

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 2024

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

14 WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum  
15 salary level for each job classification should accurately reflect the duties and responsibilities of  
16 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 recommended job  
19 classification designations for positions within their respective jurisdictions, and

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

23 WHEREAS, the funds of such salaries are to be provided for the 2024 City  
24 Budget and from City Utilities operating funds and other sources as may be specified by  
25 Common Council.

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

28 SECTION 1. That all employees of the Civil City of Fort Wayne and of City  
29 Utilities, shall be classified by the division/department, job classification, and titles.

30 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.

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

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

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

DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
<u>City Clerk</u>	4	ADMINISTRATIVE ASSISTANT
	8	ASSISTANT DEPUTY CLERK
	9	ASSISTANT DEPUTY CLERK – VIOLATIONS
	6	ASSISTANT METER REPAIR PERSON
	10	DEPUTY CLERK
	6-7	METER REPAIR PERSON
	5	PARKING CONTROL OFFICER
	9	PARKING CONTROL SUPERVISOR
	4	VIOLATIONS BUREAU SPECIALIST
	<u>City Council</u>	4
10		CITY COUNCIL ADMINISTRATOR
Unclassified		CITY COUNCIL ATTORNEY
<u>City Utilities</u>	5-6	ACCOUNTANT
	5	ACCOUNTING CLERK
	4	ACCOUNTING ASSISTANT
	7	ACCOUNTING SUPERVISOR
	4-6	ADMINISTRATIVE ASSISTANT
	6	AMI TECHNOLOGY SUPERVISOR
	6	ANALYTICAL CHEMIST
	14	ASSOCIATE CITY ATTORNEY
	10	ASSISTANT ACCOUNTING MANAGER
	10	ASSISTANT MANAGER OF FINANCIAL OPERATIONS
	10	ASSISTANT MANAGER
	5-6	ASSISTANT PROGRAM MANAGER
	3	ASSISTANT STOREKEEPER
	11	ASSISTANT SUPERINTENDENT
	5	BACKHOE OPERATOR
	5	BIO-SOLID EQUIPMENT OPERATOR
	10	BUSINESS SERVICES COORDINATOR
	8	CAPITAL ASSET MAINTENANCE MANAGER
	12	CHIEF CUSTOMER OFFICER
	8	CHIEF ELECTRICIAN
	8-11	CHIEF OPERATOR
	8-11	CHIEF RELIEF OPERATOR
	12-13	CHIEF SUPERINTENDENT
	0	CMMS INTERN
	5	COMBINATION REPAIRER/TRUCK DRIVER
	4	COMMUNICATION OPERATOR AND WATCH PERSON
	7-8	CONSTRUCTION CONTRACT MANAGER
9	CONSTRUCTION SUPERVISOR	
7	CREW SUPERVISOR	

DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
	8	CUSTOMER SUPPORT & BILLING MANAGER
	8	CUSTOMER SUPPORT INFORMATION SPECIALIST
	9	CUSTOMER SUPPORT INFORMATION ANALYST
	3-4	CUSTOMER SUPPORT REPRESENTATIVE
	8	CUSTOMER SUPPORT SUPERVISOR
	5	CUSTOMER SUPPORT TEAM LEAD
	15	DEPUTY DIRECTOR
	6-8	DESIGNER
	16	DIRECTOR OF CITY UTILITIES
	4	DISPATCHER
	4	DISPATCHER/BUILDING ATTENDANT
	6	ELECTRICIAN
	6	ELECTRONICS TECHNICIAN - INDUSTRIAL
	10-13	ENGINEER
	8-9	ENGINEERING ASSOCIATE
	8	ENGINEERING COORDINATOR
	11	ENGINEERING PROGRAM MANAGER
	4-8	ENGINEERING REPRESENTATIVE
	6-9	ENTERPRISE SYSTEMS ANALYST
	5	EQUIPMENT OPERATOR
	6	EXECUTIVE ASSISTANT
	12	FINANCE DIRECTOR
	4	FLUSHER ASSISTANT
	5	FLUSHER OPERATOR
	7	GIS SPECIALIST/ANALYST
	5	HEAVY EQUIPMENT OPERATOR
	6	INDUSTRIAL ELECTRICAL TECHNICIAN
	4-5	INDUSTRIAL MAINTENANCE TECHNICIAN
	8	INDUSTRIAL PRETREAT COORDINATOR
	6	INDUSTRIAL PRETREAT INSPECTOR
	0	INTERN
	5	INVESTIGATOR
	9	KEY CUSTOMER ACCOUNT MANAGER
	6	LABORATORY TECHNICIAN
	3-5	LABORER
	5	LEAD CUSTOMER RELATIONS REPRESENTATIVE
	6	LEAD MECHANIC
	6	MAINTENANCE CREW LEADER
	5-6	MAINTENANCE OPERATOR
	5-6	MAINTENANCE WORKING LEADER
	11	MANAGER
	13	MANAGER OF ENGINEERING
	12	MANAGER OF OPERATIONS
	5	MANHOLE SEALING ASSISTANT
	6	MANHOLE SEALING OPERATOR
	6	MASTER TECHNICIAN
	4-5	MECHANIC
	0	MECHANIC INTERN
	6	MECHANICAL TECHNICIAN
	3	METER READER
	3	METER READER/TRUCK
	3	NPDES INSPECTION ASSISTANT
	5	NPDES INSPECTION OPERATOR
	4	OFFICE ASSISTANT

DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
	6	PAYMENT PROCESS AUDITOR
	6	PERMIT SPECIALIST
	5	PLANT CLERK
	6	PLANT OPERATOR
	6	PLUMBER CREW LEADER
	9-10	PROGRAM MANAGER
	12	PUBLIC INFORMATION OFFICER
	10	REGULATORY COMPLIANCE COORDINATOR
	8	RELIEF OPERATOR
	11	SCADA MANAGER
	9-10	SCADA SYSTEM ANALYST
	0	SEASONAL/TEMPORARY
	9	SENIOR ACCOUNTANT/ ANALYST
	4	SENIOR CLERK
	7	SENIOR FINANCIAL ACCOUNTANT
	7	SENIOR FINANCIAL ANALYST
	7	SENIOR ELECTRICAL TECHNICIAN - INDUSTRIAL
	4	SENIOR CLERK
	8	SENIOR GIS SPECIALIST/ANALYST
	7	SENIOR MAINTENANCE TECHNICIAN
	5-6	SERVICE TECHNICIAN
	5	SEWER SYSTEM INSPECTOR
	5	SPECIAL INVESTIGATOR
	4	STOREKEEPER
	12	SUPERINTENDENT
	9-10	SUPERVISOR
	5	SYSTEM PROCESS SPECIALIST
	6	TEAM LEADER
	5	TANDEM DRIVER
	4	TV/VACUUM ASSISTANT
	5	TV/VACUUM OPERATOR
	5	TV/VACUUM TECHNICIAN
	5-6	UTILITY ENGINEERING ASSOCIATE TECHNICIAN
	5-6	UTILITY ENGINEERING TECHNICIAN
	5	UTILITY MAINTENANCE WORKER
	5-6	WATER MAINTENANCE OPERATOR
	5	UTILITY PERSON
	6	WORKING FOREMAN
	6	WORKING LEADER
		<b><u>Community Development</u></b>
	3	ABANDONED VEHICLE SPECIALIST
	3	ABANDONED VEHICLE SPECIALIST/TRAINING
	6-8	ACCOUNTANT
	4-6	ADMINISTRATIVE ASSISTANT
	4-6	ASSISTANT TO COMMUNITY LIAISON
	4	CASE SYSTEM HEARING SPECIALIST
	10-11	CD ADMINISTRATOR
	9	CD MANAGER
	4-9	CD SPECIALIST
	7	CODE COMPLIANCE OFFICER
	6	COMMUNITY LIAISON
	3	COMPLIANCE RECORDS SPECIALIST
	3	COMPLIANCE SERVICE SPECIALIST/DISPATCH

