

## **ORDINANCE 12-2018**

**AN ORDINANCE AMENDING THE CITY OF OWENSBORO EMPLOYEE HANDBOOK CHAPTER 1000, SUBCHAPTER 1004, PAY CHART RELATING TO THE POSITIONS OF EXECUTIVE ASSISTANT TO THE MAYOR AND CITY CLERK; AND FURTHER ESTABLISHING THE COMPENSATION OF CITY EMPLOYEES AND NON-ELECTED CITY OFFICERS IN ACCORDANCE WITH A PERSONNEL AND PAY CLASSIFICATION PLAN, AS REQUIRED BY KRS 83A.070.**

**WHEREAS**, to better assist employees and management in accessing the information provided in various policies and procedures manuals, the City has created a comprehensive Employee Handbook; and

**WHEREAS**, the Board of Commissioners has delegated authority to establish certain employment and operational policies of the City, but has reserved certain policies to remain under the direct authority of the Commission; and

**WHEREAS**, it is necessary to amend positions in Chapter 1000, Subchapter 1004, in the Pay Charts entitled “Administrative Services,” “Professional/Technical Non-Exempt,” and “Professional/Technical Exempt”; and

**WHEREAS**, KRS 83A.070(2) directs the legislative body of each city to fix the compensation of city employees and non-elected city officers in accordance with a personnel and pay classification which shall be adopted by ordinance.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF OWENSBORO, KENTUCKY, AS FOLLOWS:**

**Section 1.** That the City of Owensboro, Kentucky, by and through its Board of Commissioners, hereby amends Chapter 1000, Subchapter 1004 – Pay Charts as follows:

“Professional/Technical,” Exempt, Grade 12: Eliminate the position of Executive Assistant to the Mayor.

“Administrative Services”, Grade 8: Establish the position of Executive Assistant to the Mayor.

“Professional/Technical,” Non-Exempt, Grade 11: Eliminate the position of City Clerk.

“Professional/Technical,” Exempt, Grade 11: Establish the position of City Clerk.

**Section 3.** In accordance with KRS 83A.070(2), the compensation of City employees and non-elected city officer is established in accordance with the Pay Charts attached hereto as Exhibit A, which includes the amendments above.

**INTRODUCED AND PUBLICLY READ ON FIRST READING**, this the 17th day of July, 2018.

**PUBLICLY READ AND APPROVED ON SECOND READING**, this the 7th day of August, 2018.

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Thomas H. Watson, Mayor

ATTEST:

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Beth Cecil, City Clerk

| FIRE DEPT - 24 HR HAZARDOUS DUTY SHIFT PAY PLAN<br>HOURLY NON-EXEMPT<br>EFFECTIVE: FY 2018-19 |         |         |         |         |         |         |
|-----------------------------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|
|                                                                                               | GRADES  |         |         |         |         |         |
|                                                                                               | 1       | 2       | 3       | 4       | 5       | 6       |
| STEPS                                                                                         |         |         |         |         |         |         |
| ENTRY                                                                                         | 11.1498 | 12.5622 | 13.5035 | 14.4447 | 16.0036 | 17.7420 |
| 1                                                                                             | 11.2892 | 12.7014 | 13.6429 | 14.5843 | 16.1429 | 17.8812 |
| 2                                                                                             | 11.4301 | 12.8423 | 13.7838 | 14.7251 | 16.2838 | 18.0222 |
| 3                                                                                             | 11.7978 | 13.2375 | 14.1971 | 15.1568 | 16.7457 | 18.5179 |
| 4                                                                                             | 11.9452 | 13.3850 | 14.3446 | 15.3043 | 16.8932 | 18.6654 |
| 5                                                                                             | 12.1622 | 13.6021 | 14.5617 | 15.5214 | 17.1104 | 18.8825 |
| 6                                                                                             | 12.3810 | 13.8208 | 14.7804 | 15.7400 | 17.3290 | 19.1014 |
| 7                                                                                             | 12.6018 | 14.0417 | 15.0013 | 15.9608 | 17.5499 | 19.3221 |
| 8                                                                                             | 12.8241 | 14.2641 | 15.2237 | 16.1834 | 17.7723 | 19.5446 |
| 9                                                                                             | 13.0489 | 14.4887 | 15.4485 | 16.4079 | 17.9969 | 19.7690 |
| 10                                                                                            | 13.2079 | 14.6475 | 15.6072 | 16.5668 | 18.1558 | 19.9281 |
| 11                                                                                            | 13.3687 | 14.8086 | 15.7682 | 16.7279 | 18.3169 | 20.0889 |
| 12                                                                                            | 13.5318 | 14.9717 | 15.9313 | 16.8908 | 18.4798 | 20.2519 |
| 13                                                                                            | 13.6967 | 15.1366 | 16.0961 | 17.0558 | 18.6446 | 20.4169 |
| 14                                                                                            | 13.8638 | 15.3036 | 16.2632 | 17.2229 | 18.8118 | 20.5840 |
| 15                                                                                            | 14.0330 | 15.4726 | 16.4323 | 17.3920 | 18.9809 | 20.7531 |
| 16                                                                                            | 14.2038 | 15.6437 | 16.6034 | 17.5631 | 19.1519 | 20.9242 |
| 17                                                                                            | 14.3775 | 15.8171 | 16.7767 | 17.7364 | 19.3254 | 21.0977 |
| 18                                                                                            | 14.5529 | 15.9928 | 16.9524 | 17.9121 | 19.5008 | 21.2733 |
| 19                                                                                            | 14.7305 | 16.1702 | 17.1299 | 18.0895 | 19.6785 | 21.4506 |
| 20                                                                                            | 14.9103 | 16.3501 | 17.3098 | 18.2694 | 19.8585 | 21.6305 |
| 21                                                                                            | 15.0926 | 16.5323 | 17.4921 | 18.4517 | 20.0405 | 21.8127 |
| 22                                                                                            | 15.2769 | 16.7166 | 17.6762 | 18.6359 | 20.2249 | 21.9971 |
| 23                                                                                            | 15.4635 | 16.9033 | 17.8630 | 18.8226 | 20.4115 | 22.1836 |
| 24                                                                                            | 15.6526 | 17.0923 | 18.0520 | 19.0116 | 20.6006 | 22.3726 |
| 25                                                                                            | 15.8439 | 17.2838 | 18.2435 | 19.2030 | 20.7920 | 22.5642 |

