

**AN ORDINANCE fixing 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 2026**

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a job classification under the City Classification System, which job classification should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each job classification should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Clerk of the City of Fort Wayne, the Board of Park Commissioners, and the Metropolitan Human Relations Commission have recommended job classification designations for positions within their respective jurisdictions, 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 for the 2026 City Budget and from City Utilities operating funds and other sources as may be specified by Common Council.

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

SECTION 1. That all employees of the Civil City of Fort Wayne and of City Utilities, shall be classified by the division/department, job classification, and titles.

SECTION 2. That the following Grid is hereby fixed and authorized as a scale for approved job classifications. Consistent with our compensation philosophy, it is the City's policy that no employee shall be paid below the minimum and the maximum should not be exceeded, except for approved special occupations, shift differentials, approved longevity pay, approved overtime

1 pay, approved technical skill pay, approved clothing allowance, approved previously
 2 accrued vacation payoff, sick time, FLSA earned compensatory time, approved car
 3 allowance or approved productivity bonus, as outlined in the City's approved work
 4 rules.

5 **SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN IT'S**
 6 **ENTIRETY**

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

11 **SECTION 3.** The following job classifications are a true and complete listing
 12 of all Civil City and City Utilities positions by division/department, job classification,
 13 and titles.

DIVISION/DEPARTMENT	GRID CLASSIFICATION	TITLE
<u>City Clerk</u>	GRADE 4	ADMINISTRATIVE ASSISTANT
	GRADE 8	ASSISTANT DEPUTY CLERK
	GRADE 9	ASSISTANT DEPUTY CLERK – VIOLATIONS
	GRADE 6	ASSISTANT METER REPAIR PERSON
	GRADE 10	DEPUTY CLERK
	GRADE 6-7	METER REPAIR PERSON
	GRADE 5	PARKING CONTROL OFFICER
	GRADE 9	PARKING CONTROL SUPERVISOR
	GRADE 4	VIOLATIONS BUREAU SPECIALIST
<u>City Council</u>	GRADE 4	CITIZEN SERVICES COORDINATOR
	GRADE 10	CITY COUNCIL ADMINISTRATOR
	UC	CITY COUNCIL ATTORNEY
<u>City Utilities</u>	GRADE 5-6	ACCOUNTANT
	GRADE 5	ACCOUNTING CLERK
	GRADE 4	ACCOUNTING ASSISTANT
	GRADE 7	ACCOUNTING SUPERVISOR
	GRADE 4-6	ADMINISTRATIVE ASSISTANT
	GRADE 6	AMI TECHNOLOGY SUPERVISOR
	GRADE 6	ANALYTICAL CHEMIST
	GRADE 14	ASSOCIATE CITY ATTORNEY
	GRADE 10	ASSISTANT ACCOUNTING MANAGER
	GRADE 10	ASSISTANT MANAGER OF FINANCIAL OPERATIONS
	GRADE 10	ASSISTANT MANAGER
	GRADE 5-6	ASSISTANT PROGRAM MANAGER
	GRADE 3	ASSISTANT STOREKEEPER
	GRADE 11	ASSISTANT SUPERINTENDENT
	GRADE 5	BIO-SOLID EQUIPMENT OPERATOR
	GRADE 10	BUSINESS SERVICES COORDINATOR
	GRADE 8	CAPITAL ASSET MAINTNEANCE

