

**ORDINANCE 08-2023**

**AN ORDINANCE 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; AND ADOPTING THE REVISED PAY GRADE AND RANGE STRUCTURES.**

**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 Board; 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 plan which shall be adopted by ordinance; and

**WHEREAS**, the City retained JER HR Group to conduct a Classification, Compensation and Benefits study for city employees compared to similarly situated employers; and

**WHEREAS**, the Classification, Compensation and Benefits study recommends adopting the revised Pay Grade and Range Structures (Pay Charts), attached as Exhibit A. The proposed changes include migrating employees to a new pay plan step schedule in order to improve the City's ability to attract and retain employees.

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

**Section 1.** In accordance with KRS 83A.070(2), the compensation of city employees and non-elected city officers is established in accordance with the revised Pay Charts, attached hereto as Exhibit A, effective June 1, 2023.

**INTRODUCED AND PUBLICLY READ ON FIRST READING**, this the 7th day of  
March, 2023.

**PUBLICLY READ AND APPROVED ON SECOND READING**, this the 21st day  
of March, 2023.

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Thomas H. Watson, Mayor

ATTEST:

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Beth Davis, City Clerk

**CITY OF OWENSBORO - FULL-TIME PAY GRADE RANGES**

		1.0145																								
<b>Exempt Pay Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	
E-9	\$52,724	\$53,488	\$54,264	\$55,051	\$55,849	\$56,659	\$57,481	\$58,314	\$59,160	\$60,018	\$60,888	\$61,771	\$62,667	\$63,576	\$64,498	\$65,433	\$66,382	\$67,345	\$68,322	\$69,313	\$70,318	\$71,338	\$72,372	\$73,421	\$74,486	
E-10	\$56,422	\$57,240	\$58,070	\$58,912	\$59,766	\$60,633	\$61,512	\$62,404	\$63,309	\$64,227	\$65,158	\$66,103	\$67,061	\$68,033	\$69,019	\$70,020	\$71,035	\$72,065	\$73,110	\$74,170	\$75,245	\$76,336	\$77,443	\$78,566	\$79,705	
E-11	\$60,120	\$60,992	\$61,876	\$62,773	\$63,683	\$64,606	\$65,543	\$66,493	\$67,457	\$68,435	\$69,427	\$70,434	\$71,455	\$72,491	\$73,542	\$74,608	\$75,690	\$76,788	\$77,901	\$79,031	\$80,177	\$81,340	\$82,519	\$83,716	\$84,930	
E-12	\$65,666	\$66,618	\$67,584	\$68,564	\$69,558	\$70,567	\$71,590	\$72,628	\$73,681	\$74,749	\$75,833	\$76,933	\$78,049	\$79,181	\$80,329	\$81,494	\$82,676	\$83,875	\$85,091	\$86,325	\$87,577	\$88,847	\$90,135	\$91,442	\$92,768	
