

1 BILL NO. S-21-09-23

2 SPECIAL ORDINANCE NO. S- 15-21  
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 2022.

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 2022 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, as determined by the Fire  
13 Chief, for any additional benefits afforded the International Association of Fire Fighters.  
14 That all Fire Command shall receive the same percentage pay increases as afforded  
15 the International Association of Fire Fighters.

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

| <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 OF FINANCE            |

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COMOT  
PAT  
EXE  
POLE  
COMOT  
COMOT  
COMOT  
INTERN  
EMS COORDINATOR  
DIRECTOR OF EMS OPERATIONS  
RECRUIT FIREFIGHTER  
SEASONAL/TEMPORARY  
SUPPLY OFFICER  
SURVIVE ALIVE TEACHING ASSISTANT

**Police Department**  
Police Command

EXE  
POLE  
EXE  
POLE  
ASSISTANT CHIEF OF POLICE  
CAPTAIN  
CHIEF OF POLICE  
DEPUTY CHIEF

Police Civilians

COMOT  
POLE  
POLE  
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SO  
ADMINISTRATIVE ASSISTANT  
ADMINISTRATIVE VICTIM ADVOCATE  
ADULT GUARD  
CIVILIAN PROPERTY MANAGER  
CONFIDENTIAL STENO TYPIST  
COORDINATOR OF CRIME STOPPERS  
CRIME ANALYST  
CRIME LAB MANAGER  
DETECTIVE BUREAU DESK PERSON  
DIGITAL EVIDENCE SPECIALIST  
DIRECTOR OF FINANCE  
DIRECTOR OF VICTIM ASSISTANCE  
FIREARMS EVIDENCE TECHNICIAN  
FORENSIC SCIENTIST  
INTERN  
INVESTIGATIVE DIVISION GENERAL ASSISTANT  
LEAD SOCIAL WORKER  
MANAGER OF PROPERTY ROOM  
PAL COORDINATOR  
PROGRAM MANAGER  
PROPERTY/EVIDENCE SPECIALIST  
RESEARCH & GRANTS MANAGER  
RECRUIT PATROL OFFICER  
SEASONAL/TEMPORARY  
SENIOR CRIME ANALYST  
SENIOR VICTIM ADVOCATE  
SOCIAL WORKER  
TAXI CAB PERMIT COORDINATOR  
VICTIM ADVOCATE

Radio Shop

COMOT  
COMOT  
POLE  
PAT  
SO  
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  
ADMINISTRATIVE CLERK

|    |       |   |
|----|-------|---|
| 1  | COMOT | ADOPTION ASSISTANT                            |
| 2  | COMOT | ANIMAL CARE COORDINATOR                       |
| 3  | POLE  | ANIMAL CARE SPECIALIST                        |
| 4  | POLE  | ANIMAL CONTROL OFFICER                        |
| 5  | POLE  | ANIMAL CONTROL OFFICER – FIELD<br>COORDINATOR |
| 6  | PAT   | ANIMAL PROGRAMS SUPERVISOR                    |
| 7  | LTC   | BUILDING MAINTENANCE                          |
| 8  | PAT   | COMMUNITY RELATIONS & EDUCATION<br>SPECIALIST |
| 9  | POLE  | DEPUTY DIRECTOR                               |
| 10 | EXE   | DIRECTOR OF ANIMAL CARE &<br>CONTROL          |
| 11 | COMOT | DISPATCHER                                    |
| 12 | PAT   | FOSTER COORDINATOR                            |
| 13 | COMOT | FOSTER – TRANSPORT ASSISTANT                  |
| 14 | COMOT | HUMANE EDUCATION ASSISTANT                    |
| 15 | COMOT | KENNEL ATTENDANT                              |
| 16 | PAT   | MANAGER                                       |
| 17 | PAT   | MARKETING AND SOCIAL MEDIA<br>MANAGER         |
| 18 | PAT   | OFFICE SUPERVISOR                             |
| 19 | PAT   | OPERATIONS MANAGER                            |
| 20 | PAT   | SHELTER VET                                   |
| 21 | PAT   | SUPERVISOR                                    |
| 22 | COMOT | TRANSFER PROGRAM COORDINATOR                  |
| 23 | COMOT | VET ASSISTANT                                 |
| 24 | PAT   | VOLUNTEER COORDINATOR                         |

**Consolidated Communications Partnership**

|    |       |  |
|----|-------|--|
| 25 | COMOT | ADMINISTRATIVE ASSISTANT               |
| 26 | POLE  | DEPUTY DIRECTOR                        |
| 27 | POLE  | DISPATCHER                             |
| 28 | POLE  | ENTRY LEVEL DISPATCHER                 |
| 29 | EXE   | EXECUTIVE DIRECTOR                     |
| 30 | POLE  | SHIFT SUPERVISOR                       |
| 31 | POLE  | TRAINING/IDACS/SPILLMAN<br>COORDINATOR |

**SECTION 4.** In addition to the compensation for positions listed herein, the City shall contribute 3% of employees' salary to the Indiana Public Retirement System (INPRS) except for those positions which are commonly referred to as Police and Fire Command.

