

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 2021.

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 category 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 2021 City Budget operating funds and other sources as may be specified  
19 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

1 approved shift differentials, approved longevity pay, approved overtime pay,  
2 approved technical skill pay, approved educational bonus, and approved clothing  
3 allowance, as outlined in the City's approved work rules.

4  
5 **SEE EXHIBIT "A" ATTACHED HERETO AND MADE A**  
6 **PART HEREOF IN ITS ENTIRETY**

7 The grid, as reflected on Exhibit "A" is an attempt to maintain an orderly, consistent  
8 and competitive pay policy that includes a "Grid System" that represents the actual  
9 market range for the Non-Union positions within City Government. Any general  
10 increase to the Grid shall only occur should the actual market range for a Job  
11 Classification increase.

12 A. That all Fire Command shall be eligible for any additional  
13 benefits afforded the International Association of Fire Fighters. That all Fire  
14 Command shall receive the same percentage pay increases as afforded the  
15 International Association of Fire Fighters.

16 B. That all Police Command shall be eligible to any additional  
17 benefits afforded the Fraternal Order of Police. That all Police Command, Captains  
18 and above, shall receive the same percentage pay increases as afforded the  
19 Fraternal Order of Police.

20 **SECTION 3.** The following is a true and complete listing  
21 of all members of the Police and Fire Departments of the City of Fort Wayne  
22 non-bargaining unit positions by division/department, job classification, and titles. It  
23 does not include those positions which are specified as part of a bargaining unit  
24 having a written economic agreement with the City negotiated by the City Attorney and  
25 approved by Common Council.

<b>DIVISION/DEPARTMENT</b>	<b>GRID CLASSIFICATION</b>	<b>TITLE</b>
<b><u>Fire Department</u></b>		
<b><u>Fire Command</u></b>		
	PAT	ASSISTANT CHIEF
	EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
<b><u>Fire Civilians</u></b>		
	COMOT	ADMINISTRATIVE ASSISTANT
	LTC	BUILDING MAINTENANCE ASSISTANT
	PAT	BUILDING MAINTENANCE MANAGER
	LTC	BUILDING SYSTEMS MANAGER
	PAT	DIRECTOR OF FINANCE

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COMOT INTERN  
PAT EMS COORDINATOR  
EXE DIRECTOR OF EMS OPERATIONS  
POLE RECRUIT FIREFIGHTER  
COMOT SEASONAL/TEMPORARY  
COMOT SUPPLY OFFICER  
COMOT SURVIVE ALIVE TEACHING ASSISTANT

Weights and Measures

LTC DEPUTY INSPECTOR  
LTC WEIGHTS & MEASURES INSPECTOR

Police Department

Police Command

EXE ASSISTANT 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  
SO 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
COMOT	ANIMAL CARE COORDINATOR
POLE	ANIMAL CARE SPECIALIST
POLE	ANIMAL CONTROL OFFICER
POLE	ANIMAL CONTROL OFFICER – FIELD COORDINATOR
PAT	ANIMAL PROGRAMS SUPERVISOR
LTC	BUILDING MAINTENANCE
PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
POLE	DEPUTY DIRECTOR
EXE	DIRECTOR OF ANIMAL CARE & CONTROL
COMOT	DISPATCHER
PAT	FOSTER COORDINATOR
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	DEPUTY DIRECTOR
POLE	DISPATCHER
POLE	ENTRY LEVEL DISPATCHER
EXE	EXECUTIVE DIRECTOR
POLE	SHIFT SUPERVISOR
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 2021. Upon conclusion of such negotiations, the appropriate Ordinances shall be submitted to the Common Council for approval.

1 Employees covered by recognized bargaining unit representatives  
2 (Unions) will receive a salary established by the Collective Bargaining process as  
3 long as this pay does not exceed the table of maximum salaries authorized in  
4 Section 2, above.

5 **SECTION 5.** In addition to the compensation for  
6 positions listed herein, the City shall contribute 3% of employees' salary to the  
7 Indiana Public Retirement System (INPRS) except for those positions which are  
8 commonly referred to as Police and Fire Command.

9 **SECTION 6.** From and after the first day of January,  
10 2021, all members of the Police and Fire Departments of the City of Fort  
11 Wayne will be paid according to this, the above and following provisions of this  
12 ordinance, subject to budgetary limitations, collective bargaining agreements, future  
13 changes or amendments enacted by Common Council.

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

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

25 **SECTION 9.** The Municipal Code of the City of Fort  
26 Wayne references, in codification form, salary ordinances previously adopted by the  
27 City Council for past years. Such salary ordinances have a duration of one year and  
28 thus, with the exception of the 2020 salary ordinance, have expired. However, to  
29 avoid confusion, it is hereby stated that commencing January 1, 2021, any conflict  
30 between the terms and conditions hereof and any previous ordinance shall be resolved  
in favor of this ordinance.

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**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.

**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

# 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