

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 2023

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 2023 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.

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

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

7 **SECTION 3.** The following job classifications are a true and complete
 8 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>	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	ASSISTANT DEPUTY CLERK
	PAT	ASSISTANT DEPUTY CLERK – VIOLATIONS
	LTC	ASSISTANT METER REPAIR PERSON
	PAT	DEPUTY CLERK
	LTC	METER REPAIR PERSON
	LTC	PARKING CONTROL OFFICER
	PAT	PARKING CONTROL SUPERVISOR
	COMOT	VIOLATIONS BUREAU SPECIALIST
	<u>City Council</u>	COMOT
PAT		CITY COUNCIL ADMINISTRATOR
UC		CITY COUNCIL ATTORNEY
<u>City Utilities</u>	PAT	ACCOUNTANT
	PAT	ACCOUNTANT CLERK
	COMOT	ACCOUNTING ASSISTANT
	PAT	ACCOUNTING SUPERVISOR
	COMOT	ADMINISTRATIVE ASSISTANT
	LTC	AMI TECHNOLOGY SUPERVISOR
	PAT	ANALYTICAL CHEMIST
	PAT	ANALYTICAL CHEMIST - WEEKEND
	EXE	ASSOCIATE CITY ATTORNEY
	PAT	ASSISTANT ACCOUNTING MANAGER
	PAT	ASSISTANT MANAGER OF FINANCIAL OPERATIONS
	PAT	ASSISTANT MANAGER
	PAT	ASSISTANT PROGRAM MANAGER
	LTC	ASSISTANT STOREKEEPER
	PAT	ASSISTANT SUPERINTENDENT
	LTC	BACKHOE OPERATOR
	LTC	BIO-SOLID EQUIPMENT OPERATOR
	PAT	BUSINESS SERVICES COORDINATOR
	PAT	CAPITAL ASSET MAINTENANCE MANAGER
	PAT	CHIEF CUSTOMER OFFICER
	LTC	CHIEF ELECTRICIAN
	LTC	CHIEF PLANT OPERATOR
	LTC	CHIEF RELIEF PLANT OPERATOR
	EXE	CHIEF SUPERINTENDENT
	PAT	CMMS ADMINISTRATOR
	COMOT	CMMS INTERN

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

1	LTC	MANHOLE SEALING OPERATOR
2	LTC	MASTER TECHNICIAN
3	LTC	MECHANIC
4	LTC	MECHANIC INTERN
5	LTC	MECHANICAL TECHNICIAN
6	LTC	METER READER
7	LTC	METER READER/TRUCK
8	LTC	NPDES INSPECTION ASSISTANT
9	LTC	NPDES INSPECTION OPERATOR
10	COMOT	OFFICE ASSISTANT
11	COMOT	PERMIT SPECIALIST
12	COMOT	PLANT CLERK
13	LTC	PLANT OPERATOR
14	LTC	PLUMBER CREW LEADER
15	PAT	PRIMARY CUSTOMER ACCOUNT ADMINISTRATOR
16	PAT	PROCESS CONTROL TECHNICIAN
17	PAT	PROGRAM MANAGER
18	SO	PROGRAM MANAGER
19	PAT	PUBLIC INFORMATION OFFICER
20	PAT	REGULATORY COMPLIANCE COORDINATOR
21	LTC	RELIEF OPERATOR
22	PAT	SCADA MANAGER
23	PAT	SCADA SYSTEM ANALYST
24	COMOT	SEASONAL/TEMPORARY
25	LTC	SEASONAL/TEMPORARY
26	PAT	SENIOR BILLING AND ACCOUNTS ANALYST
27	COMOT	SENIOR CLERK
28	PAT	SENIOR FINANCIAL ACCOUNTANT
29	PAT	SENIOR FINANCIAL ANALYST
30	LTC	SENIOR ELECTRICAL TECHNICIAN – INDUSTRIAL
31	PAT	SENIOR GIS SPECIALIST/ANALYST
32	LTC	SENIOR MAINTENANCE TECHNICIAN
33	LTC	SENIOR OPERATOR
34	LTC	SERVICE TECHNICIAN
35	PAT	SEWER & STORMWATER PROGRAM MANAGER
36	LTC	SEWER SYSTEM INSPECTOR
37	LTC	SPECIAL INVESTIGATOR
38	LTC	STOREKEEPER
39	EXE	SUPERINTENDENT
40	PAT	SUPERVISOR
41	LTC	SUPERVISOR
42	COMOT	SYSTEM PROCESS SPECIALIST
43	PAT	TEAM LEADER
44	LTC	TANDEM DRIVER
45	LTC	TV/VACUUM ASSISTANT
46	LTC	TV/VACUUM OPERATOR
47	LTC	TV/VACUUM TECHNICIAN
48	PAT	UTILITY ENGINEERING ASSOCIATE TECHNICIAN
49	PAT	UTILITY ENGINEERING TECHNICIAN
50	LTC	UTILITY MAINTENANCE WORKER
51	PAT	UTILITY SERVICES MANAGER
52	LTC	WATER MAINTENANCE OPERATOR
53	LTC	WORKING FOREMAN
54	LTC	WORKING LEADER