| FIRE DEPT - 24 HR HAZARDOUS DUTY SHIFT PAY PLAN<br>HOURLY NON-EXEMPT SUPPLEMENTAL RATE<br>EFFECTIVE: FY 2018-19 |        |         |         |         |         |         |
|-----------------------------------------------------------------------------------------------------------------|--------|---------|---------|---------|---------|---------|
|                                                                                                                 | GRADES |         |         |         |         |         |
|                                                                                                                 | 1      | 2       | 3       | 4       | 5       | 6       |
| STEPS                                                                                                           |        |         |         |         |         |         |
| ENTRY                                                                                                           | 6.6899 | 7.5372  | 8.1020  | 8.6670  | 9.6022  | 10.6452 |
| 1                                                                                                               | 6.7735 | 7.6209  | 8.1856  | 8.7506  | 9.6857  | 10.7289 |
| 2                                                                                                               | 6.8581 | 7.7054  | 8.2704  | 8.8351  | 9.7704  | 10.8134 |
| 3                                                                                                               | 7.0786 | 7.9426  | 8.5183  | 9.0939  | 10.0475 | 11.1107 |
| 4                                                                                                               | 7.1672 | 8.0309  | 8.6067  | 9.1825  | 10.1360 | 11.1992 |
| 5                                                                                                               | 7.2976 | 8.1613  | 8.7372  | 9.3127  | 10.2662 | 11.3295 |
| 6                                                                                                               | 7.4286 | 8.2924  | 8.8684  | 9.4440  | 10.3976 | 11.4607 |
| 7                                                                                                               | 7.5612 | 8.4249  | 9.0009  | 9.5766  | 10.5299 | 11.5934 |
| 8                                                                                                               | 7.6947 | 8.5585  | 9.1343  | 9.7100  | 10.6633 | 11.7265 |
| 9                                                                                                               | 7.8292 | 8.6932  | 9.2689  | 9.8449  | 10.7980 | 11.8615 |
| 10                                                                                                              | 7.9246 | 8.7887  | 9.3642  | 9.9401  | 10.8936 | 11.9567 |
| 11                                                                                                              | 8.0212 | 8.8850  | 9.4610  | 10.0367 | 10.9900 | 12.0534 |
| 12                                                                                                              | 8.1190 | 8.9829  | 9.5586  | 10.1345 | 11.0880 | 12.1512 |
| 13                                                                                                              | 8.2180 | 9.0820  | 9.6578  | 10.2333 | 11.1869 | 12.2503 |
| 14                                                                                                              | 8.3183 | 9.1822  | 9.7581  | 10.3336 | 11.2873 | 12.3504 |
| 15                                                                                                              | 8.4196 | 9.2836  | 9.8594  | 10.4351 | 11.3884 | 12.4518 |
| 16                                                                                                              | 8.5224 | 9.3861  | 9.9622  | 10.5379 | 11.4913 | 12.5544 |
| 17                                                                                                              | 8.6264 | 9.4903  | 10.0661 | 10.6420 | 11.5954 | 12.6586 |
| 18                                                                                                              | 8.7317 | 9.5956  | 10.1715 | 10.7472 | 11.7007 | 12.7637 |
| 19                                                                                                              | 8.8382 | 9.7021  | 10.2779 | 10.8537 | 11.8071 | 12.8703 |
| 20                                                                                                              | 8.9463 | 9.8101  | 10.3857 | 10.9617 | 11.9148 | 12.9783 |
| 21                                                                                                              | 9.0555 | 9.9194  | 10.4952 | 11.0710 | 12.0244 | 13.0878 |
| 22                                                                                                              | 9.1660 | 10.0300 | 10.6058 | 11.1817 | 12.1351 | 13.1982 |
| 23                                                                                                              | 9.2782 | 10.1419 | 10.7177 | 11.2937 | 12.2469 | 13.3102 |
| 24                                                                                                              | 9.3914 | 10.2555 | 10.8314 | 11.4069 | 12.3603 | 13.4235 |
| 25                                                                                                              | 9.5065 | 10.3703 | 10.9459 | 11.5218 | 12.4751 | 13.5385 |

| STATE INCENTIVE PAY:                                                        |  |
|-----------------------------------------------------------------------------|--|
| ASSUMES \$4,000 / YEAR, PAID IN MONTHLY INCREMENTS OF APPROXIMATELY \$33.33 |  |
| \$1.92/HR IN NOTED CALCULATIONS ASSUMES \$4,000/YR INCENTIVE.               |  |
| SUPPLEMENTAL HOURLY RATE: REFER TO APPLICABLE POLICY(IES).                  |  |

| FIRE DEPT - LIEUTENANT and<br>BATTALION CHIEFS ON 8 HR SHIFTS - HOURLY NON-EXEMPTS<br>EFFECTIVE: FY 2018-19 |         |         |         |         |         |         |
|-------------------------------------------------------------------------------------------------------------|---------|---------|---------|---------|---------|---------|
|                                                                                                             | GRADES  |         |         |         |         |         |
|                                                                                                             | 1       | 2       | 3       | 4       | 5       | 6       |
| STEPS                                                                                                       |         |         |         |         |         |         |
| ENTRY                                                                                                       | 18.0737 | 20.3334 | 21.8396 | 23.3459 | 25.6056 | 28.6211 |
| 1                                                                                                           | 18.2964 | 20.5562 | 22.0627 | 23.5688 | 25.8286 | 28.8441 |
| 2                                                                                                           | 18.5221 | 20.7819 | 22.2882 | 23.7942 | 26.0542 | 29.0697 |
| 3                                                                                                           | 19.1150 | 21.4186 | 22.9542 | 24.4894 | 26.7931 | 29.8673 |
| 4                                                                                                           | 19.3509 | 21.6544 | 23.1899 | 24.7254 | 27.0292 | 30.1033 |
| 5                                                                                                           | 19.6982 | 22.0020 | 23.5374 | 25.0727 | 27.3766 | 30.4506 |
| 6                                                                                                           | 20.0482 | 22.3518 | 23.8875 | 25.4227 | 27.7265 | 30.8006 |
| 7                                                                                                           | 20.4015 | 22.7051 | 24.2406 | 25.7761 | 28.0798 | 31.1540 |
| 8                                                                                                           | 20.7576 | 23.0613 | 24.5966 | 26.1320 | 28.4356 | 31.5098 |
| 9                                                                                                           | 21.1169 | 23.4204 | 24.9560 | 26.4913 | 28.7950 | 31.8691 |
| 10                                                                                                          | 21.3712 | 23.6748 | 25.2101 | 26.7457 | 29.0493 | 32.1234 |
| 11                                                                                                          | 21.6285 | 23.9324 | 25.4678 | 27.0030 | 29.3068 | 32.3809 |
| 12                                                                                                          | 21.8895 | 24.1933 | 25.7284 | 27.2638 | 29.5677 | 32.6417 |
| 13                                                                                                          | 22.1533 | 24.4570 | 25.9925 | 27.5280 | 29.8316 | 32.9058 |
| 14                                                                                                          | 22.4207 | 24.7243 | 26.2596 | 27.7953 | 30.0989 | 33.1730 |
| 15                                                                                                          | 22.6912 | 24.9949 | 26.5302 | 28.0656 | 30.3694 | 33.4435 |
| 16                                                                                                          | 22.9648 | 25.2687 | 26.8040 | 28.3394 | 30.6432 | 33.7173 |
| 17                                                                                                          | 23.2425 | 25.5462 | 27.0815 | 28.6170 | 30.9208 | 33.9948 |
| 18                                                                                                          | 23.5233 | 25.8270 | 27.3624 | 28.8978 | 31.2015 | 34.2756 |
| 19                                                                                                          | 23.8072 | 26.1110 | 27.6463 | 29.1819 | 31.4856 | 34.5597 |
| 20                                                                                                          | 24.0952 | 26.3989 | 27.9341 | 29.4697 | 31.7733 | 34.8475 |
| 21                                                                                                          | 24.3867 | 26.6905 | 28.2258 | 29.7612 | 32.0650 | 35.1391 |
| 22                                                                                                          | 24.6816 | 26.9854 | 28.5207 | 30.0562 | 32.3598 | 35.4339 |
| 23                                                                                                          | 24.9802 | 27.2839 | 28.8193 | 30.3547 | 32.6585 | 35.7327 |
| 24                                                                                                          | 25.2828 | 27.5864 | 29.1218 | 30.6571 | 32.9608 | 36.0350 |
| 25                                                                                                          | 25.5890 | 27.8926 | 29.4281 | 30.9633 | 33.2671 | 36.3412 |

**NOTE:**

**STEP 1** represents the yr an employee completes the 1st yr of employment.  
**STEP 2** represents the *fiscal* yr an employee completes the 2nd yr of employment. And so on. Figures on these charts may be rounded due to administrative purposes, or may vary in the payroll system due to rounding.

| GRADES   | JOB CLASSIFICATIONS  |
|----------|----------------------|
| GRADE 1: | FIREFIGHTER          |
| GRADE 2: | FIRE DRIVER/ENGINEER |
| GRADE 3: | FIRE LIEUTENANT      |
| GRADE 4: | FIRE CAPTAIN         |
| GRADE 5: | BATTALION CHIEF      |
| GRADE 6: | ASSISTANT FIRE CHIEF |

**EXAMPLE CALCULATIONS:**

**REGULAR, AND, IF APPLICABLE, SCHEDULED OVERTIME EARNINGS:**

ASSUME ANNUAL HRS 2,912  
 (REGULAR HOURLY RATE \* 2080 HRS) +  
 (REGULAR HOURLY RATE \* 832 HRS) +  
 (REGULAR HOURLY RATE \* .5 \* 832 HRS)