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DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
	6	CONSTRUCTION SPECIALIST
	15	DEPUTY DIRECTOR
	12	DIRECTOR
	16	DIRECTOR OF COMMUNITY DEVELOPMENT
	12	DIRECTOR OF FINANCE
	8	FIELD SUPERVISOR
	5	FINANCE ASSISTANT
	0	INTERN
	8	OFFICE SUPERVISOR/ACCOUNTANT
	0	SEASONAL/TEMPORARY
	0	WEED PROGRAM INSPECTOR
<u>Finance and Administration</u>		
	6	ACCOUNTANT
	4-6	ADMINISTRATIVE ASSISTANT
	8	ASSISTANT DIRECTOR
	8	ASSISTANT PROPERTY MANAGER
	7	BENEFITS & WELLNESS COORDINATOR
	6	BUYER
	16	CHIEF INFORMATION OFFICER
	16	CITY CONTROLLER
	9	COMPLIANCE OFFICER
	15	DEPUTY CONTROLLER
	14	DEPUTY DIRECTOR
	13	DIRECTOR
	13	DIRECTOR OF PURCHASING SERVICES
	8	FACILITY MANAGER
	12	HR & BENEFITS MANAGER
	0	INTERN
	3-4	MAINTENANCE TECHNICIAN
	12	MANAGER
	7	PAYROLL COORDINATOR
	12	PAYROLL MANAGER
	8-13	PROPERTY MANAGER
	12	PURCHASING SUPERVISOR
	0	SEASONAL/TEMPORARY
	9	SENIOR ACCOUNTANT/ANALYST
	7	SENIOR BUYER
	8	SENIOR PAYROLL COORDINATOR
	7-10	SUPERVISOR
	10-13	SYSTEMS ANALYST
<u>Mayor's Office</u>		
	9	311 MANAGER
	4	311 SPECIALIST
	4-6	ADMINISTRATIVE ASSISTANT
	14	ASSOCIATE CITY ATTORNEY
	16	CITY ATTORNEY
	6	COMMUNITY LIAISON
	17	DEPUTY MAYOR
	15	DIRECTOR OF HUMAN RESOURCES
	13	DIRECTOR INTERGOVERNMENTAL AFFAIRS
	13	DIRECTOR OF INTERNAL AUDIT
	13	DIRECTOR OF PUBLIC INFORMATION
	13	DIRECTOR OF RISK MANAGEMENT

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DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
	7	EXECUTIVE ASSISTANT
	9	GRANTS ADMINISTRATOR
	7	HR COORDINATOR
	6	HR SPECIALIST
	10	HR SUPERVISOR
	0	INTERN
	9	INTERNAL AUDITOR
	11	LABOR & EMPLOYEE RELATIONS MANAGER
	11	LEGISLATIVE & BUSINESS LIAISON
	6-9	MANAGER
	10	PROGRAM MANAGER
	10	PUBLIC INFORMATION OFFICER
	5	RECORDS MANAGEMENT ASSISTANT
	6	RECORDS MANAGEMENT COORDINATOR
	8	RISK MANAGEMENT SPECIALIST
	9	SAFETY CLAIMS/INVESTIGATOR
	10	SAFETY CLAIMS/INVESTIGATOR CREW LEADER
	0	SEASONAL/TEMPORARY
	15	SENIOR ASSOCIATE CITY ATTORNEY
	10	SENIOR HR COORDINATOR
<u>Metro Human Relation Commission</u>		
	5-6	ADMINISTRATIVE ASSISTANT
	14	EXECUTIVE DIRECTOR
	7	INVESTIGATOR
	0	SEASONAL/TEMPORARY
	9	SENIOR INVESTIGATOR
	13	STAFF ATTORNEY
<u>Parks and Recreation</u>		
	0-6	ADMINISTRATIVE ASSISTANT
	5	ASSISTANT GOLF SUPERINTENDENT
	6-7	ASSISTANT SUPERVISOR
	0-3	CLERICAL
	1	COORDINATOR
	3	COURIER/STOREROOM HELPER
	13	DEPUTY DIRECTOR
	16	DIRECTOR OF PARKS & RECREATION
	0-2	FACILITIES MAINTENANCE
	5	FLEET MECHANIC
	3-5	FORESTRY GROUNDS PERSON
	3-7	FORESTRY TECHNICIAN
	2	GARDEN HELPER
	3	GARDENER
	8	GOLF GREEN MANAGER
	8	GOLF GREEN SUPERINTENDENT
	3	GREENHOUSE GARDENER
	2	GREENHOUSE HELPER
	3	GROUND EQUIPMENT OPERATOR
	3	GROUND MAINTENANCE A
	5	HEAVY EQUIPMENT OPERATOR
	3	LANDSCAPE GARDENER
	4-6	MAINTENANCE TECHNICIAN
	4	MAINTRAC COORDINATOR

