

**AN ORDINANCE fixing 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 2026**

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 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 2026 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 2. That the following Grid is hereby fixed and authorized as a scale for approved job classifications. Consistent with our compensation philosophy, it is the City's policy that no employee shall be paid below the minimum and the maximum should not be exceeded, except for approved special occupations, shift differentials, approved longevity pay, approved overtime

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

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

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

11 **SECTION 3.** The following job classifications are a true and complete listing
12 of all Civil City and City Utilities positions by division/department, job classification,
13 and titles.

DIVISION/DEPARTMENT	GRID CLASSIFICATION	TITLE
<u>City Clerk</u>		
	GRADE 4	ADMINISTRATIVE ASSISTANT
	GRADE 8	ASSISTANT DEPUTY CLERK
	GRADE 9	ASSISTANT DEPUTY CLERK – VIOLATIONS
	GRADE 6	ASSISTANT METER REPAIR PERSON
	GRADE 10	DEPUTY CLERK
	GRADE 6-7	METER REPAIR PERSON
	GRADE 5	PARKING CONTROL OFFICER
	GRADE 9	PARKING CONTROL SUPERVISOR
	GRADE 4	VIOLATIONS BUREAU SPECIALIST
<u>City Council</u>		
	GRADE 4	CITIZEN SERVICES COORDINATOR
	GRADE 10	CITY COUNCIL ADMINISTRATOR
	UC	CITY COUNCIL ATTORNEY
<u>City Utilities</u>		
	GRADE 5-6	ACCOUNTANT
	GRADE 5	ACCOUNTING CLERK
	GRADE 4	ACCOUNTING ASSISTANT
	GRADE 7	ACCOUNTING SUPERVISOR
	GRADE 4-6	ADMINISTRATIVE ASSISTANT
	GRADE 6	AMI TECHNOLOGY SUPERVISOR
	GRADE 6	ANALYTICAL CHEMIST
	GRADE 14	ASSOCIATE CITY ATTORNEY
	GRADE 10	ASSISTANT ACCOUNTING MANAGER
	GRADE 10	ASSISTANT MANAGER OF FINANCIAL OPERATIONS
	GRADE 10	ASSISTANT MANAGER
	GRADE 5-6	ASSISTANT PROGRAM MANAGER
	GRADE 3	ASSISTANT STOREKEEPER
	GRADE 11	ASSISTANT SUPERINTENDENT
	GRADE 5	BIO-SOLID EQUIPMENT OPERATOR
	GRADE 10	BUSINESS SERVICES COORDINATOR
	GRADE 8	CAPITAL ASSET MAINTNEANCE