E-13	\$73,062	\$74,121	\$75,196	\$76,286	\$77,392	\$78,514	\$79,652	\$80,807	\$81,979	\$83,168	\$84,374	\$85,597	\$86,838	\$88,097	\$89,374	\$90,670	\$91,985	\$93,319	\$94,672	\$96,045	\$97,438	\$98,851	\$100,284	\$101,738	\$103,213	
E-14	\$80,457	\$81,624	\$82,808	\$84,009	\$85,227	\$86,463	\$87,717	\$88,989	\$90,279	\$91,588	\$92,916	\$94,263	\$95,630	\$97,017	\$98,424	\$99,851	\$101,299	\$102,768	\$104,258	\$105,770	\$107,304	\$108,860	\$110,438	\$112,039	\$113,664	
E-15	\$87,853	\$89,127	\$90,419	\$91,730	\$93,060	\$94,409	\$95,778	\$97,167	\$98,576	\$100,005	\$101,455	\$102,926	\$104,418	\$105,932	\$107,468	\$109,026	\$110,607	\$112,211	\$113,838	\$115,489	\$117,164	\$118,863	\$120,587	\$122,336	\$124,110	
E-16	\$95,249	\$96,630	\$98,031	\$99,452	\$100,894	\$102,357	\$103,841	\$105,347	\$106,875	\$108,425	\$109,997	\$111,592	\$113,210	\$114,852	\$116,517	\$118,206	\$119,920	\$121,659	\$123,423	\$125,213	\$127,029	\$128,871	\$130,740	\$132,636	\$134,559	
E-17	\$102,644	\$104,132	\$105,642	\$107,174	\$108,728	\$110,305	\$111,904	\$113,527	\$115,173	\$116,843	\$118,537	\$120,256	\$122,000	\$123,769	\$125,564	\$127,385	\$129,232	\$131,106	\$133,007	\$134,936	\$136,893	\$138,878	\$140,892	\$142,935	\$145,008	
E-18	\$110,040	\$111,636	\$113,255	\$114,897	\$116,563	\$118,253	\$119,968	\$121,708	\$123,473	\$125,263	\$127,079	\$128,922	\$130,791	\$132,687	\$134,611	\$136,563	\$138,543	\$140,552	\$142,590	\$144,658	\$146,756	\$148,884	\$151,043	\$153,233	\$155,455	
E-19	\$117,435	\$119,138	\$120,866	\$122,619	\$124,397	\$126,201	\$128,031	\$129,887	\$131,770	\$133,681	\$135,619	\$137,585	\$139,580	\$141,604	\$143,657	\$145,740	\$147,853	\$149,997	\$152,172	\$154,378	\$156,616	\$158,887	\$161,191	\$163,528	\$165,899	
E-22	\$139,622	\$141,647	\$143,701	\$145,785	\$147,899	\$150,044	\$152,220	\$154,427	\$156,666	\$158,938	\$161,243	\$163,581	\$165,953	\$168,359	\$170,800	\$173,277	\$175,790	\$178,339	\$180,925	\$183,548	\$186,209	\$188,909	\$191,648	\$194,427	\$197,246	
E-25	\$161,809	\$164,155	\$166,535	\$168,950	\$171,400	\$173,885	\$176,406	\$178,964	\$181,559	\$184,192	\$186,863	\$189,573	\$192,322	\$195,111	\$197,940	\$200,810	\$203,722	\$206,676	\$209,673	\$212,713	\$215,797	\$218,926	\$222,100	\$225,320	\$228,587	
