

## **ORDINANCE 14-2020**

### **AN ORDINANCE REVISING THE CITY OF OWENSBORO EMPLOYEE HANDBOOK CHAPTER 1000, SUBCHAPTER 1004, PAY CHARTS ENTITLED “KEY EXEMPT MANAGEMENT” AND “PROFESSIONAL TECHNICAL (EXEMPT)” THEREBY RECLASSIFYING THE POSITION OF PROPERTY MAINTENANCE MANAGER.**

**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 the Property Maintenance Manager position 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 further revises Chapter 1000, Subchapter 1004 – Pay Chart “Key Exempt Management” and “Professional Technical (Exempt)”, reclassifying the position of “Property Maintenance Manager”.

**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 on September \_\_\_\_, 2020.

**INTRODUCED AND PUBLICLY READ ON FIRST READING**, this the 18th day

of August, 2020.

**PUBLICLY READ AND APPROVED ON SECOND READING**, this the 8th day  
of September 2020.

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Thomas H. Watson, Mayor

ATTEST:

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Beth Cecil, City Clerk

**PROFESSIONAL / TECHNICAL  
EFFECTIVE: FY 2020-2021**

	<b>EXEMPT*</b>						
	<b>GRADES</b>						
<b>STEPS</b>	8	9	10	11	12	13	14
ENTRY MIN	40,960	44,236	47,776	51,597	55,725	60,182	64,996
ENTRY MAX	47,104	50,873	54,941	59,335	64,080	69,209	74,745
3	47,693	51,509	55,628	60,078	64,885	70,075	75,681
4	48,289	52,152	56,325	60,827	65,695	70,951	76,627
5	48,893	52,804	57,028	61,591	66,515	71,837	77,584
6	49,505	53,463	57,741	62,358	67,346	72,737	78,555
7	50,123	54,132	58,462	63,138	68,189	73,647	79,539
8	50,749	54,809	59,194	63,927	69,040	74,567	80,532
9	51,385	55,494	59,935	64,726	69,903	75,500	81,540
10	52,025	56,189	60,683	65,536	70,777	76,442	82,558
11	52,676	56,891	61,442	66,355	71,661	77,398	83,590
12	53,334	57,601	62,209	67,184	72,558	78,365	84,635
13	54,002	58,321	62,987	68,024	73,465	79,345	85,693
14	54,677	59,050	63,773	68,876	74,385	80,338	86,765
15	55,359	59,787	64,572	69,736	75,316	81,340	87,847
16	56,052	60,536	65,379	70,608	76,256	82,357	88,945
17	56,753	61,292	66,195	71,491	77,209	83,386	90,057
18	57,463	62,060	67,022	72,383	78,174	84,428	91,182
19	58,181	62,834	67,862	73,289	79,150	85,484	92,323
20	58,908	63,619	68,709	74,204	80,139	86,554	93,478
21	59,646	64,413	69,568	75,133	81,140	87,635	94,646
22	60,391	65,220	70,439	76,071	82,157	88,731	95,830
23	61,147	66,034	71,318	77,023	83,183	89,838	97,025
24	61,911	66,861	72,210	77,984	84,222	90,961	98,238
25	62,686	67,695	73,112	78,960	85,274	92,100	99,467

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 <del>PROPERTY MAINTENANCE MANAGER</del>
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GRADE 10:	ACCOUNTANT HUMAN RESOURCES ASSISTANT NETWORK ADMINISTRATOR	RECREATION FACILITIES MANAGER ASST OCCUPATIONAL TAX ADMINISTRATOR
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GRADE 11:	PURCHASING AGENT ASSISTANT FINANCE MANAGER CITY CLERK	GIS ANALYST/PROGRAMMER OCCUPATIONAL TAX ADMINISTRATOR
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GRADE 12: SYSTEMS ANALYST/PROGRAMMER

GRADE 13:	NETWORK SYSTEMS ENGINEER	APPLICATIONS SUPERVISOR
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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	\$1,000
25 YEARS	\$1,250
30 YEARS	\$1,500

**KEY EXEMPT MANAGEMENT**  
**EFFECTIVE : FY 2020-2021**

	<b>EXEMPT*</b>							
	<b>GRADES</b>							
<b>STEPS</b>			3	4	5	6	7	8
ENTRY MIN			44,238	47,777	51,600	55,729	60,186	65,002
ENTRY MAX			50,873	54,944	59,340	64,087	69,213	74,751
3			51,510	55,630	60,081	64,891	70,081	75,687
4			52,152	56,326	60,833	65,700	70,955	76,633
5			52,804	57,030	61,594	66,522	71,842	77,589
6			53,464	57,743	62,363	67,353	72,741	78,559
7			54,134	58,464	63,144	68,195	73,650	79,542
8			54,810	59,196	63,931	69,046	74,572	80,536
9			55,495	59,937	64,731	69,908	75,504	81,542
10			56,189	60,686	65,541	70,783	76,447	82,561
11			56,891	61,444	66,360	71,668	77,402	83,593
12			57,602	62,213	67,191	72,563	78,371	84,639
13			58,322	62,990	68,030	73,472	79,349	85,697
14			59,051	63,779	68,882	74,390	80,342	86,767
15			59,788	64,576	69,742	75,321	81,344	87,851
16			60,537	65,383	70,616	76,262	82,362	88,949
17			61,293	66,200	71,497	77,216	83,391	90,063
18			62,060	67,027	72,391	78,179	84,433	91,189
19			62,835	67,866	73,295	79,156	85,488	92,327
20			63,620	68,715	74,211	80,145	86,558	93,480
21			64,416	69,573	75,139	81,147	87,640	94,650
22			65,220	70,442	76,079	82,162	88,736	95,833
23			66,035	71,323	77,029	83,188	89,844	97,032
24			66,862	72,215	77,992	84,228	90,968	98,245
25			67,696	73,117	78,966	85,280	92,105	99,473

NOTE:

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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 <b>PROPERTY MAINTENANCE MANAGER</b>	FACILITIES MAINTENANCE MANAGER SANITATION MANAGER TRANSIT MANAGER
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GRADE 7:	LOSS PREVENTION MANAGER ASSISTANT CITY ENGINEER	RECREATION SUPERINTENDENT GIS MANAGER
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GRADE 8: DIRECTOR 911 CENTRAL DISPATCH

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