1		MANAGER
2	GRADE 12	CHIEF CUSTOMER OFFICER
3	GRADE 8	CHIEF ELECTRICIAN
4	GRADE 8-11	CHIEF OPERATOR
5	GRADE 8-11	CHIEF RELIEF OPERATOR
6	GRADE 12-13	CHIEF SUPERINTENDENT
7	GRADE 0	CMMS INTERN
8	GRADE 5-6	COLLECTION SYSTEM TECHNICIAN
9	GRADE 5	COMBINATION REPAIRER/TRUCK DRIVER
10	GRADE 4	COMMUNICATION OPERATOR AND WATCH PERSON
11	GRADE 7-8	CONSTRUCTION CONTRACT MANAGER
12	GRADE 6	CONSTRUCTION CREW LEADER
13	GRADE 9	CONSTRUCTION SUPERVISOR
14	GRADE 7	CREW SUPERVISOR
15	GRADE 8	CUSTOMER SUPPORT & BILLING MANAGER
16	GRADE 8	CUSTOMER SUPPORT INFORMATION SPECIALIST
17	GRADE 9	CUSTOMER SUPPORT INFORMATION ANALYST
18	GRADE 3-4	CUSTOMER SUPPORT REPRESENTATIVE
19	GRADE 8	CUSTOMER SUPPORT SUPERVISOR
20	GRADE 5	CUSTOMER SUPPORT TEAM LEAD
21	GRADE 15	DEPUTY DIRECTOR
22	GRADE 6-8	DESIGNER
23	GRADE 16	DIRECTOR OF CITY UTILITIES
24	GRADE 4	DISPATCHER
25	GRADE 4	DISPATCHER/BUILDING ATTENDANT
26	GRADE 6	ELECTRICIAN
27	GRADE 6	ELECTRICAL TECHNICIAN
28	GRADE 5	ELECTRICAL TECHNICIAN ASSISTANT
29	GRADE 6	ELECTRICAL TECHNICIAN – INDUSTRIAL
30	GRADE 10-13	ENGINEER
	GRADE 8-9	ENGINEERING ASSOCIATE
	GRADE 8	ENGINEERING COORDINATOR
	GRADE 11	ENGINEERING PROGRAM MANAGER
	GRADE 4-8	ENGINEERING REPRESENTATIVE
	GRADE 6-9	ENTERPRISE SYSTEMS ANALYST
	GRADE 5	EQUIPMENT OPERATOR
	GRADE 6	EXECUTIVE ASSISTANT
	GRADE 4-5	FIELD OPERATOR
	GRADE 12	FINANCE DIRECTOR
	GRADE 7	GIS SPECIALIST/ANALYST
	GRADE 5	HEAVY EQUIPMENT OPERATOR
	GRADE 5	HORIZONTAL DIRECTIONAL DRILL OPERATOR
	GRADE 5-7	INDUSTRIAL ELECTRICAL TECHNICIAN
	GRADE 4-5	INDUSTRIAL FACILITY MAINTENANCE TECHNICIAN
	GRADE 4-5	INDUSTRIAL MAINTENANCE TECHNICIAN
	GRADE 8	INDUSTRIAL PRETREAT COORDINATOR
	GRADE 6	INDUSTRIAL PRETREAT INSPECTOR
	GRADE 0	INTERN
	GRADE 5	INVESTIGATOR
	GRADE 9	KEY CUSTOMER ACCOUNT MANAGER
	GRADE 3-6	LABORATORY TECHNICIAN