<b>Non-Exempt Pay Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>	<b>Step 16</b>	<b>Step 17</b>	<b>Step 18</b>	<b>Step 19</b>	<b>Step 20</b>	<b>Step 21</b>	<b>Step 22</b>	<b>Step 23</b>	<b>Step 24</b>	<b>Step 25</b>	
NE-2	\$12.90	\$13.09	\$13.28	\$13.47	\$13.67	\$13.87	\$14.07	\$14.27	\$14.48	\$14.69	\$14.90	\$15.12	\$15.34	\$15.56	\$15.78	\$16.01	\$16.25	\$16.48	\$16.72	\$16.96	\$17.21	\$17.46	\$17.71	\$17.97	\$18.23	
NE-3	\$14.68	\$14.89	\$15.11	\$15.33	\$15.55	\$15.78	\$16.01	\$16.24	\$16.47	\$16.71	\$16.95	\$17.20	\$17.45	\$17.70	\$17.96	\$18.22	\$18.48	\$18.75	\$19.02	\$19.30	\$19.58	\$19.86	\$20.15	\$20.44	\$20.74	
NE-4	\$16.46	\$16.70	\$16.94	\$17.19	\$17.43	\$17.69	\$17.94	\$18.20	\$18.47	\$18.74	\$19.01	\$19.28	\$19.56	\$19.85	\$20.13	\$20.43	\$20.72	\$21.02	\$21.33	\$21.64	\$21.95	\$22.27	\$22.59	\$22.92	\$23.25	
NE-5	\$18.24	\$18.50	\$18.77	\$19.04	\$19.32	\$19.60	\$19.88	\$20.17	\$20.46	\$20.76	\$21.06	\$21.37	\$21.68	\$21.99	\$22.31	\$22.63	\$22.96	\$23.29	\$23.63	\$23.97	\$24.32	\$24.67	\$25.03	\$25.40	\$25.76	
NE-6	\$20.01	\$20.31	\$20.60	\$20.90	\$21.20	\$21.51	\$21.82	\$22.14	\$22.46	\$22.78	\$23.11	\$23.45	\$23.79	\$24.13	\$24.48	\$24.84	\$25.20	\$25.56	\$25.93	\$26.31	\$26.69	\$27.08	\$27.47	\$27.87	\$28.27	
NE-7	\$21.79	\$22.11	\$22.43	\$22.75	\$23.08	\$23.42	\$23.76	\$24.10	\$24.45	\$24.81	\$25.17	\$25.53	\$25.90	\$26.28	\$26.66	\$27.04	\$27.44	\$27.83	\$28.24	\$28.65	\$29.06	\$29.48	\$29.91	\$30.34	\$30.78	
NE-8	\$23.57	\$23.91	\$24.26	\$24.61	\$24.97	\$25.33	\$25.70	\$26.07	\$26.45	\$26.83	\$27.22	\$27.61	\$28.01	\$28.42	\$28.83	\$29.25	\$29.68	\$30.11	\$30.54	\$30.99	\$31.43	\$31.89	\$32.35	\$32.82	\$33.30	
NE-9	\$25.35	\$25.72	\$26.09	\$26.47	\$26.85	\$27.24	\$27.64	\$28.04	\$28.44	\$28.85	\$29.27	\$29.70	\$30.13	\$30.57	\$31.01	\$31.46	\$31.91	\$32.38	\$32.85	\$33.32	\$33.81	\$34.30	\$34.79	\$35.30	\$35.81	
NE-10	\$27.13	\$27.52	\$27.92	\$28.32	\$28.73	\$29.15	\$29.57	\$30.00	\$30.44	\$30.88	\$31.33	\$31.78	\$32.24	\$32.71	\$33.18	\$33.66	\$34.15	\$34.65	\$35.15	\$35.66	\$36.18	\$36.70	\$37.23	\$37.77	\$38.32	
NE-11	\$28.90	\$29.32	\$29.75	\$30.18	\$30.62	\$31.06	\$31.51	\$31.97	\$32.43	\$32.90	\$33.38	\$33.86	\$34.35	\$34.85	\$35.36	\$35.87	\$36.39	\$36.92	\$37.45	\$38.00	\$38.55	\$39.11	\$39.67	\$40.25	\$40.83	
NE-12	\$31.57	\$32.03	\$32.49	\$32.96	\$33.44	\$33.93	\$34.42	\$34.92	\$35.42	\$35.94	\$36.46	\$36.99	\$37.52	\$38.07	\$38.62	\$39.18	\$39.75	\$40.32	\$40.91	\$41.50	\$42.10	\$42.71	\$43.33	\$43.96	\$44.60	

