

3 AN ORDINANCE fixing the salaries of each and every
4 appointed officer, employee, deputy assistant, departmental,
5 and institutional head of the Civil City and City Utilities of
6 the City of Fort Wayne, Indiana for the year 2025

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

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

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

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

21 WHEREAS, the funds of such salaries are to be provided for the 2025 City
22 Budget and from City Utilities operating funds and other sources as may be specified by
23 Common Council.

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

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

28 SECTION 2. That the following Grid is hereby fixed and authorized as a scale
29 for approved job classifications. Consistent with our compensation philosophy, it is the City's
30 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 ITS 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.

1 **SECTION 3.** The following job classifications are a true and complete listing of all
 2 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	CITIZEN SERVICES COORDINATOR
	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
	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

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DIVISION/DEPARTMENT	JOB	CLASSIFICATION / GRADE	TITLE
		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 FACILITY MAINTENANCE TECHNICIAN
		4-5	INDUSTRIAL MAINTENANCE TECHNICIAN
		8	INDUSTRIAL PRETREAT COORDINATOR
		6	INDUSTRIAL PRETREAT INSPECTOR
		0	INTERN
		5	INVESTIGATOR
		9	KEY CUSTOMER ACCOUNT MANAGER
		3-6	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
		6	PAYMENT PROCESS AUDITOR
		6	PERMIT SPECIALIST
		5	PLANT CLERK
		6	PLANT OPERATOR
		6	PLUMBER CREW LEADER

1		9-10	PROGRAM MANAGER
2	DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
3		12	PUBLIC INFORMATION OFFICER
4		10	REGULATORY COMPLIANCE COORDINATOR
5		8	RELIEF OPERATOR
6		11	SCADA MANAGER
7		9-10	SCADA SYSTEM ANALYST
8		0	SEASONAL/TEMPORARY
9		9	SENIOR ACCOUNTANT/ ANALYST
10		4	SENIOR CLERK
11		7	SENIOR FINANCIAL ACCOUNTANT
12		7	SENIOR FINANCIAL ANALYST
13		7	SENIOR ELECTRICAL TECHNICIAN - INDUSTRIAL
14		4	SENIOR CLERK
15		8	SENIOR GIS SPECIALIST/ANALYST
16		7	SENIOR MAINTENANCE TECHNICIAN
17		5-6	SERVICE TECHNICIAN
18		5	SEWER SYSTEM INSPECTOR
19		5	SPECIAL INVESTIGATOR
20		4	STOREKEEPER
21		12	SUPERINTENDENT
22		9-10	SUPERVISOR
23		5	SYSTEM PROCESS SPECIALIST
24		6	TEAM LEADER
25		5	TANDEM DRIVER
26		4	TV/VACUUM ASSISTANT
27		5	TV/VACUUM OPERATOR
28		5	TV/VACUUM TECHNICIAN
29		5-6	UTILITY ENGINEERING ASSOCIATE TECHNICIAN
30		5-6	UTILITY ENGINEERING TECHNICIAN
		5	UTILITY MAINTENANCE WORKER
		5-6	WATER MAINTENANCE OPERATOR
		5	UTILITY PERSON
		6	WORKING FOREMAN
		6-7	WORKING LEADER
	<u>Community Development</u>		
		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
		6	CONSTRUCTION SPECIALIST
		15	DEPUTY DIRECTOR
		12	DIRECTOR
		16	DIRECTOR OF COMMUNITY DEVELOPMENT
		12	DIRECTOR OF FINANCE
		8	FIELD SUPERVISOR

