

H

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

BILL NO. S-11-09-18

SPECIAL ORDINANCE NO. S- 193-11

**AN ORDINANCE fixing the salaries of all members of
the Division of Public Safety of the City of Fort
Wayne, Indiana for the year 2012.**

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 Class under the City Classification System established by Bill No, R-96-09-04 Resolution No. R-52-96 as subsequently modified and improved, which Job Class should accurately reflect the duties, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each job classification 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 2012 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 the 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 policy 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, approved clothing allowance.

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 "bonus" program for superior performance and a "Grid System" that represents the actual market range for the Non-Union positions within City Government and its Utilities. Any general increase to the Grid shall only occur should the actual market range for a Job Class increase considerably.

1 A. That the following fringe benefits are hereby approved for the year 2012
 2 for the employees in the Fire Command:

3 FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

4 Hazardous Duty/Technical Pay/Specialty Pay \$ 1,411.32
 5 Educational Bonus \$ 450/yr
 6 (Associate Degree or higher - Fire Science Technology)
 7 Clothing Allowance \$ 1,350/yr

8 That all Fire Command, including the Internal Affairs Officer, shall have the
 9 same longevity, disability, survivors' benefits, retirement health insurance benefits, life
 10 insurance, sick leave, personal leave, holiday leave, bereavement pay and vacation leave
 11 rights and receive the same percentage pay increases as provided to members of the Fire
 12 Department covered by a collective bargaining agreement.

13 B. That the following fringe benefits are hereby approved for the year 2012
 14 for the employees in the Police Command:

15 POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

16 Educational Bonus	17 FOP
18 - Associate Degree	\$ 450/yr
19 - Bachelor's Degree	\$ 900/yr
20 - Master's Degree	\$1,300/yr
21 - Doctorate Degree	N/A
22 - Clothing Allowance	\$1,700/yr\$

23 That all Police Command shall be eligible for any additional benefits
 24 afforded the Fraternal Order of Police. That all Police Command, Captains and above, shall
 25 receive the same percentage pay increases as afforded the Fraternal Order of Police.

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

22 DIVISION/ 23 DEPARTMENT	24 JOB 25 CLASSIFICATION	26 TITLE
27 <u>Fire Department</u>		
28 <u>Fire Command</u>		
	29 PAT	ASSISTANT CHIEF
	30 EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
	POLE	INTERNAL AFFAIRS OFFICER
31 <u>Fire Civilians</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	PAT	BUILDING MAINT MANAGER
	PAT	DIRECTOR OF FINANCE & FACILITIES
	PAT	DIRECTOR OF PUBLIC INFORMATION
	PAT	EMS DIRECTOR
	POLE	RECRUIT FIREFIGHTER

Weights and Measures

POLE WEIGHTS & MEASURES INSPECTOR

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
PAT ASSOCIATE DIRECTOR OF OPERATIONS
PAT COORDINATOR
POLE COORDINATOR CRIME STOPPERS
POLE CRIME ANALYST
PAT CRIME LAB MANAGER
PAT DEPUTY DIRECTOR
COMOT DETECTIVE BUREAU DESK PERSON
PAT DIRECTOR FINANCE & FACILITIES
EXE DIRECTOR HOMELAND SECURITY
POLE DIRECTOR VICTIM ASSISTANCE
POLE DRUG HOUSE ORDINANCE COORDINATOR
EXE EXECUTIVE DIRECTOR
PAT FORENSIC SCIENTIST
POLE PAL COORDINATOR
POLE PROPERTY/EVIDENCE SPECIALIST
PAT RESEARCH & GRANTS MANAGER
POLE RECRUIT PATROL OFFICER
POLE SENIOR CRIME ANALYST
POLE SR VICTIM ADVOCATE
POLE SUPERVISOR PROPERTY ROOM
POLE VICTIM ADVOCATE

Police Radio Shop

PAT TECHNICAL DIRECTOR
COMOT ELEC/RADIO INSTALLER
POLE RADIO SHOP SUPERVISOR
SO TWO WAY RADIO/ELEC

Police Records

COMOT QUALITY ASSURANCE TECHNICIAN
POLE RECORDS SUPERVISOR
COMOT RECORDS TECHNICIAN

Animal Care and Control

PAT ANIMAL CARE & CONTROL SUPERVISOR
PAT COMMUNITY RELATIONS & EDUC SPEC
POLE DEPUTY DIRECTOR
POLE DIRECTOR OF ANIMAL CARE & CONTROL
POLE ENFORCEMENT DIVISION SUPERVISOR
COMOT VOLUNTEER COORDINATOR

Consolidated Communications Partnership (CCP)

