

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 2017.**

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 2017 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 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

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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.

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 to 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/departement, 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
<u>Fire Department</u>		
<u>Fire Command</u>		
	PAT	ASSISTANT CHIEF
	EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
<u>Fire Civilians</u>		
	COMOT	ADMINISTRATIVE ASSISTANT
	LTC	BUILDING MAINTENANCE ASSISTANT
	PAT	BUILDING MAINTENANCE MANAGER
	LTC	BUILDING SYSTEMS MANAGER
	PAT	DIRECTOR OF FINANCE
	PAT	DIRECTOR OF PUBLIC INFORMATION
	PAT	INTERN
	PAT	EMS COORDINATOR
	EXE	DIRECTOR OF EMS OPERATIONS
	POLE	RECRUIT FIREFIGHTER
	COMOT	SEASONAL/TEMPORARY

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	LTC	SUPPLY OFFICER
	COMOT	SURVIVE ALIVE TEACHING ASSISTANT
	<u>Weights and Measures</u>	
	LTC	DEPUTY INSPECTOR
	POLE	WEIGHTS & MEASURES INSPECTOR
	<u>Police Department</u>	
	<u>Police Command</u>	
	EXE	ASSISTANT CHIEF OF POLICE
	POLE	CAPTAIN
	EXE	CHIEF OF POLICE
	POLE	DEPUTY CHIEF
	<u>Police Civilians</u>	
	COMOT	ADMINISTRATIVE ASSISTANT
	POLE	ADMINISTRATIVE VICTIM ADVOCATE
	POLE	ADULT GUARD
	COMOT	CIVILIAN PROPERTY MANAGER
	COMOT	CONFIDENTIAL STENO TYPIST
	POLE	COORDINATOR OF CRIME STOPPERS
	POLE	CRIME ANALYST
	PAT	CRIME LAB MANAGER
	COMOT	DETECTIVE BUREAU DESK PERSON
	PAT	DIRECTOR OF FINANCE & FACILITIES
	POLE	DIRECTOR OF VICTIM ASSISTANCE
	POLE	FIREARMS EVIDENCE TECHNICIAN
	PAT	FORENSIC SCIENTIST
	COMOT	INTERN
	COMOT	INVESTIGATIVE DIVISION GENERAL ASSISTANT
	POLE	PAL COORDINATOR
	POLE	PROPERTY/EVIDENCE SPECIALIST
	PAT	RESEARCH & GRANTS MANAGER
	POLE	RECRUIT PATROL OFFICER
	COMOT	SEASONAL/TEMPORARY
	COMOT	SECRETARY VIII
	POLE	SENIOR CRIME ANALYST
	POLE	SENIOR VICTIM ADVOCATE
	POLE	SUPERVISOR PROPERTY ROOM
	COMOT	TAXI CAB PERMIT COORDINATOR
	POLE	VICTIM ADVOCATE
	COMOT	VOLUNTEER COORDINATOR
	<u>Radio Shop</u>	
	COMOT	ADMINISTRATIVE ASSISTANT
	COMOT	ELECTRONICS/RADIO INSTALLER
	POLE	RADIO SHOP SUPERVISOR
	PAT	TECHNICAL DIRECTOR
	COMOT	TWO WAY RADIO/ELECTRONICS TECHNICIAN
	<u>Police Records</u>	
	COMOT	INFORMATION/COMPUTER INPUT TECHNICIAN
	COMOT	QUALITY ASSURANCE TECHNICIAN
	POLE	RECORDS SUPERVISOR
	COMOT	RECORDS TECHNICIAN
	<u>Animal Care and Control</u>	
	COMOT	ADOPTION ASSISTANT
	PAT	ADOPTION SUPERVISOR

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PAT	ANIMAL DIVISION SUPERVISOR
POLE	ANIMAL CARE SPECIALIST
POLE	ANIMAL CONTROL OFFICER
LTC	BUILDING MAINTENANCE
PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
POLE	DEPUTY DIRECTOR
EXE	DIRECTOR OF ANIMAL CARE & CONTROL
COMOT	DISPATCHER
COMOT	ENFORCEMENT ASSISTANT
POLE	ENFORCEMENT SUPERVISOR
COMOT	HUMANE EDUCATION ASSISTANT
LTC	KENNEL ATTENDANT
PAT	OFFICE SUPERVISOR
PAT	SUPERVISOR
COMOT	TRANSFER PROGRAM COORDINATOR
COMOT	VOLUNTEER COORDINATOR
<u>Consolidated Communications Partnership</u>	
COMOT	ADMINISTRATIVE ASSISTANT
POLE	CORPORAL
POLE	DEPUTY DIRECTOR
POLE	DISPATCHER
POLE	ENTRY LEVEL DISPATCHER
EXE	EXECUTIVE DIRECTOR
POLE	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. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 2017. 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, 2017, all members of the Police and Fire Departments of the City of Fort Wayne

1 will be paid according to this, the above and following provisions of this ordinance,
2 subject to budgetary limitations and collective bargaining agreements.

