

Memorandum

To: Members of Common Council
From: Chlo Davie, Director of Human Resources
Date: 8/31/2005
Re: 2006 Civil City and City Utilities Salary Ordinance

The following is a summary of changes requested for the 2006 Public Safety Salary Ordinance. (Please follow along with the provided red-line copy.)

Please note that there have been several changes made to the new 2006 Grid Classifications. The Grid has been simplified and the number of classifications has been reduced from twenty-four (24) to thirteen (13). As a result, every classification is now represented by a different letter, with the exception of the E (Professional) Classification. See attached 2006 Grid Classifications.

SECTION 2:

- Add “approved productivity and gain sharing bonuses.”

SECTION 3:

CITY CLERK’S OFFICE

- Change title of Receptionist/Clerk (A, Administrative) to Violations Clerk (A, Administrative) (page R 2, C 2).

CITY UTILITIES

Utility Administration

- Change Grid Classification of Utility Services Manager position from Director to Manager (G) (page R 3, C 3).

Water Resources Group

- Change Grid Classification of Manager of Engineering position from Manager (G) to Director (H) (page R 3, C 3).

COMMUNITY DEVELOPMENT (CD)

CD Administration

- Change title of Community Development Program Specialist (Planner – classification no longer exists) to CD Specialist (E, Professional) (page R 3, C 3).

- Change title of Community Development Project Administrator (G, Manager) to CD Administrator (G, Manager) (page R 3-4, C 3).
- Change title of Staff Accountant (Accountant/Bookkeeper-classification no longer exists) to Financial Accountant (E, Professional) (page R 4, C 3).
- Change title of Deputy Director of Development (D, Director) to Deputy Director of CD (D, Director) (page R 4, C 4).
- Change title of Deputy Director of Housing and Neighborhood Services (D, Director) to Deputy Director of CD (D, Director) (page R 4, C 4).
- Change title and Grid Classification of Assistant Business Development Specialist (B, Paraprofessional) to CD Specialist (E, Professional) (page R 4, C 4).
- Change title of Business Development Specialist (E, Professional) to CD Specialist (E, Professional) (page R 4, C 4).
- Change title and Grid Classification of Business Development Specialist II (E, Professional) to CD Manager (G, Manager) (page R 4, C 4).
- Change title of Business Development Specialist/UEA Administrator (G, Manager) to CD Administrator (G, Manager) (page R 4, C 4).
- Change title of Executive Secretary (Clerical/Executive – classification no longer exists) to Administrative Assistant (A, Administrative) (page R 4, C 4).
- Change title of Finance Specialist I (E, Professional) to CD Specialist (E, Professional) (page R 4, C 4).
- Change title of Finance Specialist II (E, Professional) to CD Specialist (E, Professional) (page R 4, C 4).
- Change title of Office Manager/UEA (A, Administrative) to Administrative Assistant (A, Administrative) (page R 4, C 4).
- Change title of Business Finance Manager (G, Manager) to CD Manager (G, Manager) (page R 4, C 4).
- Change title of Manager of International Trade (G, Manager) to CD Manager (G, Manager) (page R 4, C 4).
- Eliminate Planning Department and add positions to CD Administration Department (page R 4, C 4).
- Change title of Planner (Planner – classification no longer exists) to CD Specialist (E, Professional) (page R 4, C 4).
- Change title of Planner II (Planner – classification no longer exists) to CD Manager (G, Manager) (page R 4, C 4).
- Change title and Grid Classification of Land Use and Development Permitting Administrator (H, Director) to CD Administrator (G, Manager) (page R 4, C 4).

Housing and Neighborhood Development Services

- Change title of Construction Manager (G, Manager) to CD Manager (G, Manager) (page R 4-5, C 4).
- Change title and Grid Classification of HANDS Administrator (H, Director) to CD Administrator (G, Manager) (page R 5, C 4).

Redevelopment

- Delete Bookkeeper/Accountant position (page R 5, C4).
- Change title of Brownfield Redevelopment Manager (G, Manager) to CD Administrator (G, Manager) (page R 5, C 4).
- Change title of Redevelopment Specialist (E, Professional) to CD Specialist (E, Professional) (page R 5, C 4).

FINANCE AND ADMINISTRATION

Payroll Services

- Change Grid Classification for Payroll Accountant from Accountant/Bookkeeper (no longer exists) to E, Professional (page R 5, C 4).
- Change Grid Classification for Payroll Practitioner from Accountant/Bookkeeper (no longer exists) to E, Professional (page R 5, C 4).

Purchasing Services

- Change title of Purchasing Manager (F, Supervisor) to Purchasing Supervisor (F, Supervisor) (page R 5, C 4).

MAYOR'S OFFICE

Human Resources

- Change Grid Classification of Director of Human Resources from Director (H) to Executive (I) (page R 6, C 5).
- Change Grid Classification of Staffing and Recruitment Specialist from Professional (E) to Paraprofessional (B) (page R 6, C 5).
- Change title of Human Resources Support Specialist (B, Paraprofessional) to Professional Development and Quality Enhancement Specialist (B, Paraprofessional) (page R 6, C 5).

Information Systems

- Change Grid Classification of Chief Technology Officer/Chief Information Officer for Director (H) to Executive (I) (page R 6, C 5).

Neighborhood/Citizen's Advocate

- Change title of Neighborhood/Citizen's Advocate Specialist (E, Professional) to Area Advocate (E, Professional) (page R 7, C 6).

PARKS AND RECREATION

- Change titles of Associate Director's A and B (H, Director) to Associate Director (H, Director) – eliminate "A" and "B" – (page R 8, C 6).
- Delete Greenway Manager (G, Manager) – move to Public Works Administration (page R 8).
- Change titles of Manager's B, C and D (G, Manager) to Manager (G, Manager) – eliminate "B", "C" and "D" – (page R 8, C 6).

- Eliminate Office Manager/Reservation Coordinator position (page R 8).
- Change title of Program Facility Director (E, Professional) to Program Facility Coordinator (E, Professional) (page R 8, C 6).
- Change titles of Supervisor's A, B and C (F, Supervisor) to Supervisor (F, Supervisor) – eliminate “A”, “B” and “C” – (page R 8, C 7).
- Change titles Support Specialist/Accounts Receivable, Support Specialist/Receptionist and Support Specialist/Reservation Registration (A, Administrative) to Support Specialist (A, Administrative) (page R 8, C 7).
- Add Landscape Architect (G, Manager) position (page R 8, C 7).

