

**AN ORDINANCE fixing the salaries of  
all members of the Division of Public Safety  
of the City of Fort Wayne, Indiana  
for the year 2023.**

**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 category 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 2023 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.

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**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, as determined by the Fire Chief, 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, as determined by the Police Chief 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.

<b>DIVISION/DEPARTMENT</b>	<b>GRID CLASSIFICATION</b>	<b>TITLE</b>
<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
	COMOT	INTERN
	PAT	EMS COORDINATOR
	EXE	DIRECTOR OF EMS OPERATIONS
	POLE	RECRUIT FIREFIGHTER
	COMOT	SEASONAL/TEMPORARY
	COMOT	SUPPLY OFFICER
	COMOT	SURVIVE ALIVE TEACHING ASSISTANT

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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	ASSISTANT MANAGER OF PROPERTY ROOM
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
POLE	DIRECTOR OF VICTIM ASSISTANCE
POLE	FIREARMS EVIDENCE TECHNICIAN
PAT	FORENSIC SCIENTIST
COMOT	INTERN
COMOT	INVESTIGATIVE DIVISION GENERAL ASSISTANT
PAT	LEAD SOCIAL WORKER
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
POLE	SENIOR CRIME ANALYST
POLE	SENIOR VICTIM ADVOCATE
PAT	SOCIAL WORKER
COMOT	TAXICAB 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 ATTENDANT
COMOT	ANIMAL CARE COORDINATOR
POLE	ANIMAL CARE SPECIALIST
POLE	ANIMAL CONTROL OFFICER
PAT	ANIMAL PROGRAMS SUPERVISOR

1	LTC	BUILDING MAINTENANCE
2	COMOT	COMMUNITY CAT & TRANSFER COORDINATOR
3	COMOT	COMMUNITY OUTREACH EDUCATOR
4	POLE	DEPUTY DIRECTOR
5	POLE	DEPUTY DIRECTOR OF FIELD OPERATIONS
6	POLE	DEPUTY DIRECTOR OF SHELTER & MEDICAL OPERATIONS
7	EXE	DIRECTOR OF ANIMAL CARE & CONTROL
8	COMOT	DISPATCHER
9	POLE	FIELD COORDINATOR
10	PAT	FOSTER COORDINATOR
11	COMOT	FOSTER ASSISTANT
12	PAT	FUND DEVELOPMENT MANAGER
13	COMOT	HUMANE EDUCATION ASSISTANT
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**Consolidated Communications Partnership**

24	COMOT	ADMINISTRATIVE ASSISTANT
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27	POLE	DISPATCHER
28	POLE	ENTRY LEVEL DISPATCHER
29	EXE	EXECUTIVE DIRECTOR
30	POLE	SHIFT SUPERVISOR
31	POLE	TRAINING/IDACS/SPILLMAN COORDINATOR

**SECTION 4.** In addition to the compensation for positions listed herein, the City shall contribute 3% of employees' salary to the Indiana Public Retirement System (INPRS) except for those positions which are commonly referred to as Police and Fire Command.

**SECTION 5.** From and after the first day of January, 2023, 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, future changes or amendments enacted by Common Council.

**SECTION 6.** 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.

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**SECTION 7.** 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 8.** 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 ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2023, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

**SECTION 9.** 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 10.** 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

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Malak Heiny, City Attorney

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Council Member

APPROVED as to form and legality

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Malak Heiny, City Attorney

**2023 SALARY GRID**

EXHIBIT "A"

JOB CLASSIFICATION	MIN	MAX
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