

## **ORDINANCE 14-2022**

**AN ORDINANCE AMENDING ORDINANCE 9-2022 TO ESTABLISH REVISED COMPENSATION FOR CITY EMPLOYEES AND NON-ELECTED CITY OFFICERS IN ACCORDANCE WITH A PERSONNEL AND PAY CLASSIFICATION PLAN, AS REQUIRED BY KRS 83A.070.**

**WHEREAS**, the compensation of City employees and non-elected City officers was established by Ordinance 9-2022 on the 17<sup>th</sup> day of May, 2022; and

**WHEREAS**, subsequent to the passage of Ordinance 9-2022, the Kentucky Law Enforcement Foundation Program Fund (KLEFPF) increased its annual supplement for law enforcement officers and firefighters from \$4,000 to \$4,300.00, thereby necessitating revised pay charts for City employees and non-elected City officers for fiscal year 2022-2023; and

**WHEREAS**, the Board of Commissioners wishes to amend Ordinance 9-2022 to include revised pay charts reflecting the increase in KLEFPF funding and any further amendments to KLEFPF funding affecting compensation.

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

**Section 1.** Ordinance 9-2022 is amended in accordance with the revised pay charts attached hereto as Exhibit A.

**Section 2.** If KLEFPF funding is further revised subsequent to the passage of this ordinance, the Board of Commissioners approves any revisions to compensation of City employees and non-elected City officers arising solely from any change in KLEFPF funding.

**INTRODUCED AND PUBLICLY READ ON FIRST READING**, this the 21st day  
of June, 2022.

**PUBLICLY READ AND APPROVED ON SECOND READING**, this the 12th day  
of July, 2022.

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Thomas H. Watson, Mayor

ATTEST:

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Beth Davis, City Clerk

FIRE DEPT - 24 HR HAZARDOUS DUTY SHIFT PAY PLAN						
HOURLY NON-EXEMPT						
EFFECTIVE: FY 2022-2023						
	GRADES					
	1	2	3	4	5	6
STEPS						
ENTRY	13.0338	14.6850	15.7853	16.8855	18.7079	20.7401
1	13.1968	14.8477	15.9483	17.0487	18.8708	20.9027
2	13.3616	15.0124	16.1130	17.2133	19.0355	21.0676
3	13.7914	15.4743	16.5961	17.7179	19.5753	21.6470
4	13.9637	15.6468	16.7685	17.8904	19.7479	21.8196
5	14.2174	15.9006	17.0224	18.1442	20.0017	22.0733
6	14.4732	16.1563	17.2779	18.3998	20.2573	22.3290
7	14.7313	16.4145	17.5362	18.6578	20.5155	22.5873
8	14.9911	16.6744	17.7962	18.9181	20.7756	22.8472
9	15.2539	16.9371	18.0590	19.1805	21.0380	23.1096
10	15.4397	17.1226	18.2445	19.3662	21.2237	23.2955
11	15.6278	17.3110	18.4326	19.5546	21.4121	23.4835
12	15.8184	17.5016	18.6233	19.7450	21.6024	23.6741
13	16.0112	17.6944	18.8160	19.9379	21.7951	23.8669
14	16.2065	17.8896	19.0113	20.1332	21.9906	24.0622
15	16.4043	18.0872	19.2091	20.3309	22.1882	24.2600
16	16.6039	18.2871	19.4090	20.5309	22.3883	24.4600
17	16.8070	18.4898	19.6117	20.7335	22.5911	24.6628
18	17.0121	18.6953	19.8170	20.9390	22.7960	24.8680
19	17.2197	18.9027	20.0245	21.1463	23.0038	25.0752
20	17.4298	19.1129	20.2348	21.3566	23.2142	25.2856
21	17.6430	19.3259	20.4479	21.5698	23.4269	25.4986
22	17.8584	19.5414	20.6631	21.7851	23.6424	25.7141
23	18.0764	19.7596	20.8816	22.0032	23.8606	25.9322
24	18.2976	19.9806	21.1025	22.2241	24.0817	26.1531
25	18.5212	20.2044	21.3263	22.4479	24.3055	26.3771

