

1 **WHEREAS**, the funds required to implement the new grading level system are
2 currently provided for in the 2023 City Budget and from City Utilities operating funds and
3 other sources as may be specified by Common Council.

4 **NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE**
5 **CITY OF FORT WAYNE, INDIANA:**

6 **SECTION 1.** That all employees of the Civil City of Fort Wayne and of City Utilities
7 shall be classified by the division/department, job classification, and titles as shown on
8 attached Exhibit A.

9 **SECTION 2.** The classifications of COMOT, EXE, LTC, PAT, POLE, and SO be
10 removed and replaced with Grades 0 through 18.

11 **SECTION 3.** That the Grid attached hereto as Exhibit A is hereby fixed and
12 authorized as the compensation scale for all approved job classifications. Further,
13 consistent with our compensation philosophy, it is the City's policy that no employee shall be
14 paid below the minimum and the maximum should not be exceeded, except for approved
15 special occupations, shift differentials, approved longevity pay, approved overtime pay,
16 approved technical skill pay, approved clothing allowance, approved previously accrued
17 vacation payoff, sick time, FLSA earned compensatory time, approved car allowance or
18 approved productivity bonus, as outlined in the City's approved work rules.

19 **SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN ITS**
20 **ENTIRETY**

21 This Grid, as reflected on Exhibit "A", is an attempt to maintain an orderly,
22 consistent and competitive pay policy that includes a "bonus" program for
23 superior performance and a "Grid System" that represents the actual market
24 range for positions within the City of Fort Wayne and City Utilities.

25 **SECTION 4.** Pursuant to State Statute economic conditions must be approved
26 by the Common Council. Such economic conditions include, but are not limited to, base
27 pay and monetary fringe benefits, as outlined in the City's approved work rules.

28 **SECTION 5.** In addition to the compensation for positions listed herein the City
29 shall contribute 3% of employees' salary to the Indiana Public Retirement System
30 (INPRS).

1 **SECTION 6.** That, in addition to the compensation provided for herein: The City
2 of Fort Wayne Law Department shall receive not more than \$6,500 for services
3 performed in connection with the operations of the municipally owned utilities pursuant
4 to I.C. 36-4-74 which additional compensation shall be paid from the revenues of the
5 appropriate utility or function. The City of Fort Wayne Law Department shall also receive
6 an additional sum not to exceed \$13,000 for services provided in connection with the
7 City Self-Insurance Program involving matters not in litigation.

8 Any and all payments to be made hereunder for extraordinary services shall be
9 subject to the final approval by the City Controller. Nothing in this agreement shall
10 prevent the use of other attorneys or firms to perform extraordinary services, subject,
11 however, to the provisions of IC 36-4-9-12.

12 **SECTION 7.** From and after the first day of January, 2023 all appointed officers,
13 employees, deputies, assistants, Departmental, and institutional heads of the Civil City
14 and City Utilities will be paid according to this, the above and following provisions of this
15 ordinance, subject to budgetary limitations, future changes or amendments enacted by
16 Common Council.

17 **SECTION 8.** That all Departments subject to this Ordinance will conform to the
18 Official City's Personnel Policies and Procedures relating to hiring, pay, and other
19 related practices, approved by the Mayor and administered by the City's Human
20 Resources Department.

21 **SECTION 9.** If any section, clause, sentence, paragraph or part or provisions of
22 this Ordinance be found invalid or void by a Court of competent jurisdiction, it shall be
23 conclusively presumed that this ordinance would have passed by the Common Council
24 without such invalid section, clauses, paragraph, part or provisions, and the remaining
25 parts of the Ordinance will remain in effect.

26 **SECTION 10.** The Municipal Code of the City of Fort Wayne references, in
27 codification form, salary ordinances previously adopted by the City Council for past
28 years. Such salary ordinances have a duration of one year and thus, with the exception
29 of the 2022 salary ordinances, have expired. Commencing January 1, 2023, any conflict
30 between the terms and conditions hereof and any previous ordinance shall be resolved
in favor of the most recently enacted ordinance.

