

Memorandum

To: Members of Common Council
From: Chlo Davie, Director of Human Resources
Date: 08/23/07
Re: 2008 Public Safety Salary Ordinance

The following is a summary of changes for the 2008 Public Safety Salary Ordinance. (Please follow along with the provided redline and clean copies.)

Change all applicable dates throughout the document to 2008. Under SECTION 9: change the second sentence to read "Such salary ordinances have a duration of one year and thus, with the exception of the 2007 salary ordinances, have expired."

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Change Hazardous Duty/Technical Pay/Specialty Pay from \$1,323.10 to \$1370.05 (page R 3, C 3).
- Added "including the Internal Affairs Officer" and "and receive the same percentage pay increases" (page R 3, C 3).

SECTION 3:

PUBLIC SAFETY ADMINISTRATION

- Add title Director of Public Safety (H, Director) (page R 4, C 4).

PUBLIC SAFETY ACADEMY

- Add title Finance & Marketing Manager (G, Manager) (page R 4, C 4).
- Add title Manager of Training & Curriculum (G, Manager) (page R 4, C 4).
- Add title Maintenance Supervisor (F, Supervisor) (page R 4, C 4).
- Add title Administrative Assistant (A, Administrative) (page R 4, C 4).

POLICE DEPARTMENT

Police Civilians

- Delete title Executive Secretary (A, Administrative) (page R 5, C 5).
- Add title Forensic Scientist (E, Professional) (page R 5, C 5).

Animal Control

- Change title of Humane Education Specialist (E, Professional) to Community Relations and Education Specialist (E, Professional) (page R 6, C 6).

Communications and Information Services

- Delete title Training Coordinator (E, Professional) (page R 7, C 7).
- Add title Supervisor of Training (F, Supervisor) (page R 7, C 7).

FIRE DEPARTMENT

Fire Civilians

Change title of Fiscal Manager (G, Manager) to Director of Finance and Facilities (H, Director) (page R 7, C 7).

PART TIME/SEASONAL TEMPORARY POSITIONS

POLICE DEPARTMENT

- Delete title Citizen Contact Officer (M, Regular Part-Time Professional) (page R 8, C 8).
- Delete title Community Service Officer/College Incentive Program (J, Part-Time/Seasonal) (page R 8, C 8).
- Delete title Project Director (M, Regular Part-Time Professional) (page R 9, C 8).
- Delete title Mentoring Manager (M, Regular Part-Time Professional) (page R 9, C 8).
- Delete title Executive Secretary (L, Regular Part-Time) (page R 9, C 8).

Neighborhood Code Enforcement

- Delete title Resident Nuisance Abatement Officer (J, Part Time/Seasonal) (page R 9, C 9).
- Delete title Weed Control Coordinator (J, Part Time/Seasonal) (page R 9, C 9).

BILL NO. S-07-08-21

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 2008.**

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 2008 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 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 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 2008 for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

| | |
|---|---------------|
| - Hazardous Duty/Technical Pay/Speciality Pay | \$1370.05 |
| - Educational Bonus (Associate Degree or higher - Fire Science Technology) | \$ 450/yr |
| - Clothing Allowance | \$1,500.00/yr |

That all Fire Command, including the Internal Affairs Officer, shall have the same longevity, disability, survivors benefits, retirement health insurance benefits, sick leave, personal leave, holiday leave, bereavement pay and vacation leave rights and receive the same percentage pay increases 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 2008 for the employees in the Police Command:

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 |
| - Clothing Allowance | \$1,700/yr | \$1,700/yr |

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.

| <u>LETTER</u> | <u>JOB CATEGORY</u> | <u>JOB/TITLE/POSITION</u> |
|---------------|--|---------------------------|
| | <u>PUBLIC SAFETY ADMINISTRATION</u> | |
| I | Executive | Director of Public Safety |

HOMELAND SECURITY

| | | |
|---|-----------|--|
| I | Executive | Director of Homeland Security |
| H | Director | Metropolitan Medical Response System Coordinator |

PUBLIC SAFETY ACADEMY

| | | |
|---|----------------|-----------------------------------|
| I | Executive | Director of Public Safety Academy |
| G | Manager | Finance & Marketing Manager |
| G | Manager | Manager of Training & Curriculum |
| F | Supervisor | Maintenance Supervisor |
| A | Administrative | Administrative Assistant |