FIRE DEPT - 24 HR HAZARDOUS DUTY SHIFT PAY PLAN						
HOURLY NON-EXEMPT SUPPLEMENTAL RATE						
EFFECTIVE: FY 2022-2023						
	GRADES					
	1	2	3	4	5	6
STEPS						
ENTRY	7.8203	8.8108	9.4712	10.1316	11.2248	12.4440
1	7.9181	8.9086	9.5688	10.2293	11.3224	12.5419
2	8.0169	9.0075	9.6680	10.3281	11.4213	12.6406
3	8.2747	9.2848	9.9576	10.6306	11.7453	12.9882
4	8.3783	9.3880	10.0610	10.7341	11.8488	13.0917
5	8.5308	9.5404	10.2136	10.8864	12.0010	13.2440
6	8.6839	9.6936	10.3670	11.0398	12.1546	13.3973
7	8.8388	9.8484	10.5218	11.1948	12.3093	13.5524
8	8.9950	10.0048	10.6778	11.3507	12.4652	13.7080
9	9.1522	10.1622	10.8351	11.5084	12.6227	13.8658
10	9.2637	10.2739	10.9466	11.6197	12.7343	13.9772
11	9.3766	10.3864	11.0596	11.7327	12.8471	14.0902
12	9.4910	10.5009	11.1739	11.8470	12.9616	14.2045
13	9.6066	10.6167	11.2897	11.9625	13.0773	14.3203
14	9.7238	10.7338	11.4069	12.0798	13.1947	14.4374
15	9.8424	10.8523	11.5255	12.1985	13.3129	14.5560
16	9.9625	10.9721	11.6456	12.3185	13.4331	14.6758
17	10.0841	11.0940	11.7671	12.4403	13.5548	14.7977
18	10.2072	11.2171	11.8903	12.5632	13.6779	14.9205
19	10.3316	11.3416	12.0146	12.6878	13.8022	15.0452
20	10.4580	11.4678	12.1407	12.8140	13.9281	15.1713
21	10.5857	11.5956	12.2688	12.9417	14.0563	15.2993
22	10.7148	11.7248	12.3980	13.0712	14.1858	15.4283
23	10.8460	11.8557	12.5288	13.2021	14.3163	15.5593
24	10.9783	11.9885	12.6617	13.3344	14.4489	15.6918
25	11.1129	12.1226	12.7955	13.4688	14.5832	15.8263

STATE INCENTIVE PAY:	
ASSUMES \$4,300 / YEAR, PAID IN MONTHLY INCREMENTS OF APPROXIMATELY \$358.33	
\$2.0673/HR IN NOTED CALCULATIONS ASSUMES \$4,300/YR INCENTIVE.	
SUPPLEMENTAL HOURLY RATE: REFER TO APPLICABLE POLICY(IES).	

SERVICE RECOGNITION AWARD			
Awarded every 5 years in 250.00 increments based on most recent hire 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.

FIRE DEPT - LIEUTENANT and						
BATTALION CHIEFS ON 8 HR SHIFTS - HOURLY NON-EXEMPTS						
EFFECTIVE: FY 2022-2023						
	GRADES					
	1	2	3	4	5	6
STEPS						
ENTRY	21.1278	23.7693	25.5300	27.2909	29.9324	33.4574
1	21.3882	24.0298	25.7909	27.5515	30.1931	33.7181
2	21.6520	24.2937	26.0543	27.8149	30.4568	33.9819
3	22.3452	25.0379	26.8330	28.6276	31.3206	34.9143
4	22.6207	25.3135	27.1086	28.9035	31.5966	35.1901
5	23.0267	25.7200	27.5147	29.3094	32.0026	35.5960
6	23.4359	26.1288	27.9240	29.7187	32.4117	36.0052
7	23.8489	26.5419	28.3367	30.1317	32.8247	36.4184
8	24.2651	26.9581	28.7529	30.5478	33.2407	36.8343
9	24.6852	27.3780	29.1730	30.9677	33.6608	37.2544
10	24.9825	27.6753	29.4701	31.1700	33.9581	37.5516
11	25.2832	27.9764	29.7714	31.3700	34.2591	37.8526
12	25.5884	28.2815	30.0760	31.5700	34.5639	38.1574
13	25.8968	28.5897	30.3848	31.7700	34.8725	38.4662
14	26.2094	28.9022	30.6969	31.9700	35.1851	38.7785
15	26.5255	29.2184	31.0132	32.1700	35.5012	39.0947
16	26.8453	29.5386	31.3332	32.3700	35.8213	39.4149
17	27.1701	29.8631	31.6577	32.5700	36.1458	39.7391
18	27.4983	30.1913	31.9861	32.7700	36.4738	40.0675
19	27.8300	30.5231	32.3180	32.9700	36.8061	40.3996
20	28.1668	30.8598	32.6544	33.1700	37.1423	40.7359
21	28.5075	31.2006	32.9954	33.3700	37.4833	41.0769
22	28.8522	31.5454	33.3401	33.5700	37.8280	41.4215
23	29.2013	31.8943	33.6892	33.7700	38.1771	41.7707
24	29.5551	32.2480	34.0429	33.9700	38.5305	42.1242
25	29.9131	32.6059	34.4008	34.1700	38.8886	42.4821