PUBLIC WORKS

City Engineering

- Change Department from City Engineering to Transportation Administration and Support (page R 8, C 7).
- **Transportation Administration and Support**
- Delete City Engineer (move to Transportation Engineering Services) (H, Director) (page R 8, C 7).
- Change title of Finance/Permit Manager (H, Director) to Director of Transportation Administration and Support (H, Director) (page R 8, C 7).
- Change title and Grid Classification of Associate Director/Transportation Engineering Services Director (H, Director) to Right of Way Permit Engineer (G, Manager) (page R 8, C 7).

Flood Control

- Change title and Grid Classification of Flood Maintenance Supervisor (F, Supervisor) to Flood Maintenance Manager (G, Manager) (page R 8, C 7).

Public Works Administration

- Change Grid Classification of Compliance Administrator from Manager (G) to Professional (E) (page R 9, C 7).
- Add Greenway Manager position (G, Manager) (page R 9, C 7).

Right of Way/Public Works Finance Department

- Delete department, position moved to Transportation Administration and Support (page R 9).

Solid Waste

- Change Grid Classification of Assistant Solid Waste Manager from Administrative to Manager (G) (page R 9, C 7).

Street Light Engineering

- Delete department (page R 9).

- Supervisor of Street Lighting Warehouse moved to Traffic Engineering and (page R 9).
- Manger of Street Lighting Operations deleted (page R 9).

Traffic Engineering

- Add Supervisor of Street Lighting Warehouse
- Change title and Grid Classification of Infrastructure Technician (D, Technician) to Infrastructure Supervisor (F, Supervisor) (page R 9, C 8).
- Change title of Sign and Marking Superintendent (F, Supervisor) to Sign and Marking Supervisor (F, Supervisor) (page R 9, C 8).
- Change title and Grid Classification of Signal Superintendent from Supervisor (F, Supervisor) to Director of Traffic Operations (H, Director) (page R 9, C 8).

Transportation Engineering Services

- Add City Engineer (H, Director) (page R 9, C 8).
- Delete Associate Director of Transportation Engineering Services (H, Director) – move to Transportation Administration and Support – (page R 9-10).
- Change title and Grid Classification of Director of Transportation Engineering Services (H, Director) to Manager of Transportation Engineering Services (G, Manager) (page R 10, C 8).

PART-TIME/SEASONAL/TEMPORARY POSITIONS

COMMUNITY DEVELOPMENT

CD Administration (page R 10-11, C 9)

- Delete CD Intern/Seasonal
- Delete CDC Servicing Consultant (Part-Time)
- Delete Policy Research Assistant (Summer Intern/Seasonal)
- Delete Tax Reversion Property Manager (Seasonal/Temporary)
- Delete Historic Preservation (Summer Intern/Seasonal)
- Delete Land Use Management Intern/Seasonal
- Delete Research Assistant
- Delete Tax reversion Program Intern/Seasonal

Housing and Neighborhood Development Services (HANDS) (page R 11, C 9)

- Change title of Construction Intern/Seasonal to Intern/Seasonal

Planning (page R 11, C 9)

- Eliminate Department

PUBLIC WORKS

City Engineering (page R 13, C 11)

- Change department to Transportation Administration and Support

Transportation Administration and Support (page R 13, C 11)

- Add Regular Part-Time position (M) – move from Flood Control

Flood Control (page R 13, C 11)

- Delete Regular Part-Time position – move to Transportation Administration and Support

Right of Way/Public Works Finance Department (page R 13)

- Delete department

Street Light Engineering

- Delete department

SECTION 5:

- Change Grid Classes from E, F, G, H, I, J, K, T, and U to D, E, F, G, H, and I (page R 14, C 12)

BILL NO. S-0~~5~~-08-

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SPECIAL ORDINANCE NO. S-_____

**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 200~~5~~6.**

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 Category under the City Classification System established by Bill No. R-96-09-04 Resolution No. R-52-96 as subsequently modified and improved, which categories 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 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 200~~5~~6 City Budget operating funds and other sources as may be specified by the Common Council.

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**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 the letters, job titles and job categories herein designated, and that no changes be made in any job category 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 categories. It shall be the City's policy that no employee shall be paid below their job category and it will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus, approved clothing allowance.

**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 "bonus" program for superior performance and a "Grid System" that represents the actual market range for the Non-Union positions within City Government and it's Utilities. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) Any general increase to the Grid shall only occur should the

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actual market range for a category increases considerably and/or 2)
Progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized bargaining unit.

A. That the following fringe benefits are hereby approved for the year 200~~56~~ for the employees in the Fire Command:

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FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Hazardous Duty/Technical Pay/Speciality Pay \$1,199.16/yr
- Educational Bonus \$ 250/yr
(Associate Degree or higher - Fire Science Technology)
- Clothing Allowance \$1,500.00/yr

That all Fire Command shall have the same longevity, disability, survivors benefits, retirement health insurance benefits, sick leave, personal leave, holiday leave, bereavement pay and vacation leave rights as provided to members of the Fire Department covered by a collective bargaining agreement.

B. That the following fringe benefits are hereby approved for the year 200~~56~~ for the employees in the Police Command:

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POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

Educational Bonus	FOP	PBA
- Associate Degree	\$ 450/yr	\$ 450/yr
- Bachelor's Degree	\$ 900/yr	\$ 900/yr
- Master's Degree	\$1,300/yr	\$1,400/yr
- Doctorate Degree	N/A	\$1,900/yr

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- Clothing Allowance

\$1,~~57~~00/yr \$1,700/yr

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C. That all Police Command shall be eligible for any additional benefits afforded the Fraternal Order of Police.

D. 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 salaried non-bargaining unit positions by Department, Position, Title, and job category. 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.

LETTER JOB CATEGORY JOB/TITLE/POSITION

HOMELAND SECURITY

~~J~~H

Director

Director of Homeland Security

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PUBLIC SAFETY ACADEMY

~~I~~

Executive

Director of Public Safety Academy

POLICE DEPARTMENT

POLICE CIVILIANS

~~I~~G

Manager

Fiscal Manager

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CA	Administrative Assistant	Administrative Assistant	Deleted: C
A	Clerical/Executive Secretary Administrative	Executive Secretary	Deleted: Assistant Deleted: Clerical/Executive Secretary
JH	Director	Director, Victim's Assistance	Deleted: J
IG	Manager	Crime Laboratory Manager	Deleted: I
IG	Manager	Research and Grants	Deleted: I
DB	Paraprofessional	Director of Police Athletic League (PAL) Coordinator	Deleted: D Deleted: Director of Formatted: Indent: Left: 4", First line: 0"
DB	Paraprofessional	Civilian Coordinator/Crime Stoppers	Deleted: D
DB	Paraprofessional	Civilian Property/Evidence Specialist	Deleted: D
BD	Paraprofessional-Technician	Crime Analyst	Deleted: B
DB	Paraprofessional	Drug House Ordinance Coordinator	Deleted: D Deleted: Paraprofessional Deleted: Deleted: ¶ Deleted: D
E	Professional	Sr. Victim's Advocate	Deleted: D
E	Professional	Victim Advocate	
FD	Technician	Crime Lab Technician	Deleted: F
FD	Technician	Detective Bureau Desk Person	Deleted: F
FD	Technician	Sr. Crime Analyst	Deleted: F
DF	Technician Supervisor	Supervisor of Property Room Operations	Deleted: ¶ Deleted: D Deleted: F Deleted: Technician Deleted:

POLICE COMMAND

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~~JH~~ Director Assistant Chief of Police Deleted: J

~~IK~~ Executive Chief of Police Deleted: K

~~IG~~ Manager Deputy Chief Deleted: I

~~HF~~ Supervisor Captain Deleted: H

ANIMAL CONTROL

~~HF~~ Supervisor Animal Care Supervisor Deleted: H

~~JH~~ Director Director of Animal Care Deleted: J
and Control

~~HF~~ Supervisor Enforcement Supervisor Deleted: H
E Professional Humane Education Specialist

~~HF~~ Supervisor Office Supervisor Deleted: H
E Professional Volunteer Coordinator

~~HF~~ Supervisor Lead Officer Deleted: H

COMMUNICATIONS AND INFORMATION SERVICES

~~MC~~ 911 Call Takers 911 Call Taker Deleted: M

~~GA~~ Administrative ~~Assistant~~ Administrative Deleted: C
Assistant Deleted: Assistant

~~UH~~ Director Director of Communications Deleted: U
and Information Services

~~NC~~ Dispatchers Dispatcher Deleted: N

~~PD~~ Electronics Technician Electronics / Radio Deleted: P
Installer

~~PD~~ Electronics Technician Electronics / Radio Deleted: P
Technician

~~SF~~ Supervisor Operations ~~Manager~~ Deleted: S
~~Supervisor~~ Formatted: Strikethrough Deleted: Manager

~~HF~~ Supervisor Supervisor of Records Formatted: Not Strikethrough Deleted: H

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FD	Technician	Records Technician	Deleted: F
FD	Technician	Senior Records Technician	Deleted: F
FD	Technician	Quality Assurance Technician	Deleted: E Professional Staff Development Coordinator
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SF	Supervisor	Shift Supervisor of Dispatchers	Formatted: Strikethrough
			Formatted: Strikethrough
SF	Supervisor	Supervisor of Radio Shop	Deleted: ¶
E	Professional	Training Coordinator	Deleted: S
			Deleted: S
			Deleted: R
			Deleted: Training Coordinator
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NEIGHBORHOOD CODE ENFORCEMENT

IG	Manager	Customer Relations Manager	Deleted: I
DB	Paraprofessional	Legal Assistant	Deleted: D
CA	Administrative Assistant	Administrative Assistant	Deleted: C
			Deleted: Assistant
			Formatted: Line spacing: 1.5 lines
BF	Accountant/Bookkeeper/Supervisor	Staff Accountant	Deleted: ¶
		Supervisor	Formatted: Strikethrough
HF	Supervisor	Field Supervisor	Deleted: A
			Deleted: B
			Deleted: Accountant / Bookkeeper
			Deleted:
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FIRE DEPARTMENT

FIRE CIVILIANS

A	Clerical/Executive Secretary	Executive Secretary	Formatted: Heading 2
	Administrative		Deleted:
			Deleted: Clerical/Executive Secretary
IG	Manager	Building Maintenance	Deleted:
		Supervisor/Manager	Deleted: ¶
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			Deleted: I
			Deleted: Supervisor

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BE	Paraprofessional Professional	Medical Instructor	Deleted: B Deleted: D Deleted: Paraprofessional Deleted: Deleted: I Deleted: Supervisor
IG	Manager	Shop Supervisor Manager	Deleted: I Deleted: Supervisor
IG	Manager	Fiscal Manager	Deleted: I
GA	Administrative Assistant	Administrative Assistant	Deleted: C Deleted: Assistant
DE	Paraprofessional Professional	Computer System Administrator Assistant/Analyst	Deleted: B Deleted: D Formatted: Strikethrough Deleted:

FIRE COMMAND

KL	Executive	Fire Chief	Deleted: K
IG	Manager	Deputy Chief	Deleted: I
IG	Manager	Assistant Chief	Deleted: I

WEIGHTS AND MEASURES

IG	Manager	Weights & Measures Inspector	Deleted: I
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PART TIME/SEASONAL TEMPORARY POSITIONS

POLICE DEPARTMENT

XL	Regular Part Time	Adult Guards	Deleted: X
YM	Regular Part Time Professional	Citizen Contact Officer	Deleted: Y

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XL	Regular Part Time	Civilian Property Manager	Deleted: X
LJ	Part Time/Seasonal	Community Service Officer/College Incentive Program	Formatted: Line spacing: 1.5 lines Deleted: L
XL	Regular Part Time	Community Service Officer/Retired Officer Program	Deleted: X
LJ	Part Time/Seasonal	Intern/Temporary	Formatted: Line spacing: 1.5 lines Deleted: L
LJ	Part Time/Seasonal	Victim Assistance Intern	Deleted: L
XL	Regular Part Time	Victim's Advocate	Deleted: X
YM	Regular Part Time Professional		Deleted: Y
XL	Regular Part Time	Investigation Division General Assistant	Deleted: X
YM	Regular Part Time Professional	Project Director	Deleted: Y
YM	Regular Part Time Professional	Mentoring Manager	Deleted: Y
XL	Regular Part Time	Administrative Assistant	Deleted: X
XL	Regular Part Time	Executive Secretary	Deleted: X

ANIMAL CONTROL

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LD	Part Time/Seasonal	Annexation Commitment	Deleted: L
XL	Regular Part Time	Humane Education Assistant (partially Grant Funded)	Deleted: X
LD	Part Time/Seasonal	Intern/Seasonal	Deleted: L
XL	Regular Part Time	Adoption Assistant	Deleted: X
XL	Regular Part Time	Administrative Assistant (Grant Funded)	Deleted: X
XL	Regular Part Time	Enforcement Assistant	Deleted: X
XL	Regular Part Time	Kennel Attendant	Deleted: X
YM	Regular Part Time Professional		Deleted: Y

COMMUNICATIONS AND INFORMATION SERVICES

XL	Regular Part Time	Electronics / Radio Installer	Deleted: X
XL	Regular Part Time	911 Call Taker	Deleted: X
XL	Regular Part Time	Dispatcher	Deleted: X

NEIGHBORHOOD CODE ENFORCEMENT

LD	Part Time/Seasonal	Intern/Seasonal	Deleted: L
LD	Part Time/Seasonal	Resident Nuisance Abatement Officer	Deleted: L
LD	Part Time/Seasonal	Weed Program Inspector	Deleted: L
LD	Part Time/Seasonal	Weed Control Coordinator	Deleted: L
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PART-TIME/SEASONAL TEMPORARY POSITIONS

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FIRE DEPARTMENT

~~XL~~ Regular Part Time Survive Alive Teaching Asst. Deleted: X

~~XL~~ Regular Part Time Survive Alive Yard and Bldg. Maintenance Deleted: X

~~YM~~ Regular Part Time Professional Deleted: Y

WEIGHTS AND MEASURES

~~UJ~~ Part Time/Seasonal Intern/Seasonal Deleted: L

SECTION 4. Police and Fire employees, as indicated herein, participate in Collective Bargaining with the City for economic conditions. Pursuant to State Statute such economic conditions must be approved by Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 200~~5~~⁶. Upon conclusion of such negotiations, the appropriate Ordinances shall be submitted to the Common Council for approval.