**\*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.

**HAZARDOUS DUTY 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.

**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 Duty Police 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

**EXAMPLE CALCULATIONS:**

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

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

ASSUME 400 REGULARLY SCHEDULED OT HRS/YR & HOUSING/UTILITY VALUE OF \$9,000/YR  

$$[(REGULAR HOURLY RATE * 2,080) + (REG HRLY RATE * 400) + (REG HRLY RATE + $3.63)(400)(.5)]$$

**NOTE:**

(1) \$9,000/2,480 = \$3.63

(2) GREENS SUPT WITH SAME HOUSING DOES NOT HAVE REG OT, BUT WHEN OT APPLIES, USE \$6,600/2080 = \$4.33

**CITY OF OWENSBORO - FULL-TIME PAY GRADES**

<b>Job Title</b>	<b>Pay Grade</b>	<b>FLSA Status</b>
Accountant	E-10	Exempt
Accounting Clerk	NE-6	Non-Exempt
Administrative Aide	NE-7	Non-Exempt
Applications Supervisor	E-14	Exempt
Assistant City Engineer	E-14	Exempt
Assistant City Manager	E-22	Exempt
Asst Greens Superintendent	NE-7	Non-Exempt
Asst. TAC Telecommunicator	NE-8	Non-Exempt
Building Maintenance/Operations Specialist	NE-9	Non-Exempt
Bus Driver	NE-6	Non-Exempt
Bus Driver/Dispatcher	NE-7	Non-Exempt
Calltaker (Dispatch)	NE-4	Non-Exempt
Chief Surveyor	NE-12	Non-Exempt
Citizens Service Representative	NE-4	Non-Exempt
City Attorney	E-22	Exempt
City Clerk	E-12	Exempt
City Engineer	E-17	Exempt
City Manager	E-25	Exempt
Clerk/Typist	NE-4	Non-Exempt
Collections Specialist	NE-11	Non-Exempt
Communications and Marketing Manager	E-12	Exempt
Community Development Director	E-16	Exempt
Construction Inspector	NE-9	Non-Exempt
Crew Leader	NE-8	Non-Exempt
Deputy Chief of Police	E-18	Exempt
Deputy Director Finance & SS	E-17	Exempt
Deputy Director Public Works	E-16	Exempt
Director - 911 Central Dispatch	E-15	Exempt
Director of Finance & Support Se	E-19	Exempt
Director of Parks & Recreation	E-16	Exempt
Director of Public Events	E-19	Exempt
Director of Public Works	E-19	Exempt
Electrician	NE-8	Non-Exempt
Engineering Technician	NE-11	Non-Exempt
Events Coordinator	NE-8	Non-Exempt
Evidence Collection Unit Supvr	NE-11	Non-Exempt
Evidence Collection Unit Tech	NE-9	Non-Exempt
Executive Assistant to Mayor	NE-8	Non-Exempt
Facilities Maintenance Manager	E-13	Exempt
Fire Chief	E-22	Exempt
Garage Manager	E-13	Exempt
Garage Parts Clerk	NE-7	Non-Exempt
GIS Analyst/Programmer	E-12	Exempt
GIS Manager	E-14	Exempt
Golf Course Manager	E-11	Exempt
Greens Superintendent	NE-8	Non-Exempt
Grounds Manager/Horticulturist	E-13	Exempt
Housing & Grant Coordinator	NE-7	Non-Exempt
Human Resources Assistant	E-10	Exempt
Human Resources Manager	E-16	Exempt

<b>Job Title</b>	<b>Pay Grade</b>	<b>FLSA Status</b>
HVAC Technician	NE-8	Non-Exempt
Imaging Specialist	NE-7	Non-Exempt
Information Technology Director	E-19	Exempt
Information Technology Manager	E-16	Exempt
Infrastructure Supervisor	E-15	Exempt
Instrument Technician	NE-9	Non-Exempt
Laborer	NE-4	Non-Exempt
Laborer/Maintenance Helper	NE-4	Non-Exempt
Lead Telecommunicator	NE-9	Non-Exempt
Loss Prevention Manager	E-14	Exempt
Maintenance Equipment Operator	NE-6	Non-Exempt
Maintenance Specialist	NE-7	Non-Exempt
Maintenance Worker	NE-5	Non-Exempt
Mechanic	NE-8	Non-Exempt
Network Systems Engineer	E-14	Exempt
Network Systems Technician	E-9	Exempt
Occupational Revenue Clerk	NE-8	Non-Exempt
Occupational Tax Administrator	E-12	Exempt
Office Manager	NE-7	Non-Exempt
Paralegal	NE-10	Non-Exempt
Parkkeeper/Maintenance Helper	NE-2	Non-Exempt
Parks & Recreation Facilities Specialist	NE-4	Non-Exempt
Payroll Administrator	E-9	Exempt
Police Chief	E-22	Exempt
Police Lieutenant	NE-12	Non-Exempt
Police Major	E-17	Exempt
Police Officer	NE-9	Non-Exempt
Police Sergeant	NE-10	Non-Exempt
Property Maintenance Inspector	NE-8	Non-Exempt
Property Maintenance Manager	E-13	Exempt
Purchasing Manager	E-12	Exempt
Purchasing Specialist	NE-7	Non-Exempt
Records Manager	NE-8	Non-Exempt
Recreation Facilities Manager	E-11	Exempt
Recreation Specialist	NE-6	Non-Exempt
Recreation Superintendent	E-14	Exempt
Recreation Supervisor	NE-8	Non-Exempt
Refuse Truck Driver	NE-6	Non-Exempt
Revenue Clerk	NE-6	Non-Exempt
Road Worker	NE-5	Non-Exempt
Sanitation Manager	E-13	Exempt
School Resource Officer	NE-9	Non-Exempt
Secretary	NE-5	Non-Exempt
Senior Accountant	E-12	Exempt
Senior Engineering Technician	NE-12	Non-Exempt
Street Manager	E-13	Exempt
Systems Analyst/Programmer	E-13	Exempt
Telecommunicator	NE-7	Non-Exempt
Transit Manager	E-13	Exempt