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  
 $(\text{REGULAR HOURLY RATE} * 2080 \text{ HRS}) +$   
 $(\text{REGULAR HOURLY RATE} * 832 \text{ HRS}) +$   
 $(\text{REGULAR HOURLY RATE} * .5 * 832 \text{ HRS})$

OVERTIME/CALLBACK (NON-EXEMPT 8 HR SHIFT ONLY) MAY BE PAID AS:  
 $(\text{REGULAR HOURLY RATE} + 2.0673) (1.5)$

##### 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:  
 $(\text{REGULAR HOURLY RATE} + \text{SUPPLEMENTAL RATE} + 2.0673) (1.5)$

##### 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:  
 $(\text{REGULAR HOURLY RATE} + \text{SUPPLEMENTAL RATE} + 2.0673) (1.5)$

POLICE DEPT - HAZARDOUS DUTY EFFECTIVE: FY 2022-2023							
GRADES							
HOURLY NON-EXEMPT				EXEMPT*			
STEPS	1	2	3	4	5	6	7
ENTRY	23.1714	26.0664	29.3505	31.2801	82,387	85,183	88,625
1	23.4610	26.3557	29.6403	31.5698	82,990	85,783	89,228
2	23.7541	26.6491	29.9335	31.8628	83,600	86,394	89,838
3	24.5649	27.5213	30.8762	32.8468	86,016	88,869	92,387
4	24.8719	27.8285	31.1831	33.1538	86,653	89,508	93,025
5	25.3219	28.2786	31.6331	33.6040	87,592	90,444	93,961
6	25.7751	28.7319	32.0864	34.0571	88,534	91,388	94,904
7	26.2327	29.1896	32.5442	34.5147	89,485	92,338	95,855
8	26.6944	29.6513	33.0057	34.9766	90,445	93,299	96,816
9	27.1606	30.1175	33.4720	35.4425	91,414	94,269	97,786
10	27.4909	30.4476	33.8023	35.7732	92,102	94,956	98,473
11	27.8257	30.7824	34.1369	36.1080	92,799	95,654	99,170
12	28.1645	31.1213	34.4761	36.4466	93,504	96,357	99,874
13	28.5085	31.4650	34.8196	36.7903	94,219	97,072	100,589
14	28.8563	31.8130	35.1676	37.1382	94,943	97,797	101,314
15	29.2080	32.1650	35.5195	37.4906	95,674	98,527	102,045
16	29.5644	32.5211	35.8761	37.8465	96,416	99,269	102,786
17	29.9255	32.8823	36.2368	38.2076	97,166	100,020	103,537
18	30.2910	33.2477	36.6023	38.5727	97,925	100,779	104,296
19	30.6610	33.6175	36.9722	38.9428	98,696	101,550	105,067
20	31.0353	33.9919	37.3466	39.3172	99,473	102,329	105,845
21	31.4146	34.3711	37.7255	39.6966	100,263	103,118	106,634
22	31.7984	34.7550	38.1100	40.0804	101,062	103,916	107,434
23	32.1872	35.1440	38.4984	40.4692	101,871	104,724	108,242
24	32.5810	35.5376	38.8922	40.8632	102,690	105,543	109,060
25	32.9796	35.9362	39.2909	41.2613	103,519	106,373	109,889

POLICE DEPT - NON HAZARDOUS DUTY ECU EFFECTIVE: FY 2022-2023			
GRADES			
HOURLY NON-EXEMPT			
STEPS	9		11
ENTRY MIN	24.1372		28.1532
ENTRY MAX	25.3440		29.5607
3	26.2089		30.5698
4	26.5365		30.9520
5	26.8680		31.3392
6	27.2040		31.7306
7	27.5443		32.1273
8	27.8883		32.5292
9	28.2368		32.9359
10	28.5897		33.3477
11	28.9472		33.7648
12	29.3090		34.1870
13	29.6752		34.6137
14	30.0458		35.0467
15	30.4215		35.4846
16	30.8020		35.9281
17	31.1871		36.3775
18	31.5768		36.8322
19	31.9716		37.2928
20	32.3716		37.7592
21	32.7764		38.2313
22	33.1863		38.7092
23	33.6013		39.1932
24	34.0214		39.6831
25	34.4465		40.1791

NOTE:

Generally, **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:	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.)

