

2 SPECIAL ORDINANCE NO. S-\_\_\_\_\_

3  
4 AN ORDINANCE fixing the salaries of  
5 all members of the Division of Public Safety  
6 of the City of Fort Wayne, Indiana  
7 for the year 2025.

8 WHEREAS, the Mayor and Common Council of the City of Fort  
9 Wayne, Indiana have, according to the powers outlined in IC 36-8-3-3-(d), assigned to  
10 all members of the Police and Fire Departments of the City of Fort Wayne a job  
11 classification under the City Classification System, which classifications should  
12 accurately reflect the duties, and

13 WHEREAS, the Mayor of the City of Fort Wayne has recommended a  
14 maximum salary level for each job category in a systematic way, and

15 WHEREAS, the Common Council must assure that salaries reflect the  
16 duties and responsibilities assigned to each employee, and to be certain that such  
17 salaries are fair and equitable, and

18 WHEREAS, the funds of such salaries are to be provided by the 2025  
19 City Budget operating funds and other sources as may be specified by the Common  
20 Council.

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

23 SECTION 1. That all members of the Police and Fire Departments  
24 of the City of Fort Wayne, shall be classified by division/department, job classification  
25 and titles herein designated, and that no changes be made in any job classification  
26 without the specific approval of the Common Council except for those brought about by  
27 collective bargaining with authorized representatives of City employees in accordance  
28 with the existing collective bargaining agreements.

29 SECTION 2. That the following grid of salaries is fixed and  
30 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.

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.

1                   A.           That all Fire Command shall be eligible, as determined by  
 2 the Fire Chief, for any additional benefits afforded the International Association of Fire  
 3 Fighters. That all Fire Command shall receive the same percentage pay increases as  
 4 afforded the International Association of Fire Fighters.

5                   B.           That all Police Command shall be eligible, as determined by  
 6 the Police Chief to any additional benefits afforded the Fraternal Order of Police. That  
 7 all Police Command, Captains and above, shall receive the same percentage pay  
 8 increases as afforded the Fraternal Order of Police.

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

DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
<u>Fire Department</u>		
<u>Fire Command</u>		
	14	ASSISTANT CHIEF
	15	DEPUTY CHIEF
	16	FIRE CHIEF
<u>Fire Civilians</u>		
	4-6	ADMINISTRATIVE ASSISTANT
	4	BUILDING MAINTENANCE ASSISTANT
	10	BUILDING MAINTENANCE MANAGER
	5	BUILDING SYSTEMS MAINTENANCE
	12	DIRECTOR OF FINANCE
	0	INTERN
	8	EMS COORDINATOR
	9	DIRECTOR OF EMS OPERATIONS
	7	RECRUIT FIREFIGHTER
	0	SEASONAL/TEMPORARY
	4	SUPPLY OFFICER
	0	SURVIVE ALIVE TEACHING ASSISTANT
<u>Police Department</u>		
<u>Police Command</u>		
	15	ASSISTANT CHIEF OF POLICE
	13	CAPTAIN
	16	CHIEF OF POLICE
	14	DEPUTY CHIEF
<u>Police Civilians</u>		
	4-6	ADMINISTRATIVE ASSISTANT
	4	ADMINISTRATIVE VICTIM ADVOCATE
	8	ASSISTANT MANAGER OF PROPERTY ROOM
	1	ADULT GUARD
	5	CIVILIAN PROPERTY MANAGER
	3	CONFIDENTIAL STENO TYPIST
	5	COORDINATOR OF CRIME STOPPERS
	5	CRIME ANALYST
	11	CRIME LAB MANAGER
	4	DETECTIVE BUREAU DESK PERSON
	4	DIGITAL EVIDENCE SPECIALIST
	12	DIRECTOR OF FINANCE