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GRADE 3-5	LABORER
GRADE 5	LEAD CUSTOMER RELATIONS REPRESENTATIVE
GRADE 6	LEAD MECHANIC
GRADE 6	MAINTENANCE CREW LEADER
GRADE 5-6	MAINTENANCE OPERATOR
GRADE 5-6	MAINTENANCE WORKING LEADER
GRADE 11	MANAGER
GRADE 13	MANAGER OF ENGINEERING
GRADE 12	MANAGER OF OPERATIONS
GRADE 6	MASTER TECHNICIAN
GRADE 4-7	MECHANIC
GRADE 0	MECHANIC INTERN
GRADE 6	MECHANICAL TECHNICIAN
GRADE 3	METER READER
GRADE 3	METER READER/TRUCK
GRADE 3	NPDES INSPECTION ASSISTANT
GRADE 5	NPDES INSPECTION OPERATOR
GRADE 4	OFFICE ASSISTANT
GRADE 6	PAYMENT PROCESS AUDITOR
GRADE 6	PERMIT SPECIALIST
GRADE 5	PLANT CLERK
GRADE 6	PLANT OPERATOR
GRADE 9-10	PROGRAM MANAGER
GRADE 12	PUBLIC INFORMATION OFFICER
GRADE 10	REGULATORY COMPLIANCE COORDINATOR
GRADE 8	RELIEF OPERATOR
GRADE 11	SCADA MANAGER
GRADE 9-10	SCADA SYSTEM ANALYST
GRADE 0	SEASONAL/TEMPORARY
GRADE 9	SENIOR ACCOUNTANT/ANALYST
GRADE 4	SENIOR CLERK
GRADE 7	SENIOR FINANCIAL ACCOUNTANT
GRADE 7	SENIOR FINANCIAL ANALYST
GRADE 7	SENIOR ELECTRICAL TECHNICIAN – INDUSTRIAL
GRADE 4	SENIOR CLERK
GRADE 8	SENIOR GIS SPECIALIST/ANALYST
GRADE 7	SENIOR MAINTENANCE TECHNICIAN
GRADE 5-6	SERVICE TECHNICIAN
GRADE 5	SEWER SYSTEM INSPECTOR
GRADE 5	SPECIAL INVESTIGATOR
GRADE 4	STOREKEEPER
GRADE 12	SUPERINTENDENT
GRADE 9-10	SUPERVISOR
GRADE 5	SYSTEM PROCESS SPECIALIST
GRADE 6	TEAM LEADER
GRADE 5	TANDEM DRIVER
GRADE 4	TV ASSISTANT
GRADE 5	TV OPERATOR
GRADE 5-6	UTILITY ENGINEERING ASSOCIATE TECHNICIAN
GRADE 5-6	UTILITY ENGINEERING TECHNICIAN
GRADE 5	UTILITY MAINTENANCE WORKER
GRADE 5-6	WATER MAINTENANCE OPERATOR
GRADE 5	UTILITY PERSON
GRADE 6	WORKING FOREMAN
GRADE 6-7	WORKING LEADER

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Community Development

GRADE 3 ABANDONED VEHICLE SPECIALIST
GRADE 3 ABANDONED VEHICLE SPECIALIST/
TRAINING FACILITATOR
GRADE 6-8 ACCOUNTANT
GRADE 4-6 ADMINISTRATIVE ASSISTANT
GRADE 4-6 ASSISTANT TO COMMUNITY LIAISON
GRADE 4 CASE SYSTEM HEARING SPECIALIST
GRADE 10-11 CD ADMINISTRATOR
GRADE 9 CD MANAGER
GRADE 4-9 CD SPECIALIST
GRADE 7 CODE COMPLIANCE OFFICER
GRADE 6 COMMUNITY LIAISON
GRADE 3 COMPLIANCE RECORDS SPECIALIST
GRADE 3 COMPLIANCE SERVICE SPECIALIST/
DISPATCH
GRADE 6 CONSTRUCTION SPECIALIST
GRADE 15 DEPUTY DIRECTOR
GRADE 12 DIRECTOR
GRADE 16 DIRECTOR OF COMMUNITY
DEVELOPMENT
GRADE 12 DIRECTOR OF FINANCE
GRADE 8 FIELD SUPERVISOR
GRADE 5 FINANCE ASSISTANT
GRADE 0 INTERN
GRADE 8 OFFICE SUPERVISOR/ACCOUNTANT
GRADE 0 SEASONAL/TEMPORARY
GRADE 0 WEED PROGRAM INSPECTOR

