

**AN ORDINANCE fixing the salaries of  
all members of the Division of Public Safety  
of the City of Fort Wayne, Indiana  
for the year 2018.**

**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 2018 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, 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.

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/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.

<b>DIVISION/DEPARTMENT</b>	<b>GRID CLASSIFICATION</b>	<b>TITLE</b>
<b><u>Fire Department</u></b>		
<b><u>Fire Command</u></b>		
	PAT	ASSISTANT CHIEF
	EXE	DEPUTY CHIEF
	EXE	FIRE CHIEF
<b><u>Fire Civilians</u></b>		
	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
	LTC	SUPPLY OFFICER
	COMOT	SURVIVE ALIVE TEACHING ASSISTANT
<b><u>Weights and Measures</u></b>		
	LTC	DEPUTY INSPECTOR
	PAT	WEIGHTS & MEASURES INSPECTOR
<b><u>Police Department</u></b>		
<b><u>Police Command</u></b>		
	EXE	ASSISTANT CHIEF OF POLICE

1		POLE	CAPTAIN
		EXE	CHIEF OF POLICE
		POLE	DEPUTY CHIEF
2	<u>Police Civilians</u>	COMOT	ADMINISTRATIVE ASSISTANT
3		POLE	ADMINISTRATIVE VICTIM ADVOCATE
4		POLE	ADULT GUARD
5		COMOT	CIVILIAN PROPERTY MANAGER
6		COMOT	CONFIDENTIAL STENO TYPIST
7		POLE	COORDINATOR OF CRIME STOPPERS
8		POLE	CRIME ANALYST
9		PAT	CRIME LAB MANAGER
10		COMOT	DETECTIVE BUREAU DESK PERSON
11		COMOT	DIGITAL EVIDENCE SPECIALIST
12		PAT	DIRECTOR OF FINANCE & FACILITIES
13		POLE	DIRECTOR OF VICTIM ASSISTANCE
14		POLE	FIREARMS EVIDENCE TECHNICIAN
15		PAT	FORENSIC SCIENTIST
16		COMOT	INTERN
17		COMOT	INVESTIGATIVE DIVISION GENERAL ASSISTANT
18		POLE	PAL COORDINATOR
19		PAT	PROGRAM MANAGER
20		POLE	PROPERTY/EVIDENCE SPECIALIST
21		PAT	RESEARCH & GRANTS MANAGER
22		POLE	RECRUIT PATROL OFFICER
23		COMOT	SEASONAL/TEMPORARY
24		COMOT	SECRETARY VIII
25		POLE	SENIOR CRIME ANALYST
26		POLE	SENIOR VICTIM ADVOCATE
27		POLE	SUPERVISOR PROPERTY ROOM
28		COMOT	TAXI CAB PERMIT COORDINATOR
29		POLE	VICTIM ADVOCATE
30	<u>RADIO SHOP</u>	COMOT	ADMINISTRATIVE ASSISTANT
31		COMOT	ELECTRONICS/RADIO INSTALLER
32		POLE	RADIO SHOP SUPERVISOR
33		PAT	TECHNICAL DIRECTOR
34		COMOT	TWO-WAY RADIO ELECTRONICS TECHNICIAN
35	<u>Police Records</u>	COMOT	INFORMATION/COMPUTER INPUT TECHNICIAN
36		COMOT	QUALITY ASSURANCE TECHNICIAN
37		POLE	RECORDS SUPERVISOR
38		COMOT	RECORDS TECHNICIAN
39	<u>Animal Care and Control</u>	COMOT	ADMINISTRATIVE CLERK
40		COMOT	ADOPTION ASSISTANT
41		PAT	ADOPTION SUPERVISOR
42		PAT	ANIMAL DIVISION SUPERVISOR
43		POLE	ANIMAL CARE SPECIALIST
44		PAT	ANIMAL CARE SUPERVISOR
45		POLE	ANIMAL CONTROL OFFICER
46		LTC	BUILDING MAINTENANCE
47		PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
48		POLE	DEPUTY DIRECTOR
49		EXE	DIRECTOR OF ANIMAL CARE & CONTROL
50		COMOT	DISPATCHER
51		COMOT	ENFORCEMENT ASSISTANT
52		POLE	ENFORCEMENT SUPERVISOR
53		COMOT	HUMANE EDUCATION ASSISTANT
54		LTC	KENNEL ATTENDANT
55		PAT	OFFICE SUPERVISOR
56		PAT	OPERATIONS MANAGER
57		PAT	SHELTER VET
58		PAT	SUPERVISOR

	COMOT	TRANSFER PROGRAM COORDINATOR
	PAT	VET ASSISTANT
1	<b><u>Consolidated Communications Partnership</u></b>	VOLUNTEER COORDINATOR
	COMOT	ADMINISTRATIVE ASSISTANT
2	POLE	CORPORAL
	POLE	DEPUTY DIRECTOR
3	POLE	DISPATCHER
	POLE	ENTRY LEVEL DISPATCHER
4	EXE	EXECUTIVE DIRECTOR
	POLE	SERGEANT
5	POLE	TRAINING/IDACS/SPILLMAN COORDINATOR