EXAMPLE CALCULATIONS:

NON-EXEMPT REGULAR EARNINGS

ASSUME ANNUAL HRS 2,080

REGULAR HOURLY RATE \* 2,080

OVERTIME/CALLBACK (NON-EXEMPT ONLY) MAY BE PAID AS

(REGULAR HOURLY RATE + 2.0673) (1.5

\*EXEMPT EMPLOYEES

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

STATE INCENTIVE PAY:

ASSUMES \$4,300 / YEAR, PAID IN MONTHLY INCREMENTS OF APPROXIMATELY \$358.33  
\$2.0673/HR IN ABOVE CALCULATION ASSUMES \$4,300/YR INCENTIVE.

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 9	Evidence Collection Unit Technician
GRADE 11	Evidence Collection Unit Supervisor

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

RETENTION BONUS (Hazardous Only)

Awarded every 3 years up thru 12 years of employment based on most recent Hazardous duty classification date.

3 years	\$2,000
6 years	\$3,000
9 years	\$5,000
12 years	\$6,000

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 2022-2023**

GRADES								
STEPS	3	4	5	6	7	8	9	10
ENTRY MIN	14.7680	15.9492	17.2249	18.6029	20.0912	21.6983	23.4342	25.3088
ENTRY MAX	15.5066	16.7467	18.0862	19.5331	21.0959	22.7832	24.6059	26.5742
3	15.7003	16.9562	18.3119	19.7770	21.3598	23.0681	24.9136	26.9061
4	15.8968	17.1683	18.5411	20.0238	21.6266	23.3564	25.2250	27.2422
5	16.0955	17.3826	18.7727	20.2744	21.8971	23.6486	25.5401	27.5825
6	16.2965	17.6000	19.0077	20.5281	22.1705	23.9444	25.8591	27.9270
7	16.5005	17.8200	19.2451	20.7846	22.4478	24.2439	26.1828	28.2762
8	16.7061	18.0427	19.4856	21.0443	22.7283	24.5469	26.5097	28.6298
9	16.9152	18.2682	19.7287	21.3074	23.0126	24.8534	26.8411	28.9877
10	17.1267	18.4965	19.9751	21.5737	23.3007	25.1642	27.1765	29.3502
11	17.3405	18.7276	20.2249	21.8436	23.5922	25.4786	27.5165	29.7170
12	17.5573	18.9619	20.4780	22.1163	23.8871	25.7973	27.8602	30.0887
13	17.7764	19.1993	20.7340	22.3929	24.1859	26.1194	28.2082	30.4646
14	17.9988	19.4389	20.9930	22.6729	24.4885	26.4459	28.5607	30.8452
15	18.2243	19.6819	21.2558	22.9567	24.7942	26.7766	28.9177	31.2308
16	18.4515	19.9276	21.5214	23.2433	25.1047	27.1114	29.2792	31.6212
17	18.6825	20.1768	21.7905	23.5339	25.4183	27.4508	29.6453	32.0161
18	18.9162	20.4293	22.0629	23.8277	25.7363	27.7939	30.0160	32.4162
19	19.1530	20.6847	22.3387	24.1252	26.0579	28.1415	30.3911	32.8216
20	19.3922	20.9429	22.6183	24.4269	26.3838	28.4932	30.7713	33.2318
21	19.6342	21.2050	22.9005	24.7322	26.7140	28.8491	31.1563	33.6474
22	19.8793	21.4699	23.1866	25.0413	27.0475	29.2099	31.5460	34.0676
23	20.1282	21.7387	23.4764	25.3546	27.3855	29.5751	31.9403	34.4936
24	20.3799	22.0104	23.7696	25.6715	27.7277	29.9448	32.3395	34.9249
25	20.6347	22.2856	24.0666	25.9924	28.0742	30.3189	32.7437	35.3616

**NOTE:**

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: CUSTOMER SERVICE REPRESENTATIVE

