

ORDINANCE 33-2019

AN ORDINANCE REVISING THE CITY OF OWENSBORO EMPLOYEE HANDBOOK CHAPTER 1000, SUBCHAPTER 1004, PAY CHARTS ENTITLED “KEY EXEMPT MANAGEMENT” AND “PROFESSIONAL TECHNICAL (EXEMPT)” THEREBY ELIMINATING THE POSITION OF INFORMATION TECHNOLOGY INFRASTRUCTURE MANAGER AND FURTHER ESTABLISHING THE POSITIONS OF INFRASTRUCTURE SUPERVISOR AND APPLICATIONS SUPERVISOR.

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 “Key Exempt Management” and “Professional Technical (Exempt)”.

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 revises Chapter 1000, Subchapter 1004 – Pay Chart “Key Exempt Management” to eliminate the position of Information Technology Infrastructure Manager in Grade 8.

Section 2. That the City further revises Chapter 1000, Subchapter 1004 – Pay Chart “Professional Technical (Exempt)” to establish the positions of “Infrastructure

Supervisor” in Grade 14 and “Applications Supervisor” in Grade 13.

Section 3. That these revisions to the Chapter 1000, Subchapter 1004 – Pay Charts “Key Exempt Management” and “Professional Technical (Exempt)” are reflected in Exhibits A and B, which is incorporated herein by reference, and shall take effect upon publication of ordinance.

INTRODUCED AND PUBLICLY READ ON FIRST READING, this the 5th day of November, 2019.

PUBLICLY READ AND APPROVED ON SECOND READING, this the 19th day of November, 2019.

Thomas H. Watson, Mayor

ATTEST:

Beth Cecil, City Clerk

EXHIBIT "A"

PROFESSIONAL / TECHNICAL EFFECTIVE: FY 2019-2020							
	EXEMPT*						
	GRADES						
STEPS	8	9	10	11	12	13	14
ENTRY MIN	39,767	42,948	46,384	50,094	54,102	58,429	63,103
ENTRY MAX	45,732	49,391	53,341	57,607	62,214	67,193	72,568
3	46,304	50,009	54,008	58,328	62,995	68,034	73,477
4	46,883	50,633	54,684	59,055	63,782	68,884	74,395
5	47,469	51,266	55,367	59,797	64,578	69,745	75,325
6	48,063	51,906	56,059	60,542	65,384	70,618	76,267
7	48,663	52,555	56,759	61,299	66,203	71,502	77,222
8	49,271	53,213	57,470	62,065	67,029	72,395	78,187
9	49,888	53,878	58,189	62,841	67,867	73,301	79,165
10	50,510	54,552	58,916	63,627	68,716	74,216	80,153
11	51,142	55,234	59,652	64,422	69,574	75,144	81,156
12	51,781	55,923	60,397	65,227	70,445	76,083	82,170
13	52,429	56,622	61,152	66,043	71,325	77,034	83,197
14	53,084	57,330	61,916	66,870	72,218	77,998	84,238
15	53,747	58,046	62,691	67,705	73,122	78,971	85,289
16	54,419	58,773	63,475	68,551	74,035	79,958	86,355
17	55,100	59,507	64,267	69,409	74,960	80,957	87,434
18	55,789	60,252	65,070	70,275	75,897	81,969	88,527
19	56,486	61,004	65,885	71,154	76,845	82,994	89,634
20	57,192	61,766	66,708	72,043	77,805	84,033	90,756
21	57,909	62,537	67,542	72,945	78,777	85,083	91,890
22	58,632	63,320	68,387	73,855	79,764	86,147	93,039
23	59,366	64,111	69,241	74,780	80,760	87,221	94,199
24	60,108	64,914	70,107	75,713	81,769	88,312	95,377
25	60,860	65,723	70,983	76,660	82,790	89,417	96,570