Finance and Administration

GRADE 6-8 ACCOUNTANT
GRADE 4-6 ADMINISTRATIVE ASSISTANT
GRADE 8 ASSISTANT DIRECTOR
GRADE 8 ASSISTANT PROPERTY MANAGER
GRADE 6 BUYER
GRADE 16 CHIEF INFORMATION OFFICER
GRADE 16 CITY CONTROLLER
GRADE 9 COMPLIANCE OFFICER
GRADE 15 DEPUTY CONTROLLER
GRADE 14 DEPUTY DIRECTOR
GRADE 13 DIRECTOR
GRADE 13 DIRECTOR OF HUMAN RESOURCES
GRADE 13 DIRECTOR OF PURCHASING SERVICES
GRADE 8 FACILITY MANAGER
GRADE 12 HR & BENEFITS MANAGER
GRADE 7 HR COORDINATOR
GRADE 6 HR SPECIALIST
GRADE 10 HR SUPERVISOR
GRADE 6 HR RECRUITER
GRADE 0 INTERN
GRADE 3-4 MAINTENANCE TECHNICIAN
GRADE 12 MANAGER
GRADE 7 PAYROLL COORDINATOR
GRADE 12 PAYROLL MANAGER
GRADE 8-13 PROPERTY MANAGER
GRADE 12 PURCHASING SUPERVISOR
GRADE 0 SEASONAL/TEMPORARY
GRADE 9 SENIOR ACCOUNTANT/ANALYST
GRADE 7 SENIOR BUYER
GRADE 10 SENIOR HR COORDINATOR

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Mayor's Office

GRADE 8 SENIOR HR RECRUITER
GRADE 8 SENIOR PAYROLL COORDINATOR
GRADE 7-10 SUPERVISOR
GRADE 10-13 SYSTEMS ANALYST

GRADE 9 311 MANAGER
GRADE 4 311 SPECIALIST
GRADE 4-6 ADMINISTRATIVE ASSISTANT
GRADE 14 ASSOCIATE CITY ATTORNEY
GRADE 7 BENEFITS & WELLNESS COORDINATOR
GRADE 13 CHIEF OF STAFF
GRADE 16 CITY ATTORNEY
GRADE 6 COMMUNITY LIAISON
GRADE 17 DEPUTY MAYOR
GRADE 13 DIRECTOR INTERGOVERNMENTAL AFFAIRS
GRADE 13 DIRECTOR OF INTERNAL AUDIT
GRADE 7 DIRECTOR OF MAYORAL INITIATIVES
GRADE 13 DIRECTOR OF PUBLIC INFORMATION
GRADE 13 DIRECTOR OF RISK MANAGEMENT
GRADE 7 EXECUTIVE ASSISTANT
GRADE 9 GRANTS ADMINISTRATOR
GRADE 5-6 GRANTS COORDINATOR
GRADE 0 INTERN
GRADE 9 INTERNAL AUDITOR
GRADE 11 LABOR & EMPLOYEE RELATIONS MANAGER
GRADE 11 LEGISLATIVE & BUSINESS LIAISON
GRADE 6-9 MANAGER
GRADE 10 PROGRAM MANAGER
GRADE 10 PUBLIC INFORMATION OFFICER
GRADE 5 RECORDS MANAGEMENT ASSISTANT
GRADE 6 RECORDS MANAGEMENT COORDINATOR
GRADE 6-8 RISK MANAGEMENT SPECIALIST
GRADE 9 SAFETY CLAIMS/INVESTIGATOR
GRADE 10 SAFETY CLAIMS/INVESTIGATOR - CREW LEADER
GRADE 0 SEASONAL/TEMPORARY
GRADE 15 SENIOR ASSOCIATE CITY ATTORNEY

Metro Human Relation Commission

GRADE 5-6 ADMINISTRATIVE ASSISTANT
GRADE 14 EXECUTIVE DIRECTOR
GRADE 7 INVESTIGATOR
GRADE 0 SEASONAL/TEMPORARY
GRADE 9 SENIOR INVESTIGATOR
GRADE 13 STAFF ATTORNEY

Parks and Recreation

GRADE 0-6 ADMINISTRATIVE ASSISTANT
GRADE 5 ASSISTANT GOLF SUPERINTENDENT
GRADE 3 ASSISTANT STOREKEEPER
GRADE 6-7 ASSISTANT SUPERVISOR
GRADE 0-3 CLERICAL
GRADE 1 COORDINATOR
GRADE 3 COURIER/STOREROOM HELPER
GRADE 13 DEPUTY DIRECTOR
GRADE 16 DIRECTOR OF PARKS & RECREATION
GRADE 0-2 FACILITIES MAINTENANCE
GRADE 5 FLEET MECHANIC
GRADE 3-5 FORESTRY GROUNDS PERSON