**OVERTIME/CALLBACK (NON-EXEMPT 8 HR SHIFT ONLY) MAY BE PAID AS:**

(REGULAR HOURLY RATE + 1.92) (1.5)

**CALLBACK (NON-EXEMPT 24 HR SHIFT ONLY):**

NON-EXEMPT PERSONNEL WHO WORK 24 HR SHIFT MAY BE PAID FOR CALLBACK TIME USING THE FOLLOWING CALCULATION:  
 (REGULAR HOURLY RATE + SUPPLEMENTAL RATE + 1.92) (1.5)

**UNSCHEDULED OVERTIME (NON-EXEMPT 24 HR SHIFT ONLY):**

NON-EXEMPT EMPLOYEES WHO WORK AN AVERAGE OF 2,912 HR/YR (BY WORKING 24 HOURS ON, FOLLOWED BY 48 HOURS OFF) AND WHOSE OVERTIME HOURS EXCEED THEIR 'REGULARLY SCHEDULED OVERTIME' DURING A GIVEN WORK WEEK (i.e., THEY WORK 'UNSCHEDULED OVERTIME'), MAY BE PAID FOR SUCH UNSCHEDULED OVERTIME USING THE FOLLOWING CALCULATION:  
 (REGULAR HOURLY RATE + SUPPLEMENTAL RATE + 1.92) (1.5)

**IMPORTANT: HAZARDOUS DUTY TITLES MUST REMAIN SAME AS TITLES PREVIOUSLY APPROVED BY KY. RETIREMENT SYSTEMS. IF ANY CHANGES, SEEK KY RET SYSTEM APPROVAL.**

| POLICE DEPT - HAZARDOUS DUTY<br>EFFECTIVE: FY 2018-19 |         |         |         |         |        |        |        |
|-------------------------------------------------------|---------|---------|---------|---------|--------|--------|--------|
| GRADES                                                |         |         |         |         |        |        |        |
| HOURLY NON-EXEMPT                                     |         |         |         | EXEMPT* |        |        |        |
| STEPS                                                 | 1       | 2       | 3       | 4       | 5      | 6      | 7      |
| ENTRY                                                 | 18.0881 | 20.3478 | 22.9117 | 24.4179 | 64,313 | 66,494 | 69,182 |
| 1                                                     | 18.3141 | 20.5739 | 23.1378 | 24.6439 | 64,783 | 66,965 | 69,653 |
| 2                                                     | 18.5428 | 20.8027 | 23.3665 | 24.8727 | 65,260 | 67,440 | 70,128 |
| 3                                                     | 19.1758 | 21.4837 | 24.1025 | 25.6408 | 67,146 | 69,373 | 72,119 |
| 4                                                     | 19.4154 | 21.7234 | 24.3420 | 25.8805 | 67,643 | 69,872 | 72,617 |
| 5                                                     | 19.7667 | 22.0748 | 24.6933 | 26.2318 | 68,376 | 70,602 | 73,348 |
| 6                                                     | 20.1206 | 22.4287 | 25.0473 | 26.5856 | 69,111 | 71,339 | 74,084 |
| 7                                                     | 20.4777 | 22.7858 | 25.4046 | 26.9429 | 69,854 | 72,082 | 74,826 |
| 8                                                     | 20.8381 | 23.1463 | 25.7650 | 27.3033 | 70,604 | 72,832 | 75,576 |
| 9                                                     | 21.2020 | 23.5101 | 26.1288 | 27.6672 | 71,359 | 73,588 | 76,333 |
| 10                                                    | 21.4600 | 23.7680 | 26.3868 | 27.9250 | 71,897 | 74,124 | 76,870 |
| 11                                                    | 21.7212 | 24.0293 | 26.6479 | 28.1864 | 72,440 | 74,669 | 77,414 |
| 12                                                    | 21.9857 | 24.2938 | 26.9125 | 28.4509 | 72,990 | 75,218 | 77,964 |
| 13                                                    | 22.2542 | 24.5621 | 27.1808 | 28.7192 | 73,549 | 75,776 | 78,522 |
| 14                                                    | 22.5257 | 24.8338 | 27.4524 | 28.9908 | 74,113 | 76,341 | 79,088 |
| 15                                                    | 22.8004 | 25.1085 | 27.7271 | 29.2658 | 74,685 | 76,912 | 79,658 |
| 16                                                    | 23.0785 | 25.3866 | 28.0054 | 29.5437 | 75,264 | 77,491 | 80,237 |
| 17                                                    | 23.3604 | 25.6685 | 28.2871 | 29.8255 | 75,849 | 78,078 | 80,823 |
| 18                                                    | 23.6456 | 25.9537 | 28.5724 | 30.1106 | 76,443 | 78,671 | 81,415 |
| 19                                                    | 23.9345 | 26.2424 | 28.8612 | 30.3995 | 77,044 | 79,272 | 82,017 |
| 20                                                    | 24.2267 | 26.5347 | 29.1535 | 30.6918 | 77,651 | 79,879 | 82,625 |
| 21                                                    | 24.5227 | 26.8307 | 29.4493 | 30.9878 | 78,267 | 80,496 | 83,240 |
| 22                                                    | 24.8224 | 27.1304 | 29.7492 | 31.2874 | 78,891 | 81,118 | 83,865 |
| 23                                                    | 25.1259 | 27.4340 | 30.0526 | 31.5911 | 79,522 | 81,749 | 84,495 |
| 24                                                    | 25.4332 | 27.7414 | 30.3599 | 31.8984 | 80,162 | 82,389 | 85,135 |
| 25                                                    | 25.7445 | 28.0524 | 30.6712 | 32.2094 | 80,808 | 83,036 | 85,782 |

| POLICE DEPT - NON HAZARDOUS DUTY ECU<br>EFFECTIVE: FY 2018-19 |         |  |         |
|---------------------------------------------------------------|---------|--|---------|
| GRADES                                                        |         |  |         |
| HOURLY NON-EXEMPT                                             |         |  |         |
| STEPS                                                         | 9       |  | 11      |
| ENTRY MIN                                                     | 20.6482 |  | 24.0835 |
| ENTRY MAX                                                     | 21.6805 |  | 25.2876 |
| 3                                                             | 22.4204 |  | 26.1508 |
| 4                                                             | 22.7006 |  | 26.4778 |
| 5                                                             | 22.9842 |  | 26.8090 |
| 6                                                             | 23.2716 |  | 27.1439 |
| 7                                                             | 23.5627 |  | 27.4833 |
| 8                                                             | 23.8570 |  | 27.8270 |
| 9                                                             | 24.1550 |  | 28.1749 |
| 10                                                            | 24.4570 |  | 28.5272 |
| 11                                                            | 24.7627 |  | 28.8840 |
| 12                                                            | 25.0723 |  | 29.2451 |
| 13                                                            | 25.3855 |  | 29.6102 |
| 14                                                            | 25.7026 |  | 29.9806 |
| 15                                                            | 26.0241 |  | 30.3551 |
| 16                                                            | 26.3494 |  | 30.7346 |
| 17                                                            | 26.6789 |  | 31.1189 |
| 18                                                            | 27.0123 |  | 31.5080 |
| 19                                                            | 27.3500 |  | 31.9020 |
| 20                                                            | 27.6921 |  | 32.3010 |
| 21                                                            | 28.0384 |  | 32.7049 |
| 22                                                            | 28.3891 |  | 33.1137 |
| 23                                                            | 28.7441 |  | 33.5278 |
| 24                                                            | 29.1035 |  | 33.9467 |
| 25                                                            | 29.4673 |  | 34.3711 |

