## **ORDINANCE 16-2021**

AN ORDINANCE REVISING THE CITY OF OWENSBORO EMPLOYEE HANDBOOK CHAPTER 1000, SUBCHAPTER 1004, PAY CHART ENTITLED "ADMINISTRATIVE SERVICES" THEREBY ESTABLISHING THE POSITION OF "CUSTOMER SERVICE REPRESENTATIVE"; 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 establish a position in Chapter 1000, Subchapter

1004, in the Pay Charts entitled "Administrative Services"; 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:

"Administrative Services", Grade 3: Establish the position of "Customer Service

Representative".

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

**INTRODUCED AND PUBLICLY READ ON FIRST READING,** this the 16th day of November, 2021.

**PUBLICLY READ AND APPROVED ON SECOND READING,** this the 7th day of December, 2021.

Thomas H. Watson, Mayor

ATTEST:

Beth Davis, City Clerk

			RLY NON-EX			
		EFFEC	TIVE: FY 202			
	1	2	GRA 3	DES 4	5	6
TEPS	12.1245	12 6605	14.6840	45 7074	47.4007	10 2024
ITRY 1	12.1245	13.6605 13.8118	14.6840	15.7074 15.8593	17.4027 17.5542	19.2931 19.4444
2	12.4294	13.9650	14.9888	16.0124	17.7074	19.5978
3	12.8292	14.3947	15.4382	16.4818	18.2096	20.1367
4	12.9895	14.5552	15.5986	16.6422	18.3701	20.2973
5	13.2255	14.7913	15.8348	16.8783	18.6062	20.5333
6	13.4634	15.0291	16.0725	17.1161	18.8440	20.7712
7	13.7035	15.2693	16.3127	17.3561	19.0842	21.0114
8	13.9452 14.1897	15.5111 15.7554	16.5546 16.7991	17.5982 17.8423	19.3261 19.5702	21.2532 21.4973
10	14.1897	15.9280	16.991	17.8425	19.3702	21.4973
10	14.5375	16.1033	17.1466	18.1903	19.9182	21.8451
12	14.7148	16.2806	17.3240	18.3674	20.0953	22.0224
13	14.8941	16.4599	17.5033	18.5469	20.2745	22.2018
14	15.0758	16.6415	17.6849	18.7286	20.4564	22.3834
15	15.2598	16.8253	17.8689	18.9125	20.6402	22.5674
16	15.4455	17.0113	18.0549	19.0985	20.8263	22.7535
17	15.6344	17.1998	18.2434	19.2870	21.0150	22.9421 23.1330
18 19	15.8252 16.0183	17.3910 17.5839	18.4344 18.6274	19.4781 19.6710	21.2056 21.3989	23.1330
20	16.2138	17.5859	18.8231	19.8666	21.5989	23.5215
20	16.4121	17.9776	19.0213	20.0649	21.7925	23.7196
22	16.6125	18.1780	19.2215	20.2652	21.9929	23.9201
23	16.8153	18.3810	19.4247	20.4681	22.1959	24.1230
24	17.0210	18.5866	19.6302	20.6736	22.4016	24.3285
25	17.2290	18.7948	19.8384	20.8818	22.6098	24.5368
			AZARDOUS D			
	но		XEMPT SUPP		RATE	
		EFFEC	TIVE: FY 202	1-2022		
			GRADES		_	
TERC	1	2	GRADES 3	4	5	6
			3			
NTRY	7.2747	8.1961	<b>3</b> 8.8104	9.4247	10.4417	11.5758
ENTRY 1	7.2747 7.3657	8.1961 8.2871	<b>3</b> 8.8104 8.9012	9.4247 9.5156	10.4417 10.5325	11.5758 11.6669
NTRY	7.2747	8.1961	<b>3</b> 8.8104	9.4247	10.4417	11.5758
I 2	7.2747 7.3657 7.4576	8.1961 8.2871 8.3791	<b>3</b> 8.8104 8.9012 8.9935	9.4247 9.5156 9.6075	10.4417 10.5325 10.6245	11.5758 11.6669 11.7587
NTRY 1 2 3	7.2747 7.3657 7.4576 7.6974	8.1961 8.2871 8.3791 8.6370	<b>3</b> 8.8104 8.9012 8.9935 9.2629	9.4247 9.5156 9.6075 9.8889	10.4417 10.5325 10.6245 10.9259	11.5758 11.6669 11.7587 12.0820
NTRY 1 2 3 4 5 6	7.2747 7.3657 7.4576 7.6974 7.7938 7.9356 8.0780	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173	<b>3</b> 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626
NTRY 1 2 3 4 5 6 7	7.2747 7.3657 7.4576 7.6974 7.7938 7.9356 8.0780 8.2221	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613	<b>3</b> 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069
NTRY 1 2 3 4 5 6 7 8	7.2747 7.3657 7.4576 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138 10.5588	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.5955	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516
NTRY 1 2 3 4 5 6 7 8 9	7.2747 7.3657 7.4576 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674 8.5137	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068 9.4532	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138 10.5588 10.7055	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.5955 11.7420	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516 12.8984
NTRY 1 2 3 4 5 6 7 8 9 10	7.2747 7.3657 7.4576 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068 9.4532 9.5571	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138 10.5588 10.7055 10.8090	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.5955 11.7420 11.8459	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516 12.8984 13.0020
NTRY 1 2 3 4 5 6 7 8 9 10 11	7.2747 7.3657 7.6974 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224	8.1961 8.2871 8.6370 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068 9.4532 9.5571 9.6618	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138 10.5588 10.7055 10.8090 10.9141	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.5955 11.7420 11.8459 11.9508	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516 12.8984 13.0020 13.1072
NTRY 1 2 3 4 5 6 7 8 9 10 11 12	7.2747 7.3657 7.6974 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138 10.5588 10.7055 10.8090 10.9141 11.0205	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.5955 11.7420 11.8459 11.9508 12.0573	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516 12.8984 13.0020 13.1072 13.2135
NTRY 1 2 3 4 5 6 7 8 9 10 11 12 13	7.2747 7.3657 7.4576 7.6974 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.8760	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138 10.5588 10.7055 10.8090 10.9141 11.0205 11.1279	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.5955 11.7420 11.8459 11.9508 12.0573 12.1649	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516 12.8984 13.0020 13.1072 13.2135 13.3212
NTRY 1 2 3 4 5 6 7 8 9 10 11 12	7.2747 7.3657 7.6974 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138 10.5588 10.7055 10.8090 10.9141 11.0205	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.5955 11.7420 11.8459 11.9508 12.0573	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516 12.8984 13.0020 13.1072 13.2135
NTRY 1 2 3 4 5 6 7 8 9 10 11 12 13 14	7.2747 7.3657 7.4576 7.6974 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.4532 9.4532 9.5571 9.6618 9.7683 9.8760 9.9849	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111	9.4247 9.5156 9.6075 9.8889 9.9852 10.12696 10.4138 10.7055 10.8090 10.9141 11.0205 11.1279 11.2370	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.7420 11.8459 11.9508 12.0573 12.1649 12.2741	11.5758 11.669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516 12.8984 13.0020 13.1072 13.2135 13.3212 13.4301
NTRY 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	7.2747 7.3657 7.4576 7.6974 7.7938 8.0780 8.2221 8.3674 8.5137 8.6174 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.1557 9.2674 9.3806	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.8760 9.9849 10.0952 10.2066	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.8331 10.9461	9.4247 9.5156 9.6075 9.8889 9.9852 10.2696 10.4138 10.7555 10.8090 10.9141 11.0205 11.1279 11.2370 11.3270	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.5955 11.5955 11.7420 11.7420 11.7420 11.2459 12.2673 12.2741 12.3841 12.2741 12.3841 12.4599	11.5758 11.669 11.7587 12.0820 12.7783 12.3200 12.4626 12.6069 12.7516 12.6969 12.7516 12.6964 13.0020 13.1072 13.2125 13.3212 13.34301 13.5405 13.6513
