

AN ORDINANCE AMENDING CHAPTER 36:
PERSONNEL POLICIES, OF THE CITY OF FORT
WAYNE CODE OF ORDINANCES.

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

SECTION 1. That CHAPTER 36: PERSONNEL POLICIES of the City
of Fort Wayne, Indiana, Code of Ordinances of be amended as follows:

AMEND SECTION 36.03 ELIGIBILITY FOR PAID VACATION LEAVES.

(A) Former employees of the city or its utilities who are rehired, or employees with past service with the State of Indiana or another Indiana political subdivision, will not gain in seniority as the result of any prior service but will be given credit for such prior service for the purpose of determining eligibility for vacation leave.

(Ord. G-15-92, passed 4-24-92; Am. Ord. G-09-09, passed 4-28-09)

AMEND SECTION 36.17 EMPLOYEE CLASSIFICATION; SALARY SCALE, PARAGRAPHS (A)(B)(F)(H).

(A) *Classification.*

(1) All employees of the civil city and city utilities shall be classified by the following job classification,

(2) All members of the Police and Fire Departments of the city, shall be classified by the following job classifications, 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. 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.

(B) *Scale of salaries.*

(1) The following job classifications are a true and complete listing of all Civil City and City Utilities positions and of all members of the Police and Fire Departments of the City of Fort Wayne non-bargaining unit positions. 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.

<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

(2) (a) The Salary Grid set forth in division (B)(1) above, 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 accrued vacation payoff, sick time, FLSA earned compensatory time, approved car allowance or approved productivity bonus.

(b) The Grid 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. The job classifications set forth in B(1) are a true and complete listing of all civil city and city utilities job classifications.

(F) From and after the first day of August 2023 all appointed officers, employees, deputies, assistants, departmental and institutional heads of the civil city and city utilities will be paid according this, the above and following provisions of this section, subject to budgetary limitations, future changes or amendments enacted by Common Council.

1 (H) *Police and Fire employees.*

2 (1) *Grid of Salaries.*

3 (a) The Grid of Salaries set forth in division (B)(1) above, is fixed and
4 authorized as the Grid for approved job classifications. Consistent with our
5 compensation philosophy, it is the city's objective that no employee shall be paid
6 below their job classification and the maximum should not be exceeded, except
7 for approved shift differentials, approved longevity pay, approved overtime pay,
approved technical skill pay, approved educational bonus, approved clothing
allowance.

8 (b) The Grid as reflected in division (B)(1) is an attempt to maintain an
9 orderly, consistent and competitive pay policy that includes a "Grid System" that
10 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.

11 (c) All Fire Command shall be eligible for any additional benefits afforded
12 the International Association of Fire Fighters. All Fire Command shall receive the
13 same percentage pay increases as afforded the International Association of Fire
Fighters.

14 (d) All Police Command shall be eligible for any additional benefits
15 afforded the Fraternal Order of Police. All Police Command, Captains and above,
16 shall receive the same percentage pay increases as afforded the Fraternal Order
of Police.

17 (2) The job classifications are a true and complete listing of all members of
18 the Police and Fire Departments of the City of Fort Wayne non- bargaining unit
19 positions by job classification. It does not include those positions which are
20 specified as part of a bargaining unit having a written economic agreement with
the city negotiated by the City Attorney and approved by the Common Council.

21 (3) (a) Police and Fire employees, as indicated herein, may participate in
22 collective bargaining with the city for economic conditions. Pursuant to state
23 statute such economic conditions must be approved by Common Council. Such
24 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. Upon conclusion of such negotiations, the
appropriate ordinances shall be submitted to the Common Council for approval.

25 (b) Employees covered by recognized bargaining unit representatives
26 (unions) will receive a salary established by the collective bargaining process as
27 long as this pay does not exceed the table of maximum salaries authorized in
Exhibit A.

28 (4) In addition to the compensation for positions listed herein, the city shall
29 contribute 3% of employees' salary to the Public Employees Retirement Fund
30 (PERF) except for those positions which are commonly referred to as Police and
Fire Command.

1 (5) From and after the first day of August, 2023, all members of the Police
2 and Fire Departments of the City of Fort Wayne will be paid according to
3 provisions of this section, subject to budgetary limitations, collective bargaining
4 agreements, future changes or amendments enacted by Common Council.

5 (6) Civilian employees in the Police and Fire Departments subject to this
6 section will conform to the official city Human Resources Policies and
7 Procedures relating to hiring, pay, and other related practices, approved by the
8 Mayor and administered by the city's Human Resources Department.

9 ('74 Code, § 20-15) (Ord. S-34-73, passed - -73; Am. Ord. S-239-91, passed 9-
10 30-91; Am. Ord. S-115-92, passed 7-30-92; Am Ord. S-166-92, passed 10-2-92;
11 Am. Ord. G-01-93, passed 1-12-93; Am. Ord. S-01-93, passed 1-12-93; Am.
12 Ord. S-11-13, passed 1-26-93; Am. Ord. S-12-93, passed 1-26-93; Am. Ord. S-
13 13-93, passed 1-26-93; Am. Ord. G-10-93, passed 3-9-93; Am. Ord. G-12-93,
14 passed 3-23-93; Am. Ord. S-23-93, passed 3-23-93; Am. Ord. G-15-93, passed
15 5-4-93; Am. Ord. G-19-93, passed 6-8-93; Am. Ord. S-62-93, passed 7-27-93;
16 Am. Ord. S-118-14, passed 10-28-14; Am. Ord. S-119-14, passed 10-28-14)

17 **SECTION 2.** That this Ordinance is in full force and effect from and after its
18 passage and any and all necessary approval by the Mayor.