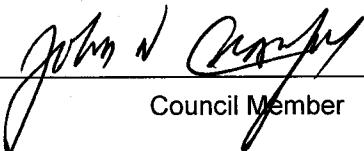
3 **SECTION 7.** That civilian employees in the Police and
4 Fire Departments subject to this ordinance will conform to the official City Human
5 Resources Policies and Procedures relating to hiring, pay, and other related
6 practices, approved by the Mayor and administered by the City's Human Resources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

8 **SECTION 8.** If any section, clause, sentence, paragraph,
9 part, or provisions of this ordinance shall be found invalid or void by a court of
10 competent jurisdiction, it shall be conclusively presumed that this ordinance would
11 have passed by the Common Council without such invalid section, clauses,
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13 in effect.

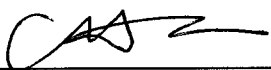
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15 Wayne references, in codification form, salary ordinances previously adopted by the
16 City Council for past years. Such salary ordinances have a duration of one year and
17 thus, with the exception of the 2016 salary ordinance, have expired. However, to avoid
18 confusion, it is hereby stated that commencing January 1, 2017, any conflict between
19 the terms and conditions hereof and any previous ordinance shall be resolved in favor
20 of this ordinance.

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

24 **SECTION 11.** This ordinance shall be in full force and
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28 Council Member

29 APPROVED AS TO FORM AND LEGALITY

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Carol Helton, City Attorney

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<u>Fire Department</u>		
<u>Fire Command</u>	PAT	ASSISTANT CHIEF
	EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
<u>Fire Civilians</u>	COMOT	ADMINISTRATIVE ASSISTANT
	LTC	BUILDING MAINTENANCE ASSISTANT
	PAT	BUILDING MAINTENANCE MANAGER
	LTC	BUILDING SYSTEMS MANAGER
	PAT	DIRECTOR OF FINANCE
	PAT	DIRECTOR OF PUBLIC INFORMATION
	PAT	INTERN
	PAT	EMS COORDINATOR
	EXE	DIRECTOR OF EMS OPERATIONS
	POLE	RECRUIT FIREFIGHTER

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	COMOT	SEASONAL/TEMPORARY
	LTC	SUPPLY OFFICER
	COMOT	SURVIVE ALIVE TEACHING ASSISTANT
	<u>Weights and Measures</u>	
	LTC	DEPUTY INSPECTOR
	POLE	WEIGHTS & MEASURES INSPECTOR
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	COMOT	ADOPTION ASSISTANT

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PAT	ADOPTION SUPERVISOR
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COMOT	ADMINISTRATIVE ASSISTANT
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17 Section 2, above.

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

22 **SECTION 6.** From and after the first day of January,
23 2017, all members of the Police and Fire Departments of the City of Fort Wayne
24 will be paid according to this, the above and following provisions of this ordinance,
25 subject to budgetary limitations and collective bargaining agreements.

26 **SECTION 7.** That civilian employees in the Police and
27 Fire Departments subject to this ordinance will conform to the official City Human
28 Resources Policies and Procedures relating to hiring, pay, and other related
29 practices, approved by the Mayor and administered by the City's Human Resources
30 Department.

SECTION 8. If any section, clause, sentence, paragraph,
part, or provisions of this ordinance shall 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.

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SECTION 9. 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 2016 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2017, any conflict between

the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

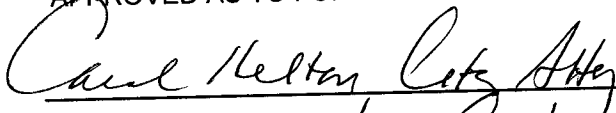
SECTION 10. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.


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



Council Member

APPROVED AS TO FORM AND LEGALITY



Carol Helton, City Attorney 

2017 SALARY GRID

EXHIBIT "A"

JOB CLASSIFICATION	MIN	MAX
COMOT (Hourly)	\$7.25/hr	\$28.4192/hr
COMOT (Annually)	\$15,080.00	\$59,111.95
POLE (Hourly)	\$ 7.25/hr	\$46.2000/hr
POLE (Annually)	\$15,080.00	\$96,096.10
LTC (Hourly)	\$ 7.25/hr	\$32.1745/hr
LTC (Annually)	\$15,080.00	\$66,922.98
PAT (Hourly)	\$ 7.25/hr	\$42.0020/hr
PAT (Annually)	\$15,080.00	\$87,364.19
EXE	\$77,609.16	\$144,442.62
SO	\$63,470.90	\$108,934.08

REPORT OF COMMITTEE ON FINANCE

October 25, 2016

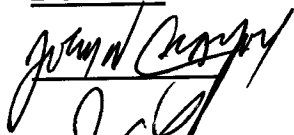
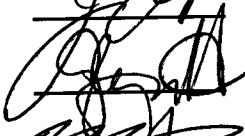

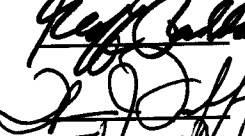
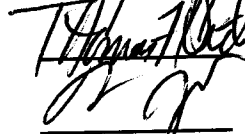





John Crawford Chair

Glynn Hines 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 2017

COMMITTEE ON FINANCE HAVE HAD SAID Ordinance under consideration and beg leave to report back to the Common Council that said Ordinance

<u>DO PASS</u>	<u>DO NOT PASS</u>	<u>ABSTAIN</u>	<u>NO REC</u>
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**LANA R. KEESLING
CITY CLERK**