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SECTION 11. 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 12. 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

Malak Heiny, City Attorney

2023 SALARY GRID

EXHIBIT "A"

<u>JOB CLASSIFICATION</u>	<u>Hourly Min</u>	<u>Hourly Max</u>	<u>Annual Min</u>	<u>Annual Max</u>
Grade 0 (Seasonal/Temporary/Intern)	\$7.25	\$30.00		
Grade 1	\$16.10	\$20.92	\$33,478.00	\$43,521.00
Grade 2	\$17.70	\$23.02	\$36,826.00	\$47,874.00
Grade 3	\$19.48	\$25.32	\$40,509.00	\$52,662.00
Grade 4	\$20.53	\$28.74	\$42,703.00	\$59,784.00
Grade 5	\$22.58	\$31.62	\$46,973.00	\$65,762.00
Grade 6	\$24.84	\$34.78	\$51,671.00	\$72,339.00
Grade 7	\$27.33	\$38.26	\$56,838.00	\$79,573.00
Grade 8	\$30.06	\$42.08	\$62,523.00	\$87,532.00
Grade 9	\$33.06	\$46.29	\$68,775.00	\$96,285.00
Grade 10	\$36.37	\$50.92	\$75,653.00	\$105,914.00
Grade 11	\$40.01	\$56.01	\$83,218.00	\$116,505.00
Grade 12	\$44.01	\$61.61	\$91,539.00	\$128,155.00
Grade 13	\$48.41	\$67.77	\$100,693.00	\$140,970.00
Grade 14	\$53.25	\$74.55	\$110,763.00	\$155,068.00
Grade 15	\$58.58	\$82.01	\$121,839.00	\$170,575.00
Grade 16	\$64.43	\$90.21	\$134,023.00	\$187,632.00
Grade 17	\$70.88	\$99.23	\$147,426.00	\$206,396.00
Grade 18	\$77.97	109.15	\$162,168.00	\$227,035.00

BILL NO. S-23-06-39

REPORT OF COMMITTEE ON FINANCE

July 11, 2023

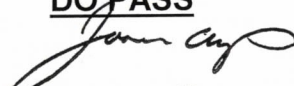
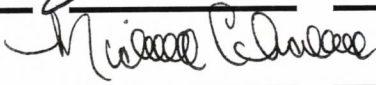
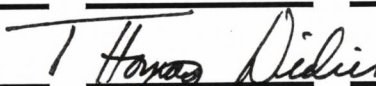

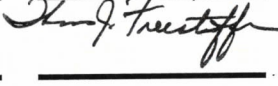

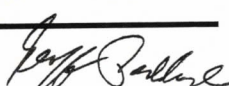

Jason Arp Chair

Geoff Paddock Co-Chair

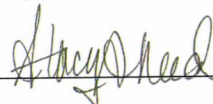
All Council Members

An Ordinance amending Special Ordinance S-22-09-27, amending the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities 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			

**STACY REED
DEPUTY CITY CLERK**



Public Hearing Date: N/A

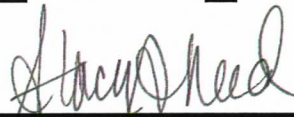
Read the first time in full and on motion by Councilperson Arp.

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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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: July 11, 2023

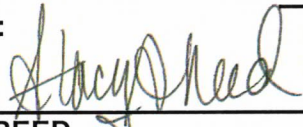


STACY REED, DEPUTY CITY CLERK

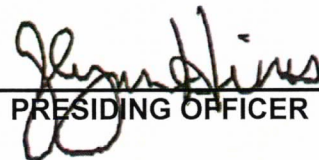
Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as

Resolution No. S-23-06-39 on the 11th day of July, 2023

ATTEST:

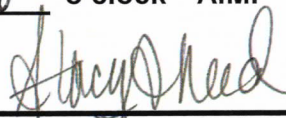
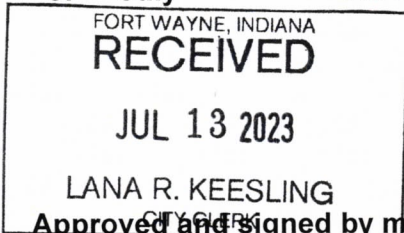


STACY REED
DEPUTY CITY CLERK



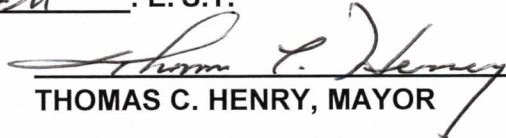
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 12th of July 2023, at the hour of 11:20 o'clock A.M. E.S.T.



STACY REED, DEPUTY CITY CLERK

Approved and signed by me this 13th day of JULY 2023, at the hour of 10:30 o'clock AM E. S.T.



THOMAS C. HENRY, MAYOR