——LTCOPERATOR/REPAIR PERSON~~
~~——LTCPARTS MANAGER~~
~~——LTCPARTS SPECIALIST~~
~~——COMOTPAYROLL CLERK/TYPIST~~
~~——COMOTPERMIT ASSISTANT~~
~~——COMOTPERMIT COORDINATOR~~
~~——PATPROGRAM MANAGER~~
~~——COMOTPROGRAM MANAGER~~
~~——LTCPROJECT COORDINATOR~~
~~——PATPROJECT COORDINATOR~~
~~——PATPROJECT MANAGER~~
~~——PATPUBLIC OUTREACH COORDINATOR~~
~~——COMOTPUBLIC WORKS MANAGER~~
~~——PATRIGHT OF WAY MANAGER~~
~~——LTCROUTE DRIVER~~
~~——COMOTSEASONAL/TEMPORARY~~
~~——LTCSEASONAL/TEMPORARY~~
~~——COMOTSECRETARY VII~~
~~——PATSENIOR FLEET SYSTEM ANALYST~~
~~——PATSENIOR LAND ACQUISITION AGENT~~
~~——LTCSENIOR MASTER LEVEL TECHNICIAN~~
~~——PATSERVICE WRITER~~
~~——PATSHOP MANAGER~~
~~——LTCSIGN DIVISION SEASONAL~~
~~——LTCSIGN FABRICATOR~~
~~——LTCSIGN & MARKING FOREMAN~~
~~——LTCSIGN & MARKING SPECIALIST/~~
~~——ELECTRICAL TECHNICIAN~~
~~——LTCSIGN & MARKING SUPERVISOR~~
~~——LTCSIGNAL DIVISION SEASONAL~~
~~——LTCSIGNAL FOREMAN~~
~~——EXESTREET COMMISSIONER~~
~~——PATSUPERVISOR-~~
~~——LTCSUPERVISOR~~

~~— LTC SURVEY TECHNICIAN~~
~~— LTC SWEEPER OPERATOR~~
~~— COMOT TECHNICIAN~~
~~— PAT TRAFFIC ENGINEER~~
~~— LTC TRAFFIC OPERATIONS ELECTRICIAN~~
~~— LTC TRAFFIC OPERATIONS LABORER~~
~~— LTC TRAFFIC OPERATIONS SUPERVISOR~~
~~— PAT TRAFFIC SYSTEM SPECIALIST~~
~~— LTC TRUCK DRIVER~~
~~— LTC UTILITY MAINTENANCE PERSON~~
~~— LTC WELDER/FABRICATOR~~
~~— COMOT WORKING LEADER~~
~~— LTC WORKING LEADER~~
~~— PAT 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, 2023 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 limitations, future changes or amendments enacted by Common Council.

SECTION 8. That all Departments subject to this Ordinance will conform to the Official City's 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 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 City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 2022 salary ordinances, have expired. Commencing January 1, 2023, 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

Malak Heiny, City Attorney