

1 BILL NO. S-20-09-25

2 SPECIAL ORDINANCE NO. S-105-20

3 AN ORDINANCE fixing the salaries of
4 all members of the Division of Public Safety
5 of the City of Fort Wayne, Indiana
6 for the year 2021.

7 WHEREAS, the Mayor and Common Council of the City of Fort
8 Wayne, Indiana have, according to the powers outlined in IC 36-8-3-3-(d), assigned
9 to all members of the Police and Fire Departments of the City of Fort Wayne a job
10 classification under the City Classification System, which classifications should
11 accurately reflect the duties, and

12 WHEREAS, the Mayor of the City of Fort Wayne has recommended
13 a maximum salary level for each job category in a systematic way, and

14 WHEREAS, the Common Council must assure that salaries reflect
15 the duties and responsibilities assigned to each employee, and to be certain that
16 such salaries are fair and equitable, and

17 WHEREAS, the funds of such salaries are to be provided by the
18 2021 City Budget operating funds and other sources as may be specified
19 by the Common Council.

20 NOW, THEREFORE, BE IT ORDAINED BY THE COMMON
21 COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

22 SECTION 1. That all members of the Police and Fire
23 Departments of the City of Fort Wayne, shall be classified by division/department,
24 job classification and titles herein designated, and that no changes be made in any
25 job classification without the specific approval of the Common Council except for
26 those brought about by collective bargaining with authorized representatives of City
27 employees in accordance with the existing collective bargaining agreements.

28 SECTION 2. That the following grid of salaries is fixed
29 and authorized as the grid for approved job classifications. Consistent with our
30 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

1 approved shift differentials, approved longevity pay, approved overtime pay,
2 approved technical skill pay, approved educational bonus, and approved clothing
3 allowance, as outlined in the City's approved work rules.

4
5 **SEE EXHIBIT "A" ATTACHED HERETO AND MADE A**
6 **PART HEREOF IN ITS ENTIRETY**

7 The grid, as reflected on Exhibit "A" is an attempt to maintain an orderly, consistent
8 and competitive pay policy that includes a "Grid System" that represents the actual
9 market range for the Non-Union positions within City Government. Any general
10 increase to the Grid shall only occur should the actual market range for a Job
11 Classification increase.

12 A. That all Fire Command shall be eligible for any additional
13 benefits afforded the International Association of Fire Fighters. That all Fire
14 Command shall receive the same percentage pay increases as afforded the
15 International Association of Fire Fighters.

16 B. That all Police Command shall be eligible to any additional
17 benefits afforded the Fraternal Order of Police. That all Police Command, Captains
18 and above, shall receive the same percentage pay increases as afforded the
19 Fraternal Order of Police.

20 **SECTION 3.** The following is a true and complete listing
21 of all members of the Police and Fire Departments of the City of Fort Wayne
22 non-bargaining unit positions by division/department, job classification, and titles. It
23 does not include those positions which are specified as part of a bargaining unit
24 having a written economic agreement with the City negotiated by the City Attorney and
25 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