POLICE DEPARTMENT

POLICE CIVILIANS

| | | |
|---|------------------|--|
| H | Director | Director of Finance & Facilities |
| A | Administrative | Administrative Assistant |
| H | Director | Director Victim's Assistance |
| G | Manager | Crime Laboratory Manager |
| G | Manager | Research and Grants Manager |
| B | Paraprofessional | Police Athletic League (PAL) Coordinator |
| B | Paraprofessional | Civilian Coordinator/Crime Stoppers |
| B | Paraprofessional | Civilian Property/Evidence Specialist |
| D | Technician | Crime Analyst |
| B | Paraprofessional | Drug House Ordinance Coordinator |
| E | Professional | Sr. Victim's Advocate |
| E | Professional | Victim Advocate |
| D | Technician | Crime Lab Technician |
| E | Professional | Forensic Scientist |
| D | Technician | Detective Bureau Desk Person |
| D | Technician | Sr. Crime Analyst |
| F | Supervisor | Supervisor of Property Room Operations |

POLICE COMMAND

| | | |
|---|------------|---------------------------|
| H | Director | Assistant Chief of Police |
| I | Executive | Chief of Police |
| G | Manager | Deputy Chief |
| F | Supervisor | Captain |

ANIMAL CONTROL

| | | |
|---|--------------|--|
| F | Supervisor | Animal Care Supervisor |
| H | Director | Director of Animal Care and Control |
| F | Supervisor | Enforcement Supervisor |
| E | Professional | Community Relations and Education Specialist |
| F | Supervisor | Office Supervisor |
| E | Professional | Volunteer Coordinator |
| F | Supervisor | Lead Officer |

COMMUNICATIONS AND INFORMATION SERVICES

| | | |
|---|----------------|---|
| A | Administrative | Administrative Assistant |
| H | Director | Director of Communications and Information Services |
| C | Dispatchers | Dispatcher |
| D | Technician | Electronics / Radio Installer |
| D | Technician | Two-Way Radio / Electronics / Technician |
| F | Supervisor | Operations Supervisor |
| F | Supervisor | Supervisor of Records |
| D | Technician | Records Technician |
| D | Technician | Senior Records Technician |
| D | Technician | Quality Assurance Technician |
| F | Supervisor | Shift Supervisor of Dispatchers |
| F | Supervisor | Supervisor of Radio Shop |
| F | Supervisor | Supervisor of Training |

NEIGHBORHOOD CODE ENFORCEMENT

| | | |
|---|------------------|-------------------------------|
| F | Supervisor | Customer Relations Supervisor |
| B | Paraprofessional | Legal Assistant |
| A | Administrative | Administrative Assistant |
| F | Supervisor | Staff Accountant Supervisor |
| F | Supervisor | Field Supervisor |

FIRE DEPARTMENT

FIRE CIVILIANS

| | | |
|---|----------------|------------------------------------|
| A | Administrative | Executive Secretary |
| G | Manager | Building Maintenance Manager |
| E | Professional | Medical Instructor |
| G | Manager | Shop Manager |
| H | Director | Director of Finance and Facilities |

| | | |
|---|----------------|-----------------------------|
| G | Manager | Internal Affairs Officer |
| G | Manager | Director Public Information |
| E | Professional | EMS Director |
| A | Administrative | Administrative Assistant |
| E | Professional | System Administrator |

FIRE COMMAND

| | | |
|---|-----------|-----------------|
| I | Executive | Fire Chief |
| H | Director | Deputy Chief |
| G | Manager | Assistant Chief |

WEIGHTS AND MEASURES

| | | |
|---|---------|------------------------------|
| G | Manager | Weights & Measures Inspector |
|---|---------|------------------------------|

PART TIME/SEASONALTEMPORARY POSITIONS

POLICE DEPARTMENT

| | | |
|---|--------------------------------|--|
| L | Regular Part Time | Adult Guards |
| L | Regular Part Time | Civilian Property Manager |
| L | Regular Part Time | Community Service Officer/Retired Officer Program |
| J | Part Time/Seasonal | Intern/Temporary |
| J | Part Time/Seasonal | Victim Assistance Intern |
| L | Regular Part Time | Victim's Advocate |
| M | Regular Part Time Professional | |
| L | Regular Part Time | Investigation Division General Assistant |
| L | Regular Part Time | Administrative Assistant |

ANIMAL CONTROL

| | | |
|---|--------------------------------|---|
| J | Part Time/Seasonal | Kennel Attendant |
| L | Regular Part Time | Humane Education Assistant (partially Grant Funded) |
| J | Part Time/Seasonal | Intern/Seasonal |
| L | Regular Part Time | Adoption Assistant |
| L | Regular Part Time | Administrative Assistant (Grant Funded) |
| L | Regular Part Time | Enforcement Assistant |
| L | Regular Part Time | Kennel Attendant |
| M | Regular Part Time Professional | |

COMMUNICATIONS AND INFORMATION SERVICES

| | | |
|---|-------------------|-------------------------------|
| L | Regular Part Time | Electronics / Radio Installer |
| L | Regular Part Time | Dispatcher |

