

**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 2027**

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 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
<u>City Clerk</u>	GRADE 4-6	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 7	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

1	GRADE 5	BIO-SOLID EQUIPMENT OPERATOR
2	GRADE 10	BUSINESS SERVICES COORDINATOR
3	GRADE 8	CAPITAL ASSET MAINTENANCE MANAGER
4	GRADE 12	CHIEF CUSTOMER OFFICER
5	GRADE 8-9	CHIEF ELECTRICIAN
6	GRADE 7-9	CHIEF OPERATOR
7	GRADE 8-9	CHIEF RELIEF OPERATOR
8	GRADE 12-13	CHIEF SUPERINTENDENT
9	GRADE 5-6	COLLECTION SYSTEM TECHNICIAN
10	GRADE 5	COMBINATION REPAIRER/TRUCK DRIVER
11	GRADE 4	COMMUNICATION OPERATOR AND WATCH PERSON
12	GRADE 7-8	CONSTRUCTION CONTRACT MANAGER
13	GRADE 6	CONSTRUCTION CREW LEADER
14	GRADE 9	CONSTRUCTION SUPERVISOR
15	GRADE 7	CREW SUPERVISOR
16	GRADE 8	CUSTOMER SUPPORT & BILLING MANAGER
17	GRADE 8	CUSTOMER SUPPORT INFORMATION SPECIALIST
18	GRADE 9	CUSTOMER SUPPORT INFORMATION ANALYST
19	GRADE 3-4	CUSTOMER SUPPORT REPRESENTATIVE
20	GRADE 8	CUSTOMER SUPPORT SUPERVISOR
21	GRADE 5	CUSTOMER SUPPORT TEAM LEAD
22	GRADE 15	DEPUTY DIRECTOR
23	GRADE 6-8	DESIGNER
24	GRADE 4-8	DEVELOPMENT COORDINATOR
25	GRADE 16	DIRECTOR OF CITY UTILITIES
26	GRADE 4	DISPATCHER
27	GRADE 4	DISPATCHER/BUILDING ATTENDANT ENGINEER
28	GRADE 10-13	ENGINEER
29	GRADE 8-9	ENGINEERING ASSOCIATE
30	GRADE 5-6	ENGINEERING ASSOCIATE DATA ANALYST
	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 6-8	INDUSTRIAL ELECTRICAL TECHNICIAN
	GRADE 5-7	INDUSTRIAL MAINTENANCE MECHANIC
	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
	GRADE 3-5	LABORER
	GRADE 5	LEAD CUSTOMER RELATIONS REPRESENTATIVE

1	GRADE 6	MAINTENANCE CREW LEADER
2	GRADE 5-6	MAINTENANCE OPERATOR
3	GRADE 5-6	MAINTENANCE WORKING LEADER
4	GRADE 6-12	MANAGER
5	GRADE 13	MANAGER OF ENGINEERING
6	GRADE 12	MANAGER OF OPERATIONS
7	GRADE 6	MASTER TECHNICIAN
8	GRADE 0	MECHANIC INTERN
9	GRADE 6	MECHANICAL TECHNICIAN
10	GRADE 3	METER READER
11	GRADE 3	METER READER/TRUCK
12	GRADE 3	NPDES INSPECTION ASSISTANT
13	GRADE 5	NPDES INSPECTION OPERATOR
14	GRADE 4	OFFICE ASSISTANT
15	GRADE 6-8	OFFICE MANAGER
16	GRADE 6	PAYMENT PROCESS AUDITOR
17	GRADE 6	PERMIT SPECIALIST
18	GRADE 5	PLANT CLERK
19	GRADE 6	PLANT OPERATOR
20	GRADE 6-11	PROGRAM MANAGER
21	GRADE 6-9	PROGRAM SUPERVISOR
22	GRADE 12	PUBLIC INFORMATION OFFICER
23	GRADE 10	REGULATORY COMPLIANCE COORDINATOR
24	GRADE 8	RELIEF OPERATOR
25	GRADE 11	SCADA MANAGER
26	GRADE 9-10	SCADA SYSTEM ANALYST
27	GRADE 0	SEASONAL/TEMPORARY
28	GRADE 9	SENIOR ACCOUNTANT/ANALYST
29	GRADE 4	SENIOR CLERK
30	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 6-10	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 6-8	WORKING LEADER
	<u>Community Development</u>	
	GRADE 3	ABANDONED VEHICLE SPECIALIST
	GRADE 3	ABANDONED VEHICLE SPECIALIST/ TRAINING FACILITATOR