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30

DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
	11	DIRECTOR OF VICTIM ASSISTANCE
	5	FIREARMS EVIDENCE TECHNICIAN
	8	FORENSIC SCIENTIST
	0	INTERN
	3	INVESTIGATIVE DIVISION GENERAL ASSISTANT
	8	LEAD SOCIAL WORKER
	9	MANAGER OF PROPERTY ROOM
	5	PAL COORDINATOR
	3	PEER RECOVERY COACH
	11	PROGRAM MANAGER
	5	PROPERTY/EVIDENCE SPECIALIST
	8	RESEARCH & GRANTS MANAGER
	7	RECRUIT PATROL OFFICER
	0	SEASONAL/TEMPORARY
	7	SENIOR CRIME ANALYST
	7	SENIOR VICTIM ADVOCATE
	6-8	SOCIAL WORKER
	4	TAXI CAB PERMIT COORDINATOR
	5	VICTIM ADVOCATE
<u>Radio Shop</u>	4-6	ADMINISTRATIVE ASSISTANT
	6	RADIO REPAIR AND PROGRAMMING TECH
	10	RADIO SHOP SUPERVISOR
	13	TECHNICAL DIRECTOR
	7-8	TWO-WAY RADIO ELECTRONICS TECHNICIAN
	6	VEHICLE ELECTRONICS TECHNICIAN
<u>Police Records</u>	4	INFORMATION/COMPUTER INPUT TECHNICIAN
	5	INFORMATION/COMPUTER INPUT TECHNICIAN - ASSISTANT IDACS COORDINATOR
	8	QUALITY ASSURANCE TECHNICIAN
	9	RECORDS SUPERVISOR
	4	RECORDS TECHNICIAN
	5	RECORDS TECHNICIAN - ASSISTANT IDACS COORDINATOR
<u>Animal Care and Control</u>	2	ADOPTION ASSISTANT
	7	ANIMAL CARE COORDINATOR
	3	ANIMAL CARE SPECIALIST
	7	ANIMAL CONTROL OFFICER
	7	ANIMAL PROGRAMS SUPERVISOR
	3	BUILDING MAINTENANCE
	3	COMMUNITY CAT & TRANSFER COORDINATOR
	6	COMMUNITY OUTREACH COORDINATOR
	13	DEPUTY DIRECTOR
	13	DEPUTY DIRECTOR OF FIELD OPERATIONS
	13	DEPUTY DIRECTOR OF SHELTER & MEDICAL
	15	DIRECTOR OF ANIMAL CARE & CONTROL
	6	DISPATCHER
	8	FIELD COORDINATOR
	7	FOSTER COORDINATOR
	3	FOSTER ASSISTANT
	6	FUND DEVELOPMENT MANAGER
	6-7	HUMANE EDUCATION COORDINATOR - PIO

DIVISION/DEPARTMENT	JOB CLASSIFICATION / GRADE	TITLE
	0	INTERN
	1	KENNEL SUPPORT
	6	MANAGER
	8	OFFICE SUPERVISOR
	15	SHELTER VET
	8-9	SUPERVISOR
	1-3	TRANSFER PROGRAM COORDINATOR
	4	VET ASSISTANT
	6	VOLUNTEER COORDINATOR
<u>Consolidated Communications Partnership</u>		
	4-6	ADMINISTRATIVE ASSISTANT
	7	ADMINISTRATIVE MANAGER
	3	CALL TAKER
	13	DEPUTY DIRECTOR
	6	DISPATCHER
	3	ENTRY LEVEL DISPATCHER
	15	EXECUTIVE DIRECTOR
	7	SHIFT SUPERVISOR
	7	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, 2025, 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, collective bargaining agreements, 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.

**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 2024 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2025, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor

1 of this ordinance.

2 **SECTION 9.** Two copies of all attachments and Exhibits referred to  
3 in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose  
4 of public inspection.

5 **SECTION 10.** This ordinance shall be in full force and effect from and after its  
6 passage and approval by the Mayor.

7  
8 \_\_\_\_\_  
Council Member

9 APPROVED AS TO FORM AND LEGALITY

10 \_\_\_\_\_  
11 Malak Heiny, City Attorney  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30

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