1		MANAGER
2	GRADE 12	CHIEF CUSTOMER OFFICER
3	GRADE 8	CHIEF ELECTRICIAN
4	GRADE 8-11	CHIEF OPERATOR
5	GRADE 8-11	CHIEF RELIEF OPERATOR
6	GRADE 12-13	CHIEF SUPERINTENDENT
7	GRADE 0	CMMS INTERN
8	GRADE 5-6	COLLECTION SYSTEM TECHNICIAN
9	GRADE 5	COMBINATION REPAIRER/TRUCK DRIVER
10	GRADE 4	COMMUNICATION OPERATOR AND WATCH PERSON
11	GRADE 7-8	CONSTRUCTION CONTRACT MANAGER
12	GRADE 6	CONSTRUCTION CREW LEADER
13	GRADE 9	CONSTRUCTION SUPERVISOR
14	GRADE 7	CREW SUPERVISOR
15	GRADE 8	CUSTOMER SUPPORT & BILLING MANAGER
16	GRADE 8	CUSTOMER SUPPORT INFORMATION SPECIALIST
17	GRADE 9	CUSTOMER SUPPORT INFORMATION ANALYST
18	GRADE 3-4	CUSTOMER SUPPORT REPRESENTATIVE
19	GRADE 8	CUSTOMER SUPPORT SUPERVISOR
20	GRADE 5	CUSTOMER SUPPORT TEAM LEAD
21	GRADE 15	DEPUTY DIRECTOR
22	GRADE 6-8	DESIGNER
23	GRADE 16	DIRECTOR OF CITY UTILITIES
24	GRADE 4	DISPATCHER
25	GRADE 4	DISPATCHER/BUILDING ATTENDANT
26	GRADE 6	ELECTRICIAN
27	GRADE 6	ELECTRICAL TECHNICIAN
28	GRADE 5	ELECTRICAL TECHNICIAN ASSISTANT
29	GRADE 6	ELECTRICAL TECHNICIAN – INDUSTRIAL
30	GRADE 10-13	ENGINEER
	GRADE 8-9	ENGINEERING ASSOCIATE
	GRADE 8	ENGINEERING COORDINATOR
	GRADE 11	ENGINEERING PROGRAM MANAGER
	GRADE 4-8	ENGINEERING REPRESENTATIVE
	GRADE 6-9	ENTERPRISE SYSTEMS ANALYST
	GRADE 5	EQUIPMENT OPERATOR
	GRADE 6	EXECUTIVE ASSISTANT
	GRADE 4-5	FIELD OPERATOR
	GRADE 12	FINANCE DIRECTOR
	GRADE 7	GIS SPECIALIST/ANALYST
	GRADE 5	HEAVY EQUIPMENT OPERATOR
	GRADE 5	HORIZONTAL DIRECTIONAL DRILL OPERATOR
	GRADE 5-7	INDUSTRIAL ELECTRICAL TECHNICIAN
	GRADE 4-5	INDUSTRIAL FACILITY MAINTENANCE TECHNICIAN
	GRADE 4-5	INDUSTRIAL MAINTENANCE TECHNICIAN
	GRADE 8	INDUSTRIAL PRETREAT COORDINATOR
	GRADE 6	INDUSTRIAL PRETREAT INSPECTOR
	GRADE 0	INTERN
	GRADE 5	INVESTIGATOR
	GRADE 9	KEY CUSTOMER ACCOUNT MANAGER
	GRADE 3-6	LABORATORY TECHNICIAN

1	GRADE 3-5	LABORER
2	GRADE 5	LEAD CUSTOMER RELATIONS REPRESENTATIVE
3	GRADE 6	LEAD MECHANIC
4	GRADE 6	MAINTENANCE CREW LEADER
5	GRADE 5-6	MAINTENANCE OPERATOR
6	GRADE 5-6	MAINTENANCE WORKING LEADER
7	GRADE 11	MANAGER
8	GRADE 13	MANAGER OF ENGINEERING
9	GRADE 12	MANAGER OF OPERATIONS
10	GRADE 6	MASTER TECHNICIAN
11	GRADE 4-7	MECHANIC
12	GRADE 0	MECHANIC INTERN
13	GRADE 6	MECHANICAL TECHNICIAN
14	GRADE 3	METER READER
15	GRADE 3	METER READER/TRUCK
16	GRADE 3	NPDES INSPECTION ASSISTANT
17	GRADE 5	NPDES INSPECTION OPERATOR
18	GRADE 4	OFFICE ASSISTANT
19	GRADE 6	PAYMENT PROCESS AUDITOR
20	GRADE 6	PERMIT SPECIALIST
21	GRADE 5	PLANT CLERK
22	GRADE 6	PLANT OPERATOR
23	GRADE 9-10	PROGRAM MANAGER
24	GRADE 12	PUBLIC INFORMATION OFFICER
25	GRADE 10	REGULATORY COMPLIANCE COORDINATOR
26	GRADE 8	RELIEF OPERATOR
27	GRADE 11	SCADA MANAGER
28	GRADE 9-10	SCADA SYSTEM ANALYST
29	GRADE 0	SEASONAL/TEMPORARY
30	GRADE 9	SENIOR ACCOUNTANT/ANALYST
	GRADE 4	SENIOR CLERK
	GRADE 7	SENIOR FINANCIAL ACCOUNTANT
	GRADE 7	SENIOR FINANCIAL ANALYST
	GRADE 7	SENIOR ELECTRICAL TECHNICIAN – INDUSTRIAL
	GRADE 4	SENIOR CLERK
	GRADE 8	SENIOR GIS SPECIALIST/ANALYST
	GRADE 7	SENIOR MAINTENANCE TECHNICIAN
	GRADE 5-6	SERVICE TECHNICIAN
	GRADE 5	SEWER SYSTEM INSPECTOR
	GRADE 5	SPECIAL INVESTIGATOR
	GRADE 4	STOREKEEPER
	GRADE 12	SUPERINTENDENT
	GRADE 9-10	SUPERVISOR
	GRADE 5	SYSTEM PROCESS SPECIALIST
	GRADE 6	TEAM LEADER
	GRADE 5	TANDEM DRIVER
	GRADE 4	TV ASSISTANT
	GRADE 5	TV OPERATOR
	GRADE 5-6	UTILITY ENGINEERING ASSOCIATE TECHNICIAN
	GRADE 5-6	UTILITY ENGINEERING TECHNICIAN
	GRADE 5	UTILITY MAINTENANCE WORKER
	GRADE 5-6	WATER MAINTENANCE OPERATOR
	GRADE 5	UTILITY PERSON
	GRADE 6	WORKING FOREMAN
	GRADE 6-7	WORKING LEADER