6                                   **SECTION 4.**       Police and Fire employees, as indicated  
7 herein, may participate in Collective Bargaining with the City for economic  
8 conditions. Pursuant to State Statute such economic conditions must be approved  
9 by Common Council. Such economic conditions include, but are not limited to, base  
10 pay and monetary fringe benefits. These matters will be negotiated by and between  
11 the City and the appropriate bargaining unit for the year 2018. Upon conclusion of such  
12 negotiations, the appropriate Ordinances shall be submitted to the Common Council for  
13 approval.

14                                   Employees covered by recognized bargaining unit representatives  
15 (Unions) will receive a salary established by the Collective Bargaining process as  
16 long as this pay does not exceed the table of maximum salaries authorized in  
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 Indiana  
20 Public Retirement System (INPRS) 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 2018, all members of the Police and Fire Departments of the City of Fort  
24 Wayne will be paid according to this, the above and following provisions of this  
25 ordinance, subject to budgetary limitations, 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  
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.

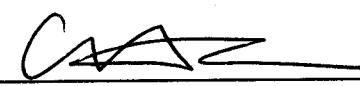
**SECTION 9.** The Municipal Code of the City of Fort  
Wayne references, in codification form, salary ordinances previously adopted by the  
City Council for past years. Such salary ordinances have a duration of one year and  
thus, with the exception of the 2017 salary ordinance, have expired. However, to avoid  
confusion, it is hereby stated that commencing January 1, 2018, 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

# 2018 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$7.25/hr	\$28.9876/hr
COMOT (Annually)	\$15,080.00	\$60,294.19
POLE (Hourly)	\$ 7.25/hr	\$47.1240/hr
POLE (Annually)	\$15,080.00	\$98,018.02
LTC (Hourly)	\$ 7.25/hr	\$32.8180/hr
LTC (Annually)	\$15,080.00	\$68,261.44
PAT (Hourly)	\$ 7.25/hr	\$42.8421/hr
PAT (Annually)	\$15,080.00	\$89,111.47
EXE	\$78,089.54	\$147,331.48
SO	\$63,470.90	\$108,934.08

**BILL NO. S-17-09-13**

**REPORT OF COMMITTEE ON FINANCE**

**October 24, 2017**

**Jason Arp Chair**

**Geoff Paddock 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 2018

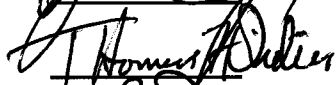

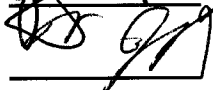
COMMITTEE ON FINANCE HAVE HAD SAID Ordinance under consideration and beg leave to report back to the Common Council that said Ordinance

DO PASS

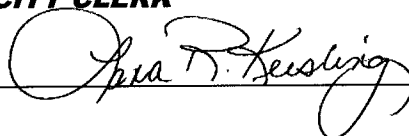
DO NOT PASS

ABSTAIN

NO REC

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**LANA R. KEESLING  
CITY CLERK**



Public Hearing Date: N/A

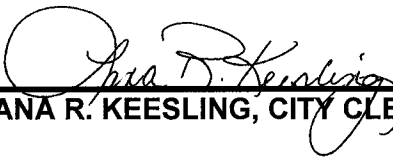
Read the first time in full and on motion by Councilman Arp.

Read the second time by title and referred to the Finance Committee.

Read the third time in full and on motion by Councilman Arp, placed on passage by the following vote:

<u>TOTAL VOTES</u>	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>
ARP	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BARRANDA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CRAWFORD	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DIDIER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ENSLEY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
FREISTROFFER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
HINES	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
JEHL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PADDOCK	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>


DATED: October 24, 2017

  
 \_\_\_\_\_  
 LANA R. KEESLING, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as

Special Ordinance No. S-17-09-13 on the 24th day of October, 2017

ATTEST:

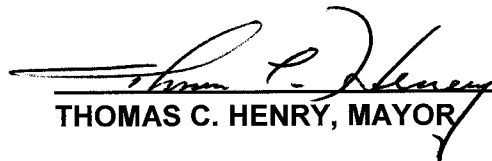
  
 \_\_\_\_\_  
 LANA R. KEESLING  
 CITY CLERK

  
 \_\_\_\_\_  
 THOMAS C. HENRY  
 PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 25th of October 2017, at the hour of 11:30 o'clock A.M. E.S.T.

  
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 LANA R. KEESLING, CITY CLERK

Approved and signed by me this 25<sup>TH</sup> day of OCTOBER 2017, at the hour of 5:00 O'clock PM E.S.T.

  
 \_\_\_\_\_  
 THOMAS C. HENRY, MAYOR