BILL NO. S-26-09-28

SPECIAL ORDINANCE NO. S-124-26

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 2027

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

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

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

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

DIVISION/DEPARTMENT	GRID CLASSIFICATION	TITLE
City Clerk		
	GRADE 4-6	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
City Council		
	GRADE 4	CITIZEN SERVICES COORDINATOR
	GRADE 10	CITY COUNCIL ADMINISTRATOR
	UC	CITY COUNCIL ATTORNEY
City Utilities		
	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 7	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 MAINTEANCE MANAGER
GRADE 12	CHIEF CUSTOMER OFFICER
GRADE 8-9	CHIEF ELECTRICIAN
GRADE 7-9	CHIEF OPERATOR
GRADE 8-9	CHIEF RELIEF OPERATOR
GRADE 12-13	CHIEF SUPERINTENDENT
GRADE 5-6	COLLECTION SYSTEM TECHNICIAN
GRADE 5	COMBINATION REPAIRER/TRUCK DRIVER
GRADE 4	COMMUNICATION OPERATOR AND WATCH PERSON
GRADE 7-8	CONSTRUCTION CONTRACT MANAGER
GRADE 6	CONSTRUCTION CREW LEADER
GRADE 9	CONSTRUCTION SUPERVISOR
GRADE 7	CREW SUPERVISOR
GRADE 8	CUSTOMER SUPPORT & BILLING MANAGER
GRADE 8	CUSTOMER SUPPORT INFORMATION SPECIALIST
GRADE 9	CUSTOMER SUPPORT INFORMATION ANALYST
GRADE 3-4	CUSTOMER SUPPORT REPRESENTATIVE
GRADE 8	CUSTOMER SUPPORT SUPERVISOR
GRADE 5	CUSTOMER SUPPORT TEAM LEAD
GRADE 15	DEPUTY DIRECTOR
GRADE 6-8	DESIGNER
GRADE 4-8	DEVELOPMENT COORDINATOR
GRADE 16	DIRECTOR OF CITY UTILITIES
GRADE 4	DISPATCHER
GRADE 4	DISPATCHER/BUILDING ATTENDANT
GRADE 10-13	ENGINEER
GRADE 8-9	ENGINEERING ASSOCIATE
GRADE 5-6	ENGINEERING ASSOCIATE DATA ANALYST
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 6-8	INDUSTRIAL ELECTRICAL TECHNICIAN
GRADE 5-7	INDUSTRIAL MAINTENANCE MECHANIC
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
GRADE 3-5	LABORER
GRADE 5	LEAD CUSTOMER RELATIONS REPRESENTATIVE

GRADE 6	MAINTENANCE CREW LEADER
GRADE 5-6	MAINTENANCE OPERATOR
GRADE 5-6	MAINTENANCE WORKING LEADER
GRADE 6-12	MANAGER
GRADE 13	MANAGER OF ENGINEERING
GRADE 12	MANAGER OF OPERATIONS
GRADE 6	MASTER TECHNICIAN
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 6-8	OFFICE MANAGER
GRADE 6	PAYMENT PROCESS AUDITOR
GRADE 6	PERMIT SPECIALIST
GRADE 5	PLANT CLERK
GRADE 6	PLANT OPERATOR
GRADE 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
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
GRADE12	SUPERINTENDENT
GRADE 6-10	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 MAINTEANCE OPERATOR
GRADE 5	UTILITY PERSON
GRADE 6	WORKING FOREMAN
GRADE 6-8	WORKING LEADER

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 6-12	MANAGER
GRADE 6-8	OFFICE MANAGER
GRADE 8	OFFICE SUPERVISOR/ACCOUNTANT
GRADE 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
GRADE 0	SEASONAL/TEMPORARY
GRADE 6-10	SUPERVISOR
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 BUILDINGS AND GROUNDS
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 6-12	MANAGER
GRADE 7	PAYROLL COORDINATOR
GRADE 12	PAYROLL MANAGER
GRADE 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
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
GRADE 8	SENIOR HR RECRUITER
GRADE 8	SENIOR PAYROLL COORDINATOR
GRADE 6-10	SUPERVISOR
GRADE 10-13	SYSTEMS ANALYST

Mayor's Office

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 6-12	MANAGER
GRADE 6-8	OFFICE MANAGER
GRADE 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
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
GRADE 6-10	SUPERVISOR

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 0-2	FOOD SERVICE ASSISTANT
GRADE 3-5	FORESTRY GROUNDS PERSON
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 6-12	MANAGER
GRADE 6-8	OFFICE 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 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
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 6-10	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
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 ASSISTANT MANAGER
GRADE 0	THEATRE BOX OFFICE LEAD
GRADE 0	THEATRE BOX OFFICE STAFF
GRADE 0	THEATRE COMMUNITY EVENTS ASSISTANT MANAGER
GRADE 0	THEATRE FACILITIES & GROUNDS LEAD
GRADE 0	THEATRE FOOD & BEVERAGE OPERATIONS ASSISTANT MANAGER
GRADE 0	THEATRE FRONT OF 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 SECURITY 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 7-9	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 3	BUILDING SERVICE PERSON
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
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 8	LIGHTING FOREMAN
GRADE 3	MAINTENANCE TECHNICIAN
GRADE 7	MAINTENANCE SUPERVISOR
GRADE 6-12	MANAGER
GRADE 3	MASTER GARDENER
GRADE 6	MASTER LEVEL TECHNICIAN
GRADE 5	MATERIALS CONTROL/FACILITIES COORDINATOR
GRADE 5	MID LEVEL TECHNICIAN
GRADE 6-8	OFFICE MANAGER
GRADE 3	OPERATOR/REPAIR PERSON
GRADE 6	PARTS MANAGER
GRADE 3	PARTS SPECIALIST
GRADE 3	PERMIT ASSISTANT
GRADE 4	PERMIT COORDINATOR
GRADE 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
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 5	SIGN FABRICATOR
GRADE 4	SIGN & MARKING FOREMAN
GRADE 4-5	SIGN & MARKING SPECIALIST/ ELECTRICAL TECHNICIAN