**NOTE:**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                     |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------|-----------------------------------|----------|----------------|----------|-----------------|----------|-------------------|----------|--|----------|--------------|----------|--|----------|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-----------------------------------|---------|-------------------------------------|----------|-------------------------------------|
| Generally, <b>STEP 1</b> represents the yr an employee completes the 1st yr of employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                     | Figures on these charts may be rounded due to administrative purposes, or may vary in the payroll system due to rounding. |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| <b>STEP 2</b> represents the fiscal yr an employee completes the 2nd yr of employment. And so on. Figures on these charts may be rounded due to administrative purposes, or may vary in the payroll system due to rounding.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                     |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| <table><tr><td><u><b>GRADES</b></u></td><td><u><b>JOB CLASSIFICATIONS</b></u></td></tr><tr><td>GRADE 1:</td><td>POLICE OFFICER</td></tr><tr><td>GRADE 2:</td><td>POLICE SERGEANT</td></tr><tr><td>GRADE 3:</td><td>POLICE LIEUTENANT</td></tr><tr><td>GRADE 4:</td><td></td></tr><tr><td>GRADE 5:</td><td>POLICE MAJOR</td></tr><tr><td>GRADE 6:</td><td></td></tr><tr><td>GRADE 7:</td><td>DEPUTY CHIEF OF POLICE (LT. COL.)</td></tr></table>                                                                                                                                                                                                                                                                                                                                                            |                                     | <u><b>GRADES</b></u>                                                                                                      | <u><b>JOB CLASSIFICATIONS</b></u> | GRADE 1: | POLICE OFFICER | GRADE 2: | POLICE SERGEANT | GRADE 3: | POLICE LIEUTENANT | GRADE 4: |  | GRADE 5: | POLICE MAJOR | GRADE 6: |  | GRADE 7: | DEPUTY CHIEF OF POLICE (LT. COL.) | <table><tr><td><u><b>GRADES</b></u></td><td><u><b>JOB CLASSIFICATIONS</b></u></td></tr><tr><td>GRADE 9</td><td>Evidence Collection Unit Technician</td></tr><tr><td>GRADE 11</td><td>Evidence Collection Unit Supervisor</td></tr></table> | <u><b>GRADES</b></u> | <u><b>JOB CLASSIFICATIONS</b></u> | GRADE 9 | Evidence Collection Unit Technician | GRADE 11 | Evidence Collection Unit Supervisor |
| <u><b>GRADES</b></u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <u><b>JOB CLASSIFICATIONS</b></u>   |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| GRADE 1:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | POLICE OFFICER                      |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| GRADE 2:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | POLICE SERGEANT                     |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| GRADE 3:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | POLICE LIEUTENANT                   |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| GRADE 4:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                     |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| GRADE 5:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | POLICE MAJOR                        |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| GRADE 6:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                     |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| GRADE 7:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | DEPUTY CHIEF OF POLICE (LT. COL.)   |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| <u><b>GRADES</b></u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <u><b>JOB CLASSIFICATIONS</b></u>   |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| GRADE 9                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Evidence Collection Unit Technician |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| GRADE 11                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Evidence Collection Unit Supervisor |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| <b>EXAMPLE CALCULATIONS:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                     |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |
| <div><div><b>NON-EXEMPT REGULAR EARNINGS</b></div><div>ASSUME ANNUAL HRS 2,081</div><div>REGULAR HOURLY RATE * 2,081</div></div> <div><div><b>OVERTIME/CALLBACK (NON-EXEMPT ONLY) MAY BE PAID AS</b></div><div>(REGULAR HOURLY RATE + 1.92) (1.5)</div></div> <div><div><b>*EXEMPT EMPLOYEES</b></div><div>EXEMPT EMPLOYEE PAY IS BASED ON A WEEKLY SALARY PURSUANT TO APPLICABLE WAGE AND HOUR REGULATIONS. THE AMOUNT SHOWN FOR EXEMPT EMPLOYEE'S REFLECTS WHEN AN EMPLOYEE IS EMPLOYED FOR 52 WEEKS (IF APPLICABLE) WITHOUT ANY PAY DOCKAGE AS PERMITTED BY APPLICABLE LAW.</div></div> <div><div><b>STATE INCENTIVE PAY:</b></div><div>ASSUMES \$4,000 / YEAR, PAID IN MONTHLY INCREMENTS OF APPROXIMATELY \$333.33</div><div>\$1.92/HR IN ABOVE CALCULATION ASSUMES \$4,000/YR INCENTIVE.</div></div> |                                     |                                                                                                                           |                                   |          |                |          |                 |          |                   |          |  |          |              |          |  |          |                                   |                                                                                                                                                                                                                                            |                      |                                   |         |                                     |          |                                     |

**IMPORTANT: HAZARDOUS DUTY TITLES MUST REMAIN THE SAME AS TITLES PREVIOUSLY APPROVED BY KY RETIREMENT SYSTEMS. IF ANY CHANGES, SEEK KY RETIREMENT SYSTEMS APROVAL.**

# ADMINISTRATIVE SERVICES

EFFECTIVE: FY 2018-2019

| STEPS     | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
|-----------|---------|---------|---------|---------|---------|---------|---------|---------|
| ENTRY MIN | 12.6332 | 13.6437 | 14.7350 | 15.9138 | 17.1870 | 18.5617 | 20.0468 | 21.6504 |
| ENTRY MAX | 13.2650 | 14.3258 | 15.4717 | 16.7095 | 18.0465 | 19.4899 | 21.0490 | 22.7329 |
| 3         | 13.4308 | 14.5051 | 15.6649 | 16.9182 | 18.2722 | 19.7335 | 21.3122 | 23.0167 |
| 4         | 13.5988 | 14.6866 | 15.8609 | 17.1293 | 18.5004 | 19.9802 | 21.5786 | 23.3043 |
| 5         | 13.7688 | 14.8699 | 16.0591 | 17.3437 | 18.7318 | 20.2301 | 21.8482 | 23.5953 |
| 6         | 13.9408 | 15.0559 | 16.2601 | 17.5607 | 18.9657 | 20.4832 | 22.1212 | 23.8901 |
| 7         | 14.1152 | 15.2441 | 16.4632 | 17.7801 | 19.2029 | 20.7394 | 22.3980 | 24.1888 |
| 8         | 14.2913 | 15.4346 | 16.6688 | 18.0022 | 19.4428 | 20.9985 | 22.6777 | 24.4913 |
| 9         | 14.4701 | 15.6275 | 16.8769 | 18.2274 | 19.6861 | 21.2607 | 22.9612 | 24.7975 |
| 10        | 14.6510 | 15.8227 | 17.0877 | 18.4551 | 19.9325 | 21.5267 | 23.2481 | 25.1076 |
| 11        | 14.8339 | 16.0205 | 17.3014 | 18.6860 | 20.1818 | 21.7955 | 23.5388 | 25.4214 |
| 12        | 15.0193 | 16.2210 | 17.5179 | 18.9193 | 20.4342 | 22.0683 | 23.8330 | 25.7393 |
| 13        | 15.2068 | 16.4240 | 17.7368 | 19.1559 | 20.6898 | 22.3438 | 24.1307 | 26.0609 |
| 14        | 15.3970 | 16.6290 | 17.9584 | 19.3955 | 20.9486 | 22.6230 | 24.4321 | 26.3865 |
| 15        | 15.5899 | 16.8367 | 18.1831 | 19.6383 | 21.2102 | 22.9060 | 24.7376 | 26.7163 |
| 16        | 15.7844 | 17.0470 | 18.4104 | 19.8834 | 21.4757 | 23.1924 | 25.0469 | 27.0503 |
| 17        | 15.9819 | 17.2602 | 18.6406 | 20.1319 | 21.7440 | 23.4827 | 25.3600 | 27.3881 |
| 18        | 16.1818 | 17.4762 | 18.8736 | 20.3834 | 22.0160 | 23.7762 | 25.6772 | 27.7303 |
| 19        | 16.3843 | 17.6947 | 19.1096 | 20.6378 | 22.2912 | 24.0735 | 25.9981 | 28.0771 |
| 20        | 16.5890 | 17.9155 | 19.3487 | 20.8959 | 22.5700 | 24.3744 | 26.3232 | 28.4281 |
| 21        | 16.7960 | 18.1398 | 19.5902 | 21.1571 | 22.8524 | 24.6789 | 26.6525 | 28.7836 |
| 22        | 17.0057 | 18.3664 | 19.8349 | 21.4215 | 23.1377 | 24.9876 | 26.9859 | 29.1431 |
| 23        | 17.2185 | 18.5963 | 20.0828 | 21.6895 | 23.4269 | 25.2999 | 27.3232 | 29.5075 |
| 24        | 17.4339 | 18.8287 | 20.3337 | 21.9606 | 23.7196 | 25.6162 | 27.6649 | 29.8764 |
| 25        | 17.6519 | 19.0642 | 20.5877 | 22.2351 | 24.0159 | 25.9362 | 28.0106 | 30.2500 |

Figures on these charts may be rounded due to administrative purposes, or may vary in the payroll system due to rounding.