COMOT ADMINISTRATIVE ASSISTANT
POLE CORPORAL
PAT DEPUTY DIRECTOR
POLE DISPATCHER
PAT EXECUTIVE DIRECTOR
POLE SERGEANT

PART-TIME/SEASONAL/TEMPORARY POSITIONS

Fire Department

Fire Civilians

COMOT	INTERN/SEASONAL
COMOT	SURVIVE ALIVE TEACH ASSISTANT

Police Department

Police Civilians

COMOT	ADMINISTRATIVE ASSISTANT
POLE	ADULT GUARD
COMOT	CIVILIAN PROPERTY MANAGER
COMOT	CSO-RETIRED OFFICER PROGRAM
COMOT	INTERN/SEASONAL
COMOT	INVESTIGATIVE DIVISION GEN ASST
COMOT	VOLUNTEER COORDINATOR

Animal Care and Control

COMOT	ADOPTION ASSISTANT
COMOT	ENFORCEMENT ASSISTANT
COMOT	HUMAN EDUCATION ASSISTANT
LTC	KENNEL ATTENDANT

Consolidated Communications Partnership (CCP)

POLE	DISPATCHER
------	------------

SECTION 4. Police and Fire employees, as indicated herein, may participate in Collective Bargaining with the City for economic conditions. Pursuant to State Statute such economic conditions must be approved by Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 2012. Upon conclusion of such negotiations, the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein, the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF) except for those positions which are commonly referred to as Police and Fire Command.

SECTION 6. From and after the first day of January, 2012, 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.

1 **SECTION 7.** That civilian employees in the Police and Fire
2 Departments subject to this Ordinance will conform to the Official City Human Resources
3 Policies and Procedures relating to hiring, pay, and other related practices, approved by the
4 Mayor and administered by the City's Human Resources Department.

5 **SECTION 8.** If any section, clause, sentence, paragraph or part
6 or provisions of this Ordinance be found invalid or void by a court of competent jurisdiction, it
7 shall be conclusively presumed that this Ordinance would have passed by the Common
8 Council without such invalid section, clauses, paragraph, part or provisions, and the
9 remaining parts of the Ordinance will remain in effect.

10 **SECTION 9.** The Municipal Code of the City of Fort Wayne
11 references, in codification form, salary ordinances previously adopted by the City Council for
12 past years. Such salary ordinances have duration of one year and thus, with the exception of
13 the 2011 salary ordinance, have expired. However, to avoid confusion, it is hereby stated
14 that commencing January 1, 2012, any conflict between the terms and conditions hereof and
15 any previous ordinance shall be resolved in favor of this ordinance.

16 **SECTION 10.** Two copies of all attachments and Exhibits referred
17 to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of
18 public inspection.

19 **SECTION 11.** This ordinance shall be in full force and effect from
20 and after its passage and approval by the Mayor.

21
22
23
24
25
26
27
28
29
30

Council Member



APPROVED AS TO FORM AND LEGALITY
Carol Helton, City Attorney

2012 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
COMOT	\$23,487.10	\$52,812.56
POLE (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
POLE	\$29,075.86	\$84,986.35
LTC (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
LTC	\$31,212.61	\$61,195.84
PAT (Temp/Seasonal)	\$ 7.25/hr	\$ 15.00/hr
PAT	\$30,087.04	\$77,575.54
EXE	\$69,184.49	\$128,763.01
SO	\$63,470.90	\$108,934.08

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

Read the first time in full and on motion by Brown, and duly adopted, read the second time by title and referred to the Committee on Zoning (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Common Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, the _____ day of _____, 2011, at _____ o'clock _____ M., E.S.T.

DATED: 9-13-11

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by _____, and duly adopted, placed on its passage. PASSED
by the following vote:

Brown
~~Koss~~

	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>
<u>TOTAL VOTES</u>	<u>6</u>	<u>—</u>	<u>1</u>	<u>2</u>
<u>BENDER</u>	<u>—</u>	<u>—</u>	<u>✓</u>	<u>—</u>
<u>BROWN</u>	<u>✓</u>	<u>—</u>	<u>—</u>	<u>—</u>
<u>DIDIER</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>✓</u>
<u>GOLDNER</u>	<u>✓</u>	<u>—</u>	<u>—</u>	<u>—</u>
<u>HARPER</u>	<u>✓</u>	<u>—</u>	<u>—</u>	<u>—</u>
<u>HINES</u>	<u>✓</u>	<u>—</u>	<u>—</u>	<u>—</u>
<u>PAPE</u>	<u>—</u>	<u>—</u>	<u>—</u>	<u>✓</u>
<u>SHOAFF</u>	<u>✓</u>	<u>—</u>	<u>—</u>	<u>—</u>
<u>SMITH</u>	<u>✓</u>	<u>—</u>	<u>—</u>	<u>—</u>

DATED: 9-27-11

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL) (SPECIAL) (ZONING) ORDINANCE (RESOLUTION) NO. B-193-11 on the 27th day of September, 2011

ATTEST:

SEAL

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Matthew Henry
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 28th day of September 2011, at the hour of 11:30 o'clock PM, M.E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 28th day of September 2011, at the hour of 3:00 o'clock PM, E.S.T.

Thomas C. Henry
THOMAS C. HENRY, MAYOR