NTRY 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	7.2747 7.3657 7.4576 7.6974 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.1557 9.2674 9.3806 9.4951	8.1961 8.2871 8.3791 8.6370 8.7330 8.7330 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.8760 9.9849 10.0952 10.2066 10.3200 10.4345	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.2880 10.3943 10.5020 10.6111 10.7214 10.8331 10.9461 11.0607	9.4247 9.5156 9.6075 9.8889 9.9852 10.2696 10.4138 10.75588 10.7055 10.8090 10.9141 11.0205 11.1279 11.2370 11.3474 11.4591 11.5724 11.5687	10.4417 10.5325 10.6245 10.9259 11.0221 11.3066 11.4505 11.3955 11.7405 11.5955 11.7405 11.8459 11.9508 12.0573 12.1649 12.2741 12.3841 12.4959 12.2691 12.7236	11.5758 11.6669 11.7587 12.0820 12.1783 12.3206 12.6069 12.7516 12.8984 13.0020 13.1072 13.2135 13.3212 13.34301 13.5405 13.6519 13.6519 13.6519 13.6519
NTRY 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	7.2747 7.3657 7.4576 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.0454 9.1557 9.2674 9.3806 9.4951 9.6108	8.1961 8.2871 8.3791 8.6370 8.7330 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.8760 9.9849 10.0952 10.2066 10.3200 10.4345 10.5503	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.8331 10.9461 11.0607 11.1764	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138 10.7558 10.7055 10.8090 10.9141 11.0205 11.1279 11.2370 11.3474 11.4591 11.5724 11.5867 11.8026	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.5955 11.7420 11.8595 11.7420 11.8595 11.9508 12.0573 12.1649 12.2741 12.2841 12.24959 12.6091 12.7236 12.27236 12.28393	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516 12.8984 13.0020 13.1072 13.2135 13.3212 13.4301 13.5405 13.6519 13.7653 13.8795 13.9955
NTRY 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	7.2747 7.3657 7.4576 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.1557 9.2674 9.3806 9.4951 9.6108 9.7284	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.8760 9.9849 10.0952 10.2066 10.3200 10.4345 10.5503 10.6677	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.8331 10.9461 11.0607 11.1764 11.2937	9.4247 9.5156 9.6075 9.8889 9.9852 10.2269 10.2296 10.4138 10.7055 10.8095 10.8094 11.0205 11.1279 11.2374 11.5724 11.5724 11.8226 11.9200	10.4417 10.5259 10.6245 10.9259 11.0221 11.3066 11.4505 11.4505 11.4505 11.7420 11.8508 12.0573 12.1649 12.2741 12.3841 12.3841 12.3841 12.7369 12.7369 12.7369 12.7369 12.7369	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516 12.8984 13.0007 13.1072 13.2135 13.3212 13.4301 13.5405 13.6519 13.7653 13.8795 13.8795 13.8795 13.8795 13.9955 14.1128
NTRY 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	7.2747 7.3657 7.4576 7.6974 7.9386 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.0454 9.2674 9.3806 9.4951 9.6108 9.7284 9.8472	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.8760 9.9849 10.0952 10.2066 10.3200 10.4345 10.5503 10.6677 10.7866	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.8331 10.9461 11.0607 11.1764 11.2937 11.4128	9.4247 9.5156 9.6075 9.8889 9.9852 10.12696 10.4138 10.7055 10.8090 10.9141 11.0205 11.1279 11.2370 11.3474 11.6867 11.8026 11.9203	10.4417 10.5325 10.6245 10.9259 11.0221 11.3066 11.4505 11.7420 11.8459 11.9508 12.0573 12.2741 12.3841 12.4599 12.7241 12.4849 12.7236 12.6091 12.7236 12.8393 12.9564	11.5758 11.669 11.7587 12.0820 12.1783 12.3020 12.4626 12.6069 12.7516 12.6969 12.7516 13.0020 13.1072 13.2135 13.0020 13.2135 13.3212 13.4301 13.5405 13.6519 13.7653 13.8795 13.9955 13.9955 13.9955
NTRY 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	7.2747 7.3657 7.4576 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.1557 9.2674 9.3806 9.4951 9.6108 9.7284 9.8472 9.9673	8.1961 8.2871 8.3791 8.6370 8.7330 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.8760 9.9849 10.0952 10.2066 10.3200 10.4345 10.5503 10.6677 10.7866 10.9068	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.8331 10.9461 11.0607 11.1764 11.2937 11.4128 11.5330	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138 10.5588 10.7055 10.8090 10.9141 11.0205 11.1270 11.3474 11.6597 11.8276 11.8026 11.8026 11.8026 11.8026 11.2038 12.2038 12.2038 12.2038	10.4417 10.5225 10.6245 10.9259 11.0221 11.3066 11.4505 11.7420 11.4505 11.7420 11.8459 11.9508 12.0573 12.1699 12.2741 12.3841 12.7459 12.2741 12.7236 12.6393 12.7554 13.0755 13.1961	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516 12.8984 13.0020 13.1072 13.2135 13.3212 13.3212 13.4301 13.56519 13.7653 13.8795 13.8795 13.8795 13.8795 13.9555
NTRY 1 2 3 4 5 6 7 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	7.2747 7.3657 7.4576 7.6974 7.7938 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.1557 9.2674 9.3806 9.4951 9.6108 9.7284 9.8472 9.9673 10.0893	8.1961 8.2871 8.3791 8.6370 8.7330 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.8760 9.9849 10.0952 10.2066 10.3200 10.4345 10.5503 10.6677 10.7866 10.9068 11.0286	<b>3</b> <b>8</b> .8104 <b>8</b> .9012 <b>8</b> .9935 <b>9</b> .2629 <b>9</b> .3591 <b>9</b> .5010 <b>9</b> .6437 <b>9</b> .7877 <b>9</b> .9328 <b>10</b> .0792 <b>10</b> .1829 <b>10</b> .2880 <b>10</b> .3943 <b>10</b> .5020 <b>10</b> .6111 <b>10</b> .7214 <b>10</b> .8331 <b>10</b> .9461 <b>11</b> .0607 <b>11</b> .1764 <b>11</b> .2937 <b>11</b> .4128 <b>11</b> .5330 <b>11</b> .6547	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138 10.7558 10.7055 10.8090 10.9141 11.0205 11.1279 11.2370 11.3474 11.5867 11.8026 11.9200 12.0388 12.2593 12.2810	10.4417           10.5325           10.6245           10.2259           11.0221           11.3066           11.4505           11.5955           11.7958           12.0573           12.1649           12.2741           12.3841           12.7236           12.7256           12.8393           12.7564           13.0756           13.3175	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4526 12.6069 12.7516 12.8984 13.0020 13.1072 13.2135 13.3212 13.3212 13.4301 13.5405 13.6519 13.7653 13.8795 13.9955 14.1128 14.2319 14.4738
NTRY 1 2 3 4 5 6 7 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	7.2747 7.3657 7.4576 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.1557 9.2674 9.3806 9.4951 9.6108 9.7284 9.8472 9.9673	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.7683 9.7683 9.7683 9.7683 9.7683 9.9849 10.0952 10.2066 10.3200 10.4345 10.5503 10.6677 10.7866 11.0286 11.1521	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.8331 10.9461 11.0607 11.1764 11.2937 11.4128 11.5330	9.4247 9.5156 9.6075 9.8889 9.9852 10.1269 10.2696 10.4138 10.5588 10.7055 10.8090 10.9141 11.0205 11.1270 11.3474 11.6597 11.8276 11.8026 11.8026 11.8026 11.8026 11.2038 12.2038 12.2038 12.2038	10.4417 10.5245 10.6245 10.6245 11.0221 11.3066 11.4505 11.5955 11.7420 11.8508 12.0573 12.1649 12.2741 12.3841 12.3841 12.3841 12.7839 12.6091 12.733 12.9564 13.0756 13.3075 13.34408	11.5758 11.6669 11.7587 12.0820 12.1783 12.3200 12.4626 12.6069 12.7516 12.8984 13.0020 13.1072 13.2135 13.3212 13.3212 13.4301 13.56519 13.7653 13.8795 13.8795 13.8795 13.8795 13.9555