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1		COMOT	INTERN
2		PAT	EMS COORDINATOR
3		EXE	DIRECTOR OF EMS OPERATIONS
4		POLE	RECRUIT FIREFIGHTER
5		COMOT	SEASONAL/TEMPORARY
6		COMOT	SUPPLY OFFICER
7		COMOT	SURVIVE ALIVE TEACHING ASSISTANT
8	<u>Weights and Measures</u>	LTC	DEPUTY INSPECTOR
9		LTC	WEIGHTS & MEASURES INSPECTOR
10	<u>Police Department</u>		
11	<u>Police Command</u>	EXE	ASSISTANT CHIEF OF POLICE
12		POLE	CAPTAIN
13		EXE	CHIEF OF POLICE
14		POLE	DEPUTY CHIEF
15	<u>Police Civilians</u>	COMOT	ADMINISTRATIVE ASSISTANT
16		POLE	ADMINISTRATIVE VICTIM ADVOCATE
17		POLE	ADULT GUARD
18		COMOT	CIVILIAN PROPERTY MANAGER
19		COMOT	CONFIDENTIAL STENO TYPIST
20		POLE	COORDINATOR OF CRIME STOPPERS
21		POLE	CRIME ANALYST
22		PAT	CRIME LAB MANAGER
23		COMOT	DETECTIVE BUREAU DESK PERSON
24		COMOT	DIGITAL EVIDENCE SPECIALIST
25		PAT	DIRECTOR OF FINANCE & FACILITIES
26		POLE	DIRECTOR OF VICTIM ASSISTANCE
27		POLE	FIREARMS EVIDENCE TECHNICIAN
28		PAT	FORENSIC SCIENTIST
29		COMOT	INTERN
30		COMOT	INVESTIGATIVE DIVISION GENERAL ASSISTANT
31		POLE	MANAGER OF PROPERTY ROOM
32		POLE	PAL COORDINATOR
33		PAT	PROGRAM MANAGER
34		POLE	PROPERTY/EVIDENCE SPECIALIST
35		PAT	RESEARCH & GRANTS MANAGER
36		POLE	RECRUIT PATROL OFFICER
37		COMOT	SEASONAL/TEMPORARY
38		COMOT	SECRETARY VIII
39		POLE	SENIOR CRIME ANALYST
40		POLE	SENIOR VICTIM ADVOCATE
41		COMOT	TAXI CAB PERMIT COORDINATOR
42		POLE	VICTIM ADVOCATE
43	<u>Radio Shop</u>	COMOT	ADMINISTRATIVE ASSISTANT
44		COMOT	ELECTRONICS/RADIO INSTALLER
45		POLE	RADIO SHOP SUPERVISOR
46		PAT	TECHNICAL DIRECTOR
47		SO	TWO-WAY RADIO ELECTRONICS TECHNICIAN
48	<u>Police Records</u>	COMOT	INFORMATION/COMPUTER INPUT TECHNICIAN
49		COMOT	QUALITY ASSURANCE TECHNICIAN
50		POLE	RECORDS SUPERVISOR
51		COMOT	RECORDS TECHNICIAN

Animal Care and Control

COMOT	ADMINISTRATIVE CLERK
COMOT	ADOPTION ASSISTANT
COMOT	ANIMAL CARE COORDINATOR
POLE	ANIMAL CARE SPECIALIST
POLE	ANIMAL CONTROL OFFICER
POLE	ANIMAL CONTROL OFFICER – FIELD COORDINATOR
PAT	ANIMAL PROGRAMS SUPERVISOR
LTC	BUILDING MAINTENANCE
PAT	COMMUNITY RELATIONS & EDUCATION SPECIALIST
POLE	DEPUTY DIRECTOR
EXE	DIRECTOR OF ANIMAL CARE & CONTROL
COMOT	DISPATCHER
PAT	FOSTER COORDINATOR
COMOT	FOSTER – TRANSPORT ASSISTANT
COMOT	HUMANE EDUCATION ASSISTANT
COMOT	KENNEL ATTENDANT
PAT	MANAGER
PAT	MARKETING AND SOCIAL MEDIA MANAGER
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	DEPUTY DIRECTOR
POLE	DISPATCHER
POLE	ENTRY LEVEL DISPATCHER
EXE	EXECUTIVE DIRECTOR
POLE	SHIFT SUPERVISOR
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 2021. Upon conclusion of such negotiations, the appropriate Ordinances shall be submitted to the Common Council for approval.

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

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

9 **SECTION 6.** From and after the first day of January,
10 2021, all members of the Police and Fire Departments of the City of Fort
11 Wayne will be paid according to this, the above and following provisions of this
12 ordinance, subject to budgetary limitations, collective bargaining agreements, future
13 changes or amendments enacted by Common Council.

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

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

25 **SECTION 9.** The Municipal Code of the City of Fort
26 Wayne references, in codification form, salary ordinances previously adopted by the
27 City Council for past years. Such salary ordinances have a duration of one year and
28 thus, with the exception of the 2020 salary ordinance, have expired. However, to
29 avoid confusion, it is hereby stated that commencing January 1, 2021, any conflict
30 between the terms and conditions hereof and any previous ordinance shall be resolved
in favor of this ordinance.