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Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein, the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF) except for those positions which are commonly referred to as Police and Fire Command.

SECTION 6. From and after the first day of January, 2005~~6~~, 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, collective bargaining agreements, future changes or amendments enacted by Common Council.

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SECTION 7. 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 8. 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 9. 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

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one year and thus, with the exception of the 200~~4~~⁵ salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 200~~5~~⁶, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

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SECTION 10. 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 11. 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

Tim Manges, City Attorney

**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 200~~5~~6**

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 and IC 36-8-3-3(d) assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Job Class under the City Classification System established by Resolution No. R-52-96, which Job Class 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 Class should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended Job Class 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 200~~5~~6 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 departments and titles and Job Class herein designated, and that no changes be made in any Job Class without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City or Utilities employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following Grid is hereby fixed and authorized as a scale for approved Job Class. It shall be the City's policy that no employee shall be paid below the minimum and the maximum will not be exceeded, except for

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approved 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, ~~or~~ approved car allowance or approved productivity and gain sharing bonuses.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN ITS 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 the Non-Union positions within City Government and its Utilities. Actual adjustments in salaries within amounts fixed herein by Council will result from

1. Any general increase to the Grid shall only occur should the actual market range for a Job Class increase considerably and/or
2. Progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized bargaining unit.

SECTION 3. The following is a true and complete listing of all

Civil City and City Utilities salaried non-bargaining unit positions by Department, Position Title, and Job Class. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities negotiated by the Director of Human Resources and approved by the Common Council.

	<u>GRID CLASSIFICATION</u>	<u>TITLE</u>
<u>CITY CLERK'S OFFICE</u>		
	C-A <u>Administrative Assistant</u>	Administrative Assistant
	S-F <u>Supervisor</u>	Assistant Chief Deputy
	S-F <u>Supervisor</u>	Chief Deputy
	Unclassified-not to exceed \$41,105	_____ Council Attorney
	S-F <u>Supervisor</u>	Parking Control
		Supervisor
	A _____ Clerical/Executive Secretary- Administrative	Receptionist <u>Violations</u>
		Clerk
	E <u>Professional</u>	_____ Research Assistant
	A _____ Clerical/Executive Secretary- Administrative	Violations Bureau
		Specialist
	D-B <u>Paraprofessional</u>	Violations Court
		Administrator
<u>CITY UTILITIES</u>		
	<u>Account Services Group</u>	
	E <u>Professional</u>	_____ Accountant
	C-A <u>Administrative Assistant</u>	Administrative Assistant

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B -A	Accountant/Bookkeeper Administrative	Bookkeeper
A	Clerical/Executive Secretary Administrative	Executive Secretary
I -G	Manager	Manager
H -F	Supervisor	Supervisor

Maintenance Operations Group

B -A	Accountant/Bookkeeper Administrative	Accountant/Bookkeeper
C -A	Administrative Assistant	Administrative Assistant
A	Clerical/Executive Secretary Administrative	Executive Secretary
I -G	Manager	Program Manager
J -H	Director	Superintendent
H -F	Supervisor	Supervisor

Treatment Operations Group

B -A	Accountant/Bookkeeper Administrative	Accountant/Bookkeeper
C -A	Administrative Assistant	Administrative Assistant
E	Professional	Chief Chemist
A	Clerical/Executive Secretary Administrative	Executive Secretary
I -G	Manager	Program Manager
J -H	Director	Superintendent
H -F	Supervisor	Supervisor
A	Clerical/Executive Secretary Administrative	Lead Gatekeeper

Utility Administration

C -A	Administrative Assistant	Administrative Assistant
J -H	Director	City Utilities Controller
J -H	Director	Associate City Attorney
A	Clerical/Executive Secretary Administrative	Executive Secretary
E	Professional	Public Information Officer
J -G	Director Manager	Utility Services Manager

Water Resources Group

C -A	Administrative Assistant	Administrative Assistant
J -H	Director	Associate Dir. For Engineering
A	Clerical/Executive Secretary Administrative	Executive Secretary
I -H	Manager Director	Manager of Engineering
I -G	Manager	Program Manager
E	Professional	Water Quality Regulatory Compliance Specialist

COMMUNITY DEVELOPMENT

CD Administration

C A	Administrative Assistant	Administrative Assistant
G E	Planner-Professional	Community Development Program Specialist CD Specialist
I G	Manager	Community