NTRY 1 2 3 4 5 6 7 7 8 9 9 10 11 12 13 14 15 16 17 13 14 15 16 17 12 20 21 22 23 24	7.2747 7.3657 7.4576 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.0454 9.0454 9.1557 9.2674 9.3806 9.4951 9.6108 9.7284 9.8472 9.8472 9.9673 10.0893 10.2124	8.1961 8.2871 8.3791 8.6370 8.7330 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.8760 9.9849 10.0952 10.2066 10.3200 10.4345 10.5503 10.6677 10.7866 10.9068 11.0286	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.8331 10.9461 11.0607 11.1764 11.2937 11.4128 11.5547 11.7783	9.4247 9.5156 9.6075 9.8889 9.9852 10.2696 10.4138 10.5588 10.7055 10.8090 10.9141 11.0205 11.2279 11.2370 11.3474 11.6867 11.8026 11.9200 12.0388 12.2593 12.2810	10.4417           10.5325           10.6245           10.2259           11.0221           11.3066           11.4505           11.5955           11.7958           12.0573           12.1649           12.2741           12.3841           12.7236           12.7256           12.8393           12.7564           13.0756           13.3175	11.5758 11.669 11.7587 12.0820 12.7783 12.3200 12.4626 12.6069 12.7516 12.6969 12.7516 12.3984 13.0020 13.1072 13.2125 13.4021 13.4301 13.5405 13.36719 13.7653 13.8795 13.9955 14.1128 14.2129 14.4128
NTRY 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	7.2747 7.3657 7.4576 7.6974 7.7938 7.9356 8.0780 8.2221 8.3674 8.5137 8.6174 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.0454 9.0454 9.1557 9.2674 9.3806 9.4951 9.6108 9.7284 9.8472 9.8472 9.9673 10.0893 10.2124	8.1961 8.2871 8.3791 8.6370 8.7330 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.8760 9.9849 10.0952 10.2066 10.3200 10.4345 10.5503 10.6677 10.7866 10.3068 11.0286 11.1521 11.2768	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.8331 10.9461 11.0607 11.1764 11.2937 11.4128 11.5547 11.7783	9.4247 9.5156 9.6075 9.8889 9.9852 10.2696 10.4138 10.5588 10.7055 10.8090 10.9141 11.0205 11.1279 11.2370 11.3474 11.6867 11.8026 11.8026 11.8026 11.8026 11.9200 12.0388 12.1593 12.2810 12.4041 12.5291	10.4417 10.5245 10.6245 10.6245 11.0221 11.3066 11.4505 11.5955 11.7420 11.8508 12.0573 12.1649 12.2741 12.3841 12.3841 12.3841 12.7839 12.6091 12.733 12.9564 13.0756 13.3075 13.34408	11.5758 11.669 11.7587 12.0820 12.7783 12.3200 12.4626 12.6069 12.7516 12.6969 12.7516 12.3984 13.0020 13.1072 13.2125 13.4021 13.4301 13.5405 13.36719 13.7653 13.8795 13.9955 14.1128 14.2129 14.4128
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	7.2747 7.3657 7.4576 7.6974 7.7938 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.0454 9.1557 9.2674 9.3806 9.4951 9.6108 9.7284 9.8472 9.9673 10.0893 10.2124 10.3376	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.7683 9.8760 9.9849 10.0952 10.2066 10.3200 10.4345 10.5503 10.6677 10.7866 11.0286 11.0286 11.1521 11.2768	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.6331 10.9461 11.0607 11.1764 11.2937 11.4128 11.5330 11.6547 11.7783 11.9028 E INCENTIVE 8, PAID IN MC	9.4247 9.5156 9.6075 9.8889 9.9852 10.12696 10.4138 10.5588 10.7055 10.8090 10.9141 11.0205 11.1279 11.2370 11.3279 11.3279 11.3274 11.6867 11.8026 11.9200 12.0388 12.1593 12.2519 12.4041 12.5291	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.5955 11.7420 11.8459 11.9508 12.0573 12.1649 12.2741 12.2841 12.24959 12.6091 12.7245 12.2745 12.2741 12.28393 12.9564 13.0756 13.3195 13.3408 13.3175	11.5758 11.669 11.7587 12.0820 12.7783 12.3200 12.4626 12.6069 12.7516 12.6969 12.7516 12.3984 13.0020 13.1072 13.2125 13.4021 13.4301 13.5405 13.36719 13.7653 13.8795 13.9955 14.1128 14.2129 14.4128
NTRY 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25	7.2747 7.3657 7.4576 7.6974 7.7938 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.1557 9.2674 9.3806 9.4951 9.3806 9.4951 9.3806 9.4951 9.6108 9.7284 9.8472 9.9673 10.2124 10.3376	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.4532 9.4532 9.4532 9.5571 9.6618 9.7683 9.7683 9.849 10.0952 10.2066 10.3200 10.4345 10.5503 10.6677 10.7866 10.9068 11.1521 11.2768 <b>STAT</b> 4,000 / YEAF	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.8331 10.93461 11.0607 11.1764 11.2937 11.4128 11.5330 11.6547 11.7783 11.9028 <b>FEINCENTIVE</b> 8, PAID IN MC OXIMATELY \$	9.4247 9.5156 9.6075 9.8889 9.9852 10.12696 10.4138 10.7555 10.8090 10.9141 11.0205 11.1279 11.2370 11.3474 11.4591 11.5724 11.5724 11.5724 11.5724 11.5724 11.5725 12.4041 12.291 12.4041 12.5291	10.4417 10.5225 10.6245 10.9259 11.0221 11.3066 11.4505 11.7420 11.8459 11.9508 12.0573 12.741 12.3841 12.749 12.2741 12.738 12.6091 12.769 12.733 12.9565 13.1961 13.3175 13.4008 13.6588	11.5758 11.6669 11.7587 12.0820 12.1783 12.3020 12.4626 12.6069 12.7516 12.8984 13.0020 13.1072 13.2135 13.0020 13.1072 13.2135 13.3212 13.4301 13.5405 13.6519 13.36519 13.7653 13.8795 13.9955 14.1128 14.2319 14.3519 14.4319 14.4319 14.47221
NTRY 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25	7.2747 7.3657 7.4576 7.6974 7.7938 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.0454 9.1557 9.2674 9.3806 9.4951 9.6108 9.7284 9.8472 9.9673 10.0893 10.2124 10.3376	8.1961 8.2871 8.3791 8.6370 8.7330 8.8748 9.0173 9.1613 9.4532 9.4532 9.4532 9.5571 9.6618 9.7683 9.7683 9.849 10.0952 10.2066 10.3200 10.4345 10.5503 10.6677 10.7866 10.9068 11.1521 11.2768 <b>STAT</b> 4,000 / YEAF	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.8331 10.93461 11.0607 11.1764 11.2937 11.4128 11.5330 11.6547 11.7783 11.9028 <b>FEINCENTIVE</b> 8, PAID IN MC OXIMATELY \$	9.4247 9.5156 9.6075 9.8889 9.9852 10.12696 10.4138 10.7555 10.8090 10.9141 11.0205 11.1279 11.2370 11.3474 11.4591 11.5724 11.5724 11.5724 11.5724 11.5724 11.5725 12.4041 12.291 12.4041 12.5291	10.4417 10.5225 10.6245 10.9259 11.0221 11.3066 11.4505 11.7420 11.8459 11.9508 12.0573 12.741 12.3841 12.749 12.2741 12.738 12.6091 12.769 12.733 12.9565 13.1961 13.3175 13.4008 13.6588	11.5758 11.6669 11.7587 12.0820 12.1783 12.3020 12.4626 12.6069 12.7516 12.8984 13.0020 13.1072 13.2135 13.0020 13.1072 13.2135 13.3212 13.4301 13.5405 13.6519 13.36519 13.7653 13.8795 13.9955 14.1128 14.2319 14.3519 14.4319 14.4319 14.47221
NTRY 1 2 3 4 5 6 7 7 8 9 10 11 12 13 14 15 16 17 15 16 17 18 19 20 21 22 23 24 25 5 5 5 5 5 5 5 5 5 5 5 5 5	7.2747 7.3657 7.4576 7.6974 7.7938 8.0780 8.2221 8.3674 8.5137 8.6174 8.7224 8.8288 8.9364 9.0454 9.1557 9.2674 9.3806 9.4951 9.3806 9.4951 9.3806 9.4951 9.6108 9.7284 9.8472 9.9673 10.2124 10.3376	8.1961 8.2871 8.3791 8.6370 8.7330 9.1613 9.3068 9.4532 9.5571 9.6618 9.7683 9.8760 9.9849 10.0952 10.2066 10.3200 10.4345 10.5503 10.6677 10.7866 11.0286 11.0286 11.0286 11.1521 11.2768 5TAT 4,000 / YEAF APPRI DTED CALCU	3 8.8104 8.9012 8.9935 9.2629 9.3591 9.5010 9.6437 9.7877 9.7877 9.9328 10.0792 10.1829 10.2880 10.3943 10.5020 10.6111 10.7214 10.9461 11.0607 11.1764 11.2937 11.4128 11.5330 11.6547 11.7783 11.9028 <b>F INCENTIVE</b> 8. PAID IN MC OXIMATELY \$ LATIONS ASS	9.4247 9.5156 9.6075 9.8889 9.9852 10.2696 10.4138 10.5588 10.7055 10.8090 10.9141 11.0205 11.1279 11.2370 11.3474 11.4591 11.5274 11.8026 11.8026 11.8020 12.0388 12.2591 22.4041 12.5291 22.4041 12.5291 24.4041 12.5291	10.4417 10.5325 10.6245 10.9259 11.0221 11.1637 11.3066 11.4505 11.7420 11.8459 11.9508 12.0573 12.1649 12.2741 12.2841 12.24959 12.6091 12.7236 12.27564 13.0756 13.3195 13.3408 13.5658	11.5758 11.6669 11.7587 12.0820 12.1783 12.3206 12.4069 12.7516 12.6984 13.0020 13.1072 13.2135 13.3212 13.3212 13.4301 13.4565 13.6519 13.7653 13.8795 13.8795 13.8795 14.1128 14.2319 14.4738 14.5970 14.7221