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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

2021 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$7.25/hr	\$31.3680/hr
COMOT (Annually)	\$15,080.00	\$65,245.42
POLE (Hourly)	\$ 7.25/hr	\$50.9938/hr
POLE (Annually)	\$15,080.00	\$106,067.06
LTC (Hourly)	\$ 7.25/hr	\$35.5130/hr
LTC (Annually)	\$15,080.00	\$73,886.94
PAT (Hourly)	\$ 7.25/hr	\$46.3602/hr
PAT (Annually)	\$15,080.00	\$96,429.14
EXE	\$85,661.92	\$114,215.89
SO	\$63,470.90	\$108,934.08

in budget book currently

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Corrections!

should be
73,866.94

①

should be
159,430.03

②

2021 SALARY GRID

EXHIBIT "A"

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REPORT OF COMMITTEE ON FINANCE

October 27, 2020

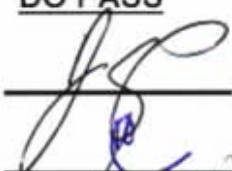
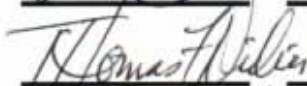
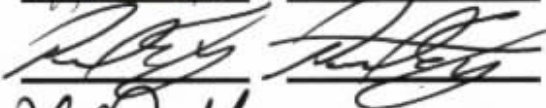

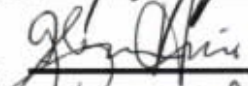
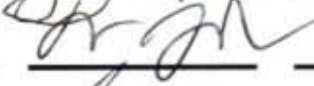


Jason Arp Chair

Sharon Tucker Co-Chair

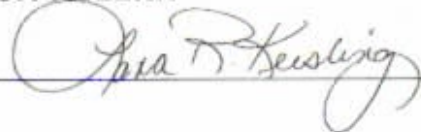
All Council Members

An Ordinance fixing the salaries of all members of the Division of Public Safety of the City of Fort Wayne, Indiana for the year 2021

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

<u>COUNCIL MEMBER</u>	<u>DO PASS</u>	<u>DO NOT PASS</u>	<u>ABSTAIN</u>
ARP			
CHAMBERS			
DIDIER			
ENSLEY			
FREISTROFFER			
HINES			
JEHL			
PADDOCK			
TUCKER			

**LANA R. KEESLING
CITY CLERK**



Public Hearing Date: N/A

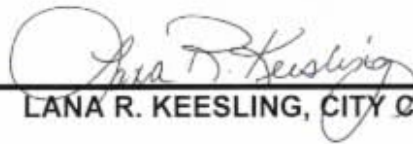
Read the first time in full and on motion by Councilperson Arp.

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

Read the third time in full and on motion by Councilperson 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"/>
CHAMBERS	<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"/>
TUCKER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

DATED: October 27, 2020



LANA R. KEESLING, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as
 Special Ordinance No. S-20-09-25 on the 27th day of October, 2020

ATTEST:

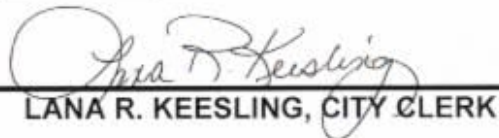


LANA R. KEESLING
CITY CLERK



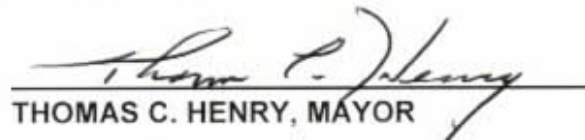
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 28th
 of October 2020, at the hour of 2:05 o'clock P.M. E.S.T.



LANA R. KEESLING, CITY CLERK

Approved and signed by me this 29th day of OCTOBER
 2020, at the hour of 2:00 o'clock PM E.S.T.



THOMAS C. HENRY, MAYOR