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

**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

LABOR/SKILLED CRAFT/TRADES/MAINTENANCE/TECHNICAL EFFECTIVE: FY 2022-2023									
GRADES									
STEPS	3	4	5	6	7	8	9	10	11
ENTRY MIN	10.7015	13.9476	15.0632	16.2683	17.5699	18.9758	20.4937	22.1333	23.9042
ENTRY MAX	11.2488	14.6449	15.8160	17.0815	18.4489	19.9246	21.5182	23.2396	25.0992
3	11.3925	14.8281	16.0135	17.2947	18.6795	20.1730	21.7876	23.5302	25.4129
4	11.5379	15.0139	16.2136	17.5110	18.9131	20.4255	22.0596	23.8238	25.7303
5	11.6850	15.2017	16.4159	17.7294	19.1499	20.6810	22.3356	24.1215	26.0519
6	11.8344	15.3913	16.6213	17.9513	19.3889	20.9395	22.6153	24.4232	26.3778
7	11.9853	15.5835	16.8290	18.1761	19.6311	21.2014	22.8975	24.7288	26.7073
8	12.1381	15.7781	17.0394	18.4029	19.8763	21.4662	23.1837	25.0375	27.0412
9	12.2927	15.9751	17.2527	18.6332	20.1245	21.7344	23.4735	25.3508	27.3790
10	12.4496	16.1751	17.4681	18.8664	20.3761	22.0063	23.7666	25.6677	27.7211
11	12.6086	16.3775	17.6869	19.1023	20.6310	22.2815	24.0638	25.9890	28.0673
12	12.7693	16.5822	17.9080	19.3409	20.8890	22.5595	24.3643	26.3134	28.4181
13	12.9318	16.7894	18.1319	19.5824	21.1502	22.8415	24.6692	26.6423	28.7732
14	13.0965	16.9988	18.3583	19.8270	21.4148	23.1270	24.9772	26.9753	29.1330
15	13.2634	17.2116	18.5877	20.0746	21.6820	23.4163	25.2895	27.3126	29.4975
16	13.4322	17.4265	18.8203	20.3257	21.9531	23.7089	25.6057	27.6542	29.8660
17	13.6032	17.6446	19.0560	20.5797	22.2277	24.0052	25.9256	27.9998	30.2392
18	13.7760	17.8650	19.2937	20.8372	22.5056	24.3053	26.2496	28.3500	30.6178
19	13.9514	18.0885	19.5347	21.0973	22.7868	24.6086	26.5777	28.7041	31.0003
20	14.1292	18.3143	19.7787	21.3611	23.0715	24.9165	26.9103	29.0631	31.3874
21	14.3085	18.5434	20.0256	21.6278	23.3601	25.2280	27.2464	29.4262	31.7795
22	14.4905	18.7752	20.2763	21.8982	23.6523	25.5435	27.5865	29.7943	32.1771
23	14.6748	19.0102	20.5298	22.1718	23.9480	25.8627	27.9317	30.1665	32.5794
24	14.8611	19.2482	20.7863	22.4489	24.2472	26.1864	28.2814	30.5437	32.9864
25	15.0501	19.4884	21.0461	22.7294	24.5502	26.5134	28.6349	30.9255	33.3994

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 6:	LABORER/MT HELPER	LABORER (OPD)
GRADE 7:	MAINTENANCE WORKER	ROADWORKER
GRADE 8:	BUS DRIVER	EQUIPMENT OPERATOR
	MAINTENANCE EQUIPMENT OPERATOR	REFUSE TRUCK DRIVER
GRADE 9:	ASST. GREENS SUPERINTENDENT	BUS DRIVER/DISPATCHER
	MAINTENANCE SPECIALIST	
GRADE 10:	ELECTRICIAN	HVAC TECHNICIAN
	MECHANIC	GREENS SUPERINTENDENT
	CREW LEADER	
GRADE 11:	CONSTRUCTION INSPECTOR	INSTRUMENT TECHNICIAN
		BLDG MT/OP SPECIALIST