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DIVISION/DEPARTMENT	JOB	CLASSIFICATION / GRADE	TITLE
		5	FINANCE ASSISTANT
		0	INTERN
		8	OFFICE SUPERVISOR/ACCOUNTANT
		0	SEASONAL/TEMPORARY
		0	WEED PROGRAM INSPECTOR
<u>Finance and Administration</u>		6-8	ACCOUNTANT
		4-6	ADMINISTRATIVE ASSISTANT
		8	ASSISTANT DIRECTOR
		8	ASSISTANT PROPERTY MANAGER
		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
		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
		7	BENEFITS & WELLNESS COORDINATOR
		13	CHIEF OF STAFF
		16	CITY ATTORNEY
		6	COMMUNITY LIAISON
		17	DEPUTY MAYOR
		13	DIRECTOR OF HUMAN RESOURCES
		13	DIRECTOR INTERGOVERNMENTAL AFFAIRS
		13	DIRECTOR OF INTERNAL AUDIT
		7	DIRECTOR OF MAYORAL INITIATIVES
		13	DIRECTOR OF PUBLIC INFORMATION
		13	DIRECTOR OF RISK MANAGEMENT
		7	EXECUTIVE ASSISTANT
		9	GRANTS ADMINISTRATOR
		5-6	GRANTS COORDINATOR
		12	HR & BENEFITS MANAGER
		7	HR COORDINATOR

1		6	HR SPECIALIST
2	DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
3		10	HR SUPERVISOR
4		0	INTERN
5		9	INTERNAL AUDITOR
6		11	LABOR & EMPLOYEE RELATIONS MANAGER
7		11	LEGISLATIVE & BUSINESS LIAISON
8		6-9	MANAGER
9		10	PROGRAM MANAGER
10		10	PUBLIC INFORMATION OFFICER
11		5	RECORDS MANAGEMENT ASSISTANT
12		6	RECORDS MANAGEMENT COORDINATOR
13		8	RISK MANAGEMENT SPECIALIST
14		9	SAFETY CLAIMS/INVESTIGATOR
15		10	SAFETY CLAIMS/INVESTIGATOR CREW LEADER
16		0	SEASONAL/TEMPORARY
17		15	SENIOR ASSOCIATE CITY ATTORNEY
18		10	SENIOR HR COORDINATOR
19	<u>Metro Human Relation Commission</u>		
20		5-6	ADMINISTRATIVE ASSISTANT
21		14	EXECUTIVE DIRECTOR
22		7	INVESTIGATOR
23		0	SEASONAL/TEMPORARY
24		9	SENIOR INVESTIGATOR
25		13	STAFF ATTORNEY
26	<u>Parks and Recreation</u>		
27		0-6	ADMINISTRATIVE ASSISTANT
28		5	ASSISTANT GOLF SUPERINTENDENT
29		6-7	ASSISTANT SUPERVISOR
30		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
		8-12	MANAGER
		4	OUTDOOR RECREATION COORDINATOR
		3	PARK MAINTENANCE WORKER

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DIVISION/DEPARTMENT	JOB	3 CLASSIFICATION / GRADE	PARK PERSON C TITLE
		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
		0-4	ASSISTANT SUPERVISOR
		0	ATTENDANT
		0	BARTENDER
		0	BOAT OPERATOR
		0	CAPTAIN
		0	CASHIER
		0	CASHIER/STARTER
		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	STAFF
		0	SUPERVISOR
		0	THEATRE ASSISTANT MANAGER
		0	THEATRE BOX OFFICE LEAD
		0	THEATRE BOX OFFICE STAFF
		0	THEATRE HOUSE LEAD
		0	THEATRE MAINTENANCE LEAD

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DIVISION/DEPARTMENT	JOB	CLASSIFICATION / GRADE	TITLE
		0	THEATRE OPERATIONS ASSISTANT MANAGER
		0	THEATRE PARKING LOT LEAD
		0	THEATRE PARKING LOT ATTENDANT
		0	THEATRE PRODUCTION LEAD
		0	THEATRE TECHNICIAN
		0	THEATRE UTILITY LEAD
		0	THEATRE UTILITY WORKER
		0	TRAINER
		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
		9	ASSISTANT MANAGER
		5-8	ASSISTANT PROGRAM MANAGER
		12	ASSISTANT STREET COMMISSIONER
		12	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
		6	HEAVY EQUIPMENT OPERATOR
		0	INTERN
		3	LABORER
		3	LABORER/LOCATOR
		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