## GRADES

## JOB CLASSIFICATIONS

GRADE 3:

GRADE 4:

CLERK/TYPIST

GRADE 5:

SECRETARY

GRADE 6:

GRADE 7:

OFFICE MANAGER

ADMINISTRATIVE AIDE

GRADE 8:

RECORDS MANAGER

EXECUTIVE ASSISTANT TO THE MAYOR

GRADE 9:

GRADE 10:

PARALEGAL

## EXAMPLE CALCULATIONS:

### REGULAR EARNINGS:

ASSUME ANNUAL HRS 2,080

REGULAR HOURLY RATE \* 2,080

**LABOR/SKILLED CRAFT/TRADES/MAINTENANCE/TECHNICAL**

EFFECTIVE: FY 2018-2019

|           | GRADES  |         |         |         |         |         |         |         |         |         |         |
|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| STEPS     | 3       | 4       | 5       | 5.5     | 6       | 6.5     | 7       | 8       | 9       | 10      | 11      |
| ENTRY MIN | 9.1546  | 11.9314 | 12.8857 | 13.2079 | 13.9167 | 14.2647 | 15.0302 | 16.2328 | 17.5313 | 18.9338 | 20.4487 |
| ENTRY MAX | 9.6228  | 12.5280 | 13.5298 | 13.8680 | 14.6123 | 14.9776 | 15.7820 | 17.0444 | 18.4077 | 19.8802 | 21.4710 |
| 3         | 9.7457  | 12.6847 | 13.6987 | 14.0412 | 14.7947 | 15.1646 | 15.9793 | 17.2570 | 18.6382 | 20.1288 | 21.7394 |
| 4         | 9.8700  | 12.8436 | 13.8698 | 14.2165 | 14.9797 | 15.3542 | 16.1792 | 17.4730 | 18.8709 | 20.3801 | 22.0110 |
| 5         | 9.9959  | 13.0043 | 14.0429 | 14.3939 | 15.1666 | 15.5458 | 16.3817 | 17.6915 | 19.1069 | 20.6347 | 22.2860 |
| 6         | 10.1237 | 13.1665 | 14.2186 | 14.5741 | 15.3564 | 15.7403 | 16.5862 | 17.9126 | 19.3462 | 20.8928 | 22.5648 |
| 7         | 10.2528 | 13.3309 | 14.3964 | 14.7563 | 15.5486 | 15.9373 | 16.7934 | 18.1367 | 19.5876 | 21.1541 | 22.8466 |
| 8         | 10.3835 | 13.4973 | 14.5763 | 14.9407 | 15.7427 | 16.1363 | 17.0031 | 18.3633 | 19.8324 | 21.4183 | 23.1323 |
| 9         | 10.5158 | 13.6658 | 14.7588 | 15.1277 | 15.9397 | 16.3382 | 17.2154 | 18.5926 | 20.0803 | 21.6862 | 23.4213 |
| 10        | 10.6499 | 13.8369 | 14.9431 | 15.3167 | 16.1391 | 16.5425 | 17.4307 | 18.8252 | 20.3312 | 21.9573 | 23.7139 |
| 11        | 10.7859 | 14.0101 | 15.1302 | 15.5084 | 16.3411 | 16.7496 | 17.6487 | 19.0607 | 20.5852 | 22.2321 | 24.0101 |
| 12        | 10.9235 | 14.1852 | 15.3193 | 15.7022 | 16.5451 | 16.9587 | 17.8694 | 19.2985 | 20.8424 | 22.5097 | 24.3101 |
| 13        | 11.0625 | 14.3624 | 15.5109 | 15.8987 | 16.7517 | 17.1705 | 18.0928 | 19.5397 | 21.1032 | 22.7911 | 24.6140 |
| 14        | 11.2034 | 14.5416 | 15.7046 | 16.0973 | 16.9610 | 17.3851 | 18.3191 | 19.7840 | 21.3667 | 23.0760 | 24.9217 |
| 15        | 11.3461 | 14.7236 | 15.9009 | 16.2984 | 17.1727 | 17.6020 | 18.5479 | 20.0314 | 21.6338 | 23.3645 | 25.2335 |
| 16        | 11.4905 | 14.9075 | 16.0998 | 16.5024 | 17.3875 | 17.8222 | 18.7797 | 20.2817 | 21.9044 | 23.6567 | 25.5487 |
| 17        | 11.6368 | 15.0941 | 16.3014 | 16.7090 | 17.6049 | 18.0450 | 19.0146 | 20.5352 | 22.1780 | 23.9523 | 25.8681 |
| 18        | 11.7847 | 15.2826 | 16.5048 | 16.9174 | 17.8250 | 18.2706 | 19.2523 | 20.7918 | 22.4550 | 24.2519 | 26.1919 |
| 19        | 11.9347 | 15.4738 | 16.7109 | 17.1287 | 18.0476 | 18.4987 | 19.4929 | 21.0514 | 22.7358 | 24.5549 | 26.5191 |
| 20        | 12.0867 | 15.6670 | 16.9196 | 17.3426 | 18.2733 | 18.7301 | 19.7364 | 21.3148 | 23.0203 | 24.8619 | 26.8503 |
| 21        | 12.2402 | 15.8629 | 17.1309 | 17.5591 | 18.5015 | 18.9641 | 19.9833 | 21.5812 | 23.3079 | 25.1726 | 27.1857 |
| 22        | 12.3958 | 16.0612 | 17.3453 | 17.7789 | 18.7328 | 19.2012 | 20.2333 | 21.8512 | 23.5988 | 25.4874 | 27.5258 |
| 23        | 12.5535 | 16.2622 | 17.5621 | 18.0012 | 18.9668 | 19.4410 | 20.4863 | 22.1242 | 23.8942 | 25.8059 | 27.8699 |
| 24        | 12.7129 | 16.4658 | 17.7816 | 18.2262 | 19.2039 | 19.6840 | 20.7422 | 22.4011 | 24.1932 | 26.1284 | 28.2182 |
| 25        | 12.8746 | 16.6713 | 18.0039 | 18.4540 | 19.4438 | 19.9299 | 21.0015 | 22.6808 | 24.4956 | 26.4550 | 28.5714 |

NOTE:

Figures on these charts may be rounded due to administrative purposes, or may vary in the payroll system due to rounding.

**GRADES**

GRADE 3: PARKKEEPER / MT HELPER

GRADE 4:

GRADE 5:

GRADE 5.5: REFUSE COLLECTOR

LABORER/MT HELPER

GRADE 6:

GRADE 6.5: ROADWORKER

GRADE 7: BUS DRIVER

MAINTENANCE WORKER

GRADE 8: MAINTENANCE EQUIPMENT OPERATOR  
EQUIPMENT OPERATOR

BUS DRIVER/DISPATCHER  
DRIVER (SANITATION)

GRADE 9: CREW LEADER  
GREENS SUPERINTENDENT

MAINTENANCE SPECIALIST

GRADE 10: ELECTRICIAN  
MECHANIC  
INSTRUMENT TECHNICIAN

HVAC TECHNICIAN  
SR GREENS SUPERINTENDENT

GRADE 11: CONSTRUCTION INSPECTOR

BLDG MT/OP SPECIALIST

**EXAMPLE CALCULATIONS:**

ASSUME ANNUAL HRS 2,080

REGULAR HOURLY RATE \* 2,080

**PARKKEEPERS WITH CITY PROVIDED HOUSING/UTILITIES AND REGULAR OVERTIME:**

ASSUME 400 REGULARLY SCHEDULED OT HRS/YR & HOUSING/UTILITY VALUE OF \$6,600/YR

[(REGULAR HOURLY RATE \* 2,080) + (REG HRLY RATE \* 400) + (REG HRLY RATE + \$2.66)(400)(.5)]

