

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 2016.**

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 Category under the City Classification System, which categories 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 2016 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, 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 "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 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 for 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.

DIVISION/DEPARTMENT GRID CLASSIFICATION TITLE

Public Safety

EXE DIRECTOR OF PUBLIC SAFETY

Fire Department

Fire Command

PAT ASSISTANT CHIEF FIRE
EXE DEPUTY CHIEF
EXE FIRE CHIEF

Fire Civilians

COMOT ADMINISTRATIVE ASSISTANT
LTC BUILDING MAINTENANCE ASSISTANT
PAT BUILDING MAINTENANCE MANAGER
LTC BUILDING SYSTEMS MAINTENANCE
PAT DIRECTOR OF FINANCE & FACILITIES
PAT DIRECTOR OF PUBLIC INFORMATION
PAT INTERN
PAT EMS COORDINATOR
POLE RECRUIT FIREFIGHTER
COMOT SEASONAL/TEMPORARY
LTC SUPPLY OFFICER
COMOT SURVIVE ALIVE TEACHING ASSISTANT

Weights and Measures

LTC DEPUTY INSPECTOR
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
POLE ADULT GUARD
POLE CIVILIAN CRIME SCENE TECHNICIAN
COMOT CIVILIAN PROPERTY MANAGER
COMOT CIVILIAN QUARTERMASTER
COMOT CONFIDENTIAL STENO TYPIST
POLE COORDINATOR CRIME STOPPERS
POLE CRIME ANALYST
PAT CRIME LAB MANAGER
COMOT DETECTIVE BUREAU DESK PERSON
PAT DIRECTOR OF FINANCE & FACILITIES

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POLE
PAT
LTC
COMOT
COMOT

POLE
POLE
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PAT
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POLE
COMOT

DIRECTOR OF VICTIM ASSISTANCE
FORENSIC SCIENTIST
GENERAL CIVILIAN MAINTENANCE
INTERN
INVESTIGATIVE DIVISION GENERAL
ASSISTANT
PAL COORDINATOR
PROPERTY/EVIDENCE SPECIALIST
RECEPTIONIST/SECRETARY
RESEARCH & GRANTS MANAGER
RECRUIT PATROL OFFICER
SEASONAL/TEMPORARY
SECRETARY VIII
SENIOR CRIME ANALYST
SENIOR VICTIM ADVOCATE
SUPERVISOR PROPERTY ROOM
TAXI CAB PERMIT COORDINATOR
VICTIM ADVOCATE
VOLUNTEER COORDINATOR

Radio Shop

COMOT
COMOT
POLE
PAT
COMOT

ADMINISTRATIVE ASSISTANT
ELECTRONICS/RADIO INSTALLER
RADIO SHOP SUPERVISOR
TECHNICAL DIRECTOR
TWO WAY RADIO/ELECTRONICS
TECHNICIAN

Police Records

COMOT

COMOT
POLE
COMOT

INFORMATION/COMPUTER INPUT
TECHNICIAN
QUALITY ASSURANCE TECHNICIAN
RECORDS SUPERVISOR
RECORDS TECHNICIAN

Animal Care and Control

COMOT
PAT
PAT
POLE
POLE
COMOT
PAT

ADOPTION ASSISTANT
ADOPTION SUPERVISOR
ANIMAL CARE & CONTROL SUPERVISOR
ANIMAL CARE SPECIALIST
ANIMAL CONTROL OFFICER
CLERK/DISPATCHER
COMMUNITY RELATIONS & EDUCATION
SPECIALIST
DEPUTY DIRECTOR
DIRECTOR OF ANIMAL CARE & CONTROL
ENFORCEMENT ASSISTANT
ENFORCEMENT DIVISION SUPERVISOR
GENERAL MAINTENANCE
HUMANE EDUCATION ASSISTANT
KENNEL ATTENDANT
OFFICE SUPERVISOR
TRANSFER PROGRAM COORDINATOR
VOLUNTEER COORDINATOR

Consolidated Communications Partnership

COMOT
POLE
POLE
POLE
POLE
EXE
POLE

ADMINISTRATIVE ASSISTANT
CORPORAL
DEPUTY DIRECTOR
DISPATCHER
ENTRY LEVEL DISPATCHER
EXECUTIVE DIRECTOR
SERGEANT

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.

1 These matters will be negotiated by and between the City and the appropriate bargaining
2 unit for the year 2016. Upon conclusion of such negotiations, the appropriate Ordinances
3 shall be submitted to the Common Council for approval.

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

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

11 **SECTION 6.** From and after the first day of January, 2016, all
12 members of the Police and Fire Departments of the City of Fort Wayne will be paid
13 according to this, the above and following provisions of this ordinance, subject to budgetary
14 limitations, collective bargaining agreements, future changes or amendments enacted by
15 Common Council.