19 _____
20 Council Member

21 APPROVED AS TO FORM AND LEGALITY

22 _____
23 Malak Heiny, City Attorney

CHAPTER 36: PERSONNEL POLICIES

Section

General Provisions

[36.01](#) Conformance with personnel policies

[36.02](#) Political contributions for employment benefits

[36.03](#) Eligibility for paid vacation leaves

[36.04](#) "Hurt on duty" appeals process

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Pay and Classification Plan

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GENERAL PROVISIONS

§ 36.01 CONFORMANCE WITH PERSONNEL POLICIES.

All departments subject to §§ [36.15](#) through [36.17](#) will conform to the official city personnel policies and procedures relating to hiring, pay and other related practices, approved by the Mayor and administered by the city's Personnel Department.

('74 Code, § 20-2) (Ord. S-139-76, passed 8-24-76; Am. Ord. S-128-82, passed 7-29-82; Am. Ord. S-140-83, passed 7-26-83; Am. Ord. S-141-85, passed 7-30-85; Am. Ord. S-84-93, passed 11-9-93)

§ 36.02 POLITICAL CONTRIBUTIONS FOR EMPLOYMENT BENEFITS.

Whoever, directly or indirectly, promises any employment position or compensation or other benefits for a political contribution, or whoever requires, as a condition to continuation of employment or advancement in employment opportunities with the administration of the city, a political contribution, shall be guilty of a violation and fined in an amount not more than \$1,000.

('74 Code, § 20-1) (Ord. G-37-75, passed - -75)

§ 36.03 ELIGIBILITY FOR PAID VACATION LEAVES.

(A) Former employees of the city or its utilities who are rehired, or employees with past service with the State of Indiana or another Indiana political subdivision, will not gain in seniority as the result of any prior service but will be given credit for such prior service for the purpose of determining eligibility for vacation leave. ~~if the prior service is reinstated by PERF (Public Employees' Retirement Fund), at the time that PERF credits the service.~~

~~—(B) This section shall apply to all employees who were first employed by the city or its utilities on or before April 1, 1992, and who leave, or have left, such employment on or after November 1, 1987. Employees hired on or after April 2, 1992, shall be subject to this section provided, however, credit for past service with another Indiana political subdivision may be granted only with the express approval of the Mayor.~~

(Ord. G-15-92, passed 4-24-92; Am. Ord. G-09-09, passed 4-28-09)

§ 36.04 "HURT ON DUTY" APPEALS PROCESS.

(A) A police officer or firefighter whose request for payment of care under IC § 36-8-4-5 is denied by the city (the "appellant") may appeal any such denial to the "Hurt on Duty" Compensability Committee ("Committee") which is hereby created and established to consist of the following representatives:

(1) Deputy Mayor for the city or designee, to be appointed by the city;

(2) Police Chief or Fire Chief, or designee, to be appointed by the city;

(3) A Pension Board attorney representing either the Police Pension Board or the Fire Pension Board, who shall be a non-voting member of the Committee, to be appointed by the members of the Committee; and

(4) Pension trustee to be appointed by the Union representing the appellant.

(B) Within 60 days of the establishment of the Committee, the Committee shall establish written rules of order for conducting business ("rules and procedures"). A majority of the Committee members constitutes a quorum, and a majority vote of all voting Committee members is necessary to transact business and administrative matters. The Committee shall select from among their number a president, vice president, and secretary. The Committee shall keep a permanent record of its proceedings. For appeal hearing purposes, a majority of the voting Committee members designated for a hearing in division (D) below constitutes a quorum to conduct an appeal hearing. A majority vote of the voting Committee members at a hearing shall decide an appeal.

(C) The appellant must submit an appeal to the city's Risk Manager, in writing, within 14 days of the date the notice of the Risk Manager's determination is sent.

(D) (1) If the appellant is a police officer, then, in such event, the Committee representatives for appeal hearing purposes shall be as follows:

(a) The Deputy Mayor for the city or his/her designee, to be appointed by the city;

(b) The Police Chief or his/her designee, to be appointed by the city;

(c) The Pension Board attorney, appointed by the Committee; and

(d) The Police Pension trustee appointed by the Police Union representing the appellant.

(2) If the appellant is a firefighter, then, in such event, the Committee representatives for appeal hearing purposes shall be as follows:

(a) The Deputy Mayor for the city or his/her designee, to be appointed by the city;

(b) The Fire Chief or his/her designee, to be appointed by the city;

(c) The Pension Board attorney, appointed by the Committee; and

(d) The Fire Pension trustee appointed by the Fire Union representing the appellant.

(E) If the appellant fails to adhere to deadline requirements set forth in the Committee's rules and procedures, the appellant's appeal shall be dismissed, with prejudice. If the city fails to adhere to deadline requirements set forth in the rules and procedures, the member may elect to initiate arbitration pursuant to IC § 34-57-2 et seq. within 30 days. The prevailing party shall not be responsible for arbitration fees under this section. The non-prevailing party shall pay the arbitration fees.

(F) If either party is dissatisfied with the Committee's determination of compensability, the case may be referred to arbitration under IC § 34-57-2 et seq. The arbitrator shall be selected as provided in the arbitration section of the applicable union's bargaining agreement with the city. Any referral to arbitration must be initiated by a party within 30 days of the date of the Committee's determination. Otherwise, the matter will be deemed closed.

(Ord. G-6-14, passed 4-8-14; Am. Ord. G-14-22, passed 7-26-22)

§ 36.05 REQUIRED USE OF BODY CAMERAS BY MEMBERS OF THE FORT WAYNE POLICE DEPARTMENT.

(A) By no later than December 31, 2022, all Operations and Uniformed Specialty Officers, or anyone operating in a uniformed capacity on a regular basis, of the Fort Wayne Police Department shall be required to use and maintain, as part of the standard uniform, an operational Body Camera, type as determined and implemented by the Fort Wayne Police Department.