**NOTE:**

(1) \$6,600/2,480 = \$2.66

(2) SR GREENS SUPT WITH SAME HOUSING DOES NOT HAVE REG OT, BUT WHEN OT APPLIES, USE \$6,600/2080 = \$3.17

**PROFESSIONAL / TECHNICAL**

EFFECTIVE: FY 2018-2019

|              | <b>NON-EXEMPT</b> |         |         |         |         |         |         |         |         |         |         |         |
|--------------|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|              | <b>GRADES</b>     |         |         |         |         |         |         |         |         |         |         |         |
| <b>STEPS</b> | 3                 | 4       | 5       | 6       | 6.5     | 7       | 7.5     | 8       | 8.5     | 9       | 10      | 11      |
| ENTRY MIN    | 12.6332           | 13.6437 | 14.7350 | 15.9138 | 16.3117 | 17.1870 | 17.6167 | 18.5617 | 19.0257 | 20.0468 | 21.6504 | 23.3820 |
| ENTRY MAX    | 13.2650           | 14.3258 | 15.4717 | 16.7095 | 17.1273 | 18.0465 | 18.4977 | 19.4899 | 19.9772 | 21.0490 | 22.7329 | 24.5512 |
| 3            | 13.4308           | 14.5051 | 15.6649 | 16.9182 | 17.3411 | 18.2722 | 18.7290 | 19.7335 | 20.2268 | 21.3122 | 23.0167 | 24.8582 |
| 4            | 13.5988           | 14.6866 | 15.8609 | 17.1293 | 17.5576 | 18.5004 | 18.9629 | 19.9802 | 20.4798 | 21.5786 | 23.3043 | 25.1690 |
| 5            | 13.7688           | 14.8699 | 16.0591 | 17.3437 | 17.7773 | 18.7318 | 19.2001 | 20.2301 | 20.7359 | 21.8482 | 23.5953 | 25.4838 |
| 6            | 13.9408           | 15.0559 | 16.2601 | 17.5607 | 17.9997 | 18.9657 | 19.4398 | 20.4832 | 20.9953 | 22.1212 | 23.8901 | 25.8022 |
| 7            | 14.1152           | 15.2441 | 16.4632 | 17.7801 | 18.2246 | 19.2029 | 19.6830 | 20.7394 | 21.2579 | 22.3980 | 24.1888 | 26.1248 |
| 8            | 14.2913           | 15.4346 | 16.6688 | 18.0022 | 18.4522 | 19.4428 | 19.9289 | 20.9985 | 21.5235 | 22.6777 | 24.4913 | 26.4515 |
| 9            | 14.4701           | 15.6275 | 16.8769 | 18.2274 | 18.6831 | 19.6861 | 20.1782 | 21.2607 | 21.7922 | 22.9612 | 24.7975 | 26.7823 |
| 10           | 14.6510           | 15.8227 | 17.0877 | 18.4551 | 18.9165 | 19.9325 | 20.4308 | 21.5267 | 22.0649 | 23.2481 | 25.1076 | 27.1171 |
| 11           | 14.8339           | 16.0205 | 17.3014 | 18.6860 | 19.1531 | 20.1818 | 20.6864 | 21.7955 | 22.3404 | 23.5388 | 25.4214 | 27.4562 |
| 12           | 15.0193           | 16.2210 | 17.5179 | 18.9193 | 19.3923 | 20.4342 | 20.9451 | 22.0683 | 22.6199 | 23.8330 | 25.7393 | 27.7995 |
| 13           | 15.2068           | 16.4240 | 17.7368 | 19.1559 | 19.6349 | 20.6898 | 21.2071 | 22.3438 | 22.9024 | 24.1307 | 26.0609 | 28.1466 |
| 14           | 15.3970           | 16.6290 | 17.9584 | 19.3955 | 19.8804 | 20.9486 | 21.4723 | 22.6230 | 23.1886 | 24.4321 | 26.3865 | 28.4987 |
| 15           | 15.5899           | 16.8367 | 18.1831 | 19.6383 | 20.1293 | 21.2102 | 21.7404 | 22.9060 | 23.4786 | 24.7376 | 26.7163 | 28.8547 |
| 16           | 15.7844           | 17.0470 | 18.4104 | 19.8834 | 20.3805 | 21.4757 | 22.0126 | 23.1924 | 23.7722 | 25.0469 | 27.0503 | 29.2153 |
| 17           | 15.9819           | 17.2602 | 18.6406 | 20.1319 | 20.6351 | 21.7440 | 22.2877 | 23.4827 | 24.0698 | 25.3600 | 27.3881 | 29.5807 |
| 18           | 16.1818           | 17.4762 | 18.8736 | 20.3834 | 20.8929 | 22.0160 | 22.5665 | 23.7762 | 24.3706 | 25.6772 | 27.7303 | 29.9506 |
| 19           | 16.3843           | 17.6947 | 19.1096 | 20.6378 | 21.1537 | 22.2912 | 22.8484 | 24.0735 | 24.6753 | 25.9981 | 28.0771 | 30.3252 |
| 20           | 16.5890           | 17.9155 | 19.3487 | 20.8959 | 21.4183 | 22.5700 | 23.1342 | 24.3744 | 24.9838 | 26.3232 | 28.4281 | 30.7044 |
| 21           | 16.7960           | 18.1398 | 19.5902 | 21.1571 | 21.6860 | 22.8524 | 23.4237 | 24.6789 | 25.2959 | 26.6525 | 28.7836 | 31.0883 |
| 22           | 17.0057           | 18.3664 | 19.8349 | 21.4215 | 21.9570 | 23.1377 | 23.7162 | 24.9876 | 25.6123 | 26.9859 | 29.1431 | 31.4768 |
| 23           | 17.2185           | 18.5963 | 20.0828 | 21.6895 | 22.2317 | 23.4269 | 24.0126 | 25.2999 | 25.9324 | 27.3232 | 29.5075 | 31.8705 |
| 24           | 17.4339           | 18.8287 | 20.3337 | 21.9606 | 22.5096 | 23.7196 | 24.3125 | 25.6162 | 26.2567 | 27.6649 | 29.8764 | 32.2688 |
| 25           | 17.6519           | 19.0642 | 20.5877 | 22.2351 | 22.7910 | 24.0159 | 24.6163 | 25.9362 | 26.5846 | 28.0106 | 30.2500 | 32.6722 |

NOTE:

Figures on these charts may be rounded due to  
administrative purposes, or may vary in the payroll system due to rounding.

**GRADES**

GRADE 3:

GRADE 4:

GRADE 5:

GRADE 6: ACCOUNTING CLERK RECREATION SPECIALIST  
REVENUE CLERK

**GRADE 6.5: TELECOMMUNICATOR**

GRADE 7: FINANCE DEPT. ASSISTANT IMAGING SPECIALIST  
AUDIO/VISUAL CREW LEADER GARAGE PARTS CLERK

**GRADE 7.5: TAC TELECOMMUNICATOR**

GRADE 8: EVENTS COORDINATOR PAYROLL ADMINISTRATOR  
OCC/REVENUE CLERK PROPERTY MAINTENANCE INSPECTOR  
RECREATION SUPERVISOR

