

1 BILL NO. S-20-09-24

2 SPECIAL ORDINANCE NO. S-\_\_\_\_\_

3 AN ORDINANCE fixing the salaries of  
4 each and every appointed officer,  
5 employee, deputy assistant, departmental  
6 and institutional head of the Civil  
7 City and City Utilities of the City  
8 of Fort Wayne, Indiana for the year 2021

9 WHEREAS, the Mayor and the Common Council of the City of Fort  
10 Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 assigned to  
11 each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a  
12 job classification under the City Classification System, which job classification  
13 should accurately reflect the duties and responsibilities of said employees, and

14 WHEREAS, the Mayor of the City of Fort Wayne has recommended  
15 a maximum salary level for each job classification should accurately reflect the  
16 duties and responsibilities of said employees, and

17 WHEREAS, the Clerk of the City of Fort Wayne, the Board of Park  
18 Commissioners, and the Metropolitan Human Relations Commission have  
19 recommended job classification designations for positions within their respective  
20 jurisdictions, and

21 WHEREAS, the Common Council must assure that salaries reflect  
22 the duties and responsibilities assigned to each employee, and to be certain that  
23 such salaries are fair and equitable and

24 WHEREAS, the funds of such salaries are to be provided for the  
25 2021 City Budget and from City Utilities operating funds and other  
26 sources as may be specified by Common Council.

27 NOW THEREFORE, BE IT ORDAINED BY THE COMMON  
28 COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

29 SECTION 1. That all employees of the Civil City of Fort  
30 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

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

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

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

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

DIVISION/DEPARTMENT	GRID CLASSIFICATION	TITLE
<u>City Clerk</u>	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ASSISTANT DEPUTY CLERK
	PAT	ASSISTANT DEPUTY CLERK – VIOLATIONS
	LTC	ASSISTANT METER REPAIR
	PAT	DEPUTY CLERK
	LTC	METER REPAIR PERSON
	LTC	PARKING CONTROL OFFICER
	PAT	PARKING CONTROL SUPERVISOR
	COMOT	VIOLATIONS BUREAU SPECIALIST
<u>City Council</u>	COMOT	CITIZEN SERVICES COORDINATOR
	PAT	CITY COUNCIL ADMINISTRATOR
	UC	CITY COUNCIL ATTORNEY
<u>City Utilities</u>	PAT	ACCOUNTANT
	COMOT	ACCOUNTING ASSISTANT
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ANALYTICAL CHEMIST
	EXE	ASSOCIATE CITY ATTORNEY
	PAT	ASSISTANT MANAGER OF FINANCIAL OPERATIONS
	PAT	ASSISTANT MANAGER
	PAT	ASSISTANT PROGRAM MANAGER
	LTC	ASSISTANT STOREKEEPER
	PAT	ASSISTANT SUPERINTENDENT
	LTC	BIO-SOLID EQUIPMENT OPERATOR
	PAT	BUSINESS SERVICES COORDINATOR
	LTC	CHIEF ELECTRICIAN
	LTC	CHIEF PLANT OPERATOR
	LTC	CHIEF RELIEF PLANT OPERATOR
	PAT	CMMS ADMINISTRATOR
	COMOT	CMMS INTERN