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		<u>Development Project</u>
		<u>CD Administrator</u>
<u>K I</u>	<u>Executive</u>	<u>Director Community</u>
		<u>Development Division</u>
<u>I G</u>	<u>Manager</u>	<u>Fiscal Manager</u>
<u>B E</u>	<u>Accountant/Bookkeeper Professional</u>	<u>Staff Accountant</u>
		<u>Financial Accountant</u>
<u>J H</u>	<u>Director</u>	<u>Deputy Director of CD -</u>
		<u>Development</u>
<u>J H</u>	<u>Director</u>	<u>Deputy Director of CD -</u>
		<u>Housing and</u>
		<u>Neighborhood Services</u>
<u>D E</u>	<u>Paraprofessional Professional</u>	<u>Assistant Business</u>
		<u>Development CD</u>
		<u>Specialist</u>
<u>E</u>	<u>Professional</u>	<u>Business Development</u>
		<u>Specialist I CD</u>
		<u>Specialist</u>
<u>E, G</u>	<u>Professional Manager</u>	<u>Business Development</u>
		<u>Specialist II CD</u>
		<u>Manager</u>
<u>I G</u>	<u>Manager</u>	<u>Business Development</u>
		<u>Specialist/UEA Administrator</u>
		<u>CD Administrator</u>
<u>A</u>	<u>Clerical/Executive Secretary Administrative</u>	<u>Executive Secretary</u>
		<u>Administrative Assistant</u>
<u>E</u>	<u>Professional</u>	<u>Finance Specialist I CD</u>
		<u>Specialist</u>
<u>E</u>	<u>Professional</u>	<u>Finance Specialist II CD</u>
		<u>Specialist</u>
<u>C A</u>	<u>Administrative Assistant</u>	<u>Office Manager/UEA</u>
		<u>Administrative Assistant</u>
<u>I G</u>	<u>Manager</u>	<u>Business Finance</u>
		<u>Manager CD</u>
		<u>Administrator</u>
<u>I G</u>	<u>Manager</u>	<u>Manager of</u>
		<u>International Trade CD</u>
		<u>Manager</u>
	<u>Planning</u>	
<u>G A</u>	<u>Administrative Assistant</u>	<u>Administrative Assistant</u>
<u>J H</u>	<u>Director</u>	<u>Director of Planning</u>
<u>G E</u>	<u>Planner Professional</u>	<u>Planner CD Specialist</u>
<u>G E</u>	<u>Planner Professional</u>	<u>Planner II CD Specialist</u>
<u>I G</u>	<u>Planner Manager</u>	<u>Planner III CD Manager</u>
<u>J G</u>	<u>Director Manager</u>	<u>Land Use and</u>
		<u>Development Permitting</u>
		<u>CD Administrator</u>
		<u>Housing and Neighborhood Development Services</u>
<u>G A</u>	<u>Administrative Assistant</u>	<u>Administrative Assistant</u>
<u>I G</u>	<u>Manager</u>	<u>Construction Manager</u>
		<u>CD Manager</u>

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J G	Director Manager	HANDS CD
		Administrator
E	Professional	CD Specialist
Redevelopment		
G A	Administrative Assistant	Administrative Assistant
B		Bookkeeper/Accountant
I G	Manager	Brownfield
		Redevelopment
		Manager CD
		Administrator
J H	Director	Director of
		Redevelopment
E	Professional	Redevelopment
		CD Specialist

FINANCE AND ADMINISTRATION

A	Clerical/Executive Secretary Administrative	Accounting
		Clerk/Receptionist
I G	Manager	Accounting Manager
G A	Administrative Assistant	Administrative Assistant
J H	Director	Deputy Controller
K I	Executive	Director of Finance &
		Administration Division
E	Professional	Financial Accountant
E	Professional	Senior Financial
		Accountant
H F	Supervisor	Accounting Supervisor
Payroll Services		
B E	Accountant/Bookkeeper Professional	Payroll Accountant
G		Payroll Manager
B E	Accountant/Bookkeeper Professional	Payroll Practitioner
Property Management		
I G	Manager	Property Manager
G A	Administrative Assistant	Administrative Assistant
Purchasing Services		
H F	Supervisor	Purchasing Manager
		Supervisor
D B	Paraprofessional	Senior Buyer
D B	Paraprofessional	Bid Specialist/Buyer
A	Clerical/Executive Secretary Administrative	Buyer/Information
		Management
J H	Director	Director of Purchasing
		Services

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A	Clerical/Executive Secretary Administrative	Executive Clerical Assistant
C-A	Administrative Assistant	Administrative Assistant

Risk Management

C-A	Administrative Assistant	Administrative Assistant
A	Clerical/Executive Secretary Administrative	Executive Secretary/Receptionist
L-G	Manager	Risk Manager
D-B	Paraprofessional	Safety Claims/Investigator

MAYOR'S OFFICE

Human Resources

J-I	Director Executive	Director of Human Resources
L-G	Manager	Labor Relations Manager
L-G	Manager	Professional Development and Quality Enhancement Manager
E	Professional	Professional Development and Quality Enhancement Coordinator
E	Professional	Staffing and Recruitment Coordinator
E	Professional	Human Resources Generalist
E-B	Paraprofessional	Staffing and Recruitment Specialist
D-B	Paraprofessional	Human Resources Support Specialist
		Professional Development and Quality Enhancement Specialist
A	Clerical/Executive Secretary Administrative	Human Resources Receptionist/Encoder
L-G	Manager	Benefits and Employee Communications Manager
D-B	Paraprofessional	Benefits Specialist

Information Systems

J-I	Director Executive	Chief Technology Officer/ Chief Information Officer
E	Professional	Webmaster/Graphic Designer/PIO Officer

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Internal Audit

~~J~~H Director _____ Director of Internal Audit _____
E Professional _____ Staff Auditor

Law Department

~~J~~H Director _____ Associate City Attorney
~~K~~I Executive _____ City Attorney
A Clerical/Executive Secretary Administrative _____ Legal Research/ Administrative Assistant

Mayor's Office

~~C~~A Administrative Assistant _____ Administrative Assistant
~~K~~I Executive _____ Deputy Mayor
A Clerical/Executive Secretary Administrative _____ Executive Secretary
A Clerical/Executive Secretary Administrative _____ Receptionist

Neighborhood/Citizen's Advocate

E _____ Professional _____ Neighborhood/Citizen's Advocate Specialist
_____ Area Advocate
~~J~~H Director _____ Director of Community Outreach

Public Information

~~J~~H Director _____ Director of Public Information
E Professional _____ Public Information Officer

METRO HUMAN RELATIONS COMMISSION

~~C~~A Administrative Assistant _____ Administrative Assistant
E Professional _____ Chief Investigator
E Professional _____ Education and Outreach Specialist
~~J~~H Director _____ Executive Director
A Clerical/Executive Secretary Administrative _____ Executive Secretary
E Professional _____ Investigator
~~D~~B Paraprofessional _____ System Administrator
_____ Paraprofessional _____ Investigator/Intake Administrator

PARKS AND RECREATION

~~C~~A Administrative Assistant _____ Administrative Assistant
~~H~~F Supervisor _____ Assistant Supervisor
~~J~~H Director _____ Associate Director A
J _____ Director _____ Associate Director B
E Professional _____ Community Involvement Specialist
~~K~~I Executive _____ Director
A Clerical/Executive Secretary Administrative _____ Executive Secretary
A Clerical/Executive Secretary Administrative _____ Executive Secretary/
Bookkeeper
Unclassified _____ Golf Course Pro/Manager
~~H~~F Supervisor _____ Golf Green Superintendent
E Professional _____ Assistant Golf Green Superintendent

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I	Manager	Greenway Manager
I-G	Manager	Manager B
G	Manager	Manager-C
G	Manager	Manager-D
B		Office Manager/Reservation Coordinator
E	Professional	Program Facility Director Coordinator
I-G	Manager	Special Project Manager
F-D	Technician	Project Management Technician
J-H	Director	Superintendent
H-F	Supervisor	Supervisor A
F		Supervisor-B
F		Supervisor C
A	Clerical/Executive Secretary Administrative	Support Specialist/-Accounts Receivable
A		Support Specialist/Receptionist
A		Support Specialist/ Reservation Registration
E	Professional	Youth Program Specialist
G	Manager	Landscape Architect