Community Development

GRADE 3	ABANDONED VEHICLE SPECIALIST
GRADE 3	ABANDONED VEHICLE SPECIALIST/ TRAINING FACILITATOR
GRADE 6-8	ACCOUNTANT
GRADE 4-6	ADMINISTRATIVE ASSISTANT
GRADE 4-6	ASSISTANT TO COMMUNITY LIAISON
GRADE 4	CASE SYSTEM HEARING SPECIALIST
GRADE 10-11	CD ADMINISTRATOR
GRADE 9	CD MANAGER
GRADE 4-9	CD SPECIALIST
GRADE 7	CODE COMPLIANCE OFFICER
GRADE 6	COMMUNITY LIAISON
GRADE 3	COMPLIANCE RECORDS SPECIALIST
GRADE 3	COMPLIANCE SERVICE SPECIALIST/ DISPATCH
GRADE 6	CONSTRUCTION SPECIALIST
GRADE 15	DEPUTY DIRECTOR
GRADE 12	DIRECTOR
GRADE 16	DIRECTOR OF COMMUNITY DEVELOPMENT
GRADE 12	DIRECTOR OF FINANCE
GRADE 8	FIELD SUPERVISOR
GRADE 5	FINANCE ASSISTANT
GRADE 0	INTERN
GRADE 8	OFFICE SUPERVISOR/ACCOUNTANT
GRADE 0	SEASONAL/TEMPORARY
GRADE 0	WEED PROGRAM INSPECTOR

Finance and Administration

GRADE 6-8	ACCOUNTANT
GRADE 4-6	ADMINISTRATIVE ASSISTANT
GRADE 8	ASSISTANT DIRECTOR
GRADE 8	ASSISTANT PROPERTY MANAGER
GRADE 6	BUYER
GRADE 16	CHIEF INFORMATION OFFICER
GRADE 16	CITY CONTROLLER
GRADE 9	COMPLIANCE OFFICER
GRADE 15	DEPUTY CONTROLLER
GRADE 14	DEPUTY DIRECTOR
GRADE 13	DIRECTOR
GRADE 13	DIRECTOR OF HUMAN RESOURCES
GRADE 13	DIRECTOR OF PURCHASING SERVICES
GRADE 8	FACILITY MANAGER
GRADE 12	HR & BENEFITS MANAGER
GRADE 7	HR COORDINATOR
GRADE 6	HR SPECIALIST
GRADE 10	HR SUPERVISOR
GRADE 6	HR RECRUITER
GRADE 0	INTERN
GRADE 3-4	MAINTENANCE TECHNICIAN
GRADE 12	MANAGER
GRADE 7	PAYROLL COORDINATOR
GRADE 12	PAYROLL MANAGER
GRADE 8-13	PROPERTY MANAGER
GRADE 12	PURCHASING SUPERVISOR
GRADE 0	SEASONAL/TEMPORARY
GRADE 9	SENIOR ACCOUNTANT/ANALYST
GRADE 7	SENIOR BUYER
GRADE 10	SENIOR HR COORDINATOR