1	LTC	COMBINATION REPAIRER/TRUCK DRIVER
2	PAT	CONSTRUCTION CONTRACT MANAGER
3	LTC	CONSTRUCTION SUPERVISOR
4	LTC	CREW SUPERVISOR
5	PAT	CUSTOMER SUPPORT & BILLING MANAGER
6	COMOT	CUSTOMER SUPPORT INFORMATION SPECIALIST
7	COMOT	CUSTOMER SUPPORT INFORMATION ANALYST
8	COMOT	CUSTOMER SUPPORT REPRESENTATIVE
9	PAT	CUSTOMER SUPPORT SUPERVISOR
10	COMOT	CUSTOMER SUPPORT TEAM LEAD
11	SO	DEPUTY DIRECTOR
12	PAT	DESIGNER
13	EXE	DIRECTOR OF CITY UTILITIES
14	COMOT	DISPATCHER
15	COMOT	DISPATCHER/BUILDING ATTENDANT
16	LTC	ELECTRICIAN
17	LTC	ELECTRONICS TECHNICIAN
18	SO	ENGINEER
19	PAT	ENGINEERING ASSOCIATE
20	SO	ENGINEERING PROGRAM MANAGER
21	PAT	ENGINEERING REPRESENTATIVE
22	PAT	EXECUTIVE ASSISTANT
23	LTC	FLUSHER ASSISTANT
24	LTC	FLUSHER OPERATOR
25	PAT	GIS SPECIALIST/ANALYST
26	PAT	HANSEN ADMINISTRATOR
27	LTC	HEAVY EQUIPMENT OPERATOR
28	LTC	HURSHTOWN OPERATOR
29	LTC	INDUSTRIAL ELECTRICAL TECHNICIAN
30	LTC	INDUSTRIAL PRETREAT COORDINATOR
	LTC	INDUSTRIAL PRETREAT INSPECTOR
	PAT	INSTRUMENTATION & CONTROLS ENGINEER
	COMOT	INTERN
	LTC	INTERN
	COMOT	INVENTORY ASSISTANT
	PAT	KEY CUSTOMER ACCOUNT MANAGER
	PAT	LABORATORY TECHNICIAN
	LTC	LABORER
	COMOT	LEAD CUSTOMER RELATIONS REPRESENTATIVE
	LTC	LEAD MECHANIC
	LTC	MAINTENANCE CREW LEADER
	PAT	MANAGER
	PAT	MANAGER OF DATA CONTROL
	SO	MANAGER OF ENGINEERING
	PAT	MANAGE OF FINANCIAL OPERATIONS
	LTC	MANHOLE SEALING ASSISTANT
	LTC	MANHOLE SEALING OPERATOR
	LTC	MASTER TECHNICIAN
	LTC	MECHANIC
	LTC	MECHANIC INTERN
	LTC	MECHANICAL TECHNICIAN
	LTC	METER READER
	LTC	METER READER/TRUCK

1	LTC	NIGHT INVESTIGATOR
2	LTC	NPDES INSPECTION ASSISTANT
3	LTC	NPDES INSPECTION OPERATOR
4	COMOT	OFFICE ASSISTANT
5	COMOT	PERMIT SPECIALIST
6	COMOT	PLANT CLERK
7	LTC	PLANT OPERATOR
8	LTC	PLUMBER CREW LEADER
9	PAT	PRIMARY CUSTOMER ACCOUNT ADMINISTRATOR
10	PAT	PROCESS CONTROL TECHNICIAN
11	PAT	PROGRAM MANAGER
12	SO	PROGRAM MANAGER
13	PAT	PUBLIC INFORMATION OFFICER
14	PAT	REGULATORY COMPLIANCE COORDINATOR
15	LTC	RELIEF OPERATOR
16	PAT	SCADA MANAGER
17	PAT	SCADA SYSTEM ANALYST
18	COMOT	SEASONAL/TEMPORARY
19	LTC	SEASONAL/TEMPORARY
20	PAT	SENIOR BILLING AND ACCOUNTS ANALYST
21	PAT	SENIOR FINANCIAL ACCOUNTANT
22	PAT	SENIOR FINANCIAL ANALYST
23	LTC	SENIOR ELECTRICAL TECHNICIAN
24	PAT	SENIOR GIS SPECIALIST/ANALYST
25	LTC	SENIOR MAINTENANCE TECHNICIAN
26	LTC	SENIOR OPERATOR
27	LTC	SERVICE TECHNICIAN
28	PAT	SEWER & STORMWATER PROGRAM MANAGER
29	LTC	SEWER PROJECT MANAGER
30	LTC	SEWER SYSTEM INSPECTOR
31	LTC	SPECIAL INVESTIGATOR
32	LTC	STOREKEEPER
33	EXE	SUPERINTENDENT
34	PAT	SUPERVISOR
35	LTC	SUPERVISOR
36	COMOT	SYSTEM PROCESS SPECIALIST
37	PAT	TEAM LEADER
38	LTC	TANDEM DRIVER
39	LTC	TV/VACUUM ASSISTANT
40	LTC	TV/VACUUM OPERATOR
41	PAT	UTILITY ENGINEERING ASSOCIATE TECHNICIAN
42	PAT	UTILITY ENGINEERING TECHNICIAN
43	LTC	UTILITY MAINTENANCE WORKER
44	PAT	UTILITY SERVICES MANAGER
45	PAT	WEEKEND ANALYTICAL CHEMIST
46	LTC	WORKING FOREMAN
47	LTC	WORKING LEADER
48	<b><u>Community Development</u></b>	
49	COMOT	ABANDONED VEHICLE SPECIALIST
50	COMOT	ABANDONED VEHICLE SPECIALIST/ TRAINING FACILITATOR
51	PAT	ACCOUNTANT
52	COMOT	ADMINISTRATIVE ASSISTANT
53	PAT	ASSISTANT TO COMMUNITY LIAISON
54	COMOT	CASE SYSTEM SPECIALIST