**SECTION 5.** From and after the first day of January, 2022, 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, future changes or amendments enacted by Common Council.

**SECTION 6.** 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

1 practices, approved by the Mayor and administered by the City's Human Resources  
2 Department.

3 **SECTION 7.** If any section, clause, sentence, paragraph  
4 or part, or provisions of this Ordinance be found invalid or void by a court of  
5 competent jurisdiction, it shall be conclusively presumed that this ordinance would  
6 have passed by the Common Council without such invalid section, clauses,  
7 paragraph, part or provisions, and the remaining parts of the Ordinance will remain in  
8 effect.


9 **SECTION 8.** The Municipal Code of the City of Fort  
10 Wayne references, in codification form, salary ordinances previously adopted by the  
11 City Council for past years. Such salary ordinances have a duration of one year and  
12 thus, with the exception of the 2021 salary ordinance, have expired. However, to  
13 avoid confusion, it is hereby stated that commencing January 1, 2022, any conflict  
14 between the terms and conditions hereof and any previous ordinance shall be resolved  
15 in favor of this ordinance.

16 **SECTION 9.** Two copies of all attachments and Exhibits  
17 referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne  
18 for the purpose of public inspection.

19 **SECTION 10.** This ordinance shall be in full force and  
20 effect from and after its passage and approval by the Mayor.

21   
22 Council Member

23 APPROVED AS TO FORM AND LEGALITY

24   
25 Carol Helton, City Attorney

26  
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2022 SALARY GRID

EXHIBIT "A"

| JOB CLASSIFICATION | MIN          | MAX           |
|--------------------|--------------|---------------|
| COMOT (Hourly)     | \$ 7.25/hr   | \$ 32.6227/hr |
| COMOT (Annually)   | \$ 15,080.00 | \$ 67,855.24  |
| POLE (Hourly)      | \$ 7.25/hr   | \$ 53.0335/hr |
| POLE (Annually)    | \$ 15,080.00 | \$ 110,309.74 |
| LTC (Hourly)       | \$ 7.25/hr   | \$36.9335/hr  |
| LTC (Annually)     | \$ 15,080.00 | \$ 76,821.61  |
| PAT (Hourly)       | \$ 7.25/hr   | \$ 48.2146/hr |
| PAT (Annually)     | \$ 15,080.00 | \$ 100,286.30 |
| EXE                | \$ 89,088.40 | \$ 165,807.23 |
| SO                 | \$ 66,009.74 | \$ 113,291.44 |

**REPORT OF COMMITTEE ON FINANCE**

**October 5, 2021**

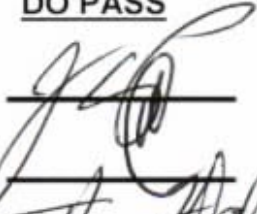
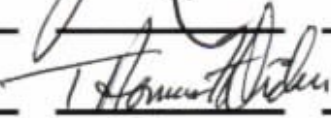

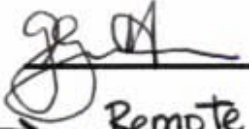
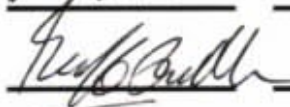

**Glynn Hines Chair**

**Jason Arp Co-Chair**

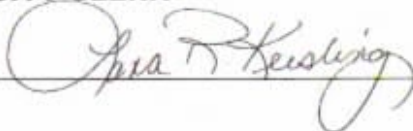
**All Council Members**

An Ordinance fixing the salaries of all members of the Division of Public Safety of the City of Fort Wayne, Indiana, for the year 2022

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                  | Remote  |                    |                |
| PADDOCK               |  |                    |                |
| TUCKER                |  |                    |                |

**LANA R. KEESLING  
CITY CLERK**



Public Hearing Date: N/A


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

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

Read the third time in full and on motion by Councilperson Hines, 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"/> |
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| 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 26, 2021

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

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

Special Ordinance No. S-21-09-23 on the 26th day of October, 2021

ATTEST:

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

  
 \_\_\_\_\_  
 PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 27th of October 2021, at the hour of 11:10 o'clock A.M. E.S.T.

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

Approved and signed by me this 27<sup>TH</sup> day of OCTOBER 2021, at the hour of 4:00 o'clock PM E.S.T.

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