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GRADE 3-7	FORESTRY TECHNICIAN
GRADE 2	GARDEN HELPER
GRADE 3	GARDENER
GRADE 8	GOLF GREEN MANAGER
GRADE 8	GOLF GREEN SUPERINTENDENT
GRADE 3	GREENHOUSE GARDENER
GRADE 2	GREENHOUSE HELPER
GRADE 3	GROUNDS EQUIPMENT OPERATOR
GRADE 3	GROUNDS MAINTENANCE A
GRADE 5	HEAVY EQUIPMENT OPERATOR
GRADE 3	LANDSCAPE GARDENER
GRADE 4-6	MAINTENANCE TECHNICIAN
GRADE 4	MAINTRAC COORDINATOR
GRADE 8-12	MANAGER
GRADE 4	OUTDOOR RECREATION COORDINATOR
GRADE 3	PARK MAINTENANCE WORKER
GRADE 3	PARK PERSON C
GRADE 6	PROGRAM COORDINATOR
GRADE 4-5	PROGRAM FACILITY COORDINATOR
GRADE 8	PROGRAM MANAGER
GRADE 7	PROJECT MANAGEMENT TECHNICIAN
GRADE 1	RECREATION SPECIALIST
GRADE 3	RELIEF PERSON
GRADE 1-4	RENTAL COORDINATOR
GRADE 4	RENTAL & EVENTS COORDINATOR
GRADE 4	SECURITY PERSON
GRADE 5-6	SENIOR PROGRAM FACILITY COORDINATOR
GRADE 4	STOREKEEPER
GRADE 10-12	SUPERINTENDENT
GRADE 8-9	SUPERVISOR
GRADE 5-6	WORKING LEADER
GRADE 0	ASSISTANT
GRADE 0	ASSISTANT ADMINISTRATOR
GRADE 0	ASSISTANT GOLF GREEN MANAGER
GRADE 0	ASSISTANT GOLF GREEN SUPERINTENDENT
GRADE 0	ASSISTANT MANAGER
GRADE 0	ASSISTANT SUPERINTENDENT
GRADE 0-4	ASSISTANT SUPERVISOR
GRADE 0	ATTENDANT
GRADE 0	BARTENDER
GRADE 0	BOAT OPERATOR
GRADE 0	CAPTAIN
GRADE 0	CASHIER
GRADE 0	CASHIER/STARTER
GRADE 0-4	COORDINATOR
GRADE 0	COUNSELOR
GRADE 0	DOCENT
GRADE 0	DOCK ATTENDANT
GRADE 0	FIRST MATE
GRADE 0	HEAD LIFEGUARD
GRADE 0	ICE GUARD
GRADE 0	INSTRUCTOR
GRADE 0-1	INTERN
GRADE 0	LEADER
GRADE 0	LIFEGUARD
GRADE 0	MAINTENANCE

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GRADE 0 MANAGER
GRADE 0 NATURALIST
GRADE 0 PROJECT MANAGEMENT TECHNICIAN
GRADE 0 SEASONAL GARDENER
GRADE 0 SEASONAL/TEMPORARY
GRADE 0-1 SPECIALIST
GRADE 0 STAFF
GRADE 0 SUPERVISOR
GRADE 0 THEATRE ASSISTANT MANAGER
GRADE 0 THEATRE BOX OFFICE LEAD
GRADE 0 THEATRE BOX OFFICE STAFF
GRADE 0 THEATRE HOUSE LEAD
GRADE 0 THEATRE MAINTENANCE LEAD
GRADE 0 THEATRE OPERATIONS ASSISTANT MANAGER
GRADE 0 THEATRE PARKING LOT LEAD
GRADE 0 THEATRE PARKING LOT ATTENDANT
GRADE 0 THEATRE PRODUCTION LEAD
GRADE 0 THEATRE TECHNICIAN
GRADE 0 THEATRE UTILITY LEAD
GRADE 0 THEATRE UTILITY WORKER
GRADE 0 TRAINER
GRADE 0-1 WEEKEND/EVENING RECEPTIONIST