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PAT	CD ADMINISTRATOR
PAT	CD MANAGER
PAT	CD SPECIALIST
PAT	CODE COMPLIANCE OFFICER
PAT	COMMUNITY LIAISON
COMOT	COMPLIANCE RECORDS SPECIALIST
COMOT	COMPLIANCE SERVICE SPECIALIST/ DISPATCH
PAT	CONSTRUCTION SPECIALIST
EXE	DEPUTY DIRECTOR
EXE	DIRECTOR
EXE	DIRECTOR OF COMMUNITY DEVELOPMENT
PAT	DIRECTOR OF FINANCE
POLE	FIELD SUPERVISOR
COMOT	INTERN
PAT	OFFICE SUPERVISOR
COMOT	SEASONAL/TEMPORARY
PAT	SENIOR LOAN SPECIALIST
COMOT	WEED PROGRAM INSPECTOR
PAT	ACCOUNTANT
COMOT	ADMINISTRATIVE ASSISTANT
PAT	ASSISTANT DIRECTOR
PAT	ASSISTANT PROPERTY MANAGER
PAT	BENEFITS & WELLNESS COORDINATOR
COMOT	BUYER
EXE	CHIEF INFORMATION OFFICER
EXE	CITY CONTROLLER
PAT	COMPLIANCE OFFICER
EXE	DEPUTY CONTROLLER
PAT	DEPUTY DIRECTOR
PAT	DIRECTOR
PAT	DIRECTOR OF PURCHASING SERVICES
PAT	HR & BENEFITS MANAGER
COMOT	INTERN
LTC	MAINTENANCE TECHNICIAN
PAT	MANAGER
PAT	PAYROLL COORDINATOR
PAT	PAYROLL MANAGER
PAT	PROPERTY MANAGER
PAT	PURCHASING SUPERVISOR
COMOT	SEASONAL/TEMPORARY
PAT	SENIOR ACCOUNTANT/ANALYST
COMOT	SENIOR BUYER
PAT	SENIOR PAYROLL COORDINATOR
PAT	SUPERVISOR
PAT	SYSTEMS DIRECTOR
COMOT	ADMINISTRATIVE ASSISTANT
EXE	ASSOCIATE CITY ATTORNEY
PAT	CITIZEN SERVICES MANAGER
PAT	CITIZEN SERVICES SPECIALIST
EXE	CITY ATTORNEY
PAT	COMMUNITY LIAISON
EXE	DEPUTY MAYOR
EXE	DIRECTOR OF HUMAN RESOURCES
EXE	DIRECTOR INTERGOVERNMENTAL AFFAIRS