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Community Development

COMOT ABANDONED VEHICLE SPECIALIST
COMOT ABANDONED VEHICLE SPECIALIST/
TRAINING FACILITATOR
PAT ACCOUNTANT
COMOT ADMINISTRATIVE ASSISTANT
PAT ASSISTANT TO COMMUNITY LIAISON
COMOT CASE SYSTEM SPECIALIST
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 FINANCE ASSISTANT
COMOT INTERN
PAT OFFICE SUPERVISOR/ACCOUNTANT
COMOT SEASONAL/TEMPORARY
PAT SENIOR LOAN SPECIALIST
COMOT WEED PROGRAM INSPECTOR

Finance and Administration

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

Mayor's Office

PAT 311 MANAGER

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PAT	311 SPECIALIST
COMOT	ADMINISTRATIVE ASSISTANT
EXE	ASSOCIATE CITY ATTORNEY
EXE	CITY ATTORNEY
PAT	COMMUNITY LIAISON
EXE	DEPUTY MAYOR
EXE	DIRECTOR OF HUMAN RESOURCES
EXE	DIRECTOR INTERGOVERNMENTAL AFFAIRS
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 - CREW LEADER
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 ATTORNEY

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	FORESTRY GROUNDS PERSON
LTC	FORESTRY TECHNICIAN
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	LANDSCAPE GARDENER