Public Works

GRADE 6-10 ACCOUNTANT
GRADE 3-5 ADMINISTRATIVE AIDE
GRADE 4-6 ADMINISTRATIVE ASSISTANT
GRADE 5 ASPHALT PLANT OPERATOR
GRADE 12-13 ASSISTANT CITY ENGINEER
GRADE 9 ASSISTANT MANAGER
GRADE 5-8 ASSISTANT PROGRAM MANAGER
GRADE 12 ASSISTANT STREET COMMISSIONER
GRADE 12 ASSISTANT TRAFFIC ENGINEER
GRADE 10 BOARD OF PUBLIC WORKS MANAGER
GRADE 15 CITY ENGINEER
GRADE 0-2 CLERICAL
GRADE 6 CLERK TO BOARD
GRADE 4 COMMUNICATIONS OPERATOR
GRADE 15 DEPUTY DIRECTOR
GRADE 13 DIRECTOR OF FINANCE
GRADE 13 DIRECTOR FLEET MANAGEMENT
GRADE 16 DIRECTOR OF PUBLIC WORKS
GRADE 13 DIRECTOR OF TRAFFIC OPERATIONS
GRADE 13 DIRECTOR OF TRANSPORTATION ADMINISTRATION AND SUPPORT
GRADE 6 ENFORCEMENT OFFICER/INSPECTOR
GRADE 0 ENGINEERING RESEARCH ASSOCIATE
GRADE 5-7 ENGINEERING TECH
GRADE 4 ENTRY LEVEL TECHNICIAN
GRADE 8-10 ENVIRONMENTAL SCIENTIST
GRADE 12 FINANCE MANAGER
GRADE 6 FLEET SYSTEM ANALYST
GRADE 6 FLOOD MAINTENANCE MANAGER
GRADE 4 GARBAGE TRUCK DRIVER
GRADE 9 GENERAL FOREMAN
GRADE 10 GREENWAYS MANAGER
GRADE 6 HEAVY EQUIPMENT OPERATOR
GRADE 0 INTERN

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GRADE 3	LABORER
GRADE 3	LABORER/LOCATOR
GRADE 3	LABORER A
GRADE 7	LAND ACQUISITION AGENT
GRADE 10	LAND SURVEYOR
GRADE 0	LEAF PICK-UP LABORER
GRADE 0	LIGHTING DIVISION SEASONAL
GRADE 8	LIGHTING FOREMAN
GRADE 3	MAINTENANCE TECHNICIAN
GRADE 7	MAINTENANCE SUPERVISOR
GRADE 9-12	MANAGER
GRADE 3	MASTER GARDENER
GRADE 6	MASTER LEVEL TECHNICIAN
GRADE 5	MATERIALS CONTROL/FACILITIES COORDINATOR
GRADE 5	MID LEVEL TECHNICIAN
GRADE 6	OFFICE MANAGER
GRADE 3	OPERATOR/REPAIR PERSON
GRADE 6	PARTS MANAGER
GRADE 3	PARTS SPECIALIST
GRADE 3	PERMIT ASSISTANT
GRADE 4	PERMIT COORDINATOR
GRADE 6-9	PROGRAM MANAGER
GRADE 7	PROJECT COORDINATOR
GRADE 6-8	PROJECT MANAGER
GRADE 9-12	PUBLIC WORKS MANAGER
GRADE 4	REFUSE COLLECTOR
GRADE 11	RIGHT OF WAY MANAGER
GRADE 4	ROUTE DRIVER
GRADE 0	SEASONAL/TEMPORARY
GRADE 7	SENIOR FLEET SYSTEM ANALYST
GRADE 8	SENIOR LAND ACQUISITION AGENT
GRADE 7	SENIOR MASTER LEVEL TECHNICIAN
GRADE 7	SERVICE WRITER
GRADE 10	SHOP SUPERVISOR
GRADE 0	SIGN DIVISION SEASONAL
GRADE 5	SIGN FABRICATOR
GRADE 4	SIGN & MARKING FOREMAN
GRADE 5	SIGN & MARKING SPECIALIST/ ELECTRICAL TECHNICIAN
GRADE 8	SIGN & MARKING SUPERVISOR
GRADE 0	SIGNAL DIVISION SEASONAL
GRADE 8	SIGNAL FOREMAN
GRADE 13	STREET COMMISSIONER
GRADE 6-7	SUPERVISOR
GRADE 5-6	SURVEY TECHNICIAN
GRADE 5	SWEEPER OPERATOR
GRADE 13	TRAFFIC ENGINEER
GRADE 7	TRAFFIC OPERATIONS ELECTRICIAN
GRADE 4	TRAFFIC OPERATIONS LABORER
GRADE 10	TRAFFIC OPERATIONS SUPERVISOR
GRADE 6	TRAFFIC SYSTEM SPECIALIST
GRADE 4	TRUCK DRIVER
GRADE 3	UTILITY MAINTENANCE PERSON
GRADE 7	WORKING LEADER