#### EXAMPLE CALCULATIONS:

ASSUME ANNUAL HRS 2,080  
REGULAR HOURLY RATE \* 2,080

#### 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

#### NOTE:

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

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

**PROFESSIONAL / TECHNICAL**  
EFFECTIVE: FY 2022-2023

	NON-EXEMPT									
	GRADES									
STEPS	3	4	5	6	7	8	9	10	11	12
ENTRY MIN	14.7680	15.9492	17.2249	18.6029	20.0912	21.6983	23.4342	25.3088	27.3332	29.5197
ENTRY MAX	15.5066	16.7467	18.0862	19.5331	21.0959	22.7832	24.6059	26.5742	28.6998	30.9958
3	15.7003	16.9562	18.3119	19.7770	21.3598	23.0681	24.9136	26.9061	29.0586	31.3833
4	15.8968	17.1683	18.5411	20.0238	21.6266	23.3564	25.2250	27.2422	29.4220	31.7758
5	16.0955	17.3826	18.7727	20.2744	21.8971	23.6486	25.5401	27.5825	29.7900	32.1731
6	16.2965	17.6000	19.0077	20.5281	22.1705	23.9444	25.8591	27.9270	30.1622	32.5753
7	16.5005	17.8200	19.2451	20.7846	22.4478	24.2439	26.1828	28.2762	30.5394	32.9825
8	16.7061	18.0427	19.4856	21.0443	22.7283	24.5469	26.5097	28.6298	30.9213	33.3950
9	16.9152	18.2682	19.7287	21.3074	23.0126	24.8534	26.8411	28.9877	31.3080	33.8126
10	17.1267	18.4965	19.9751	21.5737	23.3007	25.1642	27.1765	29.3502	31.6993	34.2352
11	17.3405	18.7276	20.2249	21.8436	23.5922	25.4786	27.5165	29.7170	32.0957	34.6634
12	17.5573	18.9619	20.4780	22.1163	23.8871	25.7973	27.8602	30.0887	32.4970	35.0968
13	17.7764	19.1993	20.7340	22.3929	24.1859	26.1194	28.2082	30.4646	32.9027	35.5350
14	17.9988	19.4389	20.9930	22.6729	24.4885	26.4459	28.5607	30.8452	33.3145	35.9796
15	18.2243	19.6819	21.2558	22.9567	24.7942	26.7766	28.9177	31.2308	33.7305	36.4290
16	18.4515	19.9276	21.5214	23.2433	25.1047	27.1114	29.2792	31.6212	34.1522	36.8843
17	18.6825	20.1768	21.7905	23.5339	25.4183	27.4508	29.6453	32.0161	34.5792	37.3455
18	18.9162	20.4293	22.0629	23.8277	25.7363	27.7939	30.0160	32.4162	35.0117	37.8126
19	19.1530	20.6847	22.3387	24.1252	26.0579	28.1415	30.3911	32.8216	35.4496	38.2856
20	19.3922	20.9429	22.6183	24.4269	26.3838	28.4932	30.7713	33.2318	35.8929	38.7643
21	19.6342	21.2050	22.9005	24.7322	26.7140	28.8491	31.1563	33.6474	36.3415	39.2488
22	19.8793	21.4699	23.1866	25.0413	27.0475	29.2099	31.5460	34.0676	36.7956	39.7393
23	20.1282	21.7387	23.4764	25.3546	27.3855	29.5751	31.9403	34.4936	37.2560	40.2364
24	20.3799	22.0104	23.7696	25.6715	27.7277	29.9448	32.3395	34.9249	37.7216	40.7393
25	20.6347	22.2856	24.0666	25.9924	28.0742	30.3189	32.7437	35.3616	38.1932	41.2486

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:	PARKS & RECREATION FACILITIES SPECIALIST
GRADE 5:	
GRADE 6:	ACCOUNTING CLERK REVENUE CLERK RECREATION SPECIALIST
GRADE 7:	TELECOMMUNICATOR FINANCE DEPT. ASSISTANT HOUSING AND GRANT COORDINATOR IMAGING SPECIALIST GARAGE PARTS CLERK AUDIO/VISUAL CREW LEADER
GRADE 8:	EVENTS COORDINATOR OCC/REVENUE CLERK RECREATION SUPERVISOR ASST TAC TELECOMMUNICATOR PROPERTY MAINTENANCE INSPECTOR
GRADE 9:	LEAD TELECOMMUNICATOR
GRADE 10:	
GRADE 11:	ENGINEERING TCEHNICIAN
GRADE 12:	SENIOR ENGINEERING TECHNICIAN CHIEF SURVEYOR

