

AN ORDINANCE amending Special Ordinance S-22-09-28, amending the salaries of all non-union members of the Division of Public Safety 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. That non-union public safety employees 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. The classifications of COMOT, EXE, LTC, PAT, POLE, and SO be removed and replaced with Grades 0 through 18.

SECTION 3. That the Grid attached hereto as Exhibit A 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.

Council Member

APPROVED AS TO FORM AND LEGALITY

Malak Heiny, City Attorney

2023 SALARY GRID

EXHIBIT "A"

JOB CLASSIFICATION	Hourly Min	Hourly Max	Annual Min	Annual Max
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

AN ORDINANCE amending Special Ordinance S-22-09-28,
fixing-amending the salaries of all non-union members of
the Division of Public Safety of the City of Fort Wayne,
Indiana for the year 2023.

~~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 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 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~~
~~2023 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 non-union public safety employees of the City of Fort Wayne ~~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. The classifications of COMOT, EXE, LTC, PAT, POLE, and SO be removed and replaced with Grades 0 through 18.

SECTION 23. That the ~~following~~ Ggrid attached hereto as Exhibit A 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, as determined by the Fire Chief, 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, as determined by the~~

~~Police Chief 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**~~

~~**Fire Department**~~

~~**Fire Command**~~

~~PAT ASSISTANT CHIEF~~

~~EXE DEPUTY CHIEF~~

~~EXE FIRE CHIEF~~

~~**Fire Civilians**~~

~~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~~

~~**Police Department**~~

~~**Police Command**~~

~~EXE ASSISTANT CHIEF OF POLICE~~

~~POLE CAPTAIN~~

~~EXE CHIEF OF POLICE~~

~~POLE DEPUTY CHIEF~~

~~**Police Civilians**~~

~~COMOT ADMINISTRATIVE ASSISTANT~~

~~POLE ADMINISTRATIVE VICTIM ADVOCATE~~

~~POLE ASSISTANT MANAGER OF PROPERTY~~

~~ROOM~~

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	TAXICAB 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
COMOT	ADOPTION ASSISTANT
COMOT	ANIMAL CARE ATTENDANT
COMOT	ANIMAL CARE COORDINATOR
POLE	ANIMAL CARE SPECIALIST
POLE	ANIMAL CONTROL OFFICER
PAT	ANIMAL PROGRAMS SUPERVISOR
LTC	BUILDING MAINTENANCE
COMOT	COMMUNITY CAT & TRANSFER
	COORDINATOR
COMOT	COMMUNITY OUTREACH EDUCATOR
POLE	DEPUTY DIRECTOR
POLE	DEPUTY DIRECTOR OF FIELD
	OPERATIONS
POLE	DEPUTY DIRECTOR OF SHELTER &
	MEDICAL OPERATIONS
EXE	DIRECTOR OF ANIMAL CARE &
	CONTROL
COMOT	DISPATCHER
POLE	FIELD COORDINATOR
PAT	FOSTER COORDINATOR
COMOT	FOSTER ASSISTANT
PAT	FUND DEVELOPMENT MANAGER
COMOT	HUMANE EDUCATION ASSISTANT
PAT	HUMANE EDUCATION COORDINATOR
	PIO
COMOT	INTERN
PAT	MANAGER
PAT	OFFICE SUPERVISOR
PAT	OPERATIONS MANAGER
PAT	SHELTER VET
PAT	SUPERVISOR
COMOT	TRANSFER PROGRAM COORDINATOR
COMOT	VET ASSISTANT
PAT	VOLUNTEER COORDINATOR

Consolidated Communications Partnership

COMOT	ADMINISTRATIVE ASSISTANT
PAT	ADMINISTRATIVE MANAGER
POLE	DEPUTY DIRECTOR
POLE	DISPATCHER
POLE	ENTRY LEVEL DISPATCHER
EXE	EXECUTIVE DIRECTOR

~~POLE~~ ~~SHIFT SUPERVISOR~~
~~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, 2023, 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 practices, approved by the Mayor and administered by the City's Human Resources Department.

~~SECTION 7.~~ 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 8.~~ 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 ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2023, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

~~SECTION 9.~~ 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 10.~~ 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