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

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

25 **SECTION 9.** The Municipal Code of the City of Fort Wayne
26 references, in codification form, salary ordinances previously adopted by the City Council for
27 past years. Such salary ordinances have a duration of one year and thus, with the exception
28 of the 2015 salary ordinance, have expired. However, to avoid confusion, it is hereby stated
29 that commencing January 1, 2016, any conflict between the terms and conditions hereof and
30 any previous ordinance shall be resolved in favor of this ordinance.

SECTION 10. 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.

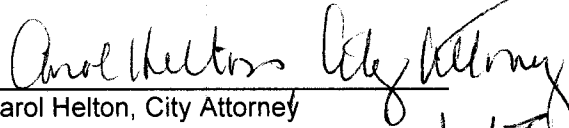
SECTION 11. This ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

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Council Member

APPROVED AS TO FORM AND LEGALITY



Carol Helton, City Attorney



2016 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$7.25/hr	\$27.6721/hr
COMOT (Annually)	\$15,080.00	\$57,557.90
POLE (Hourly)	\$ 7.25/hr	\$44.8980/hr
POLE (Annually)	\$15,080.00	\$93,387.86
LTC (Hourly)	\$ 7.25/hr	\$31.3680/hr
LTC (Annually)	\$15,080.00	\$65,245.54
PAT (Hourly)	\$ 7.25/hr	\$41.0188/hr
PAT (Annually)	\$15,080.00	\$82,319.19
EXE	\$75,057.22	\$139,693.06
SO	\$63,470.90	\$108,934.08

Public Hearing Date, if applicable _____

Read the first time in full and on motion by Councilman Russ Jehl.
Read the second time by title and referred to the Finance
Committee. Read the third time in full and on motion by Councilman
Russ Jehl, placed on passage by the following vote:

	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>
<u>TOTAL VOTES</u>	<u>8</u>	_____	<u>1</u>	_____
BENDER	_____	_____	<u>✓</u>	_____
CRAWFORD	<u>✓</u>	_____	_____	_____
DIDIER	<u>✓</u>	_____	_____	_____
HARPER	<u>✓</u>	_____	_____	_____
HINES	<u>✓</u>	_____	_____	_____
JEHL	<u>✓</u>	_____	_____	_____
PADDOCK	<u>✓</u>	_____	_____	_____
SHOAF	<u>✓</u>	_____	_____	_____
SMITH	<u>✓</u>	_____	_____	_____

DATED: 10-27-15 Angela K Davis
ANGELA K. DAVIS, DEPUTY 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. S-83-15 on the 27th day of
October, 2015

Angela K Davis ATTEST: John W. Crawford
ANGELA K. DAVIS, PRESIDING OFFICER
DEPUTY CITY CLERK

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 28th day
of October, 2015, at the hour of 2:00 o'clock P.M. E.S.T.

Angela K Davis
ANGELA K. DAVIS, DEPUTY CITY CLERK

Approved and signed by me this 28th day of OCTOBER
2015, at the hour of 4:30 o'clock PM E.S.T.

Thomas C. Henry
THOMAS C. HENRY, MAYOR

BILL NO. S-15-10-02

REPORT OF COMMITTEE ON FINANCE

OCTOBER 20, 2015

*Russ Jehl, Chair
Tom Didier, Co-Chair
All Council Members*


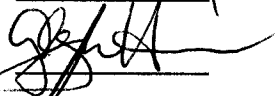
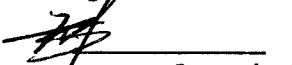
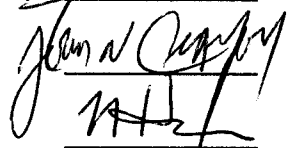
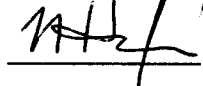
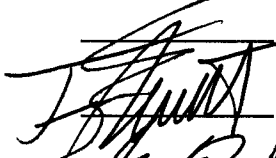
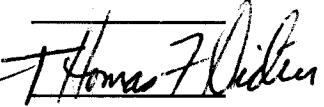

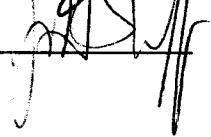
AN ORDINANCE fixing the salaries of all members of the Division of Public Safety of the City of Fort Wayne, Indiana for the year 2016. **COMMITTEE ON FINANCE HAVE HAD SAID** Ordinance under consideration and beg leave to report back to the Common Council that said Ordinance

DO PASS

DO NOT PASS

ABSTAIN

NO REC

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**ANGELA K. DAVIS
DEPUTY CITY CLERK**