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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 6-12	MANAGER
GRADE 6-8	OFFICE MANAGER
GRADE 8	OFFICE SUPERVISOR/ACCOUNTANT
GRADE 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
GRADE 0	SEASONAL/TEMPORARY
GRADE 6-10	SUPERVISOR
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 BUILDINGS AND GROUNDS
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 6-12	MANAGER
GRADE 7	PAYROLL COORDINATOR
GRADE 12	PAYROLL MANAGER
GRADE 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
GRADE 8-13	PROPERTY MANAGER

Mayor's Office

GRADE 12	PURCHASING SUPERVISOR
GRADE 0	SEASONAL/TEMPORARY
GRADE 9	SENIOR ACCOUNTANT/ANALYST
GRADE 7	SENIOR BUYER
GRADE 10	SENIOR HR COORDINATOR
GRADE 8	SENIOR HR RECRUITER
GRADE 8	SENIOR PAYROLL COORDINATOR
GRADE 6-10	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 6-12	MANAGER
GRADE 6-8	OFFICE MANAGER
GRADE 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
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
GRADE 6-10	SUPERVISOR

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

1	GRADE 6-7	ASSISTANT SUPERVISOR
2	GRADE 0-3	CLERICAL
3	GRADE 1	COORDINATOR
4	GRADE 3	COURIER/STOREROOM HELPER
5	GRADE 13	DEPUTY DIRECTOR
6	GRADE 16	DIRECTOR OF PARKS & RECREATION
7	GRADE 0-2	FACILITIES MAINTENANCE
8	GRADE 5	FLEET MECHANIC
9	GRADE 0-2	FOOD SERVICE ASSISTANT
10	GRADE 3-5	FORESTRY GROUNDS PERSON
11	GRADE 3-7	FORESTRY TECHNICIAN
12	GRADE 2	GARDEN HELPER
13	GRADE 3	GARDENER
14	GRADE 8	GOLF GREEN MANAGER
15	GRADE 8	GOLF GREEN SUPERINTENDENT
16	GRADE 3	GREENHOUSE GARDENER
17	GRADE 2	GREENHOUSE HELPER
18	GRADE 3	GROUPS EQUIPMENT OPERATOR
19	GRADE 3	GROUPS MAINTENANCE A
20	GRADE 5	HEAVY EQUIPMENT OPERATOR
21	GRADE 3	LANDSCAPE GARDENER
22	GRADE 4-6	MAINTENANCE TECHNICIAN
23	GRADE 4	MAINTRAC COORDINATOR
24	GRADE 6-12	MANAGER
25	GRADE 6-8	OFFICE MANAGER
26	GRADE 4	OUTDOOR RECREATION COORDINATOR
27	GRADE 3	PARK MAINTENANCE WORKER
28	GRADE 3	PARK PERSON C
29	GRADE 6	PROGRAM COORDINATOR
30	GRADE 4-5	PROGRAM FACILITY COORDINATOR
	GRADE 6-11	PROGRAM MANAGER
	GRADE 6-9	PROGRAM SUPERVISOR
	GRADE 7	PROJECT MANAGEMENT TECHNICIAN
	GRADE 1	RECREATION SPECIALIST
	GRADE 3	RELIEF PERSON
	GRADE 1-4	RENTAL COORDINATOR
	GRADE 4	RENTAL & EVENTS COORDINATOR
	GRADE 4	SECURITY PERSON
	GRADE 5-6	SENIOR PROGRAM FACILITY COORDINATOR
	GRADE 4	STOREKEEPER
	GRADE 10-12	SUPERINTENDENT
	GRADE 6-10	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