(1) Initial trial of these Body Cameras shall be completed by December 31, 2020 ("Initial Trial"). At least 100 Operations and/or Uniformed Specialty Officers shall have fully operational Body Cameras as part of their standard uniform by December 31, 2021. All Operations and Uniformed Specialty Officers shall have operations Body Cameras by December 31, 2022.

(2) (a) Graduated recruit classes in 2020 and 2021 will not necessarily have Body Cameras immediately after graduation, but should be outfitted with the Body Cameras as soon as practicable and with all due haste. For graduated recruits from 2020 and 2021, all recruits shall be equipped with a Body Camera by December 31, 2022. For

every graduated recruit class from 2022 and later, the Body Camera must be part of the uniform for each new recruit immediately upon graduation from the Academy.

(b) The program identified in this may be collectively referred to as the "Body Camera Program."

(B) The FWPD shall update and amend the current departmental policy for appropriate usage of body camera for all Operations and Uniformed Specialty Officers who are equipped with body cameras. Such a policy, as amended shall clearly delineate the circumstances under which officers equipped with body cameras must activate their body cameras to record their interactions while on duty. The amended policy shall also reference discipline or punishment for any failure to follow the guidelines as outlined.

(C) The Fort Wayne Police Department shall provide and report the final departmental policy for the Body Camera Program to Common Council at a meeting of Common Council prior to the Initial Trial of the Body Camera Program in 2020.

(D) The Fort Wayne Police Department, through the Administration of the City of Fort Wayne and the Mayor, shall include all appropriate funding requests to support the Body Camera Program in its annual budget submitted to the Fort Wayne Common Council. All budgetary requests related to the Body Camera Program must be submitted to Common Council in line item form. Any budget request that includes items not related to the Body Camera Program may be declined at the discretion of Common Council with further instruction to specifically identify budgetary requests related to the Body Camera Program.

(E) Following the passage of this ordinance, the FWPD shall submit a quarterly report to City Council outlining progress on equipping its Operations and Uniformed Specialty Officers with body cameras pursuant to the timetable established in [§ 36.05](#) (A)(1) and (A)(2) and prior to each deadline in the timetable the Police Chief and/or his designee shall appear before City Council to provide an update on the Body Camera Program.

(F) If the Fort Wayne Police Department fails to satisfy any obligation outlined in this § 36.05, the Administration of the City of Fort Wayne or Common Council may request an order to comply with this Section 36.05 from Allen County Superior or Circuit Court.

(Ord. G-10-20, passed 7-28-20)

PAY AND CLASSIFICATION PLAN

§ 36.15 SALARIES GENERALLY.

All appointed officers, employees, deputies, assistants, department and institutional heads of the civil city and city utilities will be paid according to the provisions of this chapter, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by the Common Council.

(`74 Code, § 20-11) (Ord. S-84-73, passed - -73; Am. Ord. S-124-86, passed 7-22-86; Am. Ord. S-171-87, passed 7-14-87)

§ 36.16 SUBMISSION OF PUBLIC UTILITIES SALARY ORDINANCE.

(A) It shall be the duty of the Mayor of the city and the City Controller to annually prepare a salary ordinance for all non-union employees for all public utilities owned and operated by the city for the next succeeding calendar year for submittal to and approval by the Common Council.

(B) The salary ordinance shall be on a calendar year basis and submitted to the Common Council for approval. The Common Council shall act promptly on the salary ordinance. In the event that the Common Council does not act on the salary ordinance so submitted on or before September 30 of each year, the existing salaries shall be deemed continued by the Common Council. This is in accordance with IC 36-4-7-3.

(C) The Common Council shall have the power to reduce said salaries but may not increase them unless recommended by the Mayor.

(`74 Code, § 20-3) (Ord. G-28-80, passed 12-23-80)

§ 36.17 EMPLOYEE CLASSIFICATION; SALARY SCALE.

(A) *Classification.*

(1) All employees of the civil city and city utilities shall be classified by the following division/department job classification, and titles.

(2) All members of the Police and Fire Departments of the city, shall be classified by division/department, job classification and titles herein designated the following job classifications, 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. 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.

(B) *Scale of salaries.*

(1) The following job classifications are a true and complete listing of all Civil City and City Utilities positions and -by division/department, job classification, and titles. of all members of the Police and Fire Departments of the City of Fort Wayne non-bargaining unit positions. 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.

<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
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Grade 6	\$24.84	\$34.78	\$51,671.00	\$72,339.00
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Grade 12	\$44.01	\$61.61	\$91,539.00	\$128,155.00
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Grade 15	\$58.58	\$82.01	\$121,839.00	\$170,575.00
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Grade 17	\$70.88	\$99.23	\$147,426.00	\$206,396.00
Grade 18	\$77.97	109.15	\$162,168.00	\$227,035.00

<i>DIVISION/DEPARTMENT</i>	<i>JOB CLASSIFICATION</i>	<i>TITLE</i>
<i>DIVISION/DEPARTMENT</i>	<i>JOB CLASSIFICATION</i>	<i>TITLE</i>
<u>City Clerk</u>	-	-
-	COMOT	Administrative Assistant
-	PAT	Assistant Deputy Clerk
-	LTC	Assistant Meter Repair Person
-	PAT	Deputy Clerk
-	LTC	Meter Repair Person
-	LTC	Parking Control Officer
-	PAT	Parking Enforcement Supervisor
-	COMOT	Violations Bureau Specialist
-	PAT	Violations Bureau Supervisor
-	COMOT	Violations Court Administrator
<u>City Council</u>	-	-
-	PAT	City Council Administrator
-	UC	City Council Attorney
<u>City Utilities</u>	-	-
-	PAT	Accountant
-	COMOT	Accounting Clerk
-	COMOT	Administrative Assistant