Mayor's Office

GRADE 8	SENIOR HR RECRUITER
GRADE 8	SENIOR PAYROLL COORDINATOR
GRADE 7-10	SUPERVISOR
GRADE 10-13	SYSTEMS ANALYST
GRADE 9	311 MANAGER
GRADE 4	311 SPECIALIST
GRADE 4-6	ADMINISTRATIVE ASSISTANT
GRADE 14	ASSOCIATE CITY ATTORNEY
GRADE 7	BENEFITS & WELLNESS COORDINATOR
GRADE 13	CHIEF OF STAFF
GRADE 16	CITY ATTORNEY
GRADE 6	COMMUNITY LIAISON
GRADE 17	DEPUTY MAYOR
GRADE 13	DIRECTOR INTERGOVERNMENTAL AFFAIRS
GRADE 13	DIRECTOR OF INTERNAL AUDIT
GRADE 7	DIRECTOR OF MAYORAL INITIATIVES
GRADE 13	DIRECTOR OF PUBLIC INFORMATION
GRADE 13	DIRECTOR OF RISK MANAGEMENT
GRADE 7	EXECUTIVE ASSISTANT
GRADE 9	GRANTS ADMINISTRATOR
GRADE 5-6	GRANTS COORDINATOR
GRADE 0	INTERN
GRADE 9	INTERNAL AUDITOR
GRADE 11	LABOR & EMPLOYEE RELATIONS MANAGER
GRADE 11	LEGISLATIVE & BUSINESS LIAISON
GRADE 6-9	MANAGER
GRADE 10	PROGRAM MANAGER
GRADE 10	PUBLIC INFORMATION OFFICER
GRADE 5	RECORDS MANAGEMENT ASSISTANT
GRADE 6	RECORDS MANAGEMENT COORDINATOR
GRADE 6-8	RISK MANAGEMENT SPECIALIST
GRADE 9	SAFETY CLAIMS/INVESTIGATOR
GRADE 10	SAFETY CLAIMS/INVESTIGATOR - CREW LEADER
GRADE 0	SEASONAL/TEMPORARY
GRADE 15	SENIOR ASSOCIATE CITY ATTORNEY

Metro Human Relation Commission

GRADE 5-6	ADMINISTRATIVE ASSISTANT
GRADE 14	EXECUTIVE DIRECTOR
GRADE 7	INVESTIGATOR
GRADE 0	SEASONAL/TEMPORARY
GRADE 9	SENIOR INVESTIGATOR
GRADE 13	STAFF ATTORNEY

Parks and Recreation

GRADE 0-6	ADMINISTRATIVE ASSISTANT
GRADE 5	ASSISTANT GOLF SUPERINTENDENT
GRADE 3	ASSISTANT STOREKEEPER
GRADE 6-7	ASSISTANT SUPERVISOR
GRADE 0-3	CLERICAL
GRADE 1	COORDINATOR
GRADE 3	COURIER/STOREROOM HELPER
GRADE 13	DEPUTY DIRECTOR
GRADE 16	DIRECTOR OF PARKS & RECREATION
GRADE 0-2	FACILITIES MAINTENANCE
GRADE 5	FLEET MECHANIC
GRADE 3-5	FORESTRY GROUNDS PERSON