NEIGHBORHOOD CODE ENFORCEMENT

| | | |
|---|--------------------|------------------------|
| J | Part Time/Seasonal | Intern/Seasonal |
| J | Part Time/Seasonal | Weed Program Inspector |

FIRE DEPARTMENT

| | | |
|---|--------------------------------|---|
| L | Regular Part Time | Survive Alive Teaching Asst. |
| L | Regular Part Time | Survive Alive Yard and Bldg. Maintenance |
| M | Regular Part Time Professional | |

WEIGHTS AND MEASURES

| | | |
|---|--------------------|-----------------|
| J | Part Time/Seasonal | Intern/Seasonal |
|---|--------------------|-----------------|

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 2008. Upon conclusion of such negotiations, the appropriate Ordinances shall be submitted to the Common Council for approval.

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, 2008, 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.

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 one year and thus, with the exception of the 2007 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 2008, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

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

Memorandum

To: Members of Common Council
From: Chlo Davie, Director of Human Resources
Date: 08/23/07
Re: 2008 Civil City and City Utilities Salary Ordinance

The following is a summary of changes for the 2008 Civil City and City Utilities Salary Ordinance. (Please follow along with the provided redline and clean copies.)

Change all applicable dates throughout the document to 2008. Under SECTION 12: change the second sentence to read "Such salary ordinances have a duration of one year and thus, with the exception of the 2007 salary ordinances, have expired."

SECTION 3:

CITY CLERK'S OFFICE

- Change title of Research Assistant (E, Professional) to Legislative Affairs Administrator (E, Professional) (page R 2, C 2).

CITY UTILITIES

Account Services Group

- Add title System Administrator (E, Professional) (page R 3, C 2).

COMMUNITY DEVELOPMENT

Community Development Administration

- Add title Director of Finance (H, Director) (page R 3, C 3).

FINANCE AND ADMINISTRATION

- Add title Deputy Director (G, Director) (page R 4, C 4).
- Add title Financial Analyst (F, Supervisor) (page R 4, C 4).

Purchasing Services

- Delete title Buyer/Information Management (A, Administrative) (page R 4, C 4).
- Change title of Executive Clerical Assistant (A, Administrative) to Information Specialist/Support (A, Administrative) (page R 4, C 4).

Human Resources

- Move from the division of Mayor's Office (page R 5, C 5).
- Delete title Human Resources Generalist (E, Professional) (page R 5, C 5).
- Add title Staffing and Recruitment Manager (G, Manager) (page R 5, C 5).
- Delete title Professional Development and Quality Enhancement Specialist (B, Paraprofessional) (page R 5, C 5).

- Change title of Human Resources Receptionist/Encoder (A, Administrative) to Administrative Assistant (A, Administrative) (page R 5, C 5).
- Change title of Benefits Specialist (B, Paraprofessional) to Benefits and Wellness Specialist (B, Paraprofessional) (page R 5, C 5).

Information Systems

- Move from the division of the Mayor's Office (page R 5, C 5).

MAYOR'S OFFICE

Mayor's Office

- Add title Executive Assistant (E, Professional) (page R 5, C 5).
- Move Mayor's Area Advocate (E, Professional) titles from Neighborhood/Citizen's Advocate department (page R 5, C 5).

Neighborhood/Citizen's Advocate

- Delete department (page R 5, C 5).

Metro Human Relations Commission

- Delete title Chief Investigator (E, Professional) (page R 6, C 5).
- Delete title Education and Outreach Specialist (E, Professional) (page R 6, C 5).
- Delete title System Administrator (B, Paraprofessional) (page R 6, C 5).
- Add title Legal Council (E, Professional) (page R 6, C 5).

PARKS AND RECREATION

- Change title of Associate Director (H, Director) to Director of Finance and Administration (page R 6, C 6).
- Add title Outdoor Recreation Coordinator (E, Professional) (page R 6, C 6).
- Add title Facility Maintenance Coordinator (E Professional) (page R 6, C 6).
- Change title of PMS Technician to Pavement Management Technician (D, Technician) (page R 7, C 7).

PART-TIME/SEASONAL/TEMPORARY POSITIONS

CITY CLERK'S OFFICE

- Add title Research Assistant (L, Regular Part-Time) (page R 7, C 7).

FINANCE AND ADMINISTRATION

- Move Human Resources Department from the Mayor's Office (page R 9, C 8).

MAYOR'S OFFICE

Neighborhood Citizen's Advocate

- Delete department (page R 9, C 9).