-	PAT	Analytical Chemist
-	EXE	Associate City Attorney
-	PAT	Assistant Manager
-	COMOT	Assistant Manager
-	PAT	Assistant Program Manager
-	LTC	Assistant Storekeeper
-	PAT	Assistant Superintendent
-	COMOT	Associate Systems Process Specialist
-	COMOT	Audit Error Specialist
-	LTC	Backhoe Operator
-	PAT	Cadd Technician I
-	PAT	Cadd Technician II
-	PAT	Cadd Technician III
-	COMOT	Cashier
-	LTC	Chemical Unloading Operator
-	LTC	Chief Electrician
-	LTC	Chief Operator
-	LTC	Chief Relief Operator
-	PAT	CMMS Administrator
-	LTC	Combination Repairer/Truck Driver
-	LTC	Communication Operator/Watch Person
-	PAT	Construction Manager I
-	PAT	Construction Manager II
-	LTC	Construction Supervisor
-	COMOT	Credit & Collections Specialist
-	PAT	Customer Relations Manager
-	COMOT	Customer Relations Representative
-	COMOT	Customer Relations Representative/Cashier
-	COMOT	Customer Relations Representative/Clerical
-	COMOT	Customer Relations Representative/Solid Waste

-	COMOT	Data Analyst
-	COMOT	Data Management Clerk
-	SO	Deputy Director
-	PAT	Designer I
-	PAT	Designer II
-	PAT	Director of Finance
-	EXE	Director of City Utilities
-	COMOT	Dispatcher
-	LTC	Electrician
-	LTC	Electronic Technician
-	SO	Engineer
-	PAT	Engineering Associate
-	SO	Engineering Program Manager
-	PAT	Engineering Representative I
-	PAT	Engineering Representative II
-	PAT	Engineering Representative III
-	LTC	Equipment Operator
-	COMOT	File Clerk
-	PAT	Hansen Administrator
-	LTC	Heavy Equipment Operator
-	LTC	Hursttown-Cedarville Operator
-	LTC	Hydraulic Sewer Rodder Assistant
-	LTC	Hydraulic Sewer Rodder Operator
-	PAT	IMS/GIS Technician I
-	PAT	IMS/GIS Technician II
-	PAT	IMS/GIS Technician III
-	LTC	Industrial Pretreatment Coordinator
-	LTC	Industrial Pretreatment Inspector
-	COMOT	Intern/seasonal
-	LTC	Intern/seasonals
-	LTC	Laborer I
-	LTC	Laborer II

-	LTC	Maintenance Crew Leader
-	LTC	Maintenance Working Leader
-	PAT	Manager
-	SO	Manager of Engineering
-	LTC	Manhole Sealing Assistant
-	LTC	Manhole Sealing Operator
-	LTC	Mechanic
-	LTC	Mechanic Intern
-	LTC	Meter Reader
-	LTC	Meter Reader Truck
-	LTC	Night Investigator
-	LTC	NPDES Inspection Assistant
-	LTC	NPDES Inspection Operator
-	COMOT	Permit Specialist I
-	COMOT	Permit Specialist II
-	COMOT	Plant Clerk
-	LTC	Plant Operator
-	LTC	Plumber Crew Leader
-	PAT	Primary Customer Account Administrator
-	PAT	Program Manager
-	PAT	Public Information Officer
-	COMOT	Receptionist
-	LTC	Relief Operator
-	COMOT	Senior Clerk
-	LTC	Service Tech I
-	LTC	Service Tech II
-	LTC	Sewer Jet Flusher Assistant
-	LTC	Sewer Jet Flusher Operator
-	LTC	Sewer System Inspector
-	LTC	Storekeeper
-	LTC	Special Investigator
-	EXE	Superintendent
-	PAT	Supervisor
-	LTC	Supervisor
-	COMOT	Systems Process Specialist

-	LTC	Tandem Driver
-	LTC	TV Truck Assistant
-	LTC	TV Truck Technician
-	COMOT	Utility Clerk
-	COMOT	Utility Clerk II
-	PAT	Utility Engineering Tech I
-	PAT	Utility Engineering Tech II
-	PAT	Utility Engineering Tech III
-	LTC	Utility Person
-	PAT	Utility Services Manager
-	LTC	Vacuum Assistant
-	LTC	Vacuum Operator
-	LTC	Water Operator I
-	LTC	Water Operator II
-	PAT	Weekend Analytical Chemist
-	LTC	Working Foreman
<u>Community Development</u>	-	-
-	COMOT	Abandoned Vehicle Specialist
-	COMOT	Abandoned Vehicle Specialist/Training
-	PAT	Accountant
-	COMOT	Administrative Assistant
-	COMOT	Bookkeeper/Collection Specialist
-	COMOT	Case System Hearing Specialist
-	PAT	CD Administrator
-	PAT	CD Manager
-	PAT	CD Specialist
-	PAT	CD Specialist—OHNS Grant Specialist
-	PAT	Code Enforcement Officer
-	PAT	Construction Specialist
-	EXE	Deputy Director
-	PAT	Director
-	EXE	Director of Community Development