1	GRADE 3-7	FORESTRY TECHNICIAN
2	GRADE 2	GARDEN HELPER
3	GRADE 3	GARDENER
4	GRADE 8	GOLF GREEN MANAGER
5	GRADE 8	GOLF GREEN SUPERINTENDENT
6	GRADE 3	GREENHOUSE GARDENER
7	GRADE 2	GREENHOUSE HELPER
8	GRADE 3	GROUPS EQUIPMENT OPERATOR
9	GRADE 3	GROUPS MAINTENANCE A
10	GRADE 5	HEAVY EQUIPMENT OPERATOR
11	GRADE 3	LANDSCAPE GARDENER
12	GRADE 4-6	MAINTENANCE TECHNICIAN
13	GRADE 4	MAINTRAC COORDINATOR
14	GRADE 8-12	MANAGER
15	GRADE 4	OUTDOOR RECREATION COORDINATOR
16	GRADE 3	PARK MAINTENANCE WORKER
17	GRADE 3	PARK PERSON C
18	GRADE 6	PROGRAM COORDINATOR
19	GRADE 4-5	PROGRAM FACILITY COORDINATOR
20	GRADE 8	PROGRAM MANAGER
21	GRADE 7	PROJECT MANAGEMENT TECHNICIAN
22	GRADE 1	RECREATION SPECIALIST
23	GRADE 3	RELIEF PERSON
24	GRADE 1-4	RENTAL COORDINATOR
25	GRADE 4	RENTAL & EVENTS COORDINATOR
26	GRADE 4	SECURITY PERSON
27	GRADE 5-6	SENIOR PROGRAM FACILITY COORDINATOR
28	GRADE 4	STOREKEEPER
29	GRADE 10-12	SUPERINTENDENT
30	GRADE 8-9	SUPERVISOR
	GRADE 5-6	WORKING LEADER
	GRADE 0	ASSISTANT
	GRADE 0	ASSISTANT ADMINISTRATOR
	GRADE 0	ASSISTANT GOLF GREEN MANAGER
	GRADE 0	ASSISTANT GOLF GREEN SUPERINTENDENT
	GRADE 0	ASSISTANT MANAGER
	GRADE 0	ASSISTANT SUPERINTENDENT
	GRADE 0-4	ASSISTANT SUPERVISOR
	GRADE 0	ATTENDANT
	GRADE 0	BARTENDER
	GRADE 0	BOAT OPERATOR
	GRADE 0	CAPTAIN
	GRADE 0	CASHIER
	GRADE 0	CASHIER/STARTER
	GRADE 0-4	COORDINATOR
	GRADE 0	COUNSELOR
	GRADE 0	DOCENT
	GRADE 0	DOCK ATTENDANT
	GRADE 0	FIRST MATE
	GRADE 0	HEAD LIFEGUARD
	GRADE 0	ICE GUARD
	GRADE 0	INSTRUCTOR
	GRADE 0-1	INTERN
	GRADE 0	LEADER
	GRADE 0	LIFEGUARD
	GRADE 0	MAINTENANCE