PUBLIC WORKS

<u>City Engineering Transportation Administration and Support</u>		
J	Director	City Engineer
C-A	Administrative Assistant	Administrative Assistant
H	Director	Finance/Permit Manager Director of Transportation Administration & Support
J-G	Director Manager	Associate Director/Transportation Engineering Services Director Right of Way Permit Engineer
<u>Fleet Management Dept.</u>		
J-H	Director	Superintendent
F-D	Technician	Fleet System Analyst
C-A	Administrative Assistant	Administrative Assistant
<u>Flood Control</u>		
I-G	Manager	Flood Control Manager
C-A	Administrative Assistant	Administrative Assistant
H-G	Supervisor Manager	Flood Maintenance Supervisor Manager
<u>Public Works Administration</u>		
C-A	Administrative Assistant	Administrative Assistant
K-I	Executive	Associate Director of Public Works and Utilities

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~~D-B~~ Paraprofessional Clerk to Board
~~K-I~~ Executive Director of Public Works and Utilities
E Professional Barrett Law Accountant
~~E~~ Manager ~~Professional~~ Compliance Administrator
E Professional Compliance Officer
A Clerical/Executive Secretary Administrative Executive Secretary
~~I-G~~ Manager Greenway Manager

Right of Way/Public Works Finance Dept

~~G~~ Finance/Permit Manager

Solid Waste

~~C-G~~ Administrative Assistant Manager Assistant Solid Waste Manager
~~I-G~~ Manager Solid Waste Manager

Street Department

~~C-A~~ Administrative Assistant Administrative Assistant
~~H-F~~ Supervisor Assistant Street Commissioner
~~B-A~~ Accountant/Bookkeeper Administrative Bookkeeper
~~J-H~~ Director Director of Transportation/Operations
~~H-F~~ Supervisor General Foreman

Street Light Engineering

~~H~~ Supervisor Superintendent of St. Lighting Warehouse
~~G~~ Manager St. Lighting Operations

Traffic Engineering

~~J-H~~ Director Traffic Engineer
~~H-F~~ Supervisor Superintendent Supervisor of St. Lighting Warehouse
~~F-F~~ Technician Supervisor Infrastructure Technician Supervisor
~~H-F~~ Supervisor Sign and Marking Foreman
~~H-F~~ Supervisor Sign and Marking Supervisor Superintendent
~~H-F~~ Supervisor Signal Foreman
~~H~~ Supervisor Director Signal Superintendent Director of Traffic Operations

Transportation Engineering Services

~~J-H~~ Director City Engineer
~~J~~ Director Associate Director/Transportation Engineering Svcs

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~~J G~~ Director-Manager

Director-Manager of
Transportation
Engineering Services

~~F D~~ Technician

PMS Technician

PART-TIME/SEASONAL/TEMPORARY POSITIONS

DIVISION/DEPARTMENT

CITY CLERK'S OFFICE

L J	Part-Time/Seasonal/Temp	Intern/Seasonal
X L	Regular Part-Time	Receptionist/Clerk
Y M	Regular Part-Time Professional	

CITY UTILITIES

Account Services Group

L J	Part Time/Seasonal	Intern /Seasonal
X L	Regular Part Time	Bookkeeper/Data Entry
X L	Regular Part Time	Customer Relations Rep
X L	Regular Part Time	Customer Relations Representative/Cashier
Y M	Regular Part Time Professional	

Maintenance Operations Group

L J	Part Time/Seasonal	Intern/Seasonal
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Treatment Operation Group

L J	Part Time/Seasonal	Gatekeeper
L J	Part Time/Seasonal	Intern/Seasonal

Utility Administration

L J	Part Time/Seasonal	Clerk/Summer Intern
L J	Part Time/Seasonal	Intern/Seasonal Special Projects
X L	Regular Part Time	Public Information Executive Secretary
Y M	Regular Part Time Professional	

Water Resources Group

L J	Part Time/Seasonal	Intern/Seasonal
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COMMUNITY DEVELOPMENT

CD Administration

L	Part Time/Seasonal	CD Intern/Seasonal
L	Part Time/Seasonal	CDC Servicing Consultant (Part Time)
L J	Part Time/Seasonal	Intern/Seasonal
L	Part Time/Seasonal	Policy Research Assistant (Summer Intern/Seasonal)
L	Part Time/Seasonal	Tax Reversion Property Manager (Seasonal-Temporary)
L	Part Time/Seasonal	Historic Preservation (Summer Intern/Seasonal)
L	Part Time/Seasonal	Land Use Management Intern/Seasonal
L	Part Time/Seasonal	Research Assistant
L	Part Time/Seasonal	Tax Reversion Program Intern/Seasonal
X L	Regular Part-Time	Bookkeeper
Y M	Regular Part Time Professional	

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Redevelopment

~~J~~ Part-Time/Seasonal Intern/Seasonal

Housing and Neighborhood Development Services (HANDS)

~~J~~ Part-Time/Seasonal Construction Intern/Seasonal

Planning

~~J~~ Part-Time/Seasonal Historic Preservation (Summer Intern/Seasonal)

~~J~~ Part-Time/Seasonal Land Use Management Intern/Seasonal

~~J~~ Part-Time/Seasonal Research Assistant

~~J~~ Part-Time/Seasonal Tax Reversion Program Intern/Seasonal

FINANCE AND ADMINISTRATION

~~J~~ Part-Time/Seasonal Finance & Administration Intern/Seasonal

Payroll Services

~~J~~ Part-Time/Seasonal Intern/Seasonal

~~M~~ Regular Part Time Professional

Property Management

~~J~~ Part-Time/Seasonal Intern/Seasonal

Purchasing Services

~~J~~ Part-Time/Seasonal Intern/Seasonal

Risk Management

~~J~~ Part-Time/Seasonal Intern/Seasonal

MAYOR'S OFFICE

~~J~~ Part-Time/Seasonal Intern/Seasonal

Internal Audit

~~J~~ Part-Time/Seasonal Intern/Seasonal/Staff Auditor

~~M~~ Regular Part Time Professional

Law Dept

~~J~~ Part-Time/Seasonal Intern/Seasonal

Human Resources

~~J~~ Part-Time/Seasonal Intern/Seasonal

Public Information

~~J~~ Part-Time/Seasonal Executive Secretary (Part-time) Public Information Office