 based on most recent nire date.

 5 YEARS
 \$250
 20 YEARS
 \$1,000

 10 YEARS
 \$500
 25 YEARS
 \$1,250

 15 YEARS
 \$750
 30 YEARS
 \$1,500

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

		POLI	CE DEPT - HA	ZARDOUS D	UTY			POLICE	DEPT - NON H	AZARDOUS D	UTY ECU
		I	EFFECTIVE: FY	2021-2022					EFFECTIVE: F	Y 2021-2022	
			GRAD	DES					GRA		
	URLY NON-EX				EXEMPT*	-			HOURLY NON-	EXEMPT	
STEPS ENTRY	20.1490		3 25.5222	4 27.2001	5 71,641	6 74,072	7 77,065	STEPS	9		1
	1 20.4009	22.0004	25.7742	27.4520	72,165	74,072	77,589	ENTRY MIN	22.4532		26.189
	2 20.6557	23.1731	26.0291	27.7068	72,696	75,125	78,120	ENTRY MAX	-		27.498
	3 21.3608	23.9316	26.8489	28.5624	74,797	77,277	80,337		3 24.3804		28.437
	4 21.6277	24.1987	27.1157	28.8294	75,351	77,833	80,892		4 24.6851		28.792
	5 22.0190	24.5901	27.5070	29.2209	76,167	78,647	81,706	1	5 24.9935		29.152
	6 22.4131	24.9843	27.9012	29.6149	76,986	79,467	82,526		5 25.3060		29.516
	7 22.8110		28.2993	30.0128	77,813	80,294	83,353		7 25.6226		29.885
	8 23.2125	25.7837	28.7006	30.4144	78,648	81,130	84,188		3 25.9426		30.259
	9 23.6179	26.1891 26.4762	29.1061	30.8196	79,490	81,973	85,031		26.2668		30.638
	0 23.9051 1 24.1963	26.7673	29.3933 29.6843	31.1071 31.3983	80,089 80,694	82,570 83,177	85,629 86,234	10			31.021 31.409
	24.1903	27.0620	29.0843	31.6927	81,308	83,789	86,847	1			31.403
	3 24.7900	27.3609	30.2779	31.9916	81,930	84,411	87,469	13			32.198
	4 25.0924	27.6635	30.5805	32.2941	82,559	85,041	88,099	14	_		32.601
1	25.3983	27.9696	30.8865	32.6005	83,195	85,676	88,735	15	5 28.2991		33.008
1	6 25.7082	28.2792	31.1966	32.9100	83,840	86,321	89,379	16	5 28.6530		33.421
1	26.0222	28.5933	31.5103	33.2240	84,492	86,974	90,032	17	7 29.0113		33.839
	26.3400	28.9110	31.8281	33.5415	85,152	87,634	90,692	18			34.262
	26.6617	29.2326	32.1497	33.8633	85,823	88,304	91,362	19	_		34.691
	26.9872	29.5582	32.4753	34.1889	86,499	88,982	92,039	20			35.124
	27.3170 22 27.6508	29.8879 30.2217	32.8048 33.1391	34.5188 34.8525	87,185 87,880	89,668 90,362	92,725 93,421	2:			35.564 36.008
	27.0508	30.5600	33.4769	35.1906	88,583	90,362	95,421	23			36.458
	24 28.3313	30.9023	33.8193	35.5332	89,296	91,777	94,835	24			36.914
	28.6779		34.1660						-		37.375
	enerally, STEP STEP 2	represents tl	the yr an em he fiscal yr an	employee c	ompletes the	e 2nd yr of		to adminis	these charts n strative purpos	ses, or may va	ed due
	enerally, STEP STEP 2 employme	1 represents represents tl nt. And so c	the yr an em	ployee comp employee con on these char	oletes the 1st ompletes the rts may be ro	t yr of employ e 2nd yr of bunded due te	yment. o	Figures on to adminis	these charts n	ses, or may va	ed due
G	enerally, STEP STEP 2 employme	1 represents represents tl nt. And so c	the yr an em he fiscal yr an on. Figures c s, or may vary	ployee comp employee con on these char	oletes the 1st ompletes the rts may be ro	t yr of employ e 2nd yr of bunded due te	yment. o	Figures on to adminis	these charts n strative purpos oll system due	ses, or may va	ed due iry in
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RETIREMENT SYSTEMS. IF ANY CHANGES, SEEK KY RETIREMENT SYSTEMS APROVAL.

ADMINISTRATIVE SERVICES EFFECTIVE: FY 2021-2022										
	GRADES									
STEPS	3	4	5	6		8	9	10		
ENTRY MIN	13.7377	14.8365	16.0232	17.3050	18.6895	20.1845	21.7993	23.5431		
ENTRY MAX	14.4247	15.5783	16.8244	18.1703	19.6241	21.1937	22.8892	24.7202		
3	14.6049	15.7732	17.0343	18.3972	19.8696	21.4587	23.1754	25.0289		
4	14.7877 14.9726	15.9705 16.1699	17.2475 17.4630	18.6268 18.8599	20.1178 20.3694	21.7269 21.9987	23.4651 23.7582	25.3416 25.6581		
6	15.1595	16.3721	17.6816	19.0959	20.6237	22.2739	24.0550	25.9786		
7	15.3493	16.5767	17.9024	19.3345	20.8817	22.5525	24.3561	26.3034		
8	15.5406	16.7839	18.1261	19.5761	21.1426	22.8343	24.6602	26.6324		
9	15.7351	16.9937	18.3523	19.8208	21.4071	23.1194	24.9685	26.9653		
10	15.9318	17.2060	18.5815	20.0686	21.6751	23.4086	25.2805	27.3025		
11	16.1307	17.4210	18.8139	20.3196	21.9462	23.7010	25.5967	27.6437		
12	16.3324	17.6390	19.0493	20.5733	22.2206	23.9975	25.9165	27.9895		
13	16.5362	17.8598	19.2874	20.8306	22.4985	24.2971	26.2402	28.3392		
14	16.7431	18.0827	19.5284	21.0911	22.7800	24.6008	26.5681	28.6932		
15 16	16.9528 17.1642	18.3087	19.7728 20.0199	21.3551 21.6217	23.0644	24.9085	26.9002 27.2365	29.0519		
16	17.1642	18.5373 18.7691	20.0199	21.8217	23.3532 23.6449	25.2199 25.5356	27.2365	29.4151 29.7824		
17	17.5965	19.0040	20.2702	22.1653	23.9407	25.8548	27.9219	30.1546		
19	17.8167	19.2416	20.7802	22.4420	24.2399	26.1781	28.2708	30.5317		
20	18.0393	19.4818	21.0403	22.7227	24.5431	26.5053	28.6245	30.9133		
21	18.2644	19.7256	21.3028	23.0067	24.8502	26.8364	28.9826	31.2999		
22	18.4924	19.9720	21.5689	23.2942	25.1605	27.1720	29.3451	31.6908		
23	18.7239	20.2220	21.8385	23.5857	25.4749	27.5117	29.7119	32.0871		
24	18.9580	20.4748	22.1113	23.8805	25.7932	27.8556	30.0833	32.4883		
25	19.1951	20.7308	22.3875	24.1790	26.1155	28.2036	30.4593	32.8945		
	Figures on the administrative		•		ll system due t	to rounding.				
-	<u>GRADES</u>		OB CLASSIFI							
	GRADE 3:				RESENTATIVE					
	GRADE 4:		LERK/TYPIST ECRETARY							
	GRADE 5: GRADE 6:	3	LCRETAKT							
•	GIADE 0.									
	GRADE 7		FICE MANA	AGER		IISTRATIVE A	IDF			
(	GRADE 7: GRADE 8:		OFFICE MANA		ADMIN EXECUTIVE AS	IISTRATIVE A				
(	GRADE 7: GRADE 8: GRADE 9:		ECORDS MANA			-				
(	GRADE 8:	F				-				
(	GRADE 8: GRADE 9: GRADE 10:	F	ECORDS MA			-				
EXAMPLE CALC	GRADE 8: GRADE 9: GRADE 10:	F F	ECORDS MA		EXECUTIVE AS	SSISTANT TO				
EXAMPLE CALC	GRADE 8: GRADE 9: GRADE 10: ULATIONS: REGULAR EAF ASSUME ANN	F F RNINGS: UAL HRS 2,0	ECORDS MA ARALEGAL	NAGER	EXECUTIVE AS SERV Awarded even	VICE RECOGN	THE MAYOR IITION AWAR \$250.00 incre			
EXAMPLE CALC	GRADE 8: GRADE 9: GRADE 10: ULATIONS: REGULAR EAF	F F RNINGS: UAL HRS 2,0	ECORDS MA ARALEGAL	NAGER	EXECUTIVE AS SERV Awarded even based on	VICE RECOGN ry 5 years in most recent	THE MAYOR IITION AWAR \$250.00 incre hire date.			
EXAMPLE CALC	GRADE 8: GRADE 9: GRADE 10: ULATIONS: REGULAR EAF ASSUME ANN	F F RNINGS: UAL HRS 2,0	ECORDS MA ARALEGAL	NAGER	EXECUTIVE AS SERV Awarded even based on	VICE RECOGN ry 5 years in most recent 5 YEARS	THE MAYOR IITION AWAR \$250.00 incre hire date. \$250			
EXAMPLE CALC	GRADE 8: GRADE 9: GRADE 10: ULATIONS: REGULAR EAF ASSUME ANN	F F RNINGS: UAL HRS 2,0	ECORDS MA ARALEGAL	NAGER	EXECUTIVE AS SERV Awarded even based on 5 1	VICE RECOGN ry 5 years in most recent 5 YEARS .0 YEARS	THE MAYOR IITION AWAR \$250.00 incre hire date. \$250 \$500			
EXAMPLE CALC	GRADE 8: GRADE 9: GRADE 10: ULATIONS: REGULAR EAF ASSUME ANN	F F RNINGS: UAL HRS 2,0	ECORDS MA ARALEGAL	NAGER	EXECUTIVE AS SERV Awarded even based on 5 1 1	VICE RECOGN ry 5 years in most recent 5 YEARS .0 YEARS .5 YEARS	THE MAYOR IITION AWAR \$250.00 incre hire date. \$250 \$500 \$750			
EXAMPLE CALC	GRADE 8: GRADE 9: GRADE 10: ULATIONS: REGULAR EAF ASSUME ANN	F F RNINGS: UAL HRS 2,0	ECORDS MA ARALEGAL	NAGER	EXECUTIVE AS SERV Awarded even based on 5 1 1 2	VICE RECOGN ry 5 years in most recent 5 YEARS .0 YEARS .5 YEARS 20 YEARS	THE MAYOR IITION AWAR \$250.00 incre hire date. \$250 \$500 \$750 \$1,000			
EXAMPLE CALC	GRADE 8: GRADE 9: GRADE 10: ULATIONS: REGULAR EAF ASSUME ANN	F F RNINGS: UAL HRS 2,0	ECORDS MA ARALEGAL	NAGER	EXECUTIVE AS SERV Awarded even based on 5 1 1 2 2 2	VICE RECOGN ry 5 years in most recent 5 YEARS .0 YEARS .5 YEARS	THE MAYOR IITION AWAR \$250.00 incre hire date. \$250 \$500 \$750			