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Public Works

GRADE 0	MANAGER
GRADE 0	NATURALIST
GRADE 0	PROJECT MANAGEMENT TECHNICIAN
GRADE 0	SEASONAL GARDENER
GRADE 0	SEASONAL/TEMPORARY
GRADE 0-1	SPECIALIST
GRADE 0	STAFF
GRADE 0	SUPERVISOR
GRADE 0	THEATRE
	ASSISTANT MANAGER
GRADE 0	THEATRE BOX OFFICE LEAD
GRADE 0	THEATRE BOX OFFICE STAFF
GRADE 0	THEATRE HOUSE LEAD
GRADE 0	THEATRE MAINTENANCE LEAD
GRADE 0	THEATRE OPERATIONS ASSISTANT
	MANAGER
GRADE 0	THEATRE PARKING LOT LEAD
GRADE 0	THEATRE PARKING LOT ATTENDANT
GRADE 0	THEATRE PRODUCTION LEAD
GRADE 0	THEATRE TECHNICIAN
GRADE 0	THEATRE UTILITY LEAD
GRADE 0	THEATRE UTILITY WORKER
GRADE 0	TRAINER
GRADE 0-1	WEEKEND/EVENING RECEPTIONIST
GRADE 6-10	ACCOUNTANT
GRADE 3-5	ADMINISTRATIVE AIDE
GRADE 4-6	ADMINISTRATIVE ASSISTANT
GRADE 5	ASPHALT PLANT OPERATOR
GRADE 12-13	ASSISTANT CITY ENGINEER
GRADE 9	ASSISTANT MANAGER
GRADE 5-8	ASSISTANT PROGRAM MANAGER
GRADE 12	ASSISTANT STREET COMMISSIONER
GRADE 12	ASSISTANT TRAFFIC ENGINEER
GRADE 10	BOARD OF PUBLIC WORKS MANAGER
GRADE 15	CITY ENGINEER
GRADE 0-2	CLERICAL
GRADE 6	CLERK TO BOARD
GRADE 4	COMMUNICATIONS OPERATOR
GRADE 15	DEPUTY DIRECTOR
GRADE 13	DIRECTOR OF FINANCE
GRADE 13	DIRECTOR FLEET MANAGEMENT
GRADE 16	DIRECTOR OF PUBLIC WORKS
GRADE 13	DIRECTOR OF TRAFFIC OPERATIONS
GRADE 13	DIRECTOR OF TRANSPORTATION
	ADMINISTRATION AND SUPPORT
GRADE 6	ENFORCEMENT OFFICER/INSPECTOR
GRADE 0	ENGINEERING RESEARCH ASSOCIATE
GRADE 5-7	ENGINEERING TECH
GRADE 4	ENTRY LEVEL TECHNICIAN
GRADE 8-10	ENVIRONMENTAL SCIENTIST
GRADE 12	FINANCE MANAGER
GRADE 6	FLEET SYSTEM ANALYST
GRADE 6	FLOOD MAINTENANCE MANAGER
GRADE 4	GARBAGE TRUCK DRIVER
GRADE 9	GENERAL FOREMAN
GRADE 10	GREENWAYS MANAGER
GRADE 6	HEAVY EQUIPMENT OPERATOR
GRADE 0	INTERN

1	GRADE 3	LABORER
2	GRADE 3	LABORER/LOCATOR
3	GRADE 3	LABORER A
4	GRADE 7	LAND ACQUISITION AGENT
5	GRADE 10	LAND SURVEYOR
6	GRADE 0	LEAF PICK-UP LABORER
7	GRADE 0	LIGHTING DIVISION SEASONAL
8	GRADE 8	LIGHTING FOREMAN
9	GRADE 3	MAINTENANCE TECHNICIAN
10	GRADE 7	MAINTENANCE SUPERVISOR
11	GRADE 9-12	MANAGER
12	GRADE 3	MASTER GARDENER
13	GRADE 6	MASTER LEVEL TECHNICIAN
14	GRADE 5	MATERIALS CONTROL/FACILITIES COORDINATOR
15	GRADE 5	MID LEVEL TECHNICIAN
16	GRADE 6	OFFICE MANAGER
17	GRADE 3	OPERATOR/REPAIR PERSON
18	GRADE 6	PARTS MANAGER
19	GRADE 3	PARTS SPECIALIST
20	GRADE 3	PERMIT ASSISTANT
21	GRADE 4	PERMIT COORDINATOR
22	GRADE 6-9	PROGRAM MANAGER
23	GRADE 7	PROJECT COORDINATOR
24	GRADE 6-8	PROJECT MANAGER
25	GRADE 9-12	PUBLIC WORKS MANAGER
26	GRADE 4	REFUSE COLLECTOR
27	GRADE 11	RIGHT OF WAY MANAGER
28	GRADE 4	ROUTE DRIVER
29	GRADE 0	SEASONAL/TEMPORARY
30	GRADE 7	SENIOR FLEET SYSTEM ANALYST
	GRADE 8	SENIOR LAND ACQUISITION AGENT
	GRADE 7	SENIOR MASTER LEVEL TECHNICIAN
	GRADE 7	SERVICE WRITER
	GRADE 10	SHOP SUPERVISOR
	GRADE 0	SIGN DIVISION SEASONAL
	GRADE 5	SIGN FABRICATOR
	GRADE 4	SIGN & MARKING FOREMAN
	GRADE 5	SIGN & MARKING SPECIALIST/ ELECTRICAL TECHNICIAN
	GRADE 8	SIGN & MARKING SUPERVISOR
	GRADE 0	SIGNAL DIVISION SEASONAL
	GRADE 8	SIGNAL FOREMAN
	GRADE 13	STREET COMMISSIONER
	GRADE 6-7	SUPERVISOR
	GRADE 5-6	SURVEY TECHNICIAN
	GRADE 5	SWEEPER OPERATOR
	GRADE 13	TRAFFIC ENGINEER
	GRADE 7	TRAFFIC OPERATIONS ELECTRICIAN
	GRADE 4	TRAFFIC OPERATIONS LABORER
	GRADE 10	TRAFFIC OPERATIONS SUPERVISOR
	GRADE 6	TRAFFIC SYSTEM SPECIALIST
	GRADE 4	TRUCK DRIVER
	GRADE 3	UTILITY MAINTENANCE PERSON
	GRADE 7	WORKING LEADER