GRADE 8	SIGN & MARKING SUPERVISOR
GRADE 8	SIGNAL FOREMAN
GRADE 13	STREET COMMISSIONER
GRADE 6-10	SUPERVISOR
GRADE 5-6	SURVEY TECHNICIAN
GRADE 5	SWEEPER OPERATOR
GRADE 13	TRAFFIC ENGINEER
GRADE 6-7	TRAFFIC OPERATIONS ELECTRICIAN
GRADE 4	TRAFFIC OPERATIONS LABORER
GRADE 0	TRAFFIC OPERATIONS SEASONAL
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 include, but are not limited to, base pay and monetary fringe benefits, as outlined in the City's approved work rules.

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

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

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

SECTION 7. From and after the first day of January, 2027 all appointed officers, employees, deputies, assistants, Departmental, and institutional heads of the Civil City and City Utilities 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 8. That all Departments subject to this Ordinance will conform to the Official City's Personnel 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 9. 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 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 2026 salary ordinances, have expired.

Commencing January 1, 2027, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of the most recently enacted ordinance.

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



2027 SALARY GRID

JOB CLASSIFICATION	Hourly Min	Hourly Max	Annual Min	Annual Max
Grade 0 (Seasonal/Temporary/Intern)	$7.25	$45.00		
Grade 1	$18.1136	$23.5474	$37,676.24	$48,978.65
Grade 2	$19.9250	$25.9027	$41,444.08	$53,877.53
Grade 3	$21.9178	$28.4932	$45,588.94	$59,265.95
Grade 4	$23.1048	$32.3467	$48,058.07	$67,281.07
Grade 5	$25.4152	$35.4067	$52,863.54	$73,645.94
Grade 6	$27.9571	$38.9478	$58,150.68	$81,011.44
Grade 7	$30.7527	$42.8426	$63,965.64	$89,112.70
Grade 8	$33.8286	$47.1278	$70,363.55	$98,025.86
Grade 9	$37.0289	$51.8405	$77,020.17	$107,828.23
Grade 10	$40.7321	$57.0248	$84,722.74	$118,611.62
Grade 11	$44.8051	$62.7271	$93,194.68	$130,472.32
Grade 12	$49.2852	$68.9995	$102,513.25	$143,518.99
Grade 13	$54.2138	$77.4523	$112,764.69	$161,100.78
Grade 14	$59.6355	$83.4897	$124,041.94	$173,658.48
Grade 15	$65.5989	$91.8387	$136,445.80	$191,024.56
Grade 16	$72.1589	$101.0223	$150,090.49	$210,126.46
Grade 17	$79.3752	$111.1250	$165,100.32	$231,140.00
Grade 18	$87.3123	$122.2372	$181,609.68	$254,253.33

BILL NO. S-26-09-28

REPORT OF COMMITTEE ON FINANCE

October 13, 2026

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 2027

COMMITTEE ON FINANCE HAVE HAD SAID Ordinance under consideration and beg leave to report back to the Common Council that said Ordinance

COUNCIL MEMBER	DO PASS	DO NOT PASS	ABSTAIN
BENDER			
BOOKER			
CHAMBERS			
ENSLEY			
FREISTROFFER			
HARTMAN			
JEHL			
MYERS			
PADDOCK			

JOHN D. MCGAULEY
CITY CLERK

BILL NO. S-26-09-28

REPORT OF COMMITTEE ON FINANCE

October 27, 2026

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 2027

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COUNCIL MEMBER	DO PASS	DO NOT PASS	ABSTAIN
BENDER			
BOOKER			
CHAMBERS			
ENSLEY			
FREISTROFFER			
HARTMAN			
JEHL			
MYERS			
PADDOCK			

JOHN D. MCGAULEY
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:

TOTAL VOTES	AYES	NAYS	ABSTAINED	ABSENT
BENDER	☒	☐	☐	☐
BOOKER	☒	☐	☐	☐
CHAMBERS	☒	☐	☐	☐
ENSLEY	☒	☐	☐	☐
FREISTROFFER	☒	☐	☐	☐
HARTMAN	☒	☐	☐	☐
JEHL	☒	☐	☐	☐
MYERS	☒	☐	☐	☐
PADDOCK	☒	☐	☐	☐

DATED: October 27, 2026

JOHN D. MCGAULEY, CITY CLERK

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

Special Ordinance No. S-26-09-28 on the 27th day of October , 2026

ATTEST:

JOHN D. MCGAULEY
CITY CLERK

PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 28th of October 2026, at the hour of 9:10 o'clock A.M. E.S.T.

JOHN D. MCGAULEY, CITY CLERK

Approved and signed by me this 28th day of October 2026, at the hour of 9:56 o'clock A.M. E. S.T.

SHARON TUCKER, MAYOR

Fort Wayne Indiana
Office of the City Clerk
OCT 28 2026
RECEIVED