LABOR/SKILLED CRAFT/TRADES/MAINTENANCE/TECHNICAL EFFECTIVE: FY 2021-2022											
					GRADES						
STEPS	3	4	5	6	7	8	9	10	11		
ENTRY MIN		12.9745	14.0123	15.1333	16.3441	17.6519	19.0639	20.5891	22.2365		
ENTRY MAX		13.6232	14.7126	15.8898	17.1618 17.3763	18.5345	20.0169	21.6182	23.3481		
3		13.7936 13.9664	14.8963 15.0824	16.0881 16.2893	17.5936	18.7656 19.0005	20.2675 20.5206	21.8886 22.1617	23.6399 23.9352		
5	10.8698	14.1411	15.2706	16.4925	17.8139	19.2381	20.7773	22.4386	24.2343		
6	11.0087	14.3175	15.4617	16.6989	18.0362	19.4786	21.0375	22.7193	24.5375		
7	11.1491	14.4963	15.6549	16.9080	18.2615	19.7222	21.3000	23.0035	24.8440		
8		14.6773	15.8506	17.1190	18.4896	19.9686	21.5662	23.2907	25.1546		
9	11.4351 11.5810	14.8606 15.0466	16.0490 16.2494	17.3332 17.5501	18.7205 18.9545	20.2180 20.4710	21.8358 22.1085	23.5821 23.8769	25.4688 25.7871		
10	11.7289	15.2349	16.4529	17.7696	19.1916	20.7270	22.3849	24.1758	26.1091		
12	11.8784	15.4253	16.6586	17.9915	19.4316	20.9856	22.6645	24.4776	26.4354		
13	12.0296	15.6180	16.8669	18.2162	19.6746	21.2479	22.9481	24.7835	26.7658		
14		15.8128	17.0775	18.4437	19.9207	21.5135	23.2346	25.0933	27.1005		
15 16	12.3380 12.4951	16.0108 16.2107	17.2909 17.5073	18.6740 18.9076	20.1693 20.4215	21.7826 22.0548	23.5251 23.8193	25.4071 25.7248	27.4395 27.7823		
10	12.6541	16.4136	17.7265	19.1439	20.6769	22.3304	24.1168	26.0463	28.1295		
18		16.6186	17.9476	19.3834	20.9354	22.6096	24.4182	26.3721	28.4817		
19	12.9780	16.8265	18.1718	19.6254	21.1970	22.8917	24.7234	26.7015	28.8375		
20		17.0366	18.3988	19.8708	21.4619	23.1781	25.0328	27.0354	29.1976		
21	13.3102 13.4795	17.2497	18.6285 18.8617	20.1189 20.3704	21.7303 22.0021	23.4679 23.7614	25.3455 25.6619	27.3732 27.7156	29.5623 29.9322		
22		17.4653 17.6839	19.0975	20.3704	22.0021	23.7614	25.9830	27.7156	30.3064		
23		17.9053	19.3361	20.8827	22.5555	24.3594	26.3083	28.4127	30.6850		
25	14.0001	18.1287	19.5778	21.1436	22.8374	24.6636	26.6371	28.7679	31.0692		
adm GRADES	ninistrative p	-		-	unded due roll system		nding.				
GRADE 3:	PARKKEEPE	R / MT HE	LPER								
GRADE 4:											
GRADE 5:											
GRADE 6:	LABORER/N				LABORER (	,					
GRADE 7:	BUS DRIVE				MAINTENA	INCE WOR	KEK .				
GRADE 8:	MAINTENA		PMENT OPE	RATOR	<b>BUS DRIVE</b>	R/DISPATC	HER				
	EQUIPMEN	T OPERAT	OR		DRIVER (SA	NITATION)					
GRADE 9:	ASST. GREE		NTENDENT		MAINTENA		ALIST				
GRADE 10:	ELECTRICIA				HVAC TECH						
	MECHANIC		TS)		GREENS SU CREW LEAD						
	CREW LEAD	•	,		CREW LEAD	•	1105)				
	INSTRUME	•				· · ·					
GRADE 11:	CONSTRUC	TION INSP	ECTOR		BLDG MT/0						
EXAMPLE CALCULATIONS:							NITION AW				
ASSUME ANNUAL HRS 2,080 REGULAR HOURLY RATE * 2,0	080						cent hire da \$250		its		
PARKKEEPERS WITH CITY PR ASSUME 400 REGULARLY SCH [(REGULAR HOURLY RATE * 2	IEDULED OT	HRS/YR &	HOUSING/	UTILITY VA	ALUE OF \$6 RATE + \$2.	10 YEARS 15 YEARS	\$500 \$750 \$1,000 \$1,250				
<b>NOTE:</b> (1) \$6,600/2,480 = \$2.66 (2) GREENS SUPT WITH SAME	HOUSING	DOES NOT	HAVE REG	от, вит w		30 YEARS	\$1,500	30 = \$3.17			