PARKS AND RECREATION

- Add title Basketball Site Supervisor (K, Part-Time/Seasonal) (page R 9, C 9).
- Delete title Building and Grounds Staff (K, Part-Time/Seasonal) (page R 9, C 9).
- Delete title Building Supervisor/McMillen Ice (K, Part-Time/Seasonal) (page R 9, C 9).
- Change title of Clerical Staff/Office Assistant (K, Part-Time/Seasonal to Clerical (K, Part-Time/Seasonal) (page R 9, C 9).

- Change title of Day Camp Assistant Supervisor (K, Part-Time/Seasonal to Camp Assistant Supervisor (K, Part-Time/Seasonal) (page R 9, C 9).
- Change title of Day Camp Counselors (K, Part-Time/Seasonal to Camp Counselors (K, Part-Time/Seasonal) (page R 9, C 9).
- Change title of Day Camp Supervisor (K, Part-Time/Seasonal to Camp Supervisor (K, Part-Time/Seasonal) (page R 9, C 9).
- Delete title Eco Adventure Camp Supervisor (K, Part-Time/Seasonal) (page R 9, C 9).
- Delete title Eco Adventure Camp Counselor (K, Part-Time/Seasonal) (page R 9, C 9).
- Change title of Eco Adventure Camp Before/After Care (K, Part-Time/Seasonal) to Camp Before/After Care (K, Part-Time/Seasonal) (page R 9, C 9).
- Delete title Forestry Staff (K, Part-Time/Seasonal) (page R 9, C 9).
- Delete title Golf Range Picker (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Hockey Program Director (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Horticulture Staff (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Johnny Appleseed Campground Supervisor (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Junior Golf Director (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Landscape Staff (K, Part-Time/Seasonal) (page R 10, C 9).
- Change title of Lindenwood Supervisor (K, Part-Time/Seasonal) to Supervisor/Naturalist (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Playground Area Supervisor (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Playground/Role Model Coordinator (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Pre-School Leaders (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Pre-School Program Supervisors (K, Part-Time/Seasonal) (page R 10, C 9).
- Change title of Pre-School/Staff (K, Part-Time/Seasonal) to Pre-School/Youth Staff (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Recreation Center Staff (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Recreation Specialist (Summer Only) (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Salomon Farm Camp Staff (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Salomon Farm Camp Supervisor (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Sports Coordinator (K, Part-Time/Seasonal) (page R 10, C 9).
- Change title of Sports Instructor Preschool/Sports Specialist (K, Part-Time/Seasonal) to Preschool/Youth Sports Coordinator (K, Part-Time/Seasonal) (page R 10, C 9).
- Delete title Sports Supervisor/Site Supervisor (K, Part-Time/Seasonal) (page R 10, C 10).
- Delete title Sports Supervisor/Site Supervisor (K, Part-Time/Seasonal) (page R 10, C 10).
- Delete title Tennis Staff (K, Part-Time/Seasonal) (page R 10, C 10).
- Delete title Volleyball Coordinator (K, Part-Time/Seasonal) (page R 10, C 10).
- Delete title Volleyball Instructors (K, Part-Time/Seasonal) (page R 10, C 10).
- Delete title Zoo Attendant (K, Part-Time/Seasonal) (page R 10, C 10).
- Delete title Zoo Staff (K, Part-Time/Seasonal) (page R 10, C 10).
- Delete title Zoo Supervisors (K, Part-Time/Seasonal) (page R 10, C 10).
- Delete title Computer Data Entry/Office Assistant (L, Regular Part-Time) (page R 11, C 10).
- Delete title Office Specialist (L, Regular Part-Time) (page R 11, C 10).
- Delete title Marketing Intern (L, Regular Part-Time) (page R 11, C 10).

PUBLIC WORKS

Traffic Engineering

- Add title Clerical (L, Regular Part-Time) (page R 11, C 10).

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 2008

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 2008 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 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, 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.

GRID CLASSIFICATION TITLE

CITY CLERK’S OFFICE

| | | |
|---|-------------------------------------|-----------------------------------|
| F | Supervisor | Assistant Chief Deputy |
| F | Supervisor | Deputy Clerk |
| | Unclassified-not to exceed \$41,105 | Council Attorney |
| F | Supervisor | Parking Control Supervisor |
| A | Administrative | Receptionist/Clerk |
| E | Professional | Legislative Affairs Administrator |
| A | Administrative | Violations Bureau Specialist |
| B | Paraprofessional | Violations Court Administrator |

CITY UTILITIES

Financial Services Group

| | | |
|---|----------------|--------------------------|
| E | Professional | Accountant |
| A | Administrative | Administrative Assistant |
| A | Administrative | Bookkeeper |
| A | Administrative | Executive Secretary |
| G | Manager | Manager |
| F | Supervisor | Supervisor |
| E | Professional | System Administrator |