Finance and Administration

Mayor's Office

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EXE DIRECTOR OF INTERNAL AUDIT  
PAT DIRECTOR OF PUBLIC INFORMATION  
PAT DIRECTOR OF RISK MANAGEMENT  
COMOT EXECUTIVE ASSISTANT  
PAT HR COORDINATOR  
PAT HR GENERALIST  
COMOT HR SPECIALIST  
COMOT INTERN  
PAT INTERNAL AUDITOR  
PAT LABOR & EMPLOYEE RELATIONS  
MANAGER  
PAT LEGISLATIVE & BUSINESS LIAISON  
PAT MANAGER  
PAT PUBLIC INFORMATION OFFICER  
COMOT RECORDS MANAGEMENT ASSISTANT  
PAT RISK MANAGEMENT SPECIALIST  
PAT SAFETY CLAIMS/INVESTIGATOR  
PAT SAFETY CLAIMS/INVESTIGATOR  
SUPERVISOR  
COMOT SEASONAL/TEMPORARY  
PAT SENIOR HR COORDINATOR

**Metro Human Relation Commission**

COMOT ADMINISTRATIVE ASSISTANT  
EXE EXECUTIVE DIRECTOR  
PAT INVESTIGATOR  
COMOT SEASONAL/TEMPORARY  
PAT SENIOR INVESTIGATOR  
PAT STAFF COUNSEL

**Parks and Recreation**

COMOT ADMINISTRATIVE ASSISTANT  
LTC ASSISTANT GOLF SUPERINTENDENT  
COMOT ASSISTANT SUPERVISOR  
PAT ASSISTANT SUPERVISOR  
COMOT CLERICAL  
COMOT COURIER/STOREROOM HELPER  
EXE DEPUTY DIRECTOR  
EXE DIRECTOR OF PARKS & RECREATION  
LTC FLEET MECHANIC  
LTC GARDEN HELPER  
LTC GARDENER  
PAT 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  
COMOT MAINTRAC COORDINATOR  
PAT MANAGER  
PAT OUTDOOR RECREATION COORDINATOR  
LTC PARK PERSON C  
PAT PROGRAM FACILITY COORDINATOR  
PAT PROJECT MANAGEMENT TECHNICIAN

1	PAT	PUBLIC INFORMATION OFFICER
2	LTC	RELIEF PERSON
3	LTC	SMALL MOTOR MECHANIC
4	LTC	SECURITY PERSON
5	PAT	SENIOR PROGRAM FACILITY COORDINATOR
6	LTC	STOREKEEPER
7	PAT	SUPERINTENDENT
8	PAT	SUPERVISOR
9	LTC	SUPERVISOR
10	LTC	WORKING LEADER
11	COMOT	AQUATIC CENTER MANAGER
12	COMOT	AQUATIC SUPERVISOR
13	COMOT	ASSIST GOLF PRO MANAGER
14	COMOT	ASSISTANT SUPERVISOR
15	PAT	ASSISTANT SUPERVISOR
16	LTC	ASSISTANT SUPERVISOR
17	COMOT	BASKETBALL PROGRAM COORDINATOR
18	COMOT	BASKETBALL SITE SUPERVISOR
19	COMOT	BASKETBALL STAFF
20	PAT	CAMP ASSISTANT SUPERVISOR
21	LTC	CAMP COUNSELOR
22	PAT	CAMP SUPERVISOR
23	COMOT	FOOD SERVICE ASSISTANT
24	LTC	GOLF ASSISTANT GREEN SUPERINTENDENT
25	COMOT	GOLF CASHIER/STARTER
26	LTC	GOLF COURSE MAINTENANCE
27	LTC	HEAD LIFEGUARD
28	COMOT	HURSHTOWN ATTENDANT
29	PAT	HURSHTOWN SUPERVISOR
30	COMOT	INTERN
31	LTC	LIFEGUARD
32	COMOT	LIFETIME SPORTS ACADEMY COORDINATOR
33	LTC	LINDENWOOD STAFF
34	LTC	MAINTENANCE-SEASONAL
35	LTC	NATURALIST
36	COMOT	PLAYGROUND LEADER
37	COMOT	PLAYGROUND STAFF
38	PAT	PLAYGROUND SUPERVISOR
39	COMOT	POOL STAFF (NON-CERTIFIED)
40	COMOT	PRESCHOOL/YOUTH SPORTS COORDINATOR
41	COMOT	PRESCHOOL/YOUTH SPORTS INSTRUCTOR
42	COMOT	PRESCHOOL/YOUTH SITE SUPERVISOR
43	PAT	PROGRAM COORDINATOR
44	PAT	PROJECT MANAGEMENT TECHNICIAN
45	PAT	RECREATION CENTER LEADER SUPERVISOR
46	PAT	RECREATION CENTER LEADER
47	COMOT	RECREATION COORDINATOR
48	COMOT	RECREATION LEADER
49	COMOT	RECREATION SPECIALIST
50	PAT	RENTAL COORDINATOR
51	LTC	SEASONAL GARDENER
52	COMOT	SEASONAL/TEMPORARY
53	LTC	SEASONAL/TEMPORARY