1		GRADE 0-4	COORDINATOR
2		GRADE 0	COUNSELOR
3		GRADE 0	DOCENT
4		GRADE 0	DOCK ATTENDANT
5		GRADE 0	FIRST MATE
6		GRADE 0	HEAD LIFEGUARD
7		GRADE 0	ICE GUARD
8		GRADE 0	INSTRUCTOR
9		GRADE 0-1	INTERN
10		GRADE 0	LEADER
11		GRADE 0	LIFEGUARD
12		GRADE 0	MAINTENANCE
13		GRADE 0	MANAGER
14		GRADE 0	NATURALIST
15		GRADE 0	PROJECT MANAGEMENT TECHNICIAN
16		GRADE 0	SEASONAL GARDENER
17		GRADE 0	SEASONAL/TEMPORARY
18		GRADE 0-1	SPECIALIST
19		GRADE 0	STAFF
20		GRADE 0	SUPERVISOR
21		GRADE 0	THEATRE
22			ASSISTANT MANAGER
23		GRADE 0	THEATRE BOX OFFICE ASSISTANT
24			MANAGER
25		GRADE 0	THEATRE BOX OFFICE LEAD
26		GRADE 0	THEATRE BOX OFFICE STAFF
27		GRADE 0	THEATRE COMMUNITY EVENTS
28			ASSISTANT MANAGER
29		GRADE 0	THEATRE FACILITIES & GROUNDS LEAD
30		GRADE 0	THEATRE FOOD & BEVERAGE
			OPERATIONS ASSISTANT MANAGER
		GRADE 0	THEATRE FRONT OF 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 SECURITY LEAD
		GRADE 0	THEATRE TECHNICIAN
		GRADE 0	THEATRE UTILITY LEAD
		GRADE 0	THEATRE UTILITY WORKER
		GRADE 0	TRAINER
		GRADE 0-1	WEEKEND/EVENING RECEPTIONIST
	<u>Public Works</u>		
		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 7-9	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 3	BUILDING SERVICE PERSON
		GRADE 15	CITY ENGINEER
		GRADE 0-2	CLERICAL
		GRADE 6	CLERK TO BOARD
		GRADE 4	COMMUNICATIONS OPERATOR

1	GRADE 15	DEPUTY DIRECTOR
2	GRADE 13	DIRECTOR OF FINANCE
3	GRADE 13	DIRECTOR FLEET MANAGEMENT
4	GRADE 16	DIRECTOR OF PUBLIC WORKS
5	GRADE 13	DIRECTOR OF TRAFFIC OPERATIONS
6	GRADE 13	DIRECTOR OF TRANSPORTATION ADMINISTRATION AND SUPPORT
7	GRADE 6	ENFORCEMENT OFFICER/INSPECTOR
8	GRADE 0	ENGINEERING RESEARCH ASSOCIATE
9	GRADE 5-7	ENGINEERING TECH
10	GRADE 4	ENTRY LEVEL TECHNICIAN
11	GRADE 8-10	ENVIRONMENTAL SCIENTIST
12	GRADE 12	FINANCE MANAGER
13	GRADE 6	FLEET SYSTEM ANALYST
14	GRADE 6	FLOOD MAINTENANCE MANAGER
15	GRADE 4	GARBAGE TRUCK DRIVER
16	GRADE 9	GENERAL FOREMAN
17	GRADE 10	GREENWAYS MANAGER
18	GRADE 6	HEAVY EQUIPMENT OPERATOR
19	GRADE 0	INTERN
20	GRADE 3	LABORER
21	GRADE 3	LABORER/LOCATOR
22	GRADE 3	LABORER A
23	GRADE 7	LAND ACQUISITION AGENT
24	GRADE 10	LAND SURVEYOR
25	GRADE 0	LEAF PICK-UP LABORER
26	GRADE 8	LIGHTING FOREMAN
27	GRADE 3	MAINTENANCE TECHNICIAN
28	GRADE 7	MAINTENANCE SUPERVISOR
29	GRADE 6-12	MANAGER
30	GRADE 3	MASTER GARDENER
	GRADE 6	MASTER LEVEL TECHNICIAN
	GRADE 5	MATERIALS CONTROL/FACILITIES COORDINATOR
	GRADE 5	MID LEVEL TECHNICIAN
	GRADE 6-8	OFFICE MANAGER
	GRADE 3	OPERATOR/REPAIR PERSON
	GRADE 6	PARTS MANAGER
	GRADE 3	PARTS SPECIALIST
	GRADE 3	PERMIT ASSISTANT
	GRADE 4	PERMIT COORDINATOR
	GRADE 6-11	PROGRAM MANAGER
	GRADE 6-9	PROGRAM SUPERVISOR
	GRADE 7	PROJECT COORDINATOR
	GRADE 6-8	PROJECT MANAGER
	GRADE 9-12	PUBLIC WORKS MANAGER
	GRADE 4	REFUSE COLLECTOR
	GRADE 11	RIGHT OF WAY MANAGER
	GRADE 4	ROUTE DRIVER
	GRADE 0	SEASONAL/TEMPORARY
	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 5	SIGN FABRICATOR
	GRADE 4	SIGN & MARKING FOREMAN
	GRADE 4-5	SIGN & MARKING SPECIALIST/ ELECTRICAL TECHNICIAN