**CITY OF OWENSBORO - NON-FULL-TIME PAY GRADE RANGES**

Non-Exempt Pay Grade	1.0145																								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
NFT-1	\$11.13	\$11.29	\$11.45	\$11.62	\$11.79	\$11.96	\$12.13	\$12.31	\$12.48	\$12.66	\$12.85	\$13.04	\$13.22	\$13.42	\$13.61	\$13.81	\$14.01	\$14.21	\$14.42	\$14.63	\$14.84	\$15.05	\$15.27	\$15.49	\$15.72
NFT-2	\$12.90	\$13.09	\$13.28	\$13.47	\$13.67	\$13.87	\$14.07	\$14.27	\$14.48	\$14.69	\$14.90	\$15.12	\$15.34	\$15.56	\$15.78	\$16.01	\$16.25	\$16.48	\$16.72	\$16.96	\$17.21	\$17.46	\$17.71	\$17.97	\$18.23
NFT-3	\$14.68	\$14.89	\$15.11	\$15.33	\$15.55	\$15.78	\$16.01	\$16.24	\$16.47	\$16.71	\$16.95	\$17.20	\$17.45	\$17.70	\$17.96	\$18.22	\$18.48	\$18.75	\$19.02	\$19.30	\$19.58	\$19.86	\$20.15	\$20.44	\$20.74
NFT-4	\$16.46	\$16.70	\$16.94	\$17.19	\$17.43	\$17.69	\$17.94	\$18.20	\$18.47	\$18.74	\$19.01	\$19.28	\$19.56	\$19.85	\$20.13	\$20.43	\$20.72	\$21.02	\$21.33	\$21.64	\$21.95	\$22.27	\$22.59	\$22.92	\$23.25
NFT-5	\$18.24	\$18.50	\$18.77	\$19.04	\$19.32	\$19.60	\$19.88	\$20.17	\$20.46	\$20.76	\$21.06	\$21.37	\$21.68	\$21.99	\$22.31	\$22.63	\$22.96	\$23.29	\$23.63	\$23.97	\$24.32	\$24.67	\$25.03	\$25.40	\$25.76
NFT-6	\$20.01	\$20.31	\$20.60	\$20.90	\$21.20	\$21.51	\$21.82	\$22.14	\$22.46	\$22.78	\$23.11	\$23.45	\$23.79	\$24.13	\$24.48	\$24.84	\$25.20	\$25.56	\$25.93	\$26.31	\$26.69	\$27.08	\$27.47	\$27.87	\$28.27
NFT-7	\$21.79	\$22.11	\$22.43	\$22.75	\$23.08	\$23.42	\$23.76	\$24.10	\$24.45	\$24.81	\$25.17	\$25.53	\$25.90	\$26.28	\$26.66	\$27.04	\$27.44	\$27.83	\$28.24	\$28.65	\$29.06	\$29.48	\$29.91	\$30.34	\$30.78
NFT-8	\$23.57	\$23.91	\$24.26	\$24.61	\$24.97	\$25.33	\$25.70	\$26.07	\$26.45	\$26.83	\$27.22	\$27.61	\$28.01	\$28.42	\$28.83	\$29.25	\$29.68	\$30.11	\$30.54	\$30.99	\$31.43	\$31.89	\$32.35	\$32.82	\$33.30
NFT-9	\$25.35	\$25.72	\$26.09	\$26.47	\$26.85	\$27.24	\$27.64	\$28.04	\$28.44	\$28.85	\$29.27	\$29.70	\$30.13	\$30.57	\$31.01	\$31.46	\$31.91	\$32.38	\$32.85	\$33.32	\$33.81	\$34.30	\$34.79	\$35.30	\$35.81

