BILL NO. S-26-09-29

SPECIAL ORDINANCE NO. S-125-26

AN ORDINANCE fixing the salaries of all members of the Division of Public Safety of the City of Fort Wayne, Indiana for the year 2027.

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 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 2027 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 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. That the following grid 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 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.

DIVISION/DEPARTMENT	GRID CLASSIFICATION	TITLE
Fire Department		
Fire Command		
	GRADE 14	ASSISTANT CHIEF
	GRADE 15	DEPUTY CHIEF
	GRADE 16	FIRE CHIEF
Fire Civilians		
	GRADE 4-6	ADMINISTRATIVE ASSISTANT
	GRADE 4	BUILDING MAINTENANCE ASSISTANT
	GRADE 10	BUILDING MAINTENANCE MANAGER
	GRADE 5	BUILDING SYSTEMS MAINTENANCE
	GRADE 12	DIRECTOR OF FINANCE
	GRADE 0	INTERN

GRADE 8	EMS COORDINATOR
GRADE 9	DIRECTOR OF EMS OPERATIONS
GRADE 7-12	MANAGER
GRADE 6-8	OFFICE MANAGER
GRADE 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
GRADE 7	RECRUIT FIREFIGHTER
GRADE 0	SEASONAL/TEMPORARY
GRADE 6-10	SUPERVISOR
GRADE 4	SUPPLY OFFICER
GRADE 0	SURVIVE ALIVE TEACHING ASSISTANT

Police Department

Police Command

GRADE 15	ASSISTANT CHIEF OF POLICE
GRADE 13	CAPTAIN
GRADE 16	CHIEF OF POLICE
GRADE 14	DEPUTY CHIEF

Police Civilians

GRADE 4-6	ADMINISTRATIVE ASSISTANT
GRADE 4-6	ADMINISTRATIVE VICTIM ADVOCATE
GRADE 8	ASSISTANT MANAGER OF PROPERTY ROOM
GRADE 1	ADULT GUARD
GRADE 5	CIVILIAN PROPERTY MANAGER
GRADE 3	CONFIDENTIAL STENO TYPIST
GRADE 5	COORDINATOR OF CRIME STOPPERS
GRADE 5	CRIME ANALYST
GRADE 11	CRIME LAB MANAGER
GRADE 4	DETECTIVE BUREAU DESK PERSON
GRADE 4	DIGITAL EVIDENCE SPECIALIST
GRADE 12	DIRECTOR OF FINANCE
GRADE 11	DIRECTOR OF VICTIM ASSISTANCE
GRADE 5	FIREARMS EVIDENCE TECHNICIAN
GRADE 8	FORENSIC SCIENTIST
GRADE 0	INTERN
GRADE 3	INVESTIGATIVE DIVISION GENERAL ASSISTANT
GRADE 8	LEAD SOCIAL WORKER
GRADE 6-12	MANAGER
GRADE 6-8	OFFICE MANAGER
GRADE 9	MANAGER OF PROPERTY ROOM
GRADE 5	PAL COORDINATOR
GRADE 3	PEER RECOVERY COACH
GRADE 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
GRADE 5	PROPERTY/EVIDENCE SPECIALIST
GRADE 8	RESEARCH & GRANTS MANAGER
GRADE 7	RECRUIT PATROL OFFICER
GRADE 0	SEASONAL/TEMPORARY
GRADE 7	SENIOR CRIME ANALYST
GRADE 7	SENIOR VICTIM ADVOCATE
GRADE 6-8	SOCIAL WORKER
GRADE 10	STRATEGIC COMMUNICTIONS MANAGER
GRADE 6-10	SUPERVISOR
GRADE 4	TAXICAB PERMIT COORDINATOR
GRADE 0-7	TECHNICIAN
GRADE 5	VICTIM ADVOCATE

