

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 2019.**

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 Mayor of the City of Fort Wayne has recommended a maximum salary level for each job classification 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 2019 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 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. That the following grid 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 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 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
<u>Fire Department</u>		
<u>Fire Command</u>		
	PAT	ASSISTANT CHIEF
	EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
<u>Fire Civilians</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	LTC	BUILDING MAINTENANCE ASSISTANT
	PAT	BUILDING MAINTENANCE MANAGER
	LTC	BUILDING SYSTEMS MANAGER
	PAT	DIRECTOR FINANCE
	PAT	DIRECTOR OF PUBLIC INFORMATION
	COMOT	INTERN
	PAT	EMS COORDINATOR
	EXE	DIRECTOR OF EMS OPERATIONS
	POLE	RECRUIT FIREFIGHTER
	COMOT	SEASONAL/TEMPORARY
	COMOT	SUPPLY OFFICER
	COMOT	SURVIVE ALIVE TEACHING ASSISTANT
<u>Weights and Measures</u>		

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Police Department

Police Command

LTC DEPUTY INSPECTOR
PAT WEIGHTS & MEASURES INSPECTOR

EXE ASST CHIEF OF POLICE
POLE CAPTAIN
EXE CHIEF OF POLICE
POLE DEPUTY CHIEF

Police Civilians

COMOT ADMINISTRATIVE ASSISTANT
POLE ADMINISTRATIVE VICTIM ADVOCATE
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 & FACILITIES
POLE DIRECTOR OF VICTIM ASSISTANCE
POLE FIREARMS EVIDENCE TECHNICIAN
PAT FORENSIC SCIENTIST
COMOT INTERN
COMOT INVESTIGATIVE DIVISION GENERAL ASSISTANT
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
COMOT SECRETARY VIII
POLE SENIOR CRIME ANALYST
POLE SENIOR VICTIM ADVOCATE
COMOT TAXI CAB PERMIT COORDINATOR
POLE VICTIM ADVOCATE

Radio Shop

COMOT ADMINISTRATIVE ASSISTANT
COMOT ELECTRONICS/RADIO INSTALLER
POLE RADIO SHOP SUPERVISOR
PAT TECHNICAL DIRECTOR
COMOT TWO-WAY RADIO ELECTRONICS TECHNICIAN

Police Records

COMOT INFORMATION/COMPUTER INPUT TECHNICIAN
COMOT QUALITY ASSURANCE TECHNICIAN
POLE RECORDS SUPERVISOR
COMOT RECORDS TECHNICIAN

Animal Care and Control

COMOT ADMINISTRATIVE CLERK
COMOT ADOPTION ASSISTANT
PAT ADOPTION SUPERVISOR
POLE ANIMAL CARE SPECIALIST
POLE ANIMAL CONTROL OFFICER
POLE ANIMAL CONTROL OFFICER - FIELD COORDINATOR
LTC BUILDING MAINTENANCE

PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
POLE	DEPUTY DIRECTOR
EXE	DIRECTOR OF ANIMAL CARE & CONTROL
COMOT	DISPATCHER
POLE	ENFORCEMENT SUPERVISOR
COMOT	HUMANE EDUCATION ASSISTANT
COMOT	KENNEL ATTENDANT
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
POLE	CORPORAL
POLE	DEPUTY DIRECTOR
POLE	DISPATCHER
POLE	ENTRY LEVEL DISPATCHER
EXE	EXECUTIVE DIRECTOR
POLE	SERGEANT
POLE	TRAINING/IDACS/SPILLMAN COORDINATOR

SECTION 4. 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 2019. Upon conclusion of such negotiations, the appropriate Ordinances shall be submitted to the Common Council for approval.

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 Section 2, above.

SECTION 5. 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.

SECTION 6. From and after the first day of January, 2019, 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, collective bargaining agreements, future changes or amendments enacted by Common Council.

1 **SECTION 7.** That civilian employees in the Police and
2 Fire Departments subject to this Ordinance will conform to the Official City Human
3 Resources Policies and Procedures relating to hiring pay, and other related
4 practices, approved by the Mayor and administered by the City's Human Resources
5 Department.

6 **SECTION 8.** If any section, clause, sentence, paragraph
7 or part or provisions of this Ordinance be found invalid or void by a court of
8 competent jurisdiction, it shall be conclusively presumed that this ordinance would
9 have passed by the Common Council without such invalid section, clauses,
10 paragraph, part or provisions, and the remaining parts of the Ordinance will remain in
11 effect.

12 **SECTION 9.** The Municipal Code of the City of Fort
13 Wayne references, in codification form, salary ordinances previously adopted by the
14 City Council for past years. Such salary ordinances have a duration of one year and
15 thus, with the exception of the 2018 salary ordinance, have expired. However, to avoid
16 confusion, it is hereby stated that commencing January 1, 2019, any conflict between
17 the terms and conditions hereof and any previous ordinance shall be resolved in favor
18 of this ordinance.

19 **SECTION 10.** Two copies of all attachments and Exhibits
20 referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne
21 for the purpose of public inspection.

22 **SECTION 11.** This ordinance shall be in full force and
23 effect from and after its passage and approval by the Mayor.

24 _____
25 Council Member

26 APPROVED AS TO FORM AND LEGALITY

27 _____
28 Carol Helton, City Attorney
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30

2019 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$7.25/hr	\$29.5673/hr
COMOT (Annually)	\$15,080.00	\$61,500.08
POLE (Hourly)	\$ 7.25/hr	\$48.0665/hr
POLE (Annually)	\$15,080.00	\$99,978.38
LTC (Hourly)	\$ 7.25/hr	\$33.4744/hr
LTC (Annually)	\$15,080.00	\$69,626.67
PAT (Hourly)	\$ 7.25/hr	\$43.6989/hr
PAT (Annually)	\$15,080.00	\$90,893.70
EXE	\$80,744.57	\$150,278.10
SO	\$63,470.90	\$108,934.08