GRADE 8	SIGN & MARKING SUPERVISOR
GRADE 8	SIGNAL FOREMAN
GRADE 13	STREET COMMISSIONER
GRADE 6-10	SUPERVISOR
GRADE 5-6	SURVEY TECHNICIAN
GRADE 5	SWEEPER OPERATOR
GRADE 13	TRAFFIC ENGINEER
GRADE 6-7	TRAFFIC OPERATIONS ELECTRICIAN
GRADE 4	TRAFFIC OPERATIONS LABORER
GRADE 0	TRAFFIC OPERATIONS SEASONAL
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 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. 36-4-7-4 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.

SECTION 7. From and after the first day of January, 2027 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.

1 **SECTION 9.** If any section, clause, sentence, paragraph
2 or part or provisions of this Ordinance be found invalid or void by a Court of
3 competent jurisdiction, it shall be conclusively presumed that this ordinance would
4 have passed by the Common Council without such invalid section, clauses,
5 paragraph, part or provisions, and the remaining parts of the Ordinance will remain
6 in effect.

7 **SECTION 10.** The Municipal Code of the City of Fort
8 Wayne references, in codification form, salary ordinances previously adopted by the
9 City Council for past years. Such salary ordinances have a duration of one year and
10 thus, with the exception of the 2026 salary ordinances, have expired.

11 Commencing January 1, 2027, any conflict between the terms and
12 conditions hereof and any previous ordinance shall be resolved in favor of the most
13 recently enacted ordinance.

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

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

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Council Member

APPROVED AS TO FORM AND LEGALITY

Malak Heiny, City Attorney

2027 SALARY GRID

JOB CLASSIFICATION	Hourly Min	Hourly Max	Annual Min	Annual Max
Grade 0 (Seasonal/Temporary/Intern)	\$7.25	\$45.00		
Grade 1	\$18.1136	\$23.5474	\$37,676.24	\$48,978.65
Grade 2	\$19.9250	\$25.9027	\$41,444.08	\$53,877.53
Grade 3	\$21.9178	\$28.4932	\$45,588.94	\$59,265.95
Grade 4	\$23.1048	\$32.3467	\$48,058.07	\$67,281.07
Grade 5	\$25.4152	\$35.4067	\$52,863.54	\$73,645.94
Grade 6	\$27.9571	\$38.9478	\$58,150.68	\$81,011.44
Grade 7	\$30.7527	\$42.8426	\$63,965.64	\$89,112.70
Grade 8	\$33.8286	\$47.1278	\$70,363.55	\$98,025.86
Grade 9	\$37.0289	\$51.8405	\$77,020.17	\$107,828.23
Grade 10	\$40.7321	\$57.0248	\$84,722.74	\$118,611.62
Grade 11	\$44.8051	\$62.7271	\$93,194.68	\$130,472.32
Grade 12	\$49.2852	\$68.9995	\$102,513.25	\$143,518.99
Grade 13	\$54.2138	\$77.4523	\$112,764.69	\$161,100.78
Grade 14	\$59.6355	\$83.4897	\$124,041.94	\$173,658.48
Grade 15	\$65.5989	\$91.8387	\$136,445.80	\$191,024.56
Grade 16	\$72.1589	\$101.0223	\$150,090.49	\$210,126.46
Grade 17	\$79.3752	\$111.1250	\$165,100.32	\$231,140.00
Grade 18	\$87.3123	\$122.2372	\$181,609.68	\$254,253.33