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DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
	8-12	MANAGER
	4	OUTDOOR RECREATION COORDINATOR
	3	PARK MAINTENANCE WORKER
	3	PARK PERSON C
	6	PROGRAM COORDINATOR
	4-5	PROGRAM FACILITY COORDINATOR
	8	PROGRAM MANAGER
	7	PROJECT MANAGEMENT TECHNICIAN
	1	RECREATION SPECIALIST
	3	RELIEF PERSON
	1-4	RENTAL COORDINATOR
	4	RENTAL & EVENTS COORDINATOR
	4	SECURITY PERSON
	5-6	SENIOR PROGRAM FACILITY COORDINATOR
	4	STOREKEEPER
	10-12	SUPERINTENDENT
	8-9	SUPERVISOR
	5-6	WORKING LEADER
	0	ASSISTANT
	0	ASSISTANT ADMINISTRATOR
	0	ASSISTANT GOLF GREEN MANAGER
	0	ASSISTANT GOLF GREEN SUPERINTENDENT
	0	ASSISTANT MANAGER
	0	ASSISTANT SUPERINTENDENT
	0	ASSISTANT SUPERVISOR
	0	ATTENDANT
	0	BARTENDER
	0	CAPTAIN
	0-4	COORDINATOR
	0	COUNSELOR
	0	DOCENT
	0	DOCK ATTENDANT
	0	FIRST MATE
	0	HEAD LIFEGUARD
	0	ICE GUARD
	0	INSTRUCTOR
	0-1	INTERN
	0	LEADER
	0	LIFEGUARD
	0	MAINTENANCE
	0	MANAGER
	0	NATURALIST
	0	PROJECT MANAGEMENT TECHNICIAN
	0	SEASONAL GARDENER
	0	SEASONAL/TEMPORARY
	0-1	SPECIALIST
	0	SUPERVISOR
	0	THEATRE BOX OFFICE LEAD
	0	THEATRE BOX OFFICE STAFF
	0	THEATRE CUSTOMER SERVICE ASSISTANT MANAGER
	0	THEATRE HOUSE LEAD
	0	THEATRE MAINTENANCE LEAD
	0	THEATRE OPERATIONS ASSISTANT MANAGER
	0	THEATRE PARKING LOT LEAD

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DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
	0	THEATRE PARKING LOT ATTENDANT
	0	THEATRE PRODUCTION LEAD
	0	THEATRE TECHNICIAN
	0	THEATRE UTILITY LEAD
	0	THEATRE UTILITY WORKER
	0-1	WEEKEND/EVENING RECEPTIONIST
<u>Public Works</u>		
	6-10	ACCOUNTANT
	3-5	ADMINISTRATIVE AIDE
	4-6	ADMINISTRATIVE ASSISTANT
	5	ASPHALT PLANT OPERATOR
	13	ASSISTANT CITY ENGINEER
	12	ASSISTANT STREET COMMISSIONER
	9	ASSISTANT TRAFFIC ENGINEER
	10	BOARD OF PUBLIC WORKS MANAGER
	15	CITY ENGINEER
	0-2	CLERICAL
	6	CLERK TO BOARD
	4	COMMUNICATIONS OPERATOR
	15	DEPUTY DIRECTOR
	13	DIRECTOR OF FINANCE
	13	DIRECTOR FLEET MANAGEMENT
	16	DIRECTOR OF PUBLIC WORKS
	13	DIRECTOR OF TRAFFIC OPERATIONS
	13	DIRECTOR OF TRANSPORTATION ADMINISTRATION AND SUPPORT
	6	ENFORCEMENT OFFICER/INSPECTOR
	5-7	ENGINEERING TECH
	4	ENTRY LEVEL TECHNICIAN
	12	FINANCE MANAGER
	6	FLEET SYSTEM ANALYST
	6	FLOOD MAINTENANCE MANAGER
	4	GARBAGE TRUCK DRIVER
	9	GENERAL FOREMAN
	10	GREENWAYS MANAGER
	0	INTERN
	3	LABORER
	3	LABORER A
	7	LAND ACQUISITION AGENT
	10	LAND SURVEYOR
	0	LEAF PICK-UP LABORER
	0	LIGHTING DIVISION SEASONAL
	8	LIGHTING FOREMAN
	3	MAINTENANCE TECHNICIAN
	7	MAINTENANCE SUPERVISOR
	9-12	MANAGER
	3	MASTER GARDENER
	6	MASTER LEVEL TECHNICIAN
	5	MATERIALS CONTROL/OFFICE COORDINATOR
	5	MID LEVEL TECHNICIAN
	6	OFFICE MANAGER
	6	OPERATOR A
	5	OPERATOR B



DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
	3	OPERATOR/REPAIR PERSON
	6	PARTS MANAGER
	3	PARTS SPECIALIST
	3	PERMIT ASSISTANT
	4	PERMIT COORDINATOR
	6-9	PROGRAM MANAGER
	7	PROJECT COORDINATOR
	6-8	PROJECT MANAGER
	9-12	PUBLIC WORKS MANAGER
	4	REFUSE COLLECTOR
	11	RIGHT OF WAY MANAGER
	4	ROUTE DRIVER
	0	SEASONAL/TEMPORARY
	7	SENIOR FLEET SYSTEM ANALYST
	8	SENIOR LAND ACQUISITION AGENT
	7	SENIOR MASTER LEVEL TECHNICIAN
	7	SERVICE WRITER
	10	SHOP SUPERVISOR
	0	SIGN DIVISION SEASONAL
	5	SIGN FABRICATOR
	4	SIGN & MARKING FOREMAN
	5	SIGN & MARKING SPECIALIST/ ELECTRICAL TECHNICIAN
	8	SIGN & MARKING SUPERVISOR
	0	SIGNAL DIVISION SEASONAL
	8	SIGNAL FOREMAN
	13	STREET COMMISSIONER
	6-7	SUPERVISOR
	5-6	SURVEY TECHNICIAN
	5	SWEEPER OPERATOR
	11	TRAFFIC ENGINEER
	7	TRAFFIC OPERATIONS ELECTRICIAN
	4	TRAFFIC OPERATIONS LABORER
	10	TRAFFIC OPERATIONS SUPERVISOR
	6	TRAFFIC SYSTEM SPECIALIST
	4	TRUCK DRIVER
	3	UTILITY MAINTENANCE PERSON
	7	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.

1 Any and all payments to be made hereunder for extraordinary services shall be  
2 subject to the final approval by the City Controller. Nothing in this agreement shall prevent the  
3 use of other attorneys or firms to perform extraordinary services, subject, however, to the  
4 provisions of IC 36-4-9-12.

5 **SECTION 7.** From and after the first day of January, 2024 all appointed  
6 officers, employees, deputies, assistants, Departmental, and institutional heads of the Civil City  
7 and City Utilities will be paid according to this, the above and following provisions of this  
8 ordinance, subject to budgetary limitations, future changes or amendments enacted by Common  
9 Council.

10 **SECTION 8.** That all Departments subject to this Ordinance will conform to  
11 the Official City's Personnel Policies and Procedures relating to hiring, pay, and other related  
12 practices, approved by the Mayor and administered by the City's Human Resources Department.

13 **SECTION 9.** If any section, clause, sentence, paragraph or part or provisions  
14 of this Ordinance be found invalid or void by a Court of competent jurisdiction, it shall be  
15 conclusively presumed that this ordinance would have passed by the Common Council without  
16 such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the  
17 Ordinance will remain in effect.