	PROFESSIONAL / TECHNICAL										
	EFFECTIVE: FY 2021-2022										
	NON-EXEMPT GRADES										
STEPS	3	4	5	6	7	8	9	10	11	12	
ENTRY MIN	13.7377	14.8365	16.0232	17.3050	18.6895	20.1845	21.7993	23.5431	25.4262	27.4602	
ENTRY MAX	14.4247	15.5783	16.8244	18.1703	19.6241	21.1937	22.8892	24.7202	26.6975	28.8333	
3	14.6049	15.7732	17.0343	18.3972	19.8696	21.4587	23.1754	25.0289	27.0313	29.1938	
4	14.7877 14.9726	15.9705 16.1699	17.2475 17.4630	18.6268 18.8599	20.1178 20.3694	21.7269 21.9987	23.4651 23.7582	25.3416	27.3693 27.7116	29.5589 29.9285	
5	14.9726	16.3721	17.6816	18.8599	20.3694	22.2739	23.7582	25.6581 25.9786	28.0579	30.3026	
7	15.3493	16.5767	17.9024	19.3345	20.8817	22.5525	24.3561	26.3034	28.4087	30.6814	
8	15.5406	16.7839	18.1261	19.5761	21.1426	22.8343	24.6602	26.6324	28.7640	31.0651	
9	15.7351	16.9937	18.3523	19.8208	21.4071	23.1194		26.9653	29.1237	31.4536	
10 11	15.9318 16.1307	17.2060 17.4210	18.5815 18.8139	20.0686 20.3196	21.6751 21.9462	23.4086 23.7010		27.3025 27.6437	29.4877 29.8565	31.8467 32.2450	
11	16.3324	17.6390	19.0493	20.5198	21.9462	23.9975	25.9165	27.9895	30.2298	32.2450	
13	16.5362	17.8598	19.2874	20.8306	22.4985	24.2971	26.2402	28.3392	30.6072	33.0558	
14	16.7431	18.0827	19.5284	21.0911	22.7800	24.6008	26.5681	28.6932	30.9902	33.4694	
15	16.9528	18.3087	19.7728	21.3551	23.0644	24.9085	26.9002	29.0519	31.3772	33.8874	
16	17.1642	18.5373	20.0199	21.6217	23.3532	25.2199		29.4151	31.7695	34.3110	
17 18	17.3791 17.5965	18.7691 19.0040	20.2702 20.5236	21.8920 22.1653	23.6449 23.9407	25.5356 25.8548	27.5770 27.9219	29.7824 30.1546	32.1667 32.5690	34.7400 35.1745	
19	17.8167	19.2416	20.7802	22.4420	24.2399	26.1781	28.2708	30.5317	32.9764	35.6145	
20	18.0393	19.4818	21.0403	22.7227	24.5431	26.5053		30.9133	33.3887	36.0598	
21	18.2644	19.7256	21.3028	23.0067	24.8502	26.8364		31.2999	33.8060	36.5105	
22	18.4924	19.9720		23.2942	25.1605	27.1720		31.6908	34.2285	36.9668	
23	18.7239	20.2220		23.5857	25.4749	27.5117	29.7119		34.6567	37.4292	
24 25	18.9580 19.1951	20.4748 20.7308	22.1113 22.3875	23.8805 24.1790	25.7932 26.1155	27.8556 28.2036	30.0833 30.4593	32.4883 32.8945	35.0899 35.5286	37.8970 38.3708	
NOTE:											
			Eiguros or	those cha	arts may be	rounded	duo to				
	adı	ministrativ	e purposes					o rounding			
			c pa.pooe	,, er may i	ary in the	pu ji eli e je					
GRADES											
GRADE 3:											
GRADE 4:	PARKS & R	ECREATIO	N FACILITI	ES SPECIAL	.IST						
GRADE 5: GRADE 6:	ACCOUNT						RECREATIO	ΟΝ SPECIA	UIST		
GIWIDE 0.	REVENUE										
GRADE 7:	TELECOM	MUNICATO	DR				IMAGING	SPECIALIST	Г		
	FINANCE D						GARAGE P	ARTS CLEF	RΚ		
	HOUSING			NATOR						-	
	EVENTS CO OCC/REVE		-						MUNICATO		
	RECREATIO									Leron	
	LEAD TELE										
GRADE 10:		VEYOR					ENGINEER	ING TECHI	NICIAN		
GRADE 11:			C TECHNIC								
GRADE 12: EXAMPLE C			G IECHNIC	JAN							
	LUCLATIO										
	REGULAR	EARNINGS	5:								
	ASSUME A	NNUAL HF	RS 2,080								
	REGULAR	HOURLY R	ATE * 2,08	0			±====				
						5 YEARS	\$250 \$500				
						10 YEARS 15 YEARS					
						20 YEARS					
						25 YEARS					
						30 YEARS	\$1,500				

PROFESSIONAL / TECHNICAL EFFECTIVE: FY 2021-2022											
	EXEMPT*										
	GRADES										
STEPS	8	9	10	11	12	13	14				
ENTRY MIN	41,984	45,342	48,970	52,887	57,118	61,687	66,621				
ENTRY MAX	48,282	52,145	56,315	60,818	65,682	70,939	76,614				
3	48,885	52,797	57,019	61,580	66,507	71,827	77,573				
4	49,496	53,456	57,733	62,348	67,337	72,725	78,543				
5	50,115	54,124	58,454	63,131	68,178	73,633	79,524				
6	50,743	54,800	59,185	63,917	69,030	74,555	80,519				
7	51,376	55,485	59,924	64,716	69,894	75,488	81,527				
8	52,018	56,179	60,674	65,525	70,766	76,431	82,545				
9	52,670	56,881	61,433	66,344	71,651	77,388	83,579				
10	53,326	57,594	62,200	67,174	72,546	78,353	84,622				
11	53,993	58,313	62,978	68,014	73,453	79,333	85,680				
12	54,667	59,041	63,764	68,864	74,372	80,324	86,751				
13	55,352	59,779	64,562	69,725	75,302	81,329	87,835				
14	56,044	60,526	65,367	70,598	76,245	82,346	88,934				
15	56,743	61,282	66,186	71,479	77,199	83,374	90,043				
16	57,453	62,049	67,013	72,373	78,162	84,416	91,169				
17	58,172	62,824	67,850	73,278	79,139	85,471	92,308				
18	58,900	63,612	68,698	74,193	80,128	86,539	93,462				
19	59,636	64,405	69,559	75,121	81,129	87,621	94,631				
20	60,381	65,209	70,427	76,059	82,142	88,718	95,815				
21	61,137	66,023	71,307	77,011	83,169	89,826	97,012				
22	61,901	66,851	72,200	77,973	84,211	90,949	98,226				
23	62,676	67,685	73,101	78,949	85,263	92,084	99,451				
24	63,459	68,533	74,015	79,934	86,328	93,235	100,694				
25	64,253	69,387	74,940	80,934	87,406	94,403	101,954				

NOTE:

admi	Figures on these charts may be rounded due to administrative purposes, or may vary in the payroll system due to rounding								
GRADES									
GRADE 8:	PAYROLL ADMINISTRATOR								
GRADE 9:	RECREATION FACILITIES MGR	RADIO/NETWORK SYSTEMS TECHNICIAN							
	GOLF COURSE MANAGER	NETWORK SYSTEMS TECHNICIAN							
GRADE 10:	ACCOUNTANT	ASST OCCUPATIONAL TAX ADMINISTRATOR							
	HUMAN RESOURCES ASSISTANT	NETWORK ADMINISTRATOR							
GRADE 11:	PURCHASING AGENT	GIS ANALYST/PROGRAMMER							
	ASSISTANT FINANCE MANAGER	OCCUPATIONAL TAX ADMINISTRATOR							
	CITY CLERK	COMMUNICATIONS AND MARKETING MGR							
GRADE 12:	SYSTEMS ANALYST/PROGRAMMER								
GRADE 13:	NETWORK SYSTEMS ENGINEER	APPLICATIONS SUPERVISOR							
GRADE 14:	INFRASTRUCTURE SUPERVISOR								
	*EXEMPT EMPLOY	'EES:							
REGULATIONS. THE	E PAY IS BASED ON A WEEKLY SALARY PURSU AMOUNT SHOWN FOR EXEMPT EMPLOYEE: WEEKS (IF APPLICABLE) WITHOUT ANY PAY D								
	SERVICE RECOGNITION	AWARD							
	Awarded every 5 years in \$250	0.00 increments							
	based on most recen	t hire date.							
	5 YEARS	\$250							
	10 YEARS	\$500							
	15 YEARS	\$750							
	20 YEARS	\$1,000							
	25 YEARS	\$1,250							
	30 YEARS	\$1,500							

