

**AN ORDINANCE fixing the salaries of  
all members of the Division of Public Safety  
of the City of Fort Wayne, Indiana  
for the year 2019.**

**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 classification under the City Classification System, which classifications 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 2019 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>		
<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 FINANCE
	PAT	DIRECTOR OF PUBLIC INFORMATION
	COMOT	INTERN
	PAT	EMS COORDINATOR
	EXE	DIRECTOR OF EMS OPERATIONS
	POLE	RECRUIT FIREFIGHTER
	COMOT	SEASONAL/TEMPORARY
	COMOT	SUPPLY OFFICER
	COMOT	SURVIVE ALIVE TEACHING ASSISTANT
<u>Weights and Measures</u>		

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**Police Department**

Police Command

LTC DEPUTY INSPECTOR  
PAT WEIGHTS & MEASURES INSPECTOR

EXE ASST CHIEF OF POLICE  
POLE CAPTAIN  
EXE CHIEF OF POLICE  
POLE DEPUTY CHIEF

Police Civilians

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  
COMOT DIGITAL EVIDENCE SPECIALIST  
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 MANAGER OF PROPERTY ROOM  
POLE PAL COORDINATOR  
PAT PROGRAM MANAGER  
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  
COMOT TAXI CAB PERMIT COORDINATOR  
POLE VICTIM ADVOCATE

Radio Shop

COMOT ADMINISTRATIVE ASSISTANT  
COMOT ELECTRONICS/RADIO INSTALLER  
POLE RADIO SHOP SUPERVISOR  
PAT TECHNICAL DIRECTOR  
COMOT TWO-WAY RADIO ELECTRONICS TECHNICIAN

Police Records

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

Animal Care and Control

COMOT ADMINISTRATIVE CLERK  
COMOT ADOPTION ASSISTANT  
PAT ADOPTION SUPERVISOR  
POLE ANIMAL CARE SPECIALIST  
POLE ANIMAL CONTROL OFFICER  
POLE ANIMAL CONTROL OFFICER – FIELD COORDINATOR  
LTC BUILDING MAINTENANCE

PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
POLE	DEPUTY DIRECTOR
EXE	DIRECTOR OF ANIMAL CARE & CONTROL
COMOT	DISPATCHER
POLE	ENFORCEMENT SUPERVISOR
COMOT	HUMANE EDUCATION ASSISTANT
COMOT	KENNEL ATTENDANT
PAT	OFFICE SUPERVISOR
PAT	OPERATIONS MANAGER
PAT	SHELTER VET
PAT	SUPERVISOR
COMOT	TRANSFER PROGRAM COORDINATOR
COMOT	VET ASSISTANT
PAT	VOLUNTEER COORDINATOR

**Consolidated Communications Partnership**

COMOT	ADMINISTRATIVE ASSISTANT
POLE	CORPORAL
POLE	DEPUTY DIRECTOR
POLE	DISPATCHER
POLE	ENTRY LEVEL DISPATCHER
EXE	EXECUTIVE DIRECTOR
POLE	SERGEANT
POLE	TRAINING/IDACS/SPILLMAN COORDINATOR

**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 2019. 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, 2019, 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.

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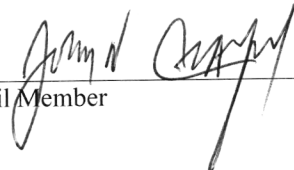
**SECTION 7.** That civilian employees in the Police and Fire Departments subject to this Ordinance will conform to the Official City Human Resources Policies and Procedures relating to hiring pay, and other related practices, approved by the Mayor and administered by the City's Human Resources Department.

**SECTION 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 2018 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2019, 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.

  
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Council Member

APPROVED AS TO FORM AND LEGALITY

  
\_\_\_\_\_  
Carol Helton, City Attorney

# 2019 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$7.25/hr	\$29.5673/hr
COMOT (Annually)	\$15,080.00	\$61,500.08
POLE (Hourly)	\$ 7.25/hr	\$48.0665/hr
POLE (Annually)	\$15,080.00	\$99,978.38
LTC (Hourly)	\$ 7.25/hr	\$33.4744/hr
LTC (Annually)	\$15,080.00	\$69,626.67
PAT (Hourly)	\$ 7.25/hr	\$43.6989/hr
PAT (Annually)	\$15,080.00	\$90,893.70
EXE	\$80,744.57	\$150,278.10
SO	\$63,470.90	\$108,934.08

**BILL NO. S-18-09-23**

**REPORT OF COMMITTEE ON FINANCE**

**October 23, 2018**


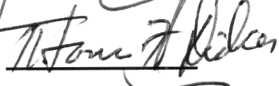







**John Crawford Chair**

**Jason Arp Co-Chair**

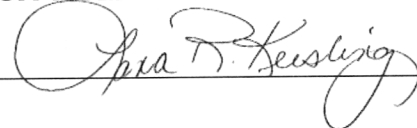
**All Council Members**

An Ordinance fixing the salaries of all members of the Division of Public Safety of the City of Fort Wayne, Indiana for the year 2019

**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**





Public Hearing Date: N/A

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

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


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

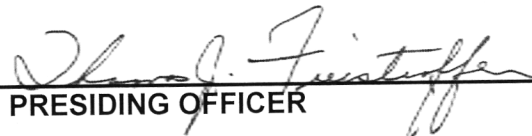
<u>TOTAL VOTES</u>	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>
ARP	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BARRANDA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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"/>
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DATED: October 23, 2018

  
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 STACY A. REED, DEPUTY CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as  
 Special Ordinance No. S-18-09-23 on the 23rd day of October, 2018

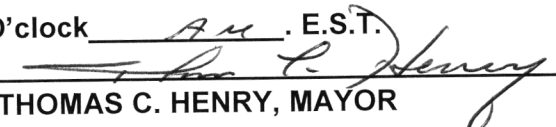
  
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 STACY A. REED  
 DEPUTY CITY CLERK

  
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 PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 24th  
 of October 2018, at the hour of 10:00 o'clock A.M. E.S.T.

  
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 STACY A. REED, DEPUTY CITY CLERK

Approved and signed by me this 24<sup>TH</sup> day of OCTOBER  
 2018, at the hour of 10:30 O'clock AM E.S.T.

  
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 THOMAS C. HENRY, MAYOR

