

1 **BILL NO. S-19-09-22**

2 **SPECIAL ORDINANCE NO. S-_____**

3 **AN ORDINANCE fixing the salaries of**
4 **all members of the Division of Public Safety**
5 **of the City of Fort Wayne, Indiana**
6 **for the year 2020.**

7 **WHEREAS**, the Mayor and Common Council of the City of Fort
8 Wayne, Indiana have, according to the powers outlined in IC 36-8-3-3-(d), assigned
9 to all members of the Police and Fire Departments of the City of Fort Wayne a job
10 classification under the City Classification System, which classifications should
11 accurately reflect the duties, and

12 **WHEREAS**, the Mayor of the City of Fort Wayne has recommended
13 a maximum salary level for each job classification in a systematic way, and

14 **WHEREAS**, the Common Council must assure that salaries reflect
15 the duties and responsibilities assigned to each employee, and to be certain that
16 such salaries are fair and equitable, and

17 **WHEREAS**, the funds of such salaries are to be provided by the
18 2020 City Budget operating funds and other sources as may be
19 specified by the Common Council.

20 **NOW, THEREFORE, BE IT ORDAINED BY THE COMMON**
21 **COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:**

22 **SECTION 1.** That all members of the Police and Fire
23 Departments of the City of Fort Wayne, shall be classified by division/department,
24 job classification and titles herein designated, and that no changes be made in any
25 job classification without the specific approval of the Common Council except for
26 those brought about by collective bargaining with authorized representatives of City
27 employees in accordance with the existing collective bargaining agreements.

28 **SECTION 2.** That the following grid of salaries is fixed
29 and authorized as the grid for approved job classifications. Consistent with our
30 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 OF FINANCE
	PAT	DIRECTOR OF PUBLIC INFORMATION
	COMOT	INTERN
	PAT	EMS COORDINATOR
	EXE	DIRECTOR OF EMS OPERATIONS

1		POLE	RECRUIT FIREFIGHTER
2		COMOT	SEASONAL/TEMPORARY
3		COMOT	SUPPLY OFFICER
4		COMOT	SURVIVE ALIVE TEACHING ASSISTANT
5	<u>Weights and Measures</u>	LTC	DEPUTY INSPECTOR
6		PAT	WEIGHTS & MEASURES INSPECTOR
7	<u>Police Department</u>		
8	<u>Police Command</u>	EXE	ASST CHIEF OF POLICE
9		POLE	CAPTAIN
10		EXE	CHIEF OF POLICE
11		POLE	DEPUTY CHIEF
12	<u>Police Civilians</u>	COMOT	ADMINISTRATIVE ASSISTANT
13		POLE	ADMINISTRATIVE VICTIM ADVOCATE
14		POLE	ADULT GUARD
15		COMOT	CIVILIAN PROPERTY MANAGER
16		COMOT	CONFIDENTIAL STENO TYPIST
17		POLE	COORDINATOR OF CRIME STOPPERS
18		POLE	CRIME ANALYST
19		PAT	CRIME LAB MANAGER
20		COMOT	DETECTIVE BUREAU DESK PERSON
21		COMOT	DIGITAL EVIDENCE SPECIALIST
22		PAT	DIRECTOR OF FINANCE & FACILITIES
23		POLE	DIRECTOR OF VICTIM ASSISTANCE
24		POLE	FIREARMS EVIDENCE TECHNICIAN
25		PAT	FORENSIC SCIENTIST
26		COMOT	INTERN
27		COMOT	INVESTIGATIVE DIVISION GENERAL ASSISTANT
28		POLE	MANAGER OF PROPERTY ROOM
29		POLE	PAL COORDINATOR
30		PAT	PROGRAM MANAGER
31		POLE	PROPERTY/EVIDENCE SPECIALIST
32		PAT	RESEARCH & GRANTS MANAGER
33		POLE	RECRUIT PATROL OFFICER
34		COMOT	SEASONAL/TEMPORARY
35		COMOT	SECRETARY VIII
36		POLE	SENIOR CRIME ANALYST
37		POLE	SENIOR VICTIM ADVOCATE
38		COMOT	TAXI CAB PERMIT COORDINATOR
39		POLE	VICTIM ADVOCATE
40	<u>Radio Shop</u>	COMOT	ADMINISTRATIVE ASSISTANT
41		COMOT	ELECTRONICS/RADIO INSTALLER
42		POLE	RADIO SHOP SUPERVISOR
43		PAT	TECHNICAL DIRECTOR
44		COMOT	TWO-WAY RADIO ELECTRONICS TECHNICIAN
45	<u>Police Records</u>	COMOT	INFORMATION/COMPUTER INPUT TECHNICIAN
46		COMOT	QUALITY ASSURANCE TECHNICIAN
47		POLE	RECORDS SUPERVISOR
48		COMOT	RECORDS TECHNICIAN
49	<u>Animal Care and Control</u>	COMOT	ADMINISTRATIVE CLERK

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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	FOSTER-TRANSPORT ASSISTANT
COMOT	HUMANE EDUCATION ASSISTANT
COMOT	KENNEL ATTENDANT
PAT	MANAGER
PAT	MARKETING AND SOCIAL MEDIA MANAGER
PAT	OFFICE SUPERVISOR
PAT	OPERATIONS MANAGER
PAT	SHELTER VET
PAT	SUPERVISOR
COMOT	TRANSFER PROGRAM COORDINATOR
COMOT	VET ASSISTANT
PAT	VOLUNTEER COORDINATOR

Consolidated Communications Partnership

COMOT	ADMINISTRATIVE ASSISTANT
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 2020. 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.

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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.

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

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

SECTION 9. 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 2019 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2020, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

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

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

Council Member

APPROVED AS TO FORM AND LEGALITY

Carol Helton, City Attorney

2020 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$7.25/hr	\$30.4544/hr
COMOT (Annually)	\$15,080.00	\$63,345.07
POLE (Hourly)	\$ 7.25/hr	\$49.5085/hr
POLE (Annually)	\$15,080.00	\$102,977.73
LTC (Hourly)	\$ 7.25/hr	\$34.4786/hr
LTC (Annually)	\$15,080.00	\$71,715.47
PAT (Hourly)	\$ 7.25/hr	\$45.0099/hr
PAT (Annually)	\$15,080.00	\$93,620.52
EXE	\$83,166.91	\$154,786.44
SO	\$63,470.90	\$108,934.08