		KEY EXE	MPT MANAG	EMENT			
		EFFECT	IVE : FY 2021	-2022			
			EXEN	1PT*			
			GRA	DES			
STEPS		3	4	5	6	7	8
ENTRY MIN		45,344 52,145	48,971 56,317	52,890 60,823	57,122 65,689	61,691 70,943	66,627 76,620
		52,798	57,021	61,583	66,513	70,943	70,020
4		53,456	57,735	62,353	67,343	72.729	78,548
5	5	54,125	58,455	63,134	68,185	73,638	79,529
6		54,801	59,187	63,922	69,037	74,559	80,523
7		55,487	59,926	64,722	69,899	75,492	81,531
8		56,180	60,676	65,529	70,772	76,436	82,549
9 10		56,883	61,436	66,349	71,656	77,391	83,580
10		57,594 58,314	62,203 62,980	67,180 68,019	72,553 73,459	78,359 79,337	84,625 85,683
11		59,042	63,768	68,870	74,377	80,330	86,755
13		59,780	64,565	69,731	75,309	81,333	87,840
14		60,527	65,373	70,604	76,250	82,350	88,937
15		61,283	66,190	71,486	77,204	83,378	90,048
16		62,050	67,018	72,381	78,168	84,421	91,173
17		62,825	67,855	73,284	79,146	85,476	92,315
18 19		63,612 64,406	68,702 69,562	74,200	80,134 81,135	86,544 87,626	93,468 94,635
20		65,210	70,433	76,066	82,148	87,020	94,035
21		66,026	71,312	77,017	83,176	89,831	97,016
22	2	66,850	72,204	77,981	84,216	90,954	98,228
23	3	67,686	73,106	78,955	85,268	92,090	99,457
24		68,533	74,021	79,942	86,334	93,243	100,701
25		69,388	74,945	80,940	87,412	94,408	101,960
GRADES	administrative	purposes, or may	y vary in the p	oayroll syster	n due to rour	nding.	
GRADE 4: GRADE 5:	GROUNDS MANAGER/	HORTICULTURIST				INTENANCE N	/ANAGER
	STREET MANAGER GARAGE MANAGER			S	ACILITIES MA SANITATION N IRANSIT MAN	/ANAGER	/ANAGER
GRADE 4: GRADE 5: GRADE 6:	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI	NCE MANAGER		5	SANITATION N FRANSIT MAN	/ANAGER AGER	
GRADE 4: GRADE 5:	STREET MANAGER GARAGE MANAGER	NCE MANAGER NAGER		S T F	SANITATION N FRANSIT MAN	MANAGER IAGER SUPERINTEND	
GRADE 4: GRADE 5: GRADE 6:	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA	NCE MANAGER NAGER EER		S T F	SANITATION N FRANSIT MAN	MANAGER IAGER SUPERINTEND	
GRADE 4: GRADE 5: GRADE 6: GRADE 7:	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN	NCE MANAGER NAGER IEER NL DISPATCH	MPT EMPLOY	S T F (	SANITATION N FRANSIT MAN	MANAGER IAGER SUPERINTEND	
GRADE 4: GRADE 5: GRADE 6: GRADE 7: <u>GRADE 8:</u> EXEM	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN DIRECTOR 911 CENTRA	NCE MANAGER NAGER EER <u>AL DISPATCH <b>*EXE</b>I</u> ASED ON A WEEF	MPT EMPLOY	F C TEES: JRSUANT TO	GANITATION N IRANSIT MAN RECREATION S GIS MANAGEF	MANAGER AGER SUPERINTEND	ENT
GRADE 4: GRADE 5: GRADE 6: GRADE 7: <u>GRADE 8:</u> EXEM REGULAT	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN DIRECTOR 911 CENTRA	NCE MANAGER NAGER IEER AL DISPATCH *EXEI ASED ON A WEEF IOWN FOR EXEM	MPT EMPLOY KLY SALARY PI PT EMPLOYE	F C TEES: URSUANT TO ES REFLECTS	GANITATION N IRANSIT MAN RECREATION S GIS MANAGEF O APPLICABLE WHEN AN EN	MANAGER AGER SUPERINTEND R WAGE AND H MPLOYEE IS EN	ENT OUR 1PLOYED
GRADE 4: GRADE 5: GRADE 6: GRADE 7: <u>GRADE 8:</u> EXEM REGULAT	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN DIRECTOR 911 CENTRA	NCE MANAGER NAGER IEER AL DISPATCH *EXEI ASED ON A WEEF IOWN FOR EXEM	MPT EMPLOY KLY SALARY PI PT EMPLOYE	F C TEES: URSUANT TO ES REFLECTS	GANITATION N IRANSIT MAN RECREATION S GIS MANAGEF O APPLICABLE WHEN AN EN	MANAGER AGER SUPERINTEND R WAGE AND H MPLOYEE IS EN	ENT OUR 1PLOYED
GRADE 4: GRADE 5: GRADE 6: GRADE 7: <u>GRADE 8:</u> EXEM REGULAT	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN DIRECTOR 911 CENTRA	NCE MANAGER NAGER IEER AL DISPATCH *EXEI ASED ON A WEEF IOWN FOR EXEM	MPT EMPLOY (LY SALARY PI PT EMPLOYE (NY PAY DOCI	TEES: URSUANT TC ES REFLECTS KAGE AS PER	GANITATION N IRANSIT MAN RECREATION S GIS MANAGEF O APPLICABLE WHEN AN EN	MANAGER AGER SUPERINTEND R WAGE AND H MPLOYEE IS EN	ENT OUR 1PLOYED
GRADE 4: GRADE 5: GRADE 6: GRADE 7: <u>GRADE 8:</u> EXEM REGULAT	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN DIRECTOR 911 CENTRA MPT EMPLOYEE PAY IS B TIONS. THE AMOUNT SH DR 52 WEEKS (IF APPLICA	NCE MANAGER NAGER IEER AL DISPATCH *EXEI ASED ON A WEEH OWN FOR EXEM ABLE) WITHOUT A	MPT EMPLOY (LY SALARY PI PT EMPLOYE (NY PAY DOCI IGNITION AW	TEES: URSUANT TC ES REFLECTS KAGE AS PER	CANITATION N TRANSIT MAN RECREATION S GIS MANAGEF O APPLICABLE WHEN AN EN MITTED BY A	MANAGER AGER SUPERINTEND R WAGE AND H MPLOYEE IS EN	ENT OUR 1PLOYED
GRADE 4: GRADE 5: GRADE 6: GRADE 7: <u>GRADE 8:</u> EXEM REGULAT	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN DIRECTOR 911 CENTRA MPT EMPLOYEE PAY IS B TIONS. THE AMOUNT SH DR 52 WEEKS (IF APPLICA	NCE MANAGER NAGER EER AL DISPATCH *EXER ASED ON A WEEH HOWN FOR EXEM ABLE) WITHOUT A SERVICE RECO Warded every 5 y based on r	MPT EMPLOY (LY SALARY PI PT EMPLOYE (NY PAY DOCI IGNITION AW	YEES: URSUANT TC ES REFLECTS (AGE AS PER VARD .00 incrementire date.	CANITATION N TRANSIT MAN RECREATION S GIS MANAGEF O APPLICABLE WHEN AN EN MITTED BY A	MANAGER AGER SUPERINTEND R WAGE AND H MPLOYEE IS EN	ENT OUR 1PLOYED
GRADE 4: GRADE 5: GRADE 6: GRADE 7: <u>GRADE 8:</u> EXEM REGULAT	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN DIRECTOR 911 CENTRA MPT EMPLOYEE PAY IS B TIONS. THE AMOUNT SH DR 52 WEEKS (IF APPLICA	NCE MANAGER NAGER EER AL DISPATCH *EXER ASED ON A WEER HOWN FOR EXEM ABLE) WITHOUT A SERVICE RECO Warded every 5 y based on r 5 YEARS	MPT EMPLOY (LY SALARY PI PT EMPLOYE (NY PAY DOC) (GNITION AW years in \$250)	YEES: URSUANT TC ES REFLECTS (AGE AS PER AGE AS PER (ARD .00 increment ire date. \$250	CANITATION N TRANSIT MAN RECREATION S GIS MANAGEF O APPLICABLE WHEN AN EN MITTED BY A	MANAGER AGER SUPERINTEND R WAGE AND H MPLOYEE IS EN	ENT OUR 1PLOYED
GRADE 4: GRADE 5: GRADE 6: GRADE 7: <u>GRADE 8:</u> EXEM REGULAT	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN DIRECTOR 911 CENTRA MPT EMPLOYEE PAY IS B TIONS. THE AMOUNT SH DR 52 WEEKS (IF APPLICA	NCE MANAGER NAGER EER AL DISPATCH ASED ON A WEEH HOWN FOR EXEM ABLE) WITHOUT A SERVICE RECO Warded every 5 y based on r 5 YEARS 10 YEARS	MPT EMPLOY (LY SALARY PI PT EMPLOYE (NY PAY DOC) (GNITION AW years in \$250)	YEES: URSUANT TC ES REFLECTS (AGE AS PER AGE AS PER (ARD) .00 increment ire date. \$250 \$500	CANITATION N TRANSIT MAN RECREATION S GIS MANAGEF O APPLICABLE WHEN AN EN MITTED BY A	MANAGER AGER SUPERINTEND R WAGE AND H MPLOYEE IS EN	ENT OUR 1PLOYED
GRADE 4: GRADE 5: GRADE 6: GRADE 7: <u>GRADE 8:</u> EXEM REGULAT	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN DIRECTOR 911 CENTRA MPT EMPLOYEE PAY IS B TIONS. THE AMOUNT SH DR 52 WEEKS (IF APPLICA	NCE MANAGER NAGER EER AL DISPATCH *EXER ASED ON A WEER HOWN FOR EXEM ABLE) WITHOUT A SERVICE RECO Warded every 5 y based on r 5 YEARS 10 YEARS 15 YEARS	MPT EMPLOY (LY SALARY PI PT EMPLOYE (NY PAY DOC) (GNITION AW years in \$250)	YARD (O) increment (C) (ARD (O) increment (C) (C) (C) (C) (C) (C) (C) (C) (C) (C) (C) (C)	CANITATION N TRANSIT MAN RECREATION S GIS MANAGEF O APPLICABLE WHEN AN EN MITTED BY A	MANAGER AGER SUPERINTEND R WAGE AND H MPLOYEE IS EN	ENT OUR 1PLOYED
GRADE 4: GRADE 5: GRADE 6: GRADE 7: <u>GRADE 8:</u> EXEM REGULAT	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN DIRECTOR 911 CENTRA MPT EMPLOYEE PAY IS B TIONS. THE AMOUNT SH DR 52 WEEKS (IF APPLICA	NCE MANAGER NAGER EER AL DISPATCH *EXER ASED ON A WEER HOWN FOR EXEM ABLE) WITHOUT A SERVICE RECO Warded every 5 y based on r 5 YEARS 10 YEARS 15 YEARS 20 YEARS	MPT EMPLOY (LY SALARY PI PT EMPLOYE (NY PAY DOC) (GNITION AW years in \$250)	TEES: URSUANT TC ES REFLECTS (AGE AS PER AGE AS PER (ARD) 00 increment ire date. \$250 \$500 \$750 \$1,000	CANITATION N TRANSIT MAN RECREATION S GIS MANAGEF O APPLICABLE WHEN AN EN MITTED BY A	MANAGER AGER SUPERINTEND R WAGE AND H MPLOYEE IS EN	ENT OUR 1PLOYED
GRADE 4: GRADE 5: GRADE 6: GRADE 7: <u>GRADE 8:</u> EXEM REGULAT	STREET MANAGER GARAGE MANAGER PROPERTY MAINTENAI LOSS PREVENTION MA ASSISTANT CITY ENGIN DIRECTOR 911 CENTRA MPT EMPLOYEE PAY IS B TIONS. THE AMOUNT SH DR 52 WEEKS (IF APPLICA	NCE MANAGER NAGER EER AL DISPATCH *EXER ASED ON A WEER HOWN FOR EXEM ABLE) WITHOUT A SERVICE RECO Warded every 5 y based on r 5 YEARS 10 YEARS 15 YEARS	MPT EMPLOY (LY SALARY PI PT EMPLOYE (NY PAY DOC) (GNITION AW years in \$250)	YARD (O) increment (C) (ARD (O) increment (C) (C) (C) (C) (C) (C) (C) (C) (C) (C) (C) (C)	CANITATION N TRANSIT MAN RECREATION S GIS MANAGEF O APPLICABLE WHEN AN EN MITTED BY A	MANAGER AGER SUPERINTEND R WAGE AND H MPLOYEE IS EN	ENT OUR 1PLOYED