**GRADE 8.5: LEAD TELECOMMUNICATOR**

GRADE 9: ENGINEERING TECHNICIAN

GRADE 10: CHIEF SURVEYOR

**EXAMPLE CALCULATIONS:**

**REGULAR EARNINGS:**

ASSUME ANNUAL HRS 2,080

REGULAR HOURLY RATE \* 2,080

| PROFESSIONAL / TECHNICAL |         |  |  |        |        |        |        |        |        |
|--------------------------|---------|--|--|--------|--------|--------|--------|--------|--------|
| EFFECTIVE: FY 2018-2019  |         |  |  |        |        |        |        |        |        |
|                          | EXEMPT* |  |  |        |        |        |        |        |        |
|                          | GRADES  |  |  |        |        |        |        |        |        |
| STEPS                    |         |  |  | 8      | 9      | 10     | 11     | 12     | 13     |
| ENTRY MIN                |         |  |  | 38,609 | 41,697 | 45,033 | 48,635 | 52,526 | 56,727 |
| ENTRY MAX                |         |  |  | 44,400 | 47,952 | 51,787 | 55,929 | 60,402 | 65,236 |
| 3                        |         |  |  | 44,955 | 48,552 | 52,435 | 56,629 | 61,160 | 66,052 |
| 4                        |         |  |  | 45,517 | 49,158 | 53,091 | 57,335 | 61,924 | 66,878 |
| 5                        |         |  |  | 46,086 | 49,773 | 53,754 | 58,055 | 62,697 | 67,714 |
| 6                        |         |  |  | 46,663 | 50,394 | 54,426 | 58,779 | 63,480 | 68,561 |
| 7                        |         |  |  | 47,246 | 51,024 | 55,106 | 59,514 | 64,275 | 69,419 |
| 8                        |         |  |  | 47,836 | 51,663 | 55,796 | 60,257 | 65,077 | 70,286 |
| 9                        |         |  |  | 48,435 | 52,309 | 56,494 | 61,011 | 65,890 | 71,166 |
| 10                       |         |  |  | 49,039 | 52,963 | 57,200 | 61,774 | 66,715 | 72,054 |
| 11                       |         |  |  | 49,652 | 53,625 | 57,915 | 62,546 | 67,548 | 72,955 |
| 12                       |         |  |  | 50,273 | 54,294 | 58,638 | 63,327 | 68,393 | 73,867 |
| 13                       |         |  |  | 50,902 | 54,973 | 59,371 | 64,119 | 69,248 | 74,790 |
| 14                       |         |  |  | 51,538 | 55,660 | 60,113 | 64,922 | 70,115 | 75,726 |
| 15                       |         |  |  | 52,182 | 56,355 | 60,865 | 65,733 | 70,992 | 76,671 |
| 16                       |         |  |  | 52,834 | 57,061 | 61,626 | 66,554 | 71,879 | 77,629 |
| 17                       |         |  |  | 53,495 | 57,774 | 62,395 | 67,387 | 72,777 | 78,599 |
| 18                       |         |  |  | 54,164 | 58,497 | 63,175 | 68,228 | 73,686 | 79,582 |
| 19                       |         |  |  | 54,841 | 59,227 | 63,966 | 69,082 | 74,607 | 80,577 |
| 20                       |         |  |  | 55,526 | 59,967 | 64,765 | 69,945 | 75,539 | 81,585 |
| 21                       |         |  |  | 56,222 | 60,716 | 65,575 | 70,820 | 76,483 | 82,605 |
| 22                       |         |  |  | 56,924 | 61,476 | 66,395 | 71,704 | 77,441 | 83,638 |
| 23                       |         |  |  | 57,637 | 62,244 | 67,224 | 72,602 | 78,408 | 84,681 |
| 24                       |         |  |  | 58,357 | 63,023 | 68,065 | 73,508 | 79,387 | 85,740 |
| 25                       |         |  |  | 59,087 | 63,809 | 68,916 | 74,427 | 80,379 | 86,813 |

NOTE:

Figures on these charts may be rounded due to administrative purposes, or may vary in the payroll system due to rounding.

#### GRADES

GRADE 8:

GRADE 9: ASST RECREATION FACILITIES MGR RADIO / NETWORK SYSTEMS TECHNICIAN  
GOLF COURSE MANAGER

GRADE 10: ACCOUNTANT RECREATION FACILITIES MANAGER  
HUMAN RESOURCES ASSISTANT ASST OCCUPATIONAL TAX ADMINISTRATOR  
DIRECTOR 9-1-1 CENTRAL DISPATCH NETWORK ADMINISTRATOR

GRADE 11: PURCHASING AGENT GIS ANALYST / PROGRAMMER CITY CLERK  
ASSISTANT FINANCE MANAGER OCCUPATIONAL TAX ADMINISTRATOR

GRADE 12: SYSTEMS ANALYST / PROGRAMMER

GRADE 13: NETWORK SYSTEMS ENGINEER

#### \*EXEMPT EMPLOYEES:

EXEMPT EMPLOYEE PAY IS BASED ON A WEEKLY SALARY PURSUANT TO APPLICABLE WAGE AND HOUR REGULATIONS. THE AMOUNT SHOWN FOR EXEMPT EMPLOYEES REFLECTS WHEN AN EMPLOYEE IS EMPLOYED FOR 52 WEEKS (IF APPLICABLE) WITHOUT ANY PAY DOCKAGE AS PERMITTED BY APPLICABLE LAW.



# KEY EXEMPT MANAGEMENT

EFFECTIVE : FY 2018-2019

| EXEMPT*   |  |  |        |        |        |        |        |        |
|-----------|--|--|--------|--------|--------|--------|--------|--------|
| GRADES    |  |  |        |        |        |        |        |        |
| STEPS     |  |  | 3      | 4      | 5      | 6      | 7      | 8      |
| ENTRY MIN |  |  | 41,699 | 45,034 | 48,638 | 52,530 | 56,731 | 61,271 |
| ENTRY MAX |  |  | 47,953 | 51,790 | 55,934 | 60,409 | 65,241 | 70,460 |
| 3         |  |  | 48,553 | 52,438 | 56,633 | 61,165 | 66,058 | 71,342 |
| 4         |  |  | 49,159 | 53,094 | 57,341 | 61,929 | 66,882 | 72,234 |
| 5         |  |  | 49,773 | 53,756 | 58,059 | 62,703 | 67,718 | 73,136 |
| 6         |  |  | 50,395 | 54,428 | 58,783 | 63,486 | 68,565 | 74,050 |
| 7         |  |  | 51,026 | 55,108 | 59,518 | 64,280 | 69,423 | 74,975 |
| 8         |  |  | 51,664 | 55,798 | 60,261 | 65,083 | 70,291 | 75,912 |
| 9         |  |  | 52,309 | 56,497 | 61,015 | 65,896 | 71,170 | 76,861 |
| 10        |  |  | 52,963 | 57,202 | 61,780 | 66,720 | 72,059 | 77,822 |
| 11        |  |  | 53,626 | 57,917 | 62,551 | 67,554 | 72,959 | 78,795 |
| 12        |  |  | 54,295 | 58,641 | 63,334 | 68,398 | 73,871 | 79,779 |
| 13        |  |  | 54,974 | 59,375 | 64,125 | 69,254 | 74,795 | 80,777 |
| 14        |  |  | 55,661 | 60,118 | 64,928 | 70,120 | 75,730 | 81,787 |
| 15        |  |  | 56,356 | 60,869 | 65,739 | 70,997 | 76,675 | 82,808 |
| 16        |  |  | 57,062 | 61,630 | 66,562 | 71,883 | 77,635 | 83,844 |
| 17        |  |  | 57,775 | 62,401 | 67,393 | 72,783 | 78,605 | 84,892 |
| 18        |  |  | 58,498 | 63,180 | 68,236 | 73,691 | 79,586 | 85,953 |
| 19        |  |  | 59,228 | 63,970 | 69,088 | 74,612 | 80,581 | 87,026 |
| 20        |  |  | 59,968 | 64,771 | 69,952 | 75,545 | 81,589 | 88,114 |
| 21        |  |  | 60,718 | 65,580 | 70,826 | 76,489 | 82,609 | 89,217 |
| 22        |  |  | 61,476 | 66,399 | 71,712 | 77,446 | 83,642 | 90,331 |
| 23        |  |  | 62,245 | 67,228 | 72,608 | 78,413 | 84,687 | 91,462 |
| 24        |  |  | 63,024 | 68,069 | 73,516 | 79,393 | 85,746 | 92,605 |
| 25        |  |  | 63,810 | 68,921 | 74,433 | 80,386 | 86,818 | 93,763 |

NOTE:

Figures on these charts may be rounded due to administrative purposes, or may vary in the payroll system due to rounding.