**EXAMPLE CALCULATIONS:**

**REGULAR EARNINGS:**

ASSUME ANNUAL HRS 2,080

REGULAR HOURLY RATE \* 2,080

5 YEARS	\$250
10 YEARS	\$500
15 YEARS	\$750
20 YEARS	\$1,000
25 YEARS	\$1,250
30 YEARS	\$1,500

**PROFESSIONAL / TECHNICAL**  
**EFFECTIVE: FY 2022-2023**

	<b>EXEMPT*</b>						
	<b>GRADES</b>						
<b>STEPS</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
ENTRY MIN	45,133	48,743	52,643	56,854	61,402	66,314	71,618
ENTRY MAX	51,903	56,056	60,539	65,379	70,608	76,259	82,360
3	52,551	56,757	61,295	66,199	71,495	77,214	83,391
4	53,208	57,465	62,063	67,024	72,387	78,179	84,434
5	53,874	58,183	62,838	67,866	73,291	79,155	85,488
6	54,549	58,910	63,624	68,711	74,207	80,147	86,558
7	55,229	59,646	64,418	69,570	75,136	81,150	87,642
8	55,919	60,392	65,225	70,439	76,073	82,163	88,736
9	56,620	61,147	66,040	71,320	77,025	83,192	89,847
10	57,325	61,914	66,865	72,212	77,987	84,229	90,969
11	58,042	62,686	67,701	73,115	78,962	85,283	92,106
12	58,767	63,469	68,546	74,029	79,950	86,348	93,257
13	59,503	64,262	69,404	74,954	80,950	87,429	94,423
14	60,247	65,065	70,270	75,893	81,963	88,522	95,604
15	60,999	65,878	71,150	76,840	82,989	89,627	96,796
16	61,762	66,703	72,039	77,801	84,024	90,747	98,007
17	62,535	67,536	72,939	78,774	85,074	91,881	99,231
18	63,318	68,383	73,850	79,757	86,138	93,029	100,472
19	64,109	69,235	74,776	80,755	87,214	94,193	101,728
20	64,910	70,100	75,709	81,763	88,303	95,372	103,001
21	65,722	70,975	76,655	82,787	89,407	96,563	104,288
22	66,544	71,865	77,615	83,821	90,527	97,770	105,593
23	67,377	72,761	78,584	84,870	91,658	98,990	106,910
24	68,218	73,673	79,566	85,929	92,803	100,228	108,246
25	69,072	74,591	80,561	87,004	93,961	101,483	109,601

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:	PAYROLL ADMINISTRATOR	
GRADE 9:	RECREATION FACILITIES MGR GOLF COURSE MANAGER	RADIO/NETWORK SYSTEMS TECHNICIAN NETWORK SYSTEMS TECHNICIAN
GRADE 10:	ACCOUNTANT HUMAN RESOURCES ASSISTANT	ASST OCCUPATIONAL TAX ADMINISTRATOR NETWORK ADMINISTRATOR
GRADE 11:	PURCHASING AGENT ASSISTANT FINANCE MANAGER CITY CLERK	GIS ANALYST/PROGRAMMER OCCUPATIONAL TAX ADMINISTRATOR COMMUNICATIONS AND MARKETING MGR
GRADE 12:	SYSTEMS ANALYST/PROGRAMMER	
GRADE 13:	NETWORK SYSTEMS ENGINEER	APPLICATIONS SUPERVISOR
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 2022-2023**

	<b>EXEMPT*</b>							
	<b>GRADES</b>							
<b>STEPS</b>			3	4	5	6	7	8
ENTRY MIN			48,745	52,644	56,857	61,406	66,317	71,624
ENTRY MAX			56,056	60,541	65,385	70,616	76,264	82,366
3			56,758	61,298	66,202	71,502	77,220	83,397
4			57,465	62,065	67,030	72,393	78,184	84,440
5			58,184	62,839	67,869	73,299	79,161	85,493
6			58,911	63,626	68,716	74,214	80,151	86,563
7			59,649	64,420	69,576	75,142	81,154	87,645
8			60,394	65,227	70,444	76,080	82,169	88,740
9			61,149	66,043	71,326	77,030	83,196	89,849
10			61,913	66,868	72,218	77,994	84,236	90,972
11			62,687	67,704	73,120	78,969	85,287	92,109
12			63,470	68,550	74,036	79,956	86,355	93,261
13			64,263	69,407	74,961	80,957	87,433	94,428
14			65,066	70,276	75,899	81,969	88,526	95,607
15			65,879	71,154	76,847	82,994	89,631	96,801
16			66,704	72,044	77,810	84,031	90,753	98,011
17			67,537	72,944	78,781	85,082	91,886	99,238
18			68,383	73,855	79,765	86,144	93,035	100,478
19			69,236	74,780	80,762	87,220	94,198	101,733
20			70,101	75,715	81,771	88,309	95,376	103,004
21			70,978	76,660	82,794	89,414	96,568	104,292
22			71,864	77,619	83,830	90,532	97,776	105,595
23			72,763	78,589	84,877	91,663	98,997	106,917
24			73,673	79,572	85,938	92,809	100,236	108,253
25			74,592	80,566	87,011	93,968	101,488	109,607