			DEPART		S / CITY ATTO		' MGR			
				EFFECT	EXEM					
					GRA					
STEPS	1	2	3	4	5	6	7	8	9	10
ENTRY MIN	57,122	61,691	66,627	71,957	77,714	83,932	90,646	97,897	105,728	114,189
ENTRY MAX 3	71,402	77,117 78,079	83,284 84,323	89,947 91,070	97,141 98,358	104,913 106,225	113,309 114,724	122,372 123,902	132,160 133,813	142,734 144,520
4	73,197	79,052	85,377	92,210	99,586	107,551	116,157	125,451	135,487	146,325
5	74,113	80,041	86,445	93,363	100,832	108,897	117,610	127,019	137,180	148,155
6 7	75,038 75,977	81,044 82.056	87,527 88,620	94,531 95,713	102,093 103,367	110,257 111,637	119,078 120,567	128,606 130,214	138,894 140,631	150,007 151.882
8	76,926	83,081	89,727	96,910	103,567	113,034	120,567	130,214	140,651	151,882
9	77,888	84,121	90,849	98,120	105,968	114,444	123,600	133,488	144,166	155,702
10	78,862	85,170	91,986	99,346	107,295	115,875	125,145	135,160	145,969	157,648
11 12	79,849 80,845	86,236 87,316	93,136 94,301	100,587 101,846	108,635 109,995	117,324 118,790	126,709 128,292	136,847 138,558	147,795 149,642	159,618 161,615
12	81,858	88,407	95,478	101,840	111,367	120,276	129,896	140,291	151,511	163,634
14	82,878	89,511	96,670	104,408	112,758	121,777	131,519	142,045	153,405	165,679
15	83,916	90,628	97,878	105,711	114,169	123,301	133,166	143,821	155,323	167,750
16 17	84,964 86,025	91,764 92,910	99,103 100,341	107,035 108,373	115,596 117,042	124,840 126,402	134,827 136,514	145,619 147,441	157,264 159,230	169,847 171,969
17	87,102	94,072	100,341	108,373	117,042	120,402	138,219	149,281	161,221	174,120
19	88,191	95,248	102,867	111,099	119,983	129,583	139,947	151,148	163,235	176,297
20	89,291	96,439	104,152	112,486	121,486	131,202	141,696	153,039	165,276	178,501
21	90,409	97,645	105,454	113,892	123,003	132,842	143,468	154,949	167,344	180,732
22 23	91,538 92.685	98,863 100,098	106,772 108,107	115,317 116,759	124,543 126,098	134,503 136,185	145,263 147,077	156,887 158,847	169,435 171,553	182,989 185,280
24	93,844	101,352	109,459	118,217	127,673	137,886	148,916	160,833	173,698	187,593
25 NOTE:	95,016	102,618	110,825	119,695	129,268	139,610	150,778	162,845	175,870	189,938
GRADES GRADE 1: GRADE 2:										
GRADE 3: GRADE 4:		N TECHNOLO	ENT DIRECTO OGY MANAGI BLIC WORKS				DURCES MAN PARKS AND			
GRADE 5:	CITY ENGINE				[	DEPUTY DIRE	CTOR OF FIN	ANCE & SUPP	ORT SERVIC	ES
GRADE 6: GRADE 7:			SUPPORT SE	RVICES	[	DIRECTOR OF	PUBLIC EVEN	NTS		
GRADE 8:	DIRECTOR OF POLICE CHIEF ASSISTANT C	F (CHIEF OF P	OLICE (COLO	NEL))		TRE CHIEF	EY			
GRADE 9: GRADE 10:	CITY MANAG									
				*EXEN	IPT EMPLOY	EES:				
	REGULATIO	NS. THE AM	PAY IS BASED OUNT SHOW APPLICABLE)	N FOR EXEM	PT EMPLOYEE	S REFLECTS	WHEN AN EN	IPLOYEE IS EN	MPLOYED	
					OGNITION AV years in \$250		nts			
			Avia		most recent					
				5 YEARS		\$250				
				10 YEARS		\$500 \$750				
				15 YEARS 20 YEARS		\$750 \$1,000				
				25 YEARS		\$1,250				
			3	30 YEARS		\$1,500				
IM	PORTANT: H	AZARDOUS	DUTY TITLES	MUST REMA	IN SAME AS	TITLES PREV	IOUSLY APPR	OVED BY KY	RETIREMEN	т
					GES, SEEK KY					