-	PAT	Director of Finance
-	PAT	Director of Redevelopment
-	COMOT	Enforcement Records Specialist
-	COMOT	Enforcement Records Specialist Dispatch
-	POLE	Field Supervisor
-	COMOT	Intern/seasonal
-	PAT	Office Supervisor
-	PAT	Real Estate/Residential Construction Specialist
-	PAT	Senior Loan Processing Specialist—Rental Rehabilitation Specialist
-	COMOT	Weed Program Inspector
<u>Finance and Administration</u>	-	-
-	PAT	Accountant
-	COMOT	Accounting Clerk
-	COMOT	Administrative Assistant
-	PAT	Assistant Property Manager
-	EXE	Chief Information Officer
-	EXE	City Controller
-	PAT	Compliance Supervisor
-	COMOT	Compliance Investigator
-	PAT	Compliance Officer
-	EXE	Deputy Controller
-	PAT	Deputy Director
-	PAT	Director of Purchasing Services
-	COMOT	Intern
-	LTC	Maintenance Technician
-	PAT	Payroll Coordinator
-	PAT	Property Manager
-	PAT	Purchasing Supervisor
-	PAT	Senior Accountant/Analyst
-	COMOT	Senior Buyer
-	PAT	Senior Payroll Coordinator
<u>—Benefits</u>	-	-

-	PAT	HR & Benefits Manager
-	PAT	Benefits & Wellness Coordinator
-	COMOT	Intern/Seasonal
<u>—Risk Management</u>	-	-
-	COMOT	Administrative Assistant
-	PAT	Director of Risk Management
-	PAT	Risk Management Specialist
-	PAT	Safety Claims/Investigator
<u>Mayor's Office</u>	-	-
-	COMOT	Administrative Assistant
-	PAT	Citizen Services Specialist
-	PAT	Citizen Services Supervisor
-	PAT	Community Liaison
-	EXE	Deputy Mayor
-	PAT	Director of Citizen Services
-	EXE	Director of Human Resources
-	EXE	Director of Intergovernmental Affairs
-	PAT	Director of Public Information
-	COMOT	Executive Assistant
-	PAT	HR Coordinator
-	PAT	HR Generalist
-	COMOT	HR Specialist
-	COMOT	Intern/Seasonal
-	PAT	Labor & Employee Relations Manager
-	PAT	Legislative & Business Liaison
-	PAT	Manager
-	PAT	Public Information Officer
<u>—Law Department</u>	-	-
-	COMOT	Administrative Assistant
-	EXE	Associate City Attorney
-	EXE	City Attorney
<u>—Internal Audit</u>	-	-
-	EXE	Director of Internal Audit

-	PAT	Staff Auditor
<u>Metro Human Relation Commission</u>		-
-	COMOT	Administrative Assistant
-	EXE	Executive Director
-	COMOT	Intern/Seasonal
-	COMOT	Investigator
-	PAT	Lead Investigator
-	PAT	Staff Counsel
<u>Parks and Recreation</u>		-
-	COMOT	Administrative Assistant
-	LTC	Assistant Golf Superintendent
-	PAT	Assistant Supervisor
-	COMOT	Assistant Supervisor
-	COMOT	Courier/Storeroom Helper
-	EXE	Deputy Director
-	EXE	Director of Parks
-	LTC	Fleet Mechanic
-	LTC	Gardener
-	LTC	Garden Helper
-	UC	Golf Course Pro/Manager
-	PAT	Golf Green Superintendent
-	LTC	Greenhouse Gardener
-	LTC	Greenhouse Helper
-	LTC	Grounds Equipment Operator
-	LTC	Grounds Maintenance A
-	LTC	Heavy Equipment Operator
-	LTC	High Ranger Operator
-	PAT	Landscape Architect
-	LTC	Landscape Gardener
-	LTC	Maintenance Technician I
-	LTC	Maintenance Technician II
-	COMOT	Maintrac Coordinator
-	PAT	Manager
-	PAT	Outdoor Recreation Coordinator
-	LTC	Park Person C

-	PAT	Program Facility Coordinator
-	PAT	Project Management Technician
-	PAT	Public Information Officer
-	LTC	Relief Person
-	LTC	Small Motor Mechanic
-	LTC	Storekeeper
-	PAT	Superintendent
-	PAT	Supervisor
-	LTC	Supervisor
-	LTC	Working Leader
-	COMOT	Aquatic Center Manager
-	COMOT	Aquatic Supervisor
-	COMOT	Assistant Golf Pro Manager
-	COMOT	Basketball Program Coordinator
-	COMOT	Basketball Site Supervisor
-	COMOT	Basketball Staff
-	PAT	Camp Assistant Supervisor
-	LTC	Camp Counselors
-	PAT	Camp Supervisor
-	COMOT	Clerical
-	LTC	Golf Assistant Green Superintendent
-	COMOT	Golf Cashier/Starter
-	LTC	Golf Course Maintenance
-	COMOT	Hurshstown Attendant
-	COMOT	Hurshstown Supervisor
-	COMOT	Intern/Seasonal
-	LTC	Lifeguard
-	COMOT	Lifetime Sports Academy Coordinator
-	LTC	Lindenwood Staff
-	LTC	Maintenance—Utility Security Person
-	LTC	Maintenance—Seasonal
-	LTC	Naturalist
-	COMOT	Playground Leader

-	COMOT	Playground Staff
-	PAT	Playground Supervisor
-	COMOT	Pool Staff (Non-Certified)
-	COMOT	Pool— Head Lifeguard
-	COMOT	Preschool/Youth Sports coordinator
-	COMOT	Preschool/Youth Staff
-	COMOT	Project Management Technician
-	COMOT	Recreation Center Leader
-	COMOT	Recreation Leader
-	COMOT	Recreation Site Supervisor
-	COMOT	Recreation Specialist
-	COMOT	Special Events Coordinator
-	LTC	Tennis Instructor
-	LTC	Tennis Program Coordinator
-	PAT	Theater Manager
-	LTC	Theater Assistant Manager
-	LTC	Theater Attendant
-	LTC	Theater Technician
-	COMOT	Weekend/Evening Receptionist/Host(ess)
<u>Public Works</u>	-	-
-	PAT	Accountant
-	COMOT	Administrative Aide
-	COMOT	Administrative Assistant
-	PAT	Board of Public Works Manager
-	COMOT	Clerk to Board
-	COMOT	Cost Accountant
-	EXE	Director of Public Works
-	PAT	Director of Transportation Administration Support
-	PAT	Enforcement Officer/Inspector
-	PAT	Finance Manager
-	PAT	Flood Control Manager
-	PAT	Flood Maintenance Manager
-	PAT	Greenways Manager