SECTION. 4. Pursuant to State Statute economic conditions must be approved by the Common Council. Such economic conditions

1 include, but are not limited to, base pay and monetary fringe benefits, as outlined in
2 the City's approved work rules.

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

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

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

18 **SECTION 7.** From and after the first day of January,
19 2026 all appointed officers, employees, deputies, assistants,
20 Departmental, and institutional heads of the Civil City and City Utilities will be paid
21 according to this, the above and following provisions of this ordinance, subject to
22 budgetary limitations, future changes or amendments enacted by Common Council.

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

27 **SECTION 9.** If any section, clause, sentence, paragraph
28 or part or provisions of this Ordinance be found invalid or void by a Court of
29 competent jurisdiction, it shall be conclusively presumed that this ordinance would
30 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 10. 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 2025 salary ordinances, have expired.

Commencing January 1, 2026, any conflict between the terms and
conditions hereof and any previous ordinance shall be resolved in favor of the most

1 recently enacted ordinance.

2 **SECTION 11.** Two copies of all attachments and Exhibits
3 referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne
4 for the purpose of public inspection.

5 **SECTION 12.** This ordinance shall be in full force and
6 effect from and after its passage and approval by the Mayor.

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9 Council Member

10 Approved as to form and legality

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12 Malak Heiny, City Attorney

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2026 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	\$45.00		
Grade 1	\$17.5860	\$22.8616	\$36,578.87	\$47,552.09
Grade 2	\$19.3447	\$25.1482	\$40,236.97	\$52,308.28
Grade 3	\$21.2793	\$27.6633	\$44,261.11	\$57,539.76
Grade 4	\$22.4318	\$31.4046	\$46,658.32	\$65,321.43
Grade 5	\$24.6749	\$34.3754	\$51,323.83	\$71,500.91
Grade 6	\$27.1428	\$37.8134	\$56,456.97	\$78,651.88
Grade 7	\$29.8570	\$41.5948	\$62,102.56	\$86,517.18
Grade 8	\$32.8433	\$45.7552	\$68,314.13	\$95,170.74
Grade 9	\$35.9504	\$50.3306	\$74,776.86	\$104,687.60
Grade 10	\$39.5457	\$55.3639	\$82,255.09	\$115,156.91
Grade 11	\$43.5002	\$60.9001	\$90,480.27	\$126,672.16
Grade 12	\$47.8497	\$66.9898	\$99,527.43	\$139,338.83
Grade 13	\$52.6348	\$75.1964	\$109,480.28	\$156,408.52
Grade 14	\$57.8985	\$81.0579	\$120,429.07	\$168,600.47
Grade 15	\$63.6883	\$89.1638	\$132,471.65	\$185,460.74
Grade 16	\$70.0571	\$98.0800	\$145,718.92	\$204,006.27
Grade 17	\$77.0633	\$107.8883	\$160,291.57	\$224,407.77
Grade 18	\$84.7692	\$118.6768	\$176,320.08	\$246,847.89