Maintenance Operations Group

| | | |
|---|----------------|--------------------------|
| A | Administrative | Accountant/Bookkeeper |
| A | Administrative | Administrative Assistant |
| A | Administrative | Executive Secretary |
| G | Manager | Program Manager |
| H | Director | Superintendent |
| F | Supervisor | Supervisor |

Treatment Operations Group

| | | |
|---|----------------|--------------------------|
| A | Administrative | Accountant/Bookkeeper |
| A | Administrative | Administrative Assistant |
| E | Professional | Chief Chemist |
| A | Administrative | Executive Secretary |
| G | Manager | Program Manager |
| H | Director | Superintendent |

| | | |
|---|----------------|-----------------|
| F | Supervisor | Supervisor |
| A | Administrative | Lead Gatekeeper |

Utility Administration

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

Water Resources Group

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

COMMUNITY DEVELOPMENT

Community Development Administration

| | | |
|---|----------------|--|
| A | Administrative | Administrative Assistant |
| E | Professional | Community Development Specialist |
| G | Manager | Community Development Administrator |
| I | Executive | Director Community Development Division |
| E | Professional | Financial Accountant |
| H | Director | Deputy Director of Community Development |
| G | Manager | Community Development Manager |
| H | Director | Director of Planning |
| H | Director | Director of Finance |

Office of Housing and Neighborhood Services (OHNS)

| | | |
|---|----------------|-------------------------------------|
| A | Administrative | Administrative Assistant |
| G | Manager | Community Development Manager |
| G | Manager | Community Development Administrator |
| E | Professional | Community Development Specialist |

Redevelopment

| | | |
|---|----------------|-------------------------------------|
| A | Administrative | Administrative Assistant |
| G | Manager | Community Development Administrator |
| G | Manager | Community Development Manager |
| H | Director | Director of Redevelopment |
| E | Professional | Community Development Specialist |

FINANCE AND ADMINISTRATION

| | | |
|---|----------------|-------------------------------|
| A | Administrative | Accounting Clerk/Receptionist |
| G | Manager | Accounting Manager |
| A | Administrative | Administrative Assistant |
| H | Director | Deputy Controller |

| | | |
|---|--------------|-----------------------------|
| I | Executive | City Controller |
| E | Professional | Financial Accountant |
| E | Professional | Senior Financial Accountant |
| F | Supervisor | Accounting Supervisor |
| G | Director | Deputy Director |
| F | Supervisor | Financial Analyst |

Payroll Services

| | | |
|---|--------------|----------------------|
| E | Professional | Payroll Accountant |
| G | Manager | Payroll Manager |
| E | Professional | Payroll Practitioner |

Property Management

| | | |
|---|----------------|--------------------------|
| G | Manager | Property Manager |
| A | Administrative | Administrative Assistant |

Purchasing Services

| | | |
|---|------------------|---------------------------------|
| F | Supervisor | Purchasing Supervisor |
| B | Paraprofessional | Senior Buyer |
| B | Paraprofessional | Bid Specialist/Buyer |
| A | Administrative | Buyer/Information Management |
| H | Director | Director of Purchasing Services |
| A | Administrative | Information Specialist/Support |
| A | Administrative | Administrative Assistant |

Risk Management

| | | |
|---|------------------|----------------------------|
| A | Administrative | Administrative Assistant |
| B | Paraprofessional | Risk Management Specialist |
| G | Manager | Risk Manager |
| E | Professional | Safety Claims/Investigator |

Human Resources

| | | |
|---|------------------|--|
| I | Executive | Director of Human Resources |
| G | Manager | Labor Relations Manager |
| G | Manager | Professional Development and Quality Enhancement Manager |
| E | Professional | Professional Development and Quality Enhancement Coordinator |
| E | Professional | Staffing and Recruitment Coordinator |
| G | Manager | Staffing and Recruitment Manager |
| B | Paraprofessional | Staffing and Recruitment Specialist |
| A | Administrative | Administrative Assistant |
| G | Manager | Benefits and Employee Communications Manager |
| B | Paraprofessional | Benefits and Wellness Specialist |

Information Systems

| | | |
|---|--------------|--|
| I | Executive | Chief Technology Officer/Chief Information C |
| E | Professional | Webmaster/Graphic Designer/PIO Officer |
| E | Professional | iTeam Coordinator |

MAYOR'S OFFICE

Internal Audit

| | | |
|---|--------------|----------------------------|
| H | Director | Director of Internal Audit |
| E | Professional | Staff Auditor |

Law Department

| | | |
|---|----------------|--|
| H | Director | Associate City Attorney |
| I | Executive | City Attorney |
| A | Administrative | Legal Research/ Administrative Assistant |