1	LTC	MAINTENANCE TECHNICIAN
2	COMOT	MAINTRAC COORDINATOR
3	PAT	MANAGER
4	PAT	OUTDOOR RECREATION COORDINATOR
5	LTC	PARK PERSON C
6	PAT	PROGRAM FACILITY COORDINATOR
7	PAT	PROJECT MANAGEMENT TECHNICIAN
8	LTC	RELIEF PERSON
9	LTC	SMALL MOTOR MECHANIC
10	LTC	SECURITY PERSON
11	PAT	SENIOR PROGRAM FACILITY COORDINATOR
12	LTC	STOREKEEPER
13	PAT	SUPERINTENDENT
14	PAT	SUPERVISOR
15	LTC	SUPERVISOR
16	LTC	WORKING LEADER
17	COMOT	AQUATIC CENTER MANAGER
18	COMOT	AQUATIC SUPERVISOR
19	COMOT	ASSISTANT BOAT ADMINISTRATOR
20	COMOT	ASSISTANT GOLF PRO MANAGER
21	COMOT	ASSISTANT SUPERVISOR
22	PAT	ASSISTANT SUPERVISOR
23	LTC	ASSISTANT SUPERVISOR
24	COMOT	ATTENDANT
25	LTC	BARTENDER
26	PAT	CAMP ASSISTANT SUPERVISOR
27	LTC	CAMP COUNSELOR
28	PAT	CAMP SUPERVISOR
29	LTC	CAPTAIN
30	COMOT	COORDINATOR
	PAT	COORDINATOR
	LTC	DECK HAND
	LTC	DOCENT
	LTC	FACILITIES MAINTENANCE
	LTC	FIRST MATE
	COMOT	FOOD SERVICE ASSISTANT
	LTC	GOLF ASSISTANT GREEN SUPERINTENDENT
	COMOT	GOLF CASHIER/STARTER
	LTC	GOLF COURSE MAINTENANCE
	LTC	HEAD LIFEGUARD
	COMOT	HURSHTOWN ATTENDANT
	COMOT	HURSHTOWN ASSISTANT SUPERVISOR
	PAT	HURSHTOWN SUPERVISOR
	COMOT	ICE GUARD
	COMOT	INSTRUCTOR
	PAT	INSTRUCTOR
	COMOT	INTERN
	LTC	LIFEGUARD
	COMOT	LIFETIME SPORTS ACADEMY COORDINATOR
	COMOT	LIFETIME SPORTS ACADEMY SUPERVISOR
	LTC	MAINTENANCE-SEASONAL
	LTC	NATURALIST
	COMOT	PLAYGROUND COORDINATOR
	COMOT	PLAYGROUND LEADER
	COMOT	PLAYGROUND STAFF
	PAT	PLAYGROUND SUPERVISOR

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COMOT POOL STAFF (NON-CERTIFIED)
COMOT PRESCHOOL/YOUTH SPORTS
COORDINATOR
COMOT PRESCHOOL/YOUTH SPORTS
INSTRUCTOR
COMOT PRESCHOOL/YOUTH SITE SUPERVISOR
PAT PROGRAM COORDINATOR
PAT PROJECT MANAGEMENT TECHNICIAN
COMOT RECREATION CENTER COORDINATOR
PAT RECREATION CENTER
SUPERVISOR
PAT RECREATION CENTER LEADER
COMOT RECREATION COORDINATOR
COMOT RECREATION LEADER
COMOT RECREATION SPECIALIST
COMOT RENTAL COORDINATOR
PAT RENTAL COORDINATOR
LTC SEASONAL GARDENER
COMOT SEASONAL/TEMPORARY
LTC SEASONAL/TEMPORARY
COMOT SEASONAL RIVERFRONT
LTC SEASONAL RIVERFRONT
COMOT SPECIAL EVENTS COORDINATOR
COMOT SUPERVISOR
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)