~~J~~ Part-Time/Seasonal Intern/Seasonal

Neighborhood Citizen's Advocate

~~J~~ Part-Time/Seasonal Intern/Seasonal

METRO HUMAN RELATIONS COMMISSION

~~J~~ Part-Time/Seasonal Intern/Seasonal/Assistant Investigator

PARKS AND RECREATION

<u>✓</u> K	Part-Time/Seasonal	Asst. Golf Pro/Manager
<u>✓</u> K	Part-Time/Seasonal	Aquatic Center Manager
<u>✓</u> K	Part-Time/Seasonal	Aquatics Supervisor
<u>✓</u> K	Part-Time/Seasonal	Basketball Staff
<u>✓</u> K	Part-Time/Seasonal	Basketball Program Coordinator
<u>✓</u> K	Part-Time/Seasonal	Building and Grounds Staff
<u>✓</u> K	Part-Time/Seasonal	Building Supervisor / McMillan Ice
<u>✓</u> K	Part-Time/Seasonal	Clerical Staff/Office Assistant
<u>✓</u> K	Part-Time/Seasonal	Day Camp Assistant Supervisor
<u>✓</u> K	Part-Time/Seasonal	Day Camp Counselors
<u>✓</u> K	Part-Time/Seasonal	Day Camp Supervisor
<u>✓</u> K	Part-Time/Seasonal	Foellinger Theatre Assistant Supervisor
<u>✓</u> K	Part-Time/Seasonal	Foellinger Theatre Supervisor
<u>✓</u> K	Part-Time/Seasonal	Forestry Staff
<u>✓</u> K	Part-Time/Seasonal	Golf Course Assistant Greens Superintendent
<u>✓</u> K	Part-Time/Seasonal	Golf Course Cashiers/Starters
<u>✓</u> K	Part-Time/Seasonal	Golf Course Maintenance
<u>✓</u> K	Part-Time/Seasonal	Golf Range Picker
<u>✓</u> K	Part-Time/Seasonal	Hockey Program Director
<u>✓</u> K	Part-Time/Seasonal	Horticulture Staff
<u>✓</u> K	Part-Time/Seasonal	Hursttown Attendant
<u>✓</u> K	Part-Time/Seasonal	Hursttown Manager
<u>✓</u> K	Part-Time/Seasonal	Ice Arena Attendant
<u>✓</u> K	Part-Time/Seasonal	Ice Arena Building Supervisor
<u>✓</u> K	Part-Time/Seasonal	Ice Arena Staff
<u>✓</u> K	Part-Time/Seasonal	Intern/Seasonal
<u>✓</u> K	Part-Time/Seasonal	Johnny Appleseed Campground Supervisor
<u>✓</u> K	Part-Time/Seasonal	Junior Golf Director
<u>✓</u> K	Part-Time/Seasonal	Landscape Staff
<u>✓</u> K	Part-Time/Seasonal	Learn to Swim Instructor
<u>✓</u> K	Part-Time/Seasonal	Life-guards/Substitute Lifeguards
<u>✓</u> K	Part Time/Seasonal	Lindenwood Staff
<u>✓</u> K	Part Time/Seasonal	Lindenwood Supervisor
<u>✓</u> K	Part-Time/Seasonal	Maintenance
<u>✓</u> K	Part-Time/Seasonal	Naturalist
<u>✓</u> K	Part-Time/Seasonal	Outdoor Education Coordinator
<u>✓</u> K	Part-Time/Seasonal	Playground Area Supervisor
<u>✓</u> K	Part-Time/Seasonal	Playground Leaders
<u>✓</u> K	Part-Time/Seasonal	Playground Staff
<u>✓</u> K	Part-Time/Seasonal	Playground Supervisor
<u>✓</u> K	Part-Time/Seasonal	Playground/Role-Model Coordinator
<u>✓</u> K	Part-Time/Seasonal	Pool Staff (non-certified)
<u>✓</u> K	Part-Time/Seasonal	Pool – Head Lifeguard
<u>✓</u> K	Part-Time/Seasonal	Pre-School Leaders
<u>✓</u> K	Part-Time/Seasonal	Pre-School Program Supervisors
<u>✓</u> K	Part-Time/Seasonal	Pre-School Staff
<u>✓</u> K	Part-Time/Seasonal	Recreation Center Leaders
<u>✓</u> K	Part-Time/Seasonal	Recreation Center Staff
<u>✓</u> K	Part-Time/Seasonal	Recreation Site Supervisors
<u>✓</u> K	Part-Time/Seasonal	Recreation Specialist (Summer Only)

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Y K	Part-Time/Seasonal	Salomon Farm Camp Staff
Y K	Part-Time/Seasonal	Salomon Farm Camp Supervisor
Y K	Part-Time/Seasonal	Special Events Coordinator
Y K	Part-Time/Seasonal	Sports Coordinator
Y K	Part-Time/Seasonal	Sports Instructor-Preschool Sports Specialist
Y K	Part-Time/Seasonal	Sports Supervisor/Site Supervisor
Y K	Part-Time/Seasonal	Tennis Instructors
Y K	Part-Time/Seasonal	Tennis Program Coordinator
Y K	Part-Time/Seasonal	Tennis Staff
Y K	Part-Time/Seasonal	Theatre Attendant
Y K	Part-Time/Seasonal	Theatre Technician
Y K	Part-Time/Seasonal	Volleyball Coordinator
Y K	Part-Time/Seasonal	Volleyball Instructors
Y K	Part-Time/Seasonal	Weekend/Evening Receptionist/Host(ess)
Y K	Part-Time/Seasonal	Zoo Attendant
Y K	Part-Time/Seasonal	Zoo Staff
Y K	Part-Time/Seasonal	Zoo Supervisors
X L	Regular Part-Time	Clerical
X L	Regular Part-Time	Computer Data Entry/Office Assistant
X L	Regular Part-Time	Foellinger Theatre Manager
X L	Regular Part-Time	Office Specialist
X L	Regular Part-Time	Recreation Specialist – Year Round
Y M	Regular Part Time Professional	
X L	Regular Part-Time	Intern
X L	Regular Part-Time	Ice Arena Attendant
X L	Regular Part-Time	Marketing Intern
X L	Regular Part-Time	Recreation Leader
X L	Regular Part-Time	Weekend/Evening Receptionist Host(ess)

PUBLIC WORKS

City Engineering Transportation Administration and Support

L J	Part-Time/Seasonal	Intern/Seasonal
Y M	<u>Regular Part Time Professional</u>	

Fleet Management

L J	Part-Time/Seasonal	Intern/Seasonal
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Flood Control

Y M	Regular Part Time Professional	
J	<u>Part-Time/Seasonal</u>	<u>Intern/Seasonal</u>

Public Works Administration

L J	Part-Time/Seasonal	Intern/Seasonal
Y M	Regular Part Time Professional	

Right of Way/Public Works Finance Dept

J	Part Time/Seasonal	Intern/Seasonal
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Solid Waste