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DIVISION/DEPARTMENT	JOB	CLASSIFICATION / GRADE	TITLE
		6	MASTER LEVEL TECHNICIAN
		5	MATERIALS CONTROL/FACILITIES COORDINATOR
		5	MID LEVEL TECHNICIAN
		6	OFFICE MANAGER
		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 TECH
		8	SIGN & MARKING SUPERVISOR
		0	SIGNAL DIVISION SEASONAL
		8	SIGNAL FOREMAN
		13	STREET COMMISSIONER
		6-7	SUPERVISOR
		5-6	SURVEY TECHNICIAN
		5	SWEEPER OPERATOR
		13	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

1 **SECTION. 4.** Pursuant to State Statute economic conditions must be
2 approved by the Common Council. Such economic conditions include, but are not limited to,
3 base pay and monetary fringe benefits, as outlined in the City's approved work rules.

4 **SECTION 5.** In addition to the compensation for positions listed herein the
5 City shall contribute 3% of employees' salary to the Indiana Public Retirement System (INPRS).

6 **SECTION 6.** That, in addition to the compensation provided for herein: The
7 City of Fort Wayne Law Department shall receive not more than \$6,500 for services performed in
8 connection with the operations of the municipally owned utilities pursuant to I.C. 36-4-74 which
9 additional compensation shall be paid from the revenues of the appropriate utility or function. The
10 City of Fort Wayne Law Department shall also receive an additional sum not to exceed \$13,000
11 for services provided in connection with the City Self-Insurance Program involving matters not in
12 litigation.

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

17 **SECTION 7.** From and after the first day of January, 2025 all appointed
18 officers, employees, deputies, assistants, Departmental, and institutional heads of the Civil City
19 and City Utilities will be paid according to this, the above and following provisions of this
20 ordinance, subject to budgetary limitations, future changes or amendments enacted by Common
21 Council.

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

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

30 **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 2024 salary
ordinances, have expired.

Commencing January 1, 2025, 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.

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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

EXHIBIT "A"

2025 SALARY GRID

JOB CLASSIFICATION	Hourly Min	Hourly Max	Annual Min	Annual Max
Grade 0 (Seasonal/Temporary/Intern)	\$7.25	\$45.00		
Grade 1	\$17.2412	\$22.4133	\$35,861.63	\$46,619.70
Grade 2	\$18.9654	\$24.6551	\$39,448.01	\$51,282.63
Grade 3	\$20.8621	\$27.1209	\$43,393.24	\$56,411.53
Grade 4	\$21.9920	\$30.7888	\$45,743.45	\$64,040.62
Grade 5	\$24.1911	\$33.8674	\$50,317.48	\$70,444.25
Grade 6	\$26.6106	\$37.2546	\$55,349.98	\$77,489.54
Grade 7	\$29.2716	\$40.9801	\$60,884.87	\$85,238.60
Grade 8	\$32.1993	\$45.0790	\$66,974.64	\$93,764.28
Grade 9	\$35.4191	\$49.5868	\$73,671.78	\$103,140.49
Grade 10	\$38.9613	\$54.5457	\$81,039.49	\$113,455.08
Grade 11	\$42.8573	\$60.0001	\$89,143.12	\$124,800.16
Grade 12	\$47.1426	\$65.9998	\$98,056.58	\$137,279.64
Grade 13	\$51.8569	\$74.0851	\$107,862.34	\$154,097.06
Grade 14	\$57.0429	\$79.8600	\$118,649.33	\$166,108.84
Grade 15	\$62.7471	\$87.8461	\$130,513.94	\$182,719.94
Grade 16	\$69.0218	\$96.6305	\$143,565.44	\$200,991.40
Grade 17	\$75.9244	\$106.2939	\$157,922.73	\$221,091.40
Grade 18	\$83.5165	\$116.9230	\$173,714.36	\$243,199.89