Public Works

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

1	LTC	CULVER & DRAINAGE REPAIRER
2	EXE	DEPUTY DIRECTOR
3	PAT	DESIGN COORDINATOR
4	PAT	DIRECTOR OF FINANCE
5	PAT	DIRECTOR FLEET MANAGEMENT
6	EXE	DIRECTOR OF PUBLIC WORKS
7	PAT	DIRECTOR TRAFFIC OPERATIONS
8	PAT	DIRECTOR OF TRANSPORTATION ADMINISTRATION AND SUPPORT
9	PAT	ENFORCEMENT OFFICER/INSPECTOR
10	LTC	ENGINEERING TECH
11	LTC	ENTRY LEVEL TECHNICIAN
12	PAT	FINANCE MANAGER
13	PAT	FLEET SYSTEM ANALYST
14	PAT	FLOOD CONTROL MANAGER
15	PAT	FLOOD MAINTENANCE MANAGER
16	LTC	GENERAL FOREMAN
17	PAT	GREENWAYS MANAGER
18	COMOT	INTERN
19	LTC	INTERN
20	PAT	INSPECTOR TECHNICIAN
21	LTC	LABORER
22	LTC	LABORER A
23	PAT	LAND ACQUISITION AGENT
24	PAT	LAND SURVEYOR
25	LTC	LEAF PICK-UP LABORER
26	LTC	LIGHTING DIVISION SEASONAL
27	LTC	LIGHTING FOREMAN
28	LTC	MAINTENANCE
29	LTC	MAINTENANCE SUPERVISOR
30	PAT	MANAGER
	LTC	MANAGER
	PAT	MASTER GARDENER
	LTC	MASTER LEVEL TECHNICIAN
	LTC	MASTER PARTS CLERK
	LTC	MATERIALS CONTROL/OFFICE COORDINATOR
	LTC	MID LEVEL TECHNICIAN
	PAT	OFFICE MANAGER
	LTC	OPERATOR A
	LTC	OPERATOR B
	LTC	OPERATOR/REPAIR PERSON
	LTC	PARTS MANAGER
	LTC	PARTS SPECIALIST
	COMOT	PAYROLL CLERK/TYPIST
	COMOT	PERMIT ASSISTANT
	COMOT	PERMIT COORDINATOR
	PAT	PROGRAM MANAGER
	COMOT	PROGRAM MANAGER
	LTC	PROJECT COORDINATOR
	PAT	PROJECT COORDINATOR
	PAT	PROJECT MANAGER
	PAT	PUBLIC OUTREACH COORDINATOR
	COMOT	PUBLIC WORKS MANAGER
	PAT	RIGHT OF WAY MANAGER
	LTC	ROUTE DRIVER
	COMOT	SEASONAL/TEMPORARY
	LTC	SEASONAL/TEMPORARY
	COMOT	SECRETARY VII

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PAT	SENIOR FLEET SYSTEM ANALYST
PAT	SENIOR LAND ACQUISITION AGENT
LTC	SENIOR MASTER LEVEL TECHNICIAN
PAT	SERVICE WRITER
PAT	SHOP MANAGER
LTC	SIGN DIVISION SEASONAL
LTC	SIGN FABRICATOR
LTC	SIGN & MARKING FOREMAN
LTC	SIGN & MARKING SPECIALIST/ ELECTRICAL TECHNICIAN
LTC	SIGN & MARKING SUPERVISOR
LTC	SIGNAL DIVISION SEASONAL
LTC	SIGNAL FOREMAN
EXE	STREET COMMISSIONER
PAT	SUPERVISOR
LTC	SUPERVISOR
LTC	SURVEY TECHNICIAN
LTC	SWEEPER OPERATOR
COMOT	TECHNICIAN
PAT	TRAFFIC ENGINEER
LTC	TRAFFIC OPERATIONS ELECTRICIAN
LTC	TRAFFIC OPERATIONS LABORER
LTC	TRAFFIC OPERATIONS SUPERVISOR
PAT	TRAFFIC SYSTEM SPECIALIST
LTC	TRUCK DRIVER
LTC	UTILITY MAINTENANCE PERSON
LTC	WELDER/FABRICATOR
COMOT	WORKING LEADER
LTC	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, 2023 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.

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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.

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 2022 salary ordinances, have expired.

Commencing January 1, 2023, 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

Malak Heiny, City Attorney

2023 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>		<u>MIN</u>		<u>MAX</u>
COMOT (Hourly)		\$ 7.25/hr		\$ 34.2538/hr
COMOT (Annually)	\$	15,080.00	\$	71,248.00
POLE (Hourly)		\$ 7.25/hr		\$ 55.6852/hr
POLE (Annually)	\$	15,080.00	\$	115,825.23
LTC (Hourly)		\$ 7.25/hr		\$38.7801/hr
LTC (Annually)	\$	15,080.00	\$	80,662.69
PAT (Hourly)		\$ 7.25/hr		\$ 50.6253/hr
PAT (Annually)	\$	15,080.00	\$	105,300.62
EXE	\$	93,542.82	\$	174,097.59
SO	\$	69,310.23	\$	118,956.01