-	COMOT	Intern/Seasonal
-	LTC	Intern/Seasonal
-	PAT	Inspector Technician
-	PAT	Land Acquisition Agent
-	LTC	Lighting Division Seasonal
-	LTC	Lighting Foreman
-	LTC	Maintenance
-	PAT	Manager
-	LTC	Manager
-	COMOT	Permit Assistant
-	COMOT	Permit Coordinator
-	PAT	Public Outreach Coordinator
-	COMOT	Public Works Manager
-	PAT	Program Manager
-	PAT	Right of Way Manager
-	LTC	Route Driver
-	COMOT	Secretary VII
-	PAT	Senior Land Acquisition Agent
-	LTC	Supervisor
- <u>Fleet Management</u>	-	-
-	COMOT	Administrative Assistant
-	PAT	Director of Fleet Management
-	PAT	Fleet System Analyst
- <u>Street Department</u>	-	-
-	COMOT	Administrative Assistant
-	LTC	Asphalt Plant Operator
-	LTC	Assistant Street Commissioner
-	LTC	Building Service Person
-	COMOT	Communications Operator
-	LTC	Culvert & Drainage Repairer
-	LTC	General Foreman
-	LTC	Laborer
-	LTC	Laborer A
-	LTC	Leaf Pick-Up Laborer
-	LTC	Operator A

-	LTC	Operator B
-	COMOT	Payroll Clerk/Typist
-	EXE	Street Commissioner
-	LTC	Sweeper Operator
-	LTC	Utility Maintenance Person
-	LTC	Truck Driver
<u>— Street Project Management: Transportation Engineering</u>		
-	SO	Assistant City Engineer
-	SO	City Engineer
-	PAT	Design Coordinator
-	LTC	Engineering Tech I
-	LTC	Engineering Tech II
-	PAT	Manager
-	LTC	Project Coordinator
-	COMOT	Survey Tech I
-	COMOT	Survey Tech II
-	COMOT	Working Leader
<u>— Traffic Engineering</u>	-	-
-	COMOT	Administrative Assistant
-	SO	Assistant Traffic Engineer
-	COMOT	Clerical
-	COMOT	Data Processing Technician
-	PAT	Deputy Director of Traffic Operations
-	PAT	Director Traffic Operations
-	LTC	Intern/Seasonal
-	LTC	Materials Control/Officer Coordinator
-	LTC	Operator/Repair Person
-	LTC	Sign Fabricator
-	LTC	Sign & Marking Foreman Sign Marking Specialist/Electrical Tech
-	LTC	Sign & Marking Supervisor
-	LTC	Sign Division Seasonal
-	LTC	Signal Division Seasonal

-	LTC	Signal Foreman
-	COMOT	Technician
-	SO	Traffic Engineer
-	LTC	Traffic Operations Electrician
-	PAT	Traffic Operations Supervisor

— (2) — 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.

<i>DIVISION/DEPARTMENT</i>	<i>JOB CLASSIFICATION</i>	<i>TITLE</i>
<i>DIVISION/DEPARTMENT</i>	<i>JOB CLASSIFICATION</i>	<i>TITLE</i>
<u>Public Safety</u>	-	-
-	EXE	Director of Public Safety
<u>Fire Department</u>	-	-
<u>— Fire Command</u>	-	-
-	PAT	Assistant Chief
-	EXE	Deputy Chief
-	EXE	Fire Chief
<u>— Fire Civilians</u>	-	-
-	COMOT	Administrative Assistant
-	COMOT	Administrative Assistant
-	LTC	Building Maintenance Assistant
-	PAT	Building Maintenance Manager
-	LTC	Building Systems Maintenance
-	PAT	Director of Finance & Facilities
-	PAT	Director of Public Information
-	COMOT	Intern/Seasonal
-	PAT	EMS Director
-	POLE	Recruit Firefighter
-	COMOT	Secretary-VIII
-	LTC	Supply Officer

-	COMOT	Survive-Alive-Teaching Assistant
<u>—Weights and measures</u>	-	-
-	LTC	Deputy Inspector
-	POLE	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
<u>—Police Civilians</u>	-	-
-	COMOT	Administrative Assistant
-	POLE	Administrative-Victim Advocate
-	POLE	Adult Guard
-	POLE	Civilian-Crime-Scene Technician
-	COMOT	Civilian-Property-Manager
-	COMOT	Civilian-Quartermaster
-	COMOT	Confidential-Steno-Typist
-	POLE	Coordinator-Crime-Stoppers
-	POLE	Crime-Analyst
-	PAT	Crime-Lab-Manager
-	COMOT	Detective-Bureau-Desk-Person
-	PAT	Director-of-Finance-&-Facilities
-	POLE	Director-of-Victim-Assistance
-	POLE	Drug-House-Ordinance Coordinator
-	PAT	Forensic-Scientist
-	LTC	General-Civilian-Maintenance
-	COMOT	Intern/Seasonal
-	COMOT	Investigative-Division-General Assistant
-	POLE	PAL-Coordinator
-	POLE	Property/Evidence-Specialist
-	COMOT	Receptionist/Secretary

