

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 2023.

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 2023 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 Departments of the City  
23 of Fort Wayne, shall be classified by division/department, job classification and titles herein designated,  
24 and that no changes be made in any job classification without the specific approval of the Common  
25 Council except for those brought about by collective bargaining with authorized representatives of City  
26 employees in accordance with the existing collective bargaining agreements.

27 SECTION 2. That the following grid of salaries is fixed and authorized as the  
28 grid for approved job classifications. Consistent with our compensation philosophy, it is the City's  
29 objective that no employee shall be paid below their job classification and the maximum should not be  
30 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.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30

**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, as determined by the Fire Chief, 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, as determined by the Police Chief 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 OF FINANCE
	COMOT	INTERN
	PAT	EMS COORDINATOR
	EXE	DIRECTOR OF EMS OPERATIONS
	POLE	RECRUIT FIREFIGHTER
	COMOT	SEASONAL/TEMPORARY
	COMOT	SUPPLY OFFICER
	COMOT	SURVIVE ALIVE TEACHING ASSISTANT

**Police Department**

Police Command

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

Police Civilians

COMOT ADMINISTRATIVE ASSISTANT  
POLE ADMINISTRATIVE VICTIM ADVOCATE  
POLE ASSISTANT MANAGER OF PROPERTY ROOM  
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  
POLE DIRECTOR OF VICTIM ASSISTANCE  
POLE FIREARMS EVIDENCE TECHNICIAN  
PAT FORENSIC SCIENTIST  
COMOT INTERN  
COMOT INVESTIGATIVE DIVISION GENERAL ASSISTANT  
PAT LEAD SOCIAL WORKER  
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  
POLE SENIOR CRIME ANALYST  
POLE SENIOR VICTIM ADVOCATE  
PAT SOCIAL WORKER  
COMOT TAXICAB PERMIT COORDINATOR  
POLE VICTIM ADVOCATE

Radio Shop

COMOT ADMINISTRATIVE ASSISTANT  
COMOT ELECTRONICS/RADIO INSTALLER  
POLE RADIO SHOP SUPERVISOR  
PAT TECHNICAL DIRECTOR  
SO 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  
COMOT ANIMAL CARE ATTENDANT  
COMOT ANIMAL CARE COORDINATOR  
POLE ANIMAL CARE SPECIALIST  
POLE ANIMAL CONTROL OFFICER  
PAT ANIMAL PROGRAMS SUPERVISOR

LTC	BUILDING MAINTENANCE
COMOT	COMMUNITY CAT & TRANSFER COORDINATOR
COMOT	COMMUNITY OUTREACH EDUCATOR
POLE	DEPUTY DIRECTOR
POLE	DEPUTY DIRECTOR OF FIELD OPERATIONS
POLE	DEPUTY DIRECTOR OF SHELTER & MEDICAL OPERATIONS
EXE	DIRECTOR OF ANIMAL CARE & CONTROL
COMOT	DISPATCHER
POLE	FIELD COORDINATOR
PAT	FOSTER COORDINATOR
COMOT	FOSTER ASSISTANT
PAT	FUND DEVELOPMENT MANAGER
COMOT	HUMANE EDUCATION ASSISTANT
PAT	HUMANE EDUCATION COORDINATOR – PIO
COMOT	INTERN
PAT	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
PAT	ADMINISTRATIVE MANAGER
POLE	DEPUTY DIRECTOR
POLE	DISPATCHER
POLE	ENTRY LEVEL DISPATCHER
EXE	EXECUTIVE DIRECTOR
POLE	SHIFT SUPERVISOR
POLE	TRAINING/IDACS/SPILLMAN 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, 2023, 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 practices, approved by the Mayor and administered by the City's Human Resources Department.



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 2023.

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 2023 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 Departments of the City  
23 of Fort Wayne, shall be classified by division/department, job classification and titles herein designated,  
24 and that no changes be made in any job classification without the specific approval of the Common  
25 Council except for those brought about by collective bargaining with authorized representatives of City  
26 employees in accordance with the existing collective bargaining agreements.

27 SECTION 2. That the following grid of salaries is fixed and authorized as the  
28 grid for approved job classifications. Consistent with our compensation philosophy, it is the City's  
29 objective that no employee shall be paid below their job classification and the maximum should not be  
30 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.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30

**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, as determined by the Fire Chief, 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, as determined by the Police Chief 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 OF FINANCE
	COMOT	INTERN
	PAT	EMS COORDINATOR
	EXE	DIRECTOR OF EMS OPERATIONS
	POLE	RECRUIT FIREFIGHTER
	COMOT	SEASONAL/TEMPORARY
	COMOT	SUPPLY OFFICER
	COMOT	SURVIVE ALIVE TEACHING ASSISTANT