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 GOLF COURSE MANAGER
	RADIO/NETWORK SYSTEMS TECHNICIAN
GRADE 10:	ACCOUNTANT HUMAN RESOURCES ASSISTANT NETWORK ADMINISTRATOR
	RECREATION FACILITIES MANAGER ASST OCCUPATIONAL TAX ADMINISTRATOR
GRADE 11:	PURCHASING AGENT ASSISTANT FINANCE MANAGER CITY CLERK
	GIS ANALYST/PROGRAMMER OCCUPATIONAL TAX ADMINISTRATOR
GRADE 12:	SYSTEMS ANALYST/PROGRAMMER
GRADE 13:	NETWORK SYSTEMS ENGINEER
GRADE 14:	INFRASTRUCTURE SUPERVISOR
*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.	
SERVICE RECOGNITION AWARD	
Awarded every 5 years in \$250.00 increments based on most recent hire date.	
5 YEARS	\$250
10 YEARS	\$500
15 YEARS	\$750
20 YEARS	#####
25 YEARS	#####
30 YEARS	#####

EXHIBIT "B"

KEY EXEMPT MANAGEMENT EFFECTIVE : FY 2019-2020								
EXEMPT*								
GRADES								
STEPS			3	4	5	6	7	8
ENTRY MIN			42,950	46,385	50,097	54,105	58,433	63,109
ENTRY MAX			49,392	53,344	57,612	62,220	67,197	72,574
3			50,010	54,010	58,331	63,001	68,040	73,482
4			50,633	54,686	59,061	63,786	68,889	74,401
5			51,266	55,368	59,800	64,584	69,750	75,329
6			51,907	56,061	60,546	65,391	70,622	76,271
7			52,557	56,761	61,305	66,208	71,505	77,225
8			53,214	57,472	62,069	67,035	72,400	78,190
9			53,879	58,191	62,846	67,872	73,305	79,167
10			54,552	58,918	63,632	68,722	74,221	80,156
11			55,234	59,655	64,427	69,580	75,148	81,159
12			55,924	60,401	65,234	70,450	76,088	82,173
13			56,623	61,155	66,049	71,332	77,038	83,201
14			57,331	61,921	66,875	72,224	78,002	84,240
15			58,047	62,695	67,711	73,127	78,975	85,293
16			58,774	63,479	68,559	74,041	79,963	86,358
17			59,508	64,272	69,414	74,967	80,962	87,440
18			60,253	65,074	70,282	75,902	81,974	88,533
19			61,005	65,889	71,161	76,850	82,998	89,638
20			61,767	66,714	72,050	77,810	84,037	90,758
21			62,539	67,546	72,950	78,784	85,087	91,893
22			63,320	68,391	73,863	79,769	86,151	93,041
23			64,112	69,245	74,786	80,765	87,227	94,205
24			64,914	70,112	75,720	81,775	88,319	95,383
25			65,724	70,988	76,666	82,797	89,422	96,576

NOTE:

<p style="text-align: center;">Figures on these charts may be rounded due to administrative purposes, or may vary in the payroll system due to rounding.</p>		
GRADES		
GRADE 3:		
GRADE 4:		
GRADE 5:		
GRADE 6:	<p> GROUNDS MANAGER/HORTICULTURIST STREET MANAGER GARAGE MANAGER </p>	<p> FACILITIES MAINTENANCE MANAGER SANITATION MANAGER TRANSIT MANAGER </p>
GRADE 7:	<p> LOSS PREVENTION MANAGER ASSISTANT CITY ENGINEER </p>	<p> RECREATION SUPERINTENDENT GIS MANAGER </p>
GRADE 8:	INFORMATION TECHNOLOGY INFRASTRUCTURE MGR.	DIRECTOR 9-1-1 CENTRAL DISPATCH
*EXEMPT EMPLOYEES:		
<p>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.</p>		
SERVICE RECOGNITION AWARD		
<p>Awarded every 5 years in \$250.00 increments based on most recent hire date.</p>		
5 YEARS		\$250
10 YEARS		\$500
15 YEARS		\$750
20 YEARS		\$1,000
25 YEARS		\$1,250
30 YEARS		\$1,500