-	PAT	Research & Grants Manager
-	POLE	Recruit Patrol Officer
-	COMOT	Secretary-VII
-	POLE	Senior Crime Analyst
-	POLE	Senior Victim Advocate
-	POLE	Supervisor Property Room
-	COMOT	Taxi Cab Permit Coordinator
-	POLE	Victim Advocate
-	COMOT	Volunteer Coordinator
- <u>Radio Shop</u>	-	-
-	COMOT	Administrative Assistant
-	COMOT	Electronics/Radio Installer
-	POLE	Radio Shop Supervisor
-	PAT	Technical Director
-	COMOT	Two-Way Radio/Electronics Technician
- <u>Police Records</u>	-	-
-	COMOT	Information/Computer Input Tech
-	COMOT	Quality Assurance Technician
-	POLE	Records Supervisor
-	COMOT	Records Technician
- <u>Animal Care and Control</u>		-
-	COMOT	Adoption Assistant
-	PAT	Adoption Supervisor
-	PAT	Animal Care & Control Supervisor
-	POLE	Animal Care Specialist
-	POLE	Animal Control Officer
-	COMOT	Clerk/Dispatcher
-	PAT	Community Relations & Education Specialist
-	POLE	Deputy Director
-	POLE	Director of Animal Care & Control
-	COMOT	Enforcement Assistant

-	POLE	Enforcement Division Supervisor
-	LTC	General Maintenance
-	COMOT	Humane Education Assistant
-	LTC	Kennel Attendant
-	PAT	Office Supervisor
-	COMOT	Rescue/Transfer Coordinator
-	COMOT	Volunteer Coordinator
<u>Consolidated Communications Partnership</u>		
-	COMOT	Administrative Assistant
-	POLE	Corporal
-	POLE	Deputy Director
-	POLE	Dispatcher
-	POLE	Entry Level Dispatcher
-	EXE	Executive Director
-	POLE	Sergeant

(23) (a) The Salary Grid set forth in division (B) ~~(1)(4) above, below,~~ 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 accrued vacation payoff, sick time, FLSA earned compensatory time, approved car allowance or approved productivity bonus.

(b) The Grid 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. The job classifications set forth in B(1) are a true and complete listing of all civil city and city utilities ~~positions by division/department, job classifications, and titles.~~

~~— (4) — 2015 Salary Grid:~~

JOB CLASSIFICATION	MIN	MAX
JOB CLASSIFICATION	MIN	MAX
-	-	-
COMOT (Temp/Seasonal)	\$7.25/hr	\$15.00/hr
COMOT (Part Time)	\$7.25/hr	\$27.0499/hr

COMOT	\$25,021.95	\$56,263.82
-	-	-
POLE (Temp/Seasonal)	\$7.25/hr	\$15.00/hr
POLE (Part Time)	\$7.25/hr	\$43.7773/hr
POLE	\$31,152.70	\$91,056.80
-	-	-
LTC (Temp/Seasonal)	\$7.25/hr	\$15.00/hr
LTC (Part Time)	\$7.25/hr	\$30.8034/hr
LTC	\$32,680.10	\$64,073.01
-	-	-
PAT (Temp/Seasonal)	\$7.25/hr	\$15.00/hr
PAT (Part Time)	\$7.25/hr	\$39.9016/hr
PAT	\$32,189.04	\$82,995.32
-	-	-
EXE	\$72,871.08	\$135,624.32
-	-	-
SO	\$63,470.90	\$108,934.08

(C) 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.

(D) In addition to the compensation for positions listed herein the city shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF).

(E) 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 IC 36-4-7-4 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.

(F) From and after the first day of August-January, 2015 2023 all appointed officers, employees, deputies, assistants, departmental and institutional heads of the civil city and city utilities will be paid according this, the above and following provisions of this section, subject to budgetary limitations, future changes or amendments enacted by Common Council.

(G) All departments subject to this section 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.

(H) *Police and Fire employees.*

(1) *Grid of Salaries.*

(a) The Grid of Salaries set forth in division (B)(1)(4) above, 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, approved clothing allowance.

(b) The Grid as reflected in division (B)(1)(4) 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.

(c) All Fire Command shall be eligible for any additional benefits afforded the International Association of Fire Fighters. All Fire Command shall receive the same percentage pay increases as afforded the International Association of Fire Fighters.

(d) All Police Command shall be eligible for any additional benefits afforded the Fraternal Order of Police. All Police Command, Captains and above, shall receive the same percentage pay increases as afforded the Fraternal Order of Police.

(2) The job classifications are 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/departments~~, 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 the Common Council.

(3) (a) 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 2015.~~ Upon conclusion of such negotiations, the appropriate ordinances shall be submitted to the Common Council for approval.

(b) 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 Exhibit A.

(4) In addition to the compensation for positions listed herein, the city shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF) except for those positions which are commonly referred to as Police and Fire Command.

(5) From and after the first day of ~~January~~August, 2023 2015, all members of the Police and Fire Departments of the City of Fort Wayne will be paid according to provisions of this section, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

(6) Civilian employees in the Police and Fire Departments subject to this section 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.

(`74 Code, § 20-15) (Ord. S-34-73, passed - -73; Am. Ord. S-239-91, passed 9-30-91; Am. Ord. S-115-92, passed 7-30-92; Am Ord. S-166-92, passed 10-2-92; Am. Ord. G-01-93, passed 1-12-93; Am. Ord. S-01-93, passed 1-12-93; Am. Ord. S-11-13, passed 1-26-93; Am. Ord. S-12-93, passed 1-26-93; Am. Ord. S-13-93, passed 1-26-93; Am. Ord. G-10-93, passed 3-9-93; Am. Ord. G-12-93, passed 3-23-93; Am. Ord. S-23-93, passed 3-23-93; Am. Ord. G-15-93, passed 5-4-93; Am. Ord. G-19-93, passed 6-8-93; Am. Ord. S-62-93, passed 7-27-93; Am. Ord. S-118-14, passed 10-28-14; Am. Ord. S-119-14, passed 10-28-14)

EXPOSURE PLAN

§ 36.30 OSHA BLOODBORNE PATHOGENS EXPOSURE PLAN.