Mayor's Office

| | | |
|---|----------------|--------------------------|
| A | Administrative | Administrative Assistant |
| I | Executive | Deputy Mayor |
| A | Administrative | Receptionist |
| E | Professional | Executive Assistant |
| E | Professional | City Services Specialist |
| E | Professional | Mayor's Area Advocate |

Public Information

| | | |
|---|--------------|--------------------------------|
| H | Director | Director of Public Information |
| E | Professional | Public Information Officer |

METRO HUMAN RELATIONS COMMISSION

| | | |
|---|----------------|--------------------------|
| A | Administrative | Administrative Assistant |
| H | Director | Executive Director |
| A | Administrative | Executive Secretary |
| E | Professional | Investigator |
| E | Professional | Legal Council |

PARKS AND RECREATION

| | | |
|--------------|----------------|--------------------------------------|
| A | Administrative | Administrative Assistant |
| F | Supervisor | Assistant Supervisor |
| H | Director | Director of Finance & Administration |
| H | Director | Deputy Director |
| I | Executive | Director of Parks and Recreation |
| Unclassified | | Golf Course Pro/Manager |
| F | Supervisor | Golf Green Superintendent |
| E | Professional | Assistant Golf Green Superintendent |
| G | Manager | Manager |
| E | Professional | Program Facility Coordinator |
| D | Technician | Project Management Technician |
| H | Director | Superintendent |
| F | Supervisor | Supervisor |
| A | Administrative | Support Specialist |
| G | Manager | Landscape Architect |
| E | Professional | Outdoor Recreation Coordinator |
| E | Professional | Facility Maintenance Coordinator |

PUBLIC WORKS

Transportation Administration and Support

| | | |
|---|----------------|---|
| A | Administrative | Administrative Assistant |
| H | Director | Director of Transportation Administration & Support |
| G | Manager | Right of Way Permit Engineer |

Fleet Management Dept.

| | | |
|---|----------------|--------------------------|
| H | Director | Superintendent |
| D | Technician | Fleet System Analyst |
| A | Administrative | Administrative Assistant |

Flood Control

| | | |
|---|----------------|---------------------------|
| G | Manager | Flood Control Manager |
| A | Administrative | Administrative Assistant |
| G | Manager | Flood Maintenance Manager |

Public Works Administration

| | | |
|---|------------------|--|
| A | Administrative | Administrative Assistant |
| I | Executive | Associate Director of Public Works and Utilities |
| B | Paraprofessional | Clerk to Board |
| I | Executive | Director of Public Works and Utilities |
| E | Professional | Barrett Law Accountant |
| E | Professional | Compliance Administrator |
| E | Professional | Compliance Officer |
| A | Administrative | Executive Secretary |
| G | Manager | Greenway Manager |

Energy & Environmental Services

| | | |
|---|----------|---|
| H | Director | Director of Energy & Environmental Services |
| G | Manager | Program Manager |

Street Department

| | | |
|---|----------------|--|
| A | Administrative | Administrative Assistant |
| F | Supervisor | Assistant Street Commissioner |
| A | Administrative | Bookkeeper |
| H | Director | Director of Transportation/ Operations |
| F | Supervisor | General Foreman |

Street Light Operations

| | | |
|---|------------|---|
| F | Supervisor | Supervisor of Street Lighting Warehouse |
| F | Supervisor | Lighting Foreman |

Traffic Engineering

| | | |
|---|------------|----------------------------------|
| H | Director | Traffic Engineer |
| F | Supervisor | Supervisor of Traffic Operations |
| F | Supervisor | Infrastructure Supervisor |
| F | Supervisor | Sign and Marking Foreman |
| F | Supervisor | Sign and Marking Supervisor |

| | | |
|---|----------------|--------------------------------|
| F | Supervisor | Signal Foreman |
| H | Director | Director of Traffic Operations |
| A | Administrative | Administrative Assistant |

Transportation Engineering Services

| | | |
|---|------------|--|
| H | Director | City Engineer |
| H | Director | Assistant City Engineer |
| G | Manager | Manager of Transportation Engineering Services |
| D | Technician | Pavement Management Technician |

PART-TIME/SEASONAL/TEMPORARY POSITIONS

DIVISION/DEPARTMENT

CITY CLERK'S OFFICE

| | | |
|---|--------------------------------|--------------------|
| J | Part-Time/Seasonal/Temp | Intern/Seasonal |
| L | Regular Part-Time | Receptionist/Clerk |
| L | Regular Part-Time | Research Assistant |
| M | Regular Part-Time Professional | |