SECTION. 4. Pursuant to State Statute economic conditions must be approved by the Common Council. Such economic conditions

1 include, but are not limited to, base pay and monetary fringe benefits, as outlined in
2 the City's approved work rules.

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

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

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

18 **SECTION 7.** From and after the first day of January,
19 2026 all appointed officers, employees, deputies, assistants,
20 Departmental, and institutional heads of the Civil City and City Utilities will be paid
21 according to this, the above and following provisions of this ordinance, subject to
22 budgetary limitations, future changes or amendments enacted by Common Council.

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

27 **SECTION 9.** If any section, clause, sentence, paragraph
28 or part or provisions of this Ordinance be found invalid or void by a Court of
29 competent jurisdiction, it shall be conclusively presumed that this ordinance would
30 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 2025 salary ordinances, have expired.

Commencing January 1, 2026, any conflict between the terms and
conditions hereof and any previous ordinance shall be resolved in favor of the most

1 recently enacted ordinance.

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

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

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8 _____
9 Council Member

10 Approved as to form and legality

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12 _____
13 Malak Heiny, City Attorney
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2026 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	\$45.00		
Grade 1	\$17.5860	\$22.8616	\$36,578.87	\$47,552.09
Grade 2	\$19.3447	\$25.1482	\$40,236.97	\$52,308.28
Grade 3	\$21.2793	\$27.6633	\$44,261.11	\$57,539.76
Grade 4	\$22.4318	\$31.4046	\$46,658.32	\$65,321.43
Grade 5	\$24.6749	\$34.3754	\$51,323.83	\$71,500.91
Grade 6	\$27.1428	\$37.8134	\$56,456.97	\$78,651.88
Grade 7	\$29.8570	\$41.5948	\$62,102.56	\$86,517.18
Grade 8	\$32.8433	\$45.7552	\$68,314.13	\$95,170.74
Grade 9	\$35.9504	\$50.3306	\$74,776.86	\$104,687.60
Grade 10	\$39.5457	\$55.3639	\$82,255.09	\$115,156.91
Grade 11	\$43.5002	\$60.9001	\$90,480.27	\$126,672.16
Grade 12	\$47.8497	\$66.9898	\$99,527.43	\$139,338.83
Grade 13	\$52.6348	\$75.1964	\$109,480.28	\$156,408.52
Grade 14	\$57.8985	\$81.0579	\$120,429.07	\$168,600.47
Grade 15	\$63.6883	\$89.1638	\$132,471.65	\$185,460.74
Grade 16	\$70.0571	\$98.0800	\$145,718.92	\$204,006.27
Grade 17	\$77.0633	\$107.8883	\$160,291.57	\$224,407.77
Grade 18	\$84.7692	\$118.6768	\$176,320.08	\$246,847.89