BILL NO. S-25-09-26

REPORT OF COMMITTEE ON FINANCE

October 14, 2025

Nathan Hartman Chair

Geoff Paddock Co-Chair

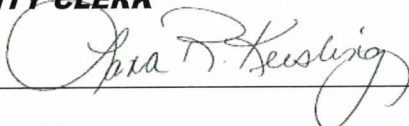
All Council Members

An Ordinance fixing 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 2026

COMMITTEE ON FINANCE 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>BENDER</u>	<u> </u>	<u> </u>	<u> </u>
<u>BOOKER</u>	<u> </u>	<u> </u>	<u> </u>
<u>CHAMBERS</u>	<u> </u>	<u> </u>	<u> </u>
<u>ENSLEY</u>	<u> </u>	<u> </u>	<u> </u>
<u>FREISTROFFER</u>	<u> </u>	<u> </u>	<u> </u>
<u>HARTMAN</u>	<u> </u>	<u> </u>	<u> </u>
<u>JEHL</u>	<u> </u>	<u> </u>	<u> </u>
<u>MYERS</u>	<u> </u>	<u> </u>	<u> </u>
<u>PADDOCK</u>	<u> </u>	<u> </u>	<u> </u>

**LANA R. KEESLING
CITY CLERK**



BILL NO. S-25-09-26

REPORT OF COMMITTEE ON FINANCE

October 28, 2025

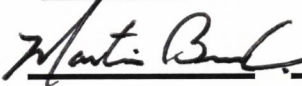
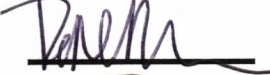



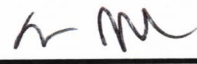


Nathan Hartman Chair

Geoff Paddock Co-Chair

All Council Members

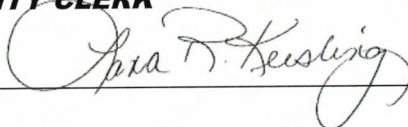
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<u>BENDER</u>			
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<u>FREISTROFFER</u>			
<u>HARTMAN</u>			
<u>JEHL</u>			
<u>MYERS</u>			
<u>PADDOCK</u>			

LANA R. KEESLING

CITY CLERK



Public Hearing Date: N/A

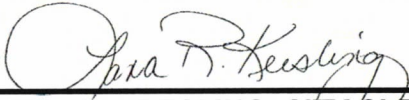
Read the first time in full and on motion by Councilperson Hartman.

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

Read the third time in full and on motion by Councilperson Hartman, placed on passage by the following vote:

<u>TOTAL VOTES</u>	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>
BENDER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BOOKER	<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"/>
ENSLEY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
FREISTROFFER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
HARTMAN	<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"/>
MYERS	<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"/>

DATED: October 28, 2025




 LANA R. KEESLING, CITY CLERK

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

Special Ordinance No. S-25-09-26 on the 28th day of October, 2025

ATTEST:



 LANA R. KEESLING
 CITY CLERK



 PRESIDING OFFICER

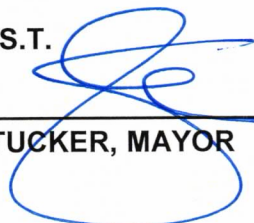
Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 29th of October 2025, at the hour of 9:15 o'clock A.M. E.S.T.



 LANA R. KEESLING, CITY CLERK

Approved and signed by me this 30th day of October 2025, at the hour of 9:37 o'clock A.M. E. S.T.

FORT WAYNE, INDIANA
RECEIVED
 OCT 30 2025
 LANA R. KEESLING
 CITY CLERK



 SHARON TUCKER, MAYOR