L J	Part-Time/Seasonal	Intern/Seasonal
L J	Part-Time/Seasonal	Leaf Pick-up Laborer

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Street Department

E J	Part-Time/Seasonal	Intern/Seasonal
E J	Part-Time/Seasonal	Leaf Pick-up Laborer

~~Street Light Engineering~~

E J	Part-Time/Seasonal	Intern/Seasonal
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Traffic Engineering

E J	Part-Time/Seasonal	Sign Division Helper (Summer Intern)
E J	Part-Time/Seasonal	Signal Division Helper (Summer Intern)
E J	Part-Time/Seasonal	Traffic Counter (Summer Intern/Seasonal)
E J	Part-Time/Seasonal	<u>Intern/Seasonal</u>

Transportation Engineering Services

E J	Part-Time/Seasonal	Clerical Aide (Intern)
E J	Part-Time/Seasonal	Intern/Seasonal
E J	Part-Time/Seasonal	Seasonal Field Employee
E J	Part-Time/Seasonal	Seasonal Office Employee

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. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 200~~5~~6. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

SECTION. 5. Moving Expenses for new employees that fall under Grid Classes ~~E, F, G, H, I, J, K, T, and U~~ D, E, F, G, H, and I moving into Allen County may be reimbursed up to a maximum of \$5,000 with the approval of the Human Resources Director. The new employee shall pay for all expenses up front and will present receipts for reimbursement. If the new employee leaves the employment of the City of Fort Wayne within a three year period of time, they will pay back the original cost of the move.

SECTION 6. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF).

SECTION 7. 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. 36-4-74 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.

That, in addition, the following legal services are recognized as extraordinary services and shall entitle the City of Fort Wayne Law Department performing such services to charge respective departments additional compensation at the rate of 120% of the hourly

compensation of the classified City Attorney or Associate City Attorney performing such services, or such other appropriate compensation as determined by the Board of Public Works:

- A.) Bond issues and related financial matters, including Bond issues related to the Economic Development Commission where the fees for said issues is paid by the Bond applicant.
- B.) Annexation litigation following the filing of a remonstrance.
- C.) Condemnation litigation following the filing of exceptions to the appraisers' report.
- D.) All matters relating to defense of claims against the Fort Wayne Police Department following the filing of a complaint.
- E.) All matters involving a challenge to the constitutionality of any act or omission by the City or one of its employees following the filing of a complaint in court.
- F.) All matters relating to intervention in utility rate cases following the filing of a petition of a petition to intervene, or other appearances before the Indiana Utility Regulatory Commission (I.U.R.C.).
- G.) All matters relating to litigation where the amount in controversy exceeds \$50,000, following the filing of a complaint in court.
- H.) All matters relating to litigation where any recovery against the City or its employees would be paid from the City's Self-Insurance Fund.
- I.) All matters involving collective bargaining arbitration.
- J.) Matters relating to the Fort Wayne Redevelopment Commission covered by a separate contract.

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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 I.C. 36-4-9-12.

SECTION 8. From and after the first day of January, 2006 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, collective bargaining agreements, future changes or amendments enacted by Common Council.

SECTION 9. Nothing in this Salary Ordinance shall limit the capacity of Utility Management at the Filtration Plant to participate in the Gain Sharing Plan under the Memorandum of Understanding approved by Common Council under Ordinance No. R-26-99.

SECTION 10. 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 11. 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 12. 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 200~~4~~⁵ salary ordinances, have expired. Commencing January 1, 200~~5~~⁶, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of the most recently enacted ordinance.

SECTION 13. 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 14. 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

Timothy A. Manges, City Attorney

2006 Grid Classifications

Regular Full Time Positions

Class		Level	Min	Thru	Mid	Thru	Max
A	Administrative	1	22,500	---	26,250	---	30,000
		2	30,001	---	33,750	---	37,500
		3	37,501	---	41,250	---	45,000
B	Para-Professional	1	26,500	---	30,917	---	35,333
		2	35,334	---	39,751	---	44,166
		3	44,167	---	48,584	---	53,000
C	911 Call Takers/ Dispatchers	1	25,000	---	31,250	---	37,500
		2	37,501	---	43,750	---	50,000
D	Technican	1	30,000	---	35,000	---	40,000
		2	40,001	---	45,000	---	50,000
E	Professional	1	28,600	---	33,833	---	39,066
		2	39,067	---	44,299	---	49,532
		3	49,533	---	54,765	---	60,000
F	Supervisor	1	35,000	---	40,833	---	46,666
		2	46,667	---	52,500	---	58,333
		3	58,334	---	64,167	---	70,000
G	Manager	1	39,000	---	45,500	---	52,000
		2	52,001	---	58,500	---	65,000
		3	65,001	---	71,500	---	78,000
H	Director	1	45,000	---	52,500	---	60,000
		2	60,001	---	67,500	---	75,000
		3	75,001	---	82,500	---	90,000
I	Executive	1	85,000	---	88,333	---	91,666
		2	91,667	---	95,000	---	98,333
		3	98,334	---	101,667	---	105,000

2006 Grid Classifications Part-Time Positions

Class	Level	MIN. 1	2	3	4	5	MID. 6	7	8	9	10	11	MAX. 12
J Part-Time/Seasonal Temporary (non Park Dept)	1	5.15	5.25	5.36	5.47	5.57	5.09	5.80	5.92	6.03	6.15	6.28	6.40
	2	6.53	6.66	6.80	6.93	7.07	7.21	7.36	7.50	7.65	7.81	7.96	8.12
	3	8.28	8.45	8.62	8.79	8.97	9.15	9.33	9.52	9.71	9.90	10.10	10.30
K Park Dept Seasonal/Part-time *	1	Skill Level thru Specialized Positions											
		6 thru											
		13											
L Regular Part Time	1	7.3112	7.4575	7.6066	7.7588	7.9139	8.0722	8.2337	8.3983	8.5663	8.7376	8.9124	9.0906
	2	9.2724	9.4579	9.6470	9.8400	10.0368	10.2375	10.4423	10.6511	10.8641	11.0814	11.3030	11.5291
	3	11.7597	11.9949	12.2348	12.4795	12.7291	12.9836	13.2433	13.5082	13.7783	14.0539	14.3350	14.6217
M Regular Part Time Professional	1	14.9142	15.2125	15.5167	15.8271	16.1436	16.4665	16.7958	17.1317	17.4744	17.8238	18.1803	18.5439
	2	18.9148	19.2931	19.6790	20.0725	20.4740	20.8835	21.3011	21.7272	22.1617	22.6049	23.0570	23.5182
	3	23.9885	24.4683	24.9577	25.4568	25.9660	26.4853	27.0150	27.5553	28.1064	28.6685	29.2419	29.8267