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COMOT	SEASONAL RIVERFRONT
LTC	SEASONAL RIVERFRONT
COMOT	SPECIAL EVENTS COORDINATOR
PAT	SUPERVISOR
LTC	SUPERVISOR
LTC	TENNIS INSTRUCTOR
LTC	TENNIS PROGRAM COORDINATOR
PAT	THEATRE BOX OFFICE LEAD
PAT	THEATRE BOX OFFICE STAFF
PAT	THEATRE CUSTOMER SERVICE ASSISTANT MANAGER
PAT	THEATRE HOUSE LEAD
LTC	THEATRE MAINTENANCE LEAD
PAT	THEATRE MANAGER
PAT	THEATRE OPERATIONS ASSISTANT MANAGER
PAT	THEATRE PARKING LOT LEAD
LTC	THEATRE PARKING LOT ATTENDANT
LTC	THEATRE PRODUCTION LEAD
LTC	THEATRE TECHNICIAN
PAT	THEATRE UTILITY LEAD
LTC	THEATRE UTILITY WORKER
COMOT	WEEKEND/EVENING RECEPTIONIST/HOST(ESS)
PAT	ACCOUNTANT
COMOT	ADMINISTRATIVE AIDE
COMOT	ADMINISTRATIVE ASSISTANT
LTC	ASPHALT PLANT OPERATOR
PAT	ASSISTANT CITY ENGINEER
LTC	ASSISTANT STREET COMMISSIONER
PAT	ASSISTANT TRAFFIC ENGINEER
PAT	BOARD OF PUBLIC WORKS MANAGER
LTC	BUILDING SERVICE PERSON
EXE	CITY ENGINEER
COMOT	CLERICAL
COMOT	CLERK TO BOARD
COMOT	COMMUNICATIONS OPERATOR
COMOT	COST ACCOUNTANT
LTC	CULVER & DRAINAGE REPAIRER
EXE	DEPUTY DIRECTOR
PAT	DESIGN COORDINATOR
PAT	DIRECTOR OF FINANCE
PAT	DIRECTOR FLEET MANAGEMENT
EXE	DIRECTOR OF PUBLIC WORKS
PAT	DIRECTOR TRAFFIC OPERATIONS
PAT	DIRECTOR OF TRANSPORTATION ADMINISTRATION AND SUPPORT
PAT	ENFORCEMENT OFFICER/INSPECTOR
LTC	ENGINEERING TECH
LTC	ENTRY LEVEL TECHNICIAN
PAT	FINANCE MANAGER
PAT	FLEET SYSTEM ANALYST
PAT	FLOOD CONTROL MANAGER
PAT	FLOOD MAINTENANCE MANAGER
LTC	GENERAL FOREMAN
PAT	GREENWAYS MANAGER
COMOT	INTERN
LTC	INTERN
PAT	INSPECTOR TECHNICIAN