CITY UTILITIES

Financial Services Group

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

Maintenance Operations Group

| | | |
|---|--------------------|-----------------|
| J | Part Time/Seasonal | Intern/Seasonal |
|---|--------------------|-----------------|

Treatment Operation Group

| | | |
|---|--------------------|-----------------|
| J | Part Time/Seasonal | Gatekeeper |
| J | Part Time/Seasonal | Intern/Seasonal |

Utility Administration

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

Water Resources Group

| | | |
|---|--------------------|-----------------|
| J | Part Time/Seasonal | Intern/Seasonal |
|---|--------------------|-----------------|

COMMUNITY DEVELOPMENT

Community Development Administration

| | | |
|---|--------------------------------|-----------------|
| J | Part-Time/Seasonal | Intern/Seasonal |
| L | Regular Part-Time | Bookkeeper |
| M | Regular Part Time Professional | |

Redevelopment

| | | |
|---|--------------------|-----------------|
| J | Part-Time/Seasonal | Intern/Seasonal |
|---|--------------------|-----------------|

Office of Housing and Neighborhood Services (OHNS)

J Part-Time/Seasonal 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

Human Resources

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

Public Information

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

J Part-Time/Seasonal Intern/Seasonal

METRO HUMAN RELATIONS COMMISSION

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

PARKS AND RECREATION

K Part-Time/Seasonal Asst. Golf Pro/Manager

K Part-Time/Seasonal Aquatic Center Manager

K Part-Time/Seasonal Aquatics Supervisor

K Part-Time/Seasonal Basketball Staff

K Part-Time/Seasonal Basketball Program Coordinator

K Part-Time/Seasonal Basketball Site Supervisor

K Part-Time/Seasonal Clerical

K Part-Time/Seasonal Camp Assistant Supervisor

K Part-Time/Seasonal Camp Counselors

K Part-Time/Seasonal Camp Supervisor

| | | |
|---|--------------------------------|---|
| K | Part-Time/Seasonal | Camp Before/After Care |
| K | Part-Time/Seasonal | Foellinger Theatre Assistant Supervisor |
| K | Part-Time/Seasonal | Foellinger Theatre Supervisor |
| K | Part-Time/Seasonal | Golf Course Assistant Greens Superintendent |
| K | Part-Time/Seasonal | Golf Course Cashiers/Starters |
| K | Part-Time/Seasonal | Golf Course Maintenance |
| K | Part-Time/Seasonal | Hurshstown Attendant |
| K | Part-Time/Seasonal | Hurshstown Supervisor |
| K | Part-Time/Seasonal | Ice Arena Attendant |
| K | Part-Time/Seasonal | Ice Arena Building Supervisor |
| K | Part-Time/Seasonal | Ice Arena Staff |
| K | Part-Time/Seasonal | Intern/Seasonal |
| K | Part-Time/Seasonal | Learn to Swim Instructor |
| K | Part-Time/Seasonal | Life-guards/Substitute Lifeguards |
| K | Part Time/Seasonal | Lindenwood Staff |
| K | Part Time/Seasonal | Supervisor/Naturalist |
| K | Part-Time/Seasonal | Maintenance |
| K | Part-Time/Seasonal | Naturalist |
| K | Part-Time/Seasonal | Outdoor Education Coordinator |
| K | Part-Time/Seasonal | Playground Leaders |
| K | Part-Time/Seasonal | Playground Staff |
| K | Part-Time/Seasonal | Playground Supervisor |
| K | Part-Time/Seasonal | Pool Staff (non-certified) |
| K | Part-Time/Seasonal | Pool – Head Lifeguard |
| K | Part-Time/Seasonal | Pre-School/Youth Staff |
| K | Part-Time/Seasonal | Recreation Center Leaders |
| K | Part-Time/Seasonal | Recreation Site Supervisors |
| K | Part-Time/Seasonal | Special Events Coordinator |
| K | Part-Time/Seasonal | Preschool/Youth Sports Coordinator |
| K | Part-Time/Seasonal | Tennis Instructors |
| K | Part-Time/Seasonal | Tennis Program Coordinator |
| K | Part-Time/Seasonal | Theatre Attendant |
| K | Part-Time/Seasonal | Theatre Technician |
| K | Part-Time/Seasonal | Weekend/Evening Receptionist/Host(ess) |
| L | Regular Part-Time | Clerical |
| L | Regular Part-Time | Foellinger Theatre Manager |
| L | Regular Part-Time | Recreation Specialist – Year Round |
| M | Regular Part Time Professional | |
| L | Regular Part-Time | Intern |
| L | Regular Part-Time | Ice Arena Attendant |
| L | Regular Part-Time | Recreation Leader |
| L | Regular Part-Time | Weekend/Evening Receptionist Host(ess) |