**CITY OF OWENSBORO - NON FULL-TIME ENTRY LEVEL PAY GRADES/STEPS**

<b>Job Title</b>	<b>Entry Pay Grade</b>	<b>Entry Pay Step</b>	<b>FSLA Status</b>
Assistant Pool Manager - NFT - Combest	NFT-2	Step 8	Non Full-Time
Assistant Pool Manager - NFT - Cravens	NFT-2	Step 2	Non Full-Time
Bus Driver - NFT	NFT-6	Step 1	Non Full-Time
Call Taker - NFT	NFT-4	Step 1	Non Full-Time
Citation Officer - NFT	NFT-4	Step 1	Non Full-Time
Clerical Assistant - NFT	NFT-4	Step 1	Non Full-Time
Courier - NFT	NFT-2	Step 1	Non Full-Time
Day Camp Asst. Counselor - NFT	NFT-1	Step 1	Non Full-Time
Day Camp Counselor - NFT	NFT-1	Step 5	Non Full-Time
Day Camp Supervisor	NFT-2	Step 2	Non Full-Time
Dispatch Assistant - NFT	NFT-2	Step 1	Non Full-Time
Fire Safety Specialist - NFT	NFT-8	Step 1	Non Full-Time
GIS Assistant - NFT	NFT-4	Step 1	Non Full-Time
Golf Camp Instructor - NFT	NFT-3	Step 7	Non Full-Time
Golf Course Attendant - NFT	NFT-2	Step 2	Non Full-Time
Golf Course Specialist - NFT	NFT-3	Step 7	Non Full-Time
Ice Skating Instructor - NFT	NFT-2	Step 2	Non Full-Time
Laborer (P&R) - NFT	NFT-2	Step 2	Non Full-Time
Lifeguard - NFT	NFT-2	Step 1	Non Full-Time
Parks Clerk - NFT	NFT-1	Step 7	Non Full-Time
Pool Attendant - NFT	NFT-1	Step 5	Non Full-Time
Pool Manager - NFT - Combest	NFT-2	Step 13	Non Full-Time
Pool Manager - NFT - Cravens	NFT-2	Step 8	Non Full-Time
Program Aide - NFT	NFT-1	Step 7	Non Full-Time
Property Maint Inspector - NFT	NFT-8	Step 1	Non Full-Time
Recreation Facility Asst - NFT	NFT-1	Step 6	Non Full-Time
Recreation Facility Supv - NFT	NFT-2	Step 8	Non Full-Time
Recreation Facility Worker - NFT	NFT-1	Step 1	Non Full-Time
Recreation Intern - NFT	NFT-1	Step 1	Non Full-Time
Recycling Attendant - NFT	NFT-3	Step 1	Non Full-Time
Reserve Police Officer - NFT	NFT-9	Step 1	Non Full-Time
School Crossing Guard - NFT	NFT-3	Step 1	Non Full-Time
Smothers Park Supervisor - NFT	NFT-2	Step 8	Non Full-Time
Telecommunicator - NFT	NFT-7	Step 1	Non Full-Time
Video Tech - NFT	NFT-4	Step 1	Non Full-Time

