

**AN ORDINANCE amending the salaries of all members of the Division of Public Safety of the City of Fort Wayne, Indiana for the year 2023.**

**WHEREAS**, the City of Fort Wayne is experiencing employee attraction and retention challenges across the entire enterprise and determined that a comprehensive job description evaluation and compensation analysis was necessary; and

**WHEREAS**, the City of Fort Wayne engaged an experienced, qualified human resource consultant to complete a comprehensive compensation study to include the re-evaluation of all job descriptions for all positions within the City and to perform a compensation comparison of like-sized cities in order to determine market rate compensation levels for said positions; and

**WHEREAS**, based on the results of the comprehensive compensation study and based on the City-wide employee hiring and retention issues and pursuant to IC 36-4-73(c), the Mayor of the City of Fort Wayne has recommended the implementation of a new grading level system for each job classification that accurately reflect the duties and responsibilities of said employees, as well as establishes a market-based compensation range; and

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

**SECTION 1.** That non-union public safety employees 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.** The classifications of COMOT, EXE, LTC, PAT, POLE, and SO be removed and replaced with Grades 0 through 18.

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**SECTION 3.** That the Grid attached hereto as Exhibit A 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.

  
\_\_\_\_\_  
Council Member

APPROVED AS TO FORM AND LEGALITY

\_\_\_\_\_  
Malak Heiny, City Attorney

# EXHIBIT A

## 2023 SALARY GRID

JOB CLASSIFICATION	Hourly Min	Hourly Max	Annual Min	Annual Max
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

**AN ORDINANCE amending Special Ordinance S-22-09-28, amending the salaries of all non-union members of the Division of Public Safety of the City of Fort Wayne, Indiana for the year 2023.**

**WHEREAS**, the City of Fort Wayne is experiencing employee attraction and retention challenges across the entire enterprise and determined that a comprehensive job description evaluation and compensation analysis was necessary; and

**WHEREAS**, the City of Fort Wayne engaged an experienced, qualified human resource consultant to complete a comprehensive compensation study to include the re-evaluation of all job descriptions for all positions within the City and to perform a compensation comparison of like-sized cities in order to determine market rate compensation levels for said positions; and

**WHEREAS**, based on the results of the comprehensive compensation study and based on the City-wide employee hiring and retention issues and pursuant to IC 36-4-7-3(c), the Mayor of the City of Fort Wayne has recommended the implementation of a new grading level system for each job classification that accurately reflect the duties and responsibilities of said employees, as well as establishes a market-based compensation range; and

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

**SECTION 1.** That non-union public safety employees 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.** The classifications of COMOT, EXE, LTC, PAT, POLE, and SO be removed and replaced with Grades 0 through 18.



# 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
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Grade 17	\$70.88	\$99.23	\$147,426.00	\$206,396.00
Grade 18	\$77.97	109.15	\$162,168.00	\$227,035.00

**AN ORDINANCE amending Special Ordinance S-22-09-28,  
fixing-amending the salaries of all non-union members of  
the Division of Public Safety of the City of Fort Wayne,  
Indiana for the year 2023.**

~~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 City of Fort Wayne is experiencing employee attraction and  
retention challenges across the entire enterprise and determined that a comprehensive job  
description evaluation and compensation analysis was necessary; and~~

~~WHEREAS, the City of Fort Wayne engaged an experienced, qualified  
human resource consultant to complete a comprehensive compensation study to include the  
re-evaluation of all job descriptions for all positions within the City and to perform a  
compensation comparison of like-sized cities in order to determine market rate  
compensation levels for said positions; and~~

~~WHEREAS, based on the results of the comprehensive compensation  
study and based on the City-wide employee hiring and retention issues and pursuant to IC  
36-4-7-3(c), the Mayor of the City of Fort Wayne has recommended the implementation of a  
new grading level system for each job classification that accurately reflect the duties and  
responsibilities of said employees, as well as establishes a market-based compensation  
range; and~~

~~WHEREAS, the Mayor of the City of Fort Wayne has recommended  
a maximum salary level for each job category 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  
2023 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 non-union public safety employees of the City of Fort Wayne 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.** The classifications of COMOT, EXE, LTC, PAT, POLE, and SO be removed and replaced with Grades 0 through 18.

**SECTION 23.** That the ~~following~~ Ggrid attached hereto as Exhibit A 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, 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~~



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.

~~SECTION 7.~~ 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 8.~~ 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 2022 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2023, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

~~SECTION 9.~~ 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 10.~~ 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

**BILL NO. S-23-06-40**

**REPORT OF COMMITTEE ON FINANCE**

**July 11, 2023**

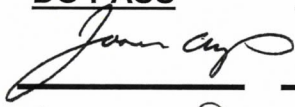
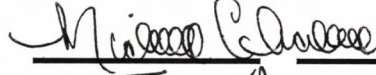
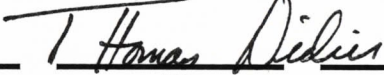


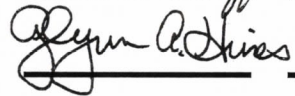


**Jason Arp Chair**

**Geoff Paddock Co-Chair**

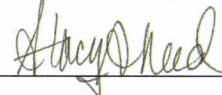
**All Council Members**

An Ordinance amending Special Ordinance S-22-09-28, amending the salaries of all non-union 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>
<u>ARP</u>			
<u>CHAMBERS</u>			
<u>DIDIER</u>			
<u>ENSLEY</u>			
<u>FREISTROFFER</u>			
<u>HINES</u>			
<u>JEHL</u>			
<u>PADDOCK</u>			
<u>TUCKER</u>			

**STACY REED  
DEPUTY CITY CLERK**



Public Hearing Date: N/A

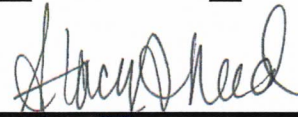
Read the first time in full and on motion by Councilperson Arp.

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



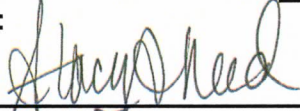
STACY REED, DEPUTY CITY CLERK

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

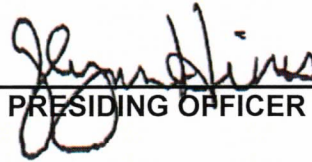
S-23-06-40

Resolution No. AA on the 11th day of July, 2023

ATTEST:

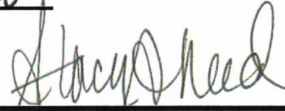
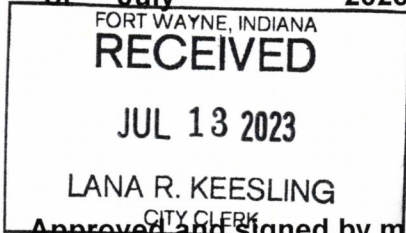


STACY REED  
DEPUTY CITY CLERK



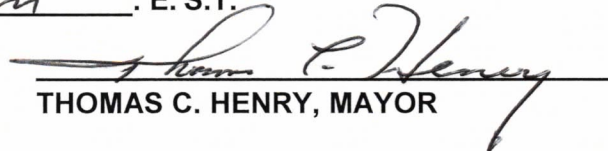
PRESIDING OFFICER

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 13<sup>th</sup> day of JULY, 2023, at the hour of 10:30 o'clock AM E.S.T.

  
THOMAS C. HENRY, MAYOR