**Public Works**



1	LTC	LABORER
2	LTC	LABORER A
3	PAT	LAND ACQUISITION AGENT
4	PAT	LAND SURVEYOR
5	LTC	LEAF PICK-UP LABORER
6	LTC	LIGHTING DIVISION SEASONAL
7	LTC	LIGHTING FOREMAN
8	LTC	MAINTENANCE
9	LTC	MAINTENANCE SUPERVISOR
10	PAT	MANAGER
11	LTC	MANAGER
12	PAT	MASTER GARDENER
13	LTC	MASTER LEVEL TECHNICIAN
14	LTC	MASTER PARTS CLERK
15	LTC	MATERIALS CONTROL/OFFICE COORDINATOR
16	LTC	MID LEVEL TECHNICIAN
17	PAT	OFFICE MANAGER
18	LTC	OPERATOR A
19	LTC	OPERATOR B
20	LTC	OPERATOR/REPAIR PERSON
21	LTC	PARTS CLERK
22	LTC	PARTS CLERK – ADMIN
23	COMOT	PAYROLL CLERK/TYPIST
24	COMOT	PERMIT ASSISTANT
25	COMOT	PERMIT COORDINATOR
26	PAT	PROGRAM MANAGER
27	COMOT	PROGRAM MANAGER
28	LTC	PROJECT COORDINATOR
29	PAT	PROJECT COORDINATOR
30	PAT	PROJECT MANAGER
31	PAT	PUBLIC OUTREACH COORDINATOR
32	COMOT	PUBLIC WORKS MANAGER
33	PAT	RIGHT OF WAY MANAGER
34	LTC	ROUTE DRIVER
35	COMOT	SEASONAL/TEMPORARY
36	LTC	SEASONAL/TEMPORARY
37	COMOT	SECRETARY VII
38	PAT	SENIOR FLEET SYSTEM ANALYST
39	PAT	SENIOR LAND ACQUISITION AGENT
40	LTC	SENIOR MASTER LEVEL TECHNICIAN
41	PAT	SERVICE WRITER
42	PAT	SHOP SUPERVISOR
43	LTC	SIGN DIVISION SEASONAL
44	LTC	SIGN FABRICATOR
45	LTC	SIGN & MARKING FOREMAN
46	LTC	SIGN & MARKING SPECIALIST/ ELECTRICAL TECHNICIAN
47	LTC	SIGN & MARKING SUPERVISOR
48	LTC	SIGNAL DIVISION SEASONAL
49	LTC	SIGNAL FOREMAN
50	EXE	STREET COMMISSIONER
51	PAT	SUPERVISOR
52	LTC	SUPERVISOR
53	LTC	SURVEY TECHNICIAN
54	LTC	SWEEPER OPERATOR
55	COMOT	TECHNICIAN
56	PAT	TRAFFIC ENGINEER
57	LTC	TRAFFIC OPERATIONS ELECTRICIAN

LTC	TRAFFIC OPERATIONS SUPERVISOR
PAT	TRAFFIC SYSTEM SPECIALIST
LTC	TRUCK DRIVER
LTC	UTILITY MAINTENANCE PERSON
LTC	WELDER/FABRICATOR
COMOT	WORKING LEADER
PAT	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. 36-4-74 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, 2021 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.

**SECTION 9.** 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.

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**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 2020 salary ordinances, have expired. Commencing January 1, 2021, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of the most recently enacted ordinance.

**SECTION 11.** 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.

**SECTION 12.** 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

# 2021 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$7.25/hr	\$31.3680/hr
COMOT (Annually)	\$15,080.00	\$65,245.42
POLE (Hourly)	\$ 7.25/hr	\$50.9938/hr
POLE (Annually)	\$15,080.00	\$106,067.06
LTC (Hourly)	\$ 7.25/hr	\$35.5130/hr
LTC (Annually)	\$15,080.00	\$73,886.94
PAT (Hourly)	\$ 7.25/hr	\$46.3602/hr
PAT (Annually)	\$15,080.00	\$96,429.14
EXE	\$85,661.92	\$114,215.89
SO	\$63,470.90	\$108,934.08