**CITY OF OWENSBORO - FIRE DEPARTMENT - FULL-TIME PAY GRADE RANGES**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<b>FHD8</b>	\$49,026	\$49,736	\$50,456	\$51,186	\$51,927	\$52,678	\$53,440	\$54,214	\$54,998	\$55,794	\$56,602	\$57,421	\$58,252	\$59,095	\$59,950	\$60,818	\$61,698	\$62,591	\$63,497	\$64,416	\$65,348	\$66,294	\$67,253	\$68,226	\$69,214
REGULAR RATE (24 HOUR SHIFT)	\$14.7314	\$14.9447	\$15.1611	\$15.3804	\$15.6031	\$15.8287	\$16.0577	\$16.2903	\$16.5258	\$16.7650	\$17.0078	\$17.2539	\$17.5036	\$17.7569	\$18.0138	\$18.2746	\$18.5391	\$18.8074	\$19.0796	\$19.3558	\$19.6358	\$19.9201	\$20.2082	\$20.5006	\$20.7975
SUPPLEMENTAL/40 HOUR WK RATE	\$23.5702	\$23.9115	\$24.2577	\$24.6087	\$24.9649	\$25.3260	\$25.6923	\$26.0644	\$26.4413	\$26.8240	\$27.2125	\$27.6063	\$28.0058	\$28.4111	\$28.8221	\$29.2394	\$29.6625	\$30.0918	\$30.5274	\$30.9692	\$31.4173	\$31.8721	\$32.3332	\$32.8010	\$33.2760
<b>FHD9</b>	\$52,724	\$53,487	\$54,261	\$55,046	\$55,843	\$56,651	\$57,471	\$58,303	\$59,147	\$60,003	\$60,871	\$61,752	\$62,646	\$63,552	\$64,472	\$65,405	\$66,352	\$67,312	\$68,286	\$69,274	\$70,277	\$71,294	\$72,326	\$73,372	\$74,434
REGULAR RATE (24 HOUR SHIFT)	\$15.8425	\$16.0718	\$16.3044	\$16.5403	\$16.7797	\$17.0225	\$17.2689	\$17.5189	\$17.7725	\$18.0297	\$18.2906	\$18.5553	\$18.8239	\$19.0962	\$19.3726	\$19.6529	\$19.9375	\$20.2260	\$20.5186	\$20.8155	\$21.1169	\$21.4225	\$21.7326	\$22.0469	\$22.3660
SUPPLEMENTAL/40 HOUR WK RATE	\$25.3481	\$25.7149	\$26.0870	\$26.4644	\$26.8476	\$27.2361	\$27.6303	\$28.0303	\$28.4361	\$28.8476	\$29.2649	\$29.6885	\$30.1183	\$30.5538	\$30.9962	\$31.4447	\$31.9000	\$32.3615	\$32.8298	\$33.3048	\$33.7870	\$34.2760	\$34.7721	\$35.2750	\$35.7856
<b>FHD10</b>	\$56,422	\$57,238	\$58,067	\$58,907	\$59,760	\$60,624	\$61,502	\$62,392	\$63,295	\$64,211	\$65,140	\$66,083	\$67,039	\$68,009	\$68,994	\$69,992	\$71,005	\$72,033	\$73,075	\$74,133	\$75,206	\$76,294	\$77,398	\$78,518	\$79,655
REGULAR RATE (24 HOUR SHIFT)	\$16.9537	\$17.1989	\$17.4480	\$17.7004	\$17.9567	\$18.2163	\$18.4802	\$18.7476	\$19.0189	\$19.2942	\$19.5733	\$19.8567	\$20.1439	\$20.4354	\$20.7314	\$21.0313	\$21.3356	\$21.6445	\$21.9576	\$22.2755	\$22.5980	\$22.9249	\$23.2566	\$23.5931	\$23.9348
SUPPLEMENTAL/40 HOUR WK RATE	\$27.1260	\$27.5183	\$27.9168	\$28.3207	\$28.7308	\$29.1462	\$29.5683	\$29.9962	\$30.4303	\$30.8707	\$31.3173	\$31.7707	\$32.2303	\$32.6966	\$33.1702	\$33.6500	\$34.1370	\$34.6313	\$35.1322	\$35.6409	\$36.1567	\$36.6798	\$37.2106	\$37.7490	\$38.2957