(A) The United States Department of Labor, Occupational Safety and Health Administration (OSHA) has added § 1910.1030 (Occupational Exposure to Bloodborne Pathogens) to the Code of Federal Regulations, which sets a standard to minimize or eliminate occupational exposure to Hepatitis B Virus (HBV), Human Immunodeficiency Virus (HIV) and other bloodborne pathogens through engineering and work practice controls, personal protective clothing and equipment, training, medical surveillance, Hepatitis B vaccination, signs and labels, and other provisions.

(B) Since § 1910.1030 of the Federal Code covers all employees who could be "reasonably anticipated" as the result of performing their job duties to face contact with blood and other potentially infectious materials and requires employers to provide at no cost, and requires employees to use, appropriate personal protective equipment; employers must clean, repair and replace equipment when necessary.

(C) Employers are also required to implement engineering and work practice controls following an employee's exposure to blood and the decontamination of any exposed equipment and requires vaccinations to be made available to all employees who have occupational exposure to blood within 10 working days of assignment to a designated job, at no cost to the employee, under the supervision of a licensed physician/licensed healthcare professional.

(D) (1) Employees from the following departments within the city must comply with these federal regulations:

- (a) The Police Department;
- (b) The Fire Department;

(c) Neighborhood Code Enforcement; and

(d) The Park Department.

(2) In addition, employees in the following Departments may need to comply:

(a) The WPC Plant;

(b) WPC Maintenance;

(c) Water Maintenance;

(d) The Filtration Plant; and

(e) Traffic Engineering.

(E) The city's exposure control plan as required in § 1910.1030 of the Federal Code of Regulations, as adopted by the United States Department of Labor, Occupational Safety and Health Administration, is hereby approved, subject to annual review. Two copies of said plan are on file in the office of the City Clerk and are available for public inspection.

(Ord. S-93-92, passed 5-29-92)

§ 36.31 PROHIBITION AGAINST CAPS ON ACTIVE RATE INCREASES REGARDING HEALTH INSURANCE PREMIUMS.

(A) *Applicability.* This section shall apply to all employees of the civil city and city utilities of the City of Fort Wayne (union and non-union) including all employees of City of Fort Wayne subdivisions, departments, divisions, commissions, authority, institution, establishment, facility, or governmental unit under supervision of the City of Fort Wayne. Further, the provisions set forth herein shall be applicable to any contracts (including collective bargaining agreements) entered into after the effective date of this ordinance by the City of Fort Wayne, city utilities, or any of the City of Fort Wayne's subdivisions, departments, divisions, commissions, authority, institution, establishment, facility, or governmental unit under supervision of the City of Fort Wayne with any union or other third party which contract, in whole or in part, pertains to health insurance.

(B) *Definitions.* For the purpose of this section, the following definitions shall be applicable:

ACTIVE RATE. The cost which an active employee, employed by the City of Fort Wayne is required to contribute towards the total premium cost for group health insurance benefits annually. The active rate may change from year to year.

PREMIUM COST. The total cost of group health insurance benefits attributable to an employee on an annual basis. The premium cost can and will change from year to year as the group health insurance benefits and the cost therefore change from year to year.

(C) *Prohibition against caps on the increase of active rates.* The City of Fort Wayne, City of Fort Wayne Utilities, or any City of Fort Wayne's subdivisions, departments, divisions, commissions, authority, institution, establishment, facility, or governmental

unit under supervision of the City of Fort Wayne, is prohibited from entering into any agreement or contract whereby it agrees to cap or otherwise restrict the amount of any increase in the active rate payable by employees of the City of Fort Wayne from year to year.

(D) This section is intended to apply to all civil city employees and city utilities employees both union and non-union. As such, any union contract entered into subsequent to the effective date of this section, shall be subject to and in compliance with the terms of this section.

(Ord. G-23-09, passed 10-27-09)

2024 SALARY GRID

EXHIBIT "A"

JOB CLASSIFICATION	Hourly Min	Hourly Max	Annual Min	Annual Max
Grade 0 (Seasonal/Temporary/Intern)	\$7.25	\$40.00		
Grade 1	\$16.7390	\$21.7605	\$34,817.12	\$45,261.84
Grade 2	\$18.4130	\$23.9370	\$38,299.04	\$49,788.96
Grade 3	\$20.2545	\$26.3310	\$42,129.36	\$54,768.48
Grade 4	\$21.3515	\$29.8920	\$44,411.12	\$62,175.36
Grade 5	\$23.4865	\$32.8810	\$48,851.92	\$68,392.48
Grade 6	\$25.8355	\$36.1695	\$53,737.84	\$75,232.56
Grade 7	\$28.4190	\$39.7865	\$59,111.52	\$82,755.92
Grade 8	\$31.2615	\$43.7660	\$65,023.92	\$91,033.28
Grade 9	\$34.3875	\$48.1425	\$71,526.00	\$100,136.40
Grade 10	\$37.8265	\$52.9570	\$78,679.12	\$110,150.56
Grade 11	\$41.6090	\$58.2525	\$86,546.72	\$121,165.20
Grade 12	\$45.7695	\$64.0775	\$95,200.56	\$133,281.20
Grade 13	\$50.3465	\$70.4850	\$104,720.72	\$149,608.80
Grade 14	\$55.3815	\$77.5340	\$115,193.52	\$161,270.72
Grade 15	\$60.9195	\$85.2875	\$126,712.56	\$177,398.00
Grade 16	\$67.0115	\$93.8160	\$139,383.92	\$195,137.28
Grade 17	\$73.7130	\$103.1980	\$153,323.04	\$214,651.84
Grade 18	\$81.0840	\$113.5175	\$168,654.72	\$236,116.40