PUBLIC WORKS

Transportation Administration and Support

| | | |
|---|--------------------------------|-----------------|
| J | Part-Time/Seasonal | Intern/Seasonal |
| M | Regular Part Time Professional | |

Fleet Management

| | | |
|---|--------------------|-----------------|
| J | Part-Time/Seasonal | Intern/Seasonal |
|---|--------------------|-----------------|

J Part-Time/Seasonal Intern/Seasonal

Public Works Administration

J Part-Time/Seasonal Intern/Seasonal

M Regular Part Time Professional

Energy & Environmental Services

J Part-Time/Seasonal Intern/Seasonal

J Part-Time/Seasonal Leaf Pick-up Laborer

Street Department

J Part-Time/Seasonal Intern/Seasonal

J Part-Time/Seasonal Leaf Pick-up Laborer

Street Light Operations

J Part-Time/Seasonal Intern/Seasonal

Traffic Engineering

J Part-Time/Seasonal Sign Division Helper (Summer Intern)

J Part-Time/Seasonal Signal Division Helper (Summer Intern)

J Part-Time/Seasonal Traffic Counter (Summer Intern/Seasonal)

L Regular Part-Time Clerical

Transportation Engineering Services

J Part-Time/Seasonal Clerical Aide (Intern)

J Part-Time/Seasonal Intern/Seasonal

J Part-Time/Seasonal Seasonal Field Employee

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 2008. 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 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.

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, 2008 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 2007 salary ordinances, have expired. Commencing January 1, 2008, 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

**2008 Grid Classifications
Regular Full Time Positions**

| Class | | | Min | Thru | Mid | Thru | Max |
|-------|-------------------|--|---------|------|---------|------|---------|
| A | Administrative | | 22,500 | --- | 26,700 | --- | 30,900 |
| | | | 30,901 | --- | 34,763 | --- | 38,625 |
| | | | 38,626 | --- | 43,183 | --- | 47,741 |
| B | Para-Professional | | 26,500 | --- | 31,446 | --- | 36,393 |
| | | | 36,394 | --- | 40,942 | --- | 45,491 |
| | | | 45,492 | --- | 50,860 | --- | 56,228 |
| C | Dispatchers | | 25,000 | --- | 31,813 | --- | 38,625 |
| | | | 38,626 | --- | 45,836 | --- | 53,045 |
| D | Technican | | 30,000 | --- | 35,600 | --- | 41,200 |
| | | | 41,201 | --- | 47,123 | --- | 53,045 |
| E | Professional | | 28,600 | --- | 34,419 | --- | 40,238 |
| | | | 40,239 | --- | 45,628 | --- | 51,018 |
| | | | 51,019 | --- | 57,336 | --- | 63,654 |
| F | Supervisor | | 35,000 | --- | 41,533 | --- | 48,066 |
| | | | 48,067 | --- | 54,075 | --- | 60,083 |
| | | | 60,084 | --- | 67,173 | --- | 74,263 |
| G | Manager | | 39,000 | --- | 46,280 | --- | 53,560 |
| | | | 53,561 | --- | 60,256 | --- | 66,950 |
| | | | 66,951 | --- | 74,851 | --- | 82,750 |
| H | Director | | 45,000 | --- | 53,400 | --- | 61,800 |
| | | | 61,801 | --- | 69,526 | --- | 77,250 |
| | | | 77,251 | --- | 86,366 | --- | 95,481 |
| I | Executive | | 85,000 | --- | 89,708 | --- | 94,416 |
| | | | 94,417 | --- | 97,850 | --- | 101,283 |
| | | | 101,284 | --- | 106,339 | --- | 111,395 |

**2008 Grid Classifications
Part-Time Positions**

| Class | | | Min | Thru | Mid | Thru | Max |
|-------|------------------------------------|--|---------|------|---------|------|---------|
| J | Part-Time/Seasonal/Temp (not Park) | 1 | 6.55 | --- | 9.83 | --- | 13.10 |
| K | Park Dept Seasonal/Part-time * | Skill Level thru Specialized Positions | 6.55 | | thru | | 13.00 |
| L | Regular Part Time | 1 | 7.9892 | --- | 8.8207 | --- | 9.9336 |
| | | 2 | 10.1322 | --- | 11.1868 | --- | 12.5982 |
| | | 3 | 12.8501 | --- | 14.1875 | --- | 15.9775 |
| M | Regular Part Time Professional | 1 | 16.2971 | --- | 17.9934 | --- | 20.2634 |
| | | 2 | 20.6687 | --- | 22.8200 | --- | 25.6990 |
| | | 3 | 26.2129 | --- | 28.9411 | --- | 32.5925 |

* Rate Schedule is set by the Board of Park Commissioners