## GRADES

GRADE 3:

GRADE 4:

GRADE 5:

GRADE 6: GROUNDS MANAGER/HORTICULTURIST  
STREET MANAGER  
GARAGE MANAGER

FACILITIES MAINTENANCE MANAGER  
SANITATION MANAGER  
TRANSIT MANAGER

GRADE 7: LOSS PREVENTION MANAGER  
ASSISTANT CITY ENGINEER

RECREATION SUPERINTENDENT  
GIS MANAGER

GRADE 8: INFORMATION TECHNOLOGY INFRASTRUCTURE MGR

## \*EXEMPT EMPLOYEES:

EXEMPT EMPLOYEE PAY IS BASED ON A WEEKLY SALARY PURSUANT TO APPLICABLE WAGE AND HOUR REGULATIONS. THE AMOUNT SHOWN FOR EXEMPT EMPLOYEES REFLECTS WHEN AN EMPLOYEE IS EMPLOYED FOR 52 WEEKS (IF APPLICABLE) WITHOUT ANY PAY DOCKAGE AS PERMITTED BY APPLICABLE LAW.

**DEPARTMENT HEADS / CITY ATTORNEY / CITY MGR**

EFFECTIVE: FY 2018-2019

|              | <b>EXEMPT*</b> |          |          |          |          |          |          |          |          |           |
|--------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
|              | <b>GRADES</b>  |          |          |          |          |          |          |          |          |           |
| <b>STEPS</b> | <b>1</b>       | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> | <b>8</b> | <b>9</b> | <b>10</b> |
| ENTRY MIN    | 52,530         | 56,731   | 61,271   | 66,172   | 71,467   | 77,184   | 83,358   | 90,026   | 97,228   | 105,009   |
| ENTRY MAX    | 65,661         | 70,917   | 76,588   | 82,716   | 89,332   | 96,479   | 104,199  | 112,534  | 121,536  | 131,259   |
| 3            | 66,481         | 71,802   | 77,544   | 83,749   | 90,450   | 97,685   | 105,501  | 113,941  | 123,055  | 132,901   |
| 4            | 67,313         | 72,697   | 78,514   | 84,797   | 91,580   | 98,905   | 106,818  | 115,365  | 124,594  | 134,561   |
| 5            | 68,154         | 73,607   | 79,496   | 85,857   | 92,726   | 100,143  | 108,154  | 116,808  | 126,151  | 136,244   |
| 6            | 69,006         | 74,528   | 80,490   | 86,931   | 93,885   | 101,393  | 109,505  | 118,267  | 127,727  | 137,947   |
| 7            | 69,869         | 75,459   | 81,496   | 88,018   | 95,057   | 102,662  | 110,874  | 119,746  | 129,325  | 139,672   |
| 8            | 70,742         | 76,402   | 82,514   | 89,118   | 96,246   | 103,947  | 112,260  | 121,242  | 130,941  | 141,417   |
| 9            | 71,626         | 77,358   | 83,545   | 90,232   | 97,449   | 105,244  | 113,663  | 122,756  | 132,576  | 143,184   |
| 10           | 72,522         | 78,323   | 84,590   | 91,359   | 98,669   | 106,559  | 115,084  | 124,293  | 134,234  | 144,974   |
| 11           | 73,429         | 79,304   | 85,648   | 92,501   | 99,901   | 107,891  | 116,522  | 125,845  | 135,913  | 146,785   |
| 12           | 74,346         | 80,296   | 86,719   | 93,658   | 101,151  | 109,240  | 117,978  | 127,419  | 137,612  | 148,622   |
| 13           | 75,277         | 81,300   | 87,802   | 94,828   | 102,414  | 110,606  | 119,453  | 129,013  | 139,331  | 150,479   |
| 14           | 76,216         | 82,315   | 88,898   | 96,014   | 103,693  | 111,987  | 120,946  | 130,625  | 141,072  | 152,359   |
| 15           | 77,169         | 83,343   | 90,010   | 97,213   | 104,990  | 113,388  | 122,460  | 132,258  | 142,836  | 154,264   |
| 16           | 78,134         | 84,386   | 91,136   | 98,430   | 106,303  | 114,804  | 123,988  | 133,912  | 144,620  | 156,192   |
| 17           | 79,110         | 85,441   | 92,275   | 99,660   | 107,632  | 116,240  | 125,539  | 135,587  | 146,428  | 158,144   |
| 18           | 80,100         | 86,510   | 93,428   | 100,905  | 108,977  | 117,693  | 127,107  | 137,280  | 148,260  | 160,121   |
| 19           | 81,101         | 87,590   | 94,597   | 102,167  | 110,338  | 119,165  | 128,696  | 138,996  | 150,113  | 162,123   |
| 20           | 82,113         | 88,686   | 95,779   | 103,443  | 111,719  | 120,654  | 130,305  | 140,735  | 151,989  | 164,150   |
| 21           | 83,141         | 89,794   | 96,976   | 104,736  | 113,115  | 122,162  | 131,934  | 142,492  | 153,890  | 166,202   |
| 22           | 84,179         | 90,916   | 98,188   | 106,046  | 114,530  | 123,689  | 133,584  | 144,274  | 155,813  | 168,278   |
| 23           | 85,233         | 92,051   | 99,416   | 107,372  | 115,960  | 125,236  | 135,253  | 146,077  | 157,761  | 170,384   |
| 24           | 86,299         | 93,204   | 100,659  | 108,714  | 117,409  | 126,801  | 136,944  | 147,903  | 159,733  | 172,512   |
| 25           | 87,378         | 94,368   | 101,916  | 110,073  | 118,876  | 128,386  | 138,656  | 149,753  | 161,731  | 174,668   |

NOTE:

Figures on these charts may be rounded due to  
administrative purposes, or may vary in the payroll system due to rounding.

**GRADES**

GRADE 1:

GRADE 2:

GRADE 3:

|          |                                                                                                     |                                                             |
|----------|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| GRADE 4: | COMMUNITY DEVELOPMENT DIRECTOR<br>INFORMATION TECHNOLOGY MANAGER<br>DEPUTY DIRECTOR OF PUBLIC WORKS | HUMAN RESOURCES MANAGER<br>DIRECTOR OF PARKS AND RECREATION |
|----------|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------|

|          |               |                                               |
|----------|---------------|-----------------------------------------------|
| GRADE 5: | CITY ENGINEER | DEPUTY DIRECTOR OF FINANCE & SUPPORT SERVICES |
|----------|---------------|-----------------------------------------------|

GRADE 6:

|          |                                                                    |                           |
|----------|--------------------------------------------------------------------|---------------------------|
| GRADE 7: | DIRECTOR OF FINANCE & SUPPORT SERVICES<br>DIRECTOR OF PUBLIC WORKS | DIRECTOR OF PUBLIC EVENTS |
|----------|--------------------------------------------------------------------|---------------------------|

|          |                                                                    |                             |
|----------|--------------------------------------------------------------------|-----------------------------|
| GRADE 8: | POLICE CHIEF (CHIEF OF POLICE (COLONEL))<br>ASSISTANT CITY MANAGER | FIRE CHIEF<br>CITY ATTORNEY |
|----------|--------------------------------------------------------------------|-----------------------------|

GRADE 9:

GRADE 10: CITY MANAGER

**\*EXEMPT EMPLOYEES:**

EXEMPT EMPLOYEE PAY IS BASED ON A WEEKLY SALARY PURSUANT TO APPLICABLE WAGE AND HOUR  
REGULATIONS. THE AMOUNT SHOWN FOR EXEMPT EMPLOYEES REFLECTS WHEN AN EMPLOYEE IS EMPLOYED  
FOR 52 WEEKS (IF APPLICABLE) WITHOUT ANY PAY DOCKAGE AS PERMITTED BY APPLICABLE LAW.

**IMPORTANT: HAZARDOUS DUTY TITLES MUST REMAIN SAME AS TITLES PREVIOUSLY APPROVED BY KY RETIREMENT  
SYSTEMS. IF ANY CHANGES, SEEK KY RET. SYS. APPROVAL.**