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30

Police Department

Police Command

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

Police Civilians

COMOT ADMINISTRATIVE ASSISTANT  
POLE ADMINISTRATIVE VICTIM ADVOCATE  
POLE ASSISTANT MANAGER OF PROPERTY ROOM  
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  
POLE DIRECTOR OF VICTIM ASSISTANCE  
POLE FIREARMS EVIDENCE TECHNICIAN  
PAT FORENSIC SCIENTIST  
COMOT INTERN  
COMOT INVESTIGATIVE DIVISION GENERAL ASSISTANT  
PAT LEAD SOCIAL WORKER  
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  
POLE SENIOR CRIME ANALYST  
POLE SENIOR VICTIM ADVOCATE  
PAT SOCIAL WORKER  
COMOT TAXICAB PERMIT COORDINATOR  
POLE VICTIM ADVOCATE

Radio Shop

COMOT ADMINISTRATIVE ASSISTANT  
COMOT ELECTRONICS/RADIO INSTALLER  
POLE RADIO SHOP SUPERVISOR  
PAT TECHNICAL DIRECTOR  
SO 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  
COMOT ANIMAL CARE ATTENDANT  
COMOT ANIMAL CARE COORDINATOR  
POLE ANIMAL CARE SPECIALIST  
POLE ANIMAL CONTROL OFFICER  
PAT ANIMAL PROGRAMS SUPERVISOR

LTC	BUILDING MAINTENANCE
COMOT	COMMUNITY CAT & TRANSFER COORDINATOR
COMOT	COMMUNITY OUTREACH EDUCATOR
POLE	DEPUTY DIRECTOR
POLE	DEPUTY DIRECTOR OF FIELD OPERATIONS
POLE	DEPUTY DIRECTOR OF SHELTER & MEDICAL OPERATIONS
EXE	DIRECTOR OF ANIMAL CARE & CONTROL
COMOT	DISPATCHER
POLE	FIELD COORDINATOR
PAT	FOSTER COORDINATOR
COMOT	FOSTER ASSISTANT
PAT	FUND DEVELOPMENT MANAGER
COMOT	HUMANE EDUCATION ASSISTANT
PAT	HUMANE EDUCATION COORDINATOR – PIO
COMOT	INTERN
PAT	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
PAT	ADMINISTRATIVE MANAGER
POLE	DEPUTY DIRECTOR
POLE	DISPATCHER
POLE	ENTRY LEVEL DISPATCHER
EXE	EXECUTIVE DIRECTOR
POLE	SHIFT SUPERVISOR
POLE	TRAINING/IDACS/SPILLMAN 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, 2023, 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 practices, approved by the Mayor and administered by the City's Human Resources Department.



**2023 SALARY GRID**

**EXHIBIT "A"**

<u>JOB CLASSIFICATION</u>	<u>MIN</u>	<u>MAX</u>
COMOT (Hourly)	\$ 7.25/hr	\$ 34.2538/hr
COMOT (Annually)	\$ 15,080.00	\$ 71,248.00
POLE (Hourly)	\$ 7.25/hr	\$ 55.6852/hr
POLE (Annually)	\$ 15,080.00	\$ 115,825.23
LTC (Hourly)	\$ 7.25/hr	\$38.7801/hr
LTC (Annually)	\$ 15,080.00	\$ 80,662.69
PAT (Hourly)	\$ 7.25/hr	\$ 50.6253/hr
PAT (Annually)	\$ 15,080.00	\$ 105,300.62
EXE	\$ 93,542.82	\$ 174,097.59
SO	\$ 69,310.23	\$ 118,956.01

**BILL NO. S-22-09-28**

**REPORT OF COMMITTEE ON FINANCE**

**October 25, 2022**









***Russ Jehl Chair***

***Sharon Tucker Co-Chair***

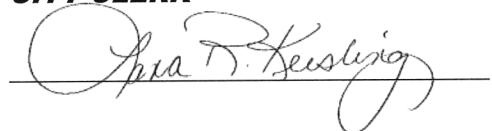
***All Council Members***

An Ordinance fixing the salaries of all members of the Division of Public Safety of the City of Fort Wayne, Indiana for the year 2023

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 Jehl.

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

Read the third time in full and on motion by Councilperson Jehl, 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 25, 2022

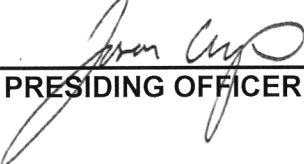
  
 \_\_\_\_\_  
 LANA R. KEESLING, CITY CLERK

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

Special Ordinance No. S-22-09-28 on the 25th day of October, 2022

ATTEST:

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

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

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 26th of October 2022, at the hour of 9:50 o'clock A.M. E.S.T.

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

Approved and signed by me this 28<sup>TH</sup> day of OCTOBER 2022, at the hour of 2:00 o'clock PM E.S.T.

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