18 **SECTION 10.** The Municipal Code of the City of Fort Wayne references, in  
19 codification form, salary ordinances previously adopted by the City Council for past years. Such  
20 salary ordinances have a duration of one year and thus, with the exception of the 2023 salary  
21 ordinances, have expired.

22 Commencing January 1, 2024, any conflict between the terms and conditions hereof and any  
23 previous ordinance shall be resolved in favor of the most recently enacted ordinance.

24 **SECTION 11.** Two copies of all attachments and Exhibits referred to in this  
25 Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public  
26 inspection.

27 **SECTION 12.** This ordinance shall be in full force and effect from and after its  
28 passage and approval by the Mayor.

29 \_\_\_\_\_  
30 Council Member

APPROVED AS TO FORM AND LEGALITY

\_\_\_\_\_  
Malak Heiny, City Attorney

**2024 SALARY GRID**

**EXHIBIT "A"**

<b>JOB CLASSIFICATION</b>	<b>Hourly Min</b>	<b>Hourly Max</b>	<b>Annual Min</b>	<b>Annual Max</b>
<b>Grade 0 (Seasonal/Temporary/Intern)</b>	<b>\$7.25</b>	<b>\$40.00</b>		
<b>Grade 1</b>	<b>\$16.7390</b>	<b>\$21.7605</b>	<b>\$34,817.12</b>	<b>\$45,261.84</b>
<b>Grade 2</b>	<b>\$18.4130</b>	<b>\$23.9370</b>	<b>\$38,299.04</b>	<b>\$49,788.96</b>
<b>Grade 3</b>	<b>\$20.2545</b>	<b>\$26.3310</b>	<b>\$42,129.36</b>	<b>\$54,768.48</b>
<b>Grade 4</b>	<b>\$21.3515</b>	<b>\$29.8920</b>	<b>\$44,411.12</b>	<b>\$62,175.36</b>
<b>Grade 5</b>	<b>\$23.4865</b>	<b>\$32.8810</b>	<b>\$48,851.92</b>	<b>\$68,392.48</b>
<b>Grade 6</b>	<b>\$25.8355</b>	<b>\$36.1695</b>	<b>\$53,737.84</b>	<b>\$75,232.56</b>
<b>Grade 7</b>	<b>\$28.4190</b>	<b>\$39.7865</b>	<b>\$59,111.52</b>	<b>\$82,755.92</b>
<b>Grade 8</b>	<b>\$31.2615</b>	<b>\$43.7660</b>	<b>\$65,023.92</b>	<b>\$91,033.28</b>
<b>Grade 9</b>	<b>\$34.3875</b>	<b>\$48.1425</b>	<b>\$71,526.00</b>	<b>\$100,136.40</b>
<b>Grade 10</b>	<b>\$37.8265</b>	<b>\$52.9570</b>	<b>\$78,679.12</b>	<b>\$110,150.56</b>
<b>Grade 11</b>	<b>\$41.6090</b>	<b>\$58.2525</b>	<b>\$86,546.72</b>	<b>\$121,165.20</b>
<b>Grade 12</b>	<b>\$45.7695</b>	<b>\$64.0775</b>	<b>\$95,200.56</b>	<b>\$133,281.20</b>
<b>Grade 13</b>	<b>\$50.3465</b>	<b>\$70.4850</b>	<b>\$104,720.72</b>	<b>\$149,608.80</b>
<b>Grade 14</b>	<b>\$55.3815</b>	<b>\$77.5340</b>	<b>\$115,193.52</b>	<b>\$161,270.72</b>
<b>Grade 15</b>	<b>\$60.9195</b>	<b>\$85.2875</b>	<b>\$126,712.56</b>	<b>\$177,398.00</b>
<b>Grade 16</b>	<b>\$67.0115</b>	<b>\$93.8160</b>	<b>\$139,383.92</b>	<b>\$195,137.28</b>
<b>Grade 17</b>	<b>\$73.7130</b>	<b>\$103.1980</b>	<b>\$153,323.04</b>	<b>\$214,651.84</b>
<b>Grade 18</b>	<b>\$81.0840</b>	<b>\$113.5175</b>	<b>\$168,654.72</b>	<b>\$236,116.40</b>