Radio Shop

GRADE 4-6	ADMINISTRATIVE ASSISTANT
GRADE 6-12	MANAGER
GRADE 6	RADIO REPAIR & PROGRAMMING TECHNICIAN
GRADE 10	RADIO SHOP SUPERVISOR
GRADE 6-10	SUPERVISOR
GRADE 13	TECHNICAL DIRECTOR
GRADE 7-9	TWO-WAY RADIO ELECTRONICS TECHNICIAN
GRADE 6	VEHICLE ELECTRONICS TECHNICIAN

Police Records

GRADE 4	INFORMATION/COMPUTER INPUT TECHNICIAN
GRADE 5	INFORMATION/COMPUTER INPUT TECHNICIAN – ASSISTANT IDACS COORDINATOR
GRADE 8	QUALITY ASSURANCE TECHNICIAN
GRADE 9	RECORDS SUPERVISOR
GRADE 4	RECORDS TECHNICIAN
GRADE 5	RECORDS TECHNICIAN – ASSISTANT IDACS COORDINATOR

Animal Care and Control

GRADE 4-6	ADMINISTRATIVE ASSISTANT
GRADE 2	ADOPTION ASSISTANT
GRADE 7	ANIMAL CARE COORDINATOR
GRADE 3	ANIMAL CARE SPECIALIST
GRADE 7	ANIMAL CONTROL OFFICER
GRADE 7	ANIMAL PROGRAMS SUPERVISOR
GRADE 3	BUILDING MAINTENANCE
GRADE 0	CAMP COUNSELOR
GRADE 3	COMMUNITY CAT & TRANSFER COORDINATOR
GRADE 6	COMMUNITY OUTREACH EDUCATOR
GRADE 13	DEPUTY DIRECTOR
GRADE 13	DEPUTY DIRECTOR OF FIELD OPERATIONS
GRADE 13	DEPUTY DIRECTOR OF SHELTER & MEDICAL OPERATIONS
GRADE 15	DIRECTOR OF ANIMAL CARE & CONTROL
GRADE 6	DISPATCHER
GRADE 8	FIELD COORDINATOR
GRADE 7	FOSTER COORDINATOR
GRADE 3	FOSTER ASSISTANT
GRADE 6	FUND DEVELOPMENT MANAGER
GRADE 6-7	HUMANE EDUCATION COORDINATOR – PIO
GRADE 0	INTERN
GRADE 1	KENNEL SUPPORT
GRADE 6-12	MANAGER
GRADE 8	OFFICE SUPERVISOR
GRADE 6-11	PROGRAM MANAGER
GRADE 6-9	PROGRAM SUPERVISOR
GRADE 0	SEASONAL/TEMPORARY
GRADE 15	SHELTER VET
GRADE 6-10	SUPERVISOR
GRADE 1-3	TRANSFER PROGRAM COORDINATOR
GRADE 4	VET ASSISTANT

GRADE 6	VOLUNTEER COORDINATOR

Consolidated Communications Partnership

GRADE 4-6	ADMINISTRATIVE ASSISTANT
GRADE 7	ADMINISTRATIVE MANAGER
GRADE 3	CALL TAKER
GRADE 13	DEPUTY DIRECTOR
GRADE 4-7	DISPATCHER
GRADE 3	ENTRY LEVEL DISPATCHER
GRADE 15	EXECUTIVE DIRECTOR
GRADE 7	SHIFT SUPERVISOR
GRADE 7	TRAINING 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, 2027, 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 2026 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2027, 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



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-26-09-29

REPORT OF COMMITTEE ON FINANCE

October 13, 2026

Nathan Hartman Chair

Geoff Paddock 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 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

John McGauley

BILL NO. S-26-09-29

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October 27, 2026

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Geoff Paddock Co-Chair

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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 McGauley
JOHN D. MCGAULEY, CITY CLERK

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

Special Ordinance No. S-26-09-29 on the 27th day of October , 2026

ATTEST:

John McGauley
JOHN D. MCGAULEY
CITY CLERK

Martin D. Benden
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 McGauley
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