<b>FHD11</b>	\$60,120	\$60,990	\$61,872	\$62,768	\$63,676	\$64,598	\$65,533	\$66,481	\$67,443	\$68,419	\$69,409	\$70,414	\$71,433	\$72,467	\$73,515	\$74,579	\$75,659	\$76,754	\$77,864	\$78,991	\$80,134	\$81,294	\$82,471	\$83,664	\$84,875
REGULAR RATE (24 HOUR SHIFT)	\$18.0649	\$18.3263	\$18.5913	\$18.8606	\$19.1334	\$19.4105	\$19.6914	\$19.9763	\$20.2653	\$20.5586	\$20.8561	\$21.1581	\$21.4642	\$21.7749	\$22.0898	\$22.4096	\$22.7341	\$23.0631	\$23.3966	\$23.7353	\$24.0787	\$24.4273	\$24.7809	\$25.1394	\$25.5033
SUPPLEMENTAL/40 HOUR WK RATE	\$28.9038	\$29.3221	\$29.7462	\$30.1769	\$30.6135	\$31.0567	\$31.5063	\$31.9620	\$32.4245	\$32.8938	\$33.3697	\$33.8529	\$34.3428	\$34.8399	\$35.3438	\$35.8553	\$36.3745	\$36.9010	\$37.4346	\$37.9764	\$38.5260	\$39.0837	\$39.6495	\$40.2231	\$40.8053
<b>FHD12</b>	\$65,666	\$66,617	\$67,581	\$68,559	\$69,551	\$70,558	\$71,579	\$72,615	\$73,665	\$74,732	\$75,813	\$76,910	\$78,023	\$79,152	\$80,298	\$81,460	\$82,639	\$83,835	\$85,048	\$86,279	\$87,528	\$88,794	\$90,079	\$91,383	\$92,706
REGULAR RATE (24 HOUR SHIFT)	\$19.7314	\$20.0171	\$20.3068	\$20.6007	\$20.8987	\$21.2013	\$21.5081	\$21.8194	\$22.1349	\$22.4555	\$22.7803	\$23.1100	\$23.4444	\$23.7837	\$24.1280	\$24.4772	\$24.8314	\$25.1908	\$25.5553	\$25.9252	\$26.3005	\$26.6809	\$27.0670	\$27.4588	\$27.8564
SUPPLEMENTAL/40 HOUR WK RATE	\$31.5702	\$32.0274	\$32.4909	\$32.9611	\$33.4380	\$33.9221	\$34.4130	\$34.9111	\$35.4159	\$35.9288	\$36.4486	\$36.9760	\$37.5111	\$38.0538	\$38.6048	\$39.1635	\$39.7303	\$40.3053	\$40.8885	\$41.4803	\$42.0808	\$42.6894	\$43.3072	\$43.9341	\$44.5702

STATE INCENTIVE PAY: ASSUMES \$4,300/YEAR, PAID IN MONTHLY INCREMENTS OF APPROXIMATELY \$358.33. \$2.0673/HR IN NOTED CALCULATIONS (\$4,300/2,080 HOURS)

GRADES:	JOB CLASSIFICATIONS:
GRADE 8	FIREFIGHTER
GRADE 9	FIRE DRIVER/ENGINEER
GRADE 10	FIRE LIEUTENANT
GRADE 11	FIRE CAPTAIN
GRADE 12	FIRE BATTALION CHIEF

EXAMPLE CALCULATIONS:
<b>REGULAR, AND IF APPLICABLE, SCHEDULED OVERTIME EARNINGS:</b>
ASSUME ANNUAL HOURS = 2,912
(REGULAR HOURLY RATE * 2080 HRS) +
(REGULAR HOURLY RATE * 832 HRS) +
(REGULAR HOURLY RATE * .5 * 832 HRS)

UNSCHEDULED OVERTIME (NON-EXEMPT 24 HR SHIFT ONLY):
OVERTIME/CALLBACK (NON-EXEMPT 8 HR SHIFT ONLY)
SUPPLEMENTAL/40 HOUR WEEK RATE + 2.0673) * 1.5