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 PROPERTY MAINTENANCE MANAGER	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

**\*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

**DEPARTMENT HEADS / CITY ATTORNEY / CITY MGR**  
EFFECTIVE: FY 2022-2023

	<b>EXEMPT*</b>									
	<b>GRADES</b>									
<b>STEPS</b>	1	2	3	4	5	6	7	8	9	10
ENTRY MIN	61,406	66,318	71,624	77,354	83,543	90,227	97,444	105,239	113,658	122,753
ENTRY MAX	76,757	82,901	89,530	96,693	104,427	112,781	121,807	131,550	142,072	153,439
3	77,714	83,935	90,647	97,900	105,735	114,192	123,328	133,195	143,849	155,359
4	78,687	84,981	91,780	99,126	107,055	115,617	124,869	134,860	145,649	157,299
5	79,671	86,044	92,928	100,365	108,394	117,064	126,431	136,545	147,469	159,267
6	80,666	87,122	94,092	101,621	109,750	118,526	128,009	138,251	149,311	161,258
7	81,675	88,210	95,267	102,891	111,120	120,010	129,610	139,980	151,178	163,273
8	82,695	89,312	96,457	104,178	112,510	121,512	131,230	141,729	153,067	165,315
9	83,730	90,430	97,663	105,479	113,916	123,027	132,870	143,500	154,978	167,380
10	84,777	91,558	98,885	106,797	115,342	124,566	134,531	145,297	156,917	169,472
11	85,838	92,704	100,121	108,131	116,783	126,123	136,212	147,111	158,880	171,589
12	86,908	93,865	101,374	109,484	118,245	127,699	137,914	148,950	160,865	173,736
13	87,997	95,038	102,639	110,852	119,720	129,297	139,638	150,813	162,874	175,907
14	89,094	96,224	103,920	112,239	121,215	130,910	141,383	152,698	164,910	178,105
15	90,210	97,425	105,219	113,639	122,732	132,549	143,153	154,608	166,972	180,331
16	91,336	98,646	106,536	115,063	124,266	134,203	144,939	156,540	169,059	182,586
17	92,477	99,878	107,867	116,501	125,820	135,882	146,753	158,499	171,172	184,867
18	93,635	101,127	109,216	117,955	127,391	137,582	148,585	160,477	173,313	187,179
19	94,805	102,392	110,582	119,431	128,982	139,302	150,443	162,484	175,478	189,519
20	95,988	103,672	111,963	120,922	130,597	141,042	152,323	164,517	177,672	191,889
21	97,190	104,968	113,363	122,434	132,228	142,805	154,228	166,570	179,895	194,287
22	98,403	106,278	114,780	123,966	133,884	144,591	156,158	168,654	182,143	196,713
23	99,636	107,605	116,215	125,516	135,555	146,399	158,108	170,761	184,419	199,176
24	100,882	108,953	117,668	127,083	137,248	148,227	160,085	172,895	186,725	201,662
25	102,142	110,314	119,137	128,672	138,963	150,081	162,086	175,058	189,060	204,183

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 INFORMATION TECHNOLOGY MANAGER DEPUTY DIRECTOR OF PUBLIC WORKS	HUMAN RESOURCES MANAGER DIRECTOR OF PARKS AND RECREATION
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GRADE 5:	CITY ENGINEER	DEPUTY DIRECTOR OF FINANCE & SUPPORT SERVICES
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GRADE 6:

GRADE 7:	DIRECTOR OF FINANCE & SUPPORT SERVICES DIRECTOR OF PUBLIC WORKS	DIRECTOR OF PUBLIC EVENTS
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GRADE 8:	POLICE CHIEF (CHIEF OF POLICE (COLONEL)) ASSISTANT CITY MANAGER	FIRE CHIEF CITY ATTORNEY
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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.

**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

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