

**ORDINANCE 8-2024**

**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.**

**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**, 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.** 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.

**INTRODUCED AND PUBLICLY READ ON FIRST READING**, this the 21st day of May, 2024.

**PUBLICLY READ AND APPROVED ON SECOND READING**, this the 4th day of June, 2024.

\_\_\_\_\_  
Thomas H. Watson, Mayor

ATTEST:

\_\_\_\_\_  
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	\$58,397	\$59,244	\$60,103	\$60,974	\$61,858	\$62,756	\$63,666	\$64,588	\$65,525	\$66,476	\$67,440	\$68,417	\$69,410	\$70,416	\$71,438	\$72,473	\$73,525	\$74,591	\$75,674	\$76,771	\$77,885	\$79,014	\$80,159	\$81,321	\$82,501
E-10	\$62,493	\$63,399	\$64,319	\$65,251	\$66,197	\$67,157	\$68,130	\$69,118	\$70,121	\$71,138	\$72,169	\$73,216	\$74,277	\$75,353	\$76,445	\$77,554	\$78,678	\$79,819	\$80,976	\$82,151	\$83,341	\$84,550	\$85,776	\$87,020	\$88,281
E-11	\$66,589	\$67,554	\$68,534	\$69,527	\$70,535	\$71,557	\$72,595	\$73,648	\$74,716	\$75,798	\$76,898	\$78,012	\$79,144	\$80,291	\$81,455	\$82,636	\$83,834	\$85,050	\$86,284	\$87,535	\$88,805	\$90,092	\$91,398	\$92,724	\$94,068
E-12	\$72,731	\$73,786	\$74,856	\$75,942	\$77,042	\$78,160	\$79,293	\$80,443	\$81,609	\$82,792	\$83,992	\$85,211	\$86,447	\$87,701	\$88,972	\$90,263	\$91,572	\$92,900	\$94,247	\$95,613	\$97,001	\$98,407	\$99,834	\$101,281	\$102,750
E-13	\$80,923	\$82,097	\$83,287	\$84,495	\$85,719	\$86,962	\$88,222	\$89,501	\$90,800	\$92,117	\$93,452	\$94,807	\$96,181	\$97,576	\$98,990	\$100,427	\$101,883	\$103,360	\$104,859	\$106,380	\$107,922	\$109,487	\$111,074	\$112,685	\$114,319
E-14	\$89,114	\$90,407	\$91,719	\$93,049	\$94,398	\$95,766	\$97,156	\$98,564	\$99,993	\$101,443	\$102,914	\$104,406	\$105,920	\$107,456	\$109,015	\$110,595	\$112,198	\$113,826	\$115,476	\$117,151	\$118,850	\$120,573	\$122,321	\$124,095	\$125,894
E-15	\$97,306	\$98,717	\$100,148	\$101,600	\$103,073	\$104,568	\$106,084	\$107,622	\$109,182	\$110,765	\$112,372	\$114,001	\$115,653	\$117,331	\$119,031	\$120,758	\$122,508	\$124,285	\$126,086	\$127,916	\$129,771	\$131,653	\$133,562	\$135,500	\$137,464
E-16	\$105,498	\$107,027	\$108,579	\$110,153	\$111,750	\$113,370	\$115,015	\$116,683	\$118,375	\$120,092	\$121,833	\$123,599	\$125,392	\$127,210	\$129,055	\$130,925	\$132,824	\$134,750	\$136,703	\$138,686	\$140,697	\$142,738	\$144,808	\$146,907	\$149,037
E-17	\$113,689	\$115,337	\$117,009	\$118,706	\$120,427	\$122,174	\$123,945	\$125,742	\$127,565	\$129,416	\$131,292	\$133,196	\$135,127	\$137,087	\$139,075	\$141,092	\$143,137	\$145,213	\$147,318	\$149,455	\$151,623	\$153,821	\$156,052	\$158,315	\$160,611
E-18	\$121,881	\$123,648	\$125,442	\$127,260	\$129,106	\$130,977	\$132,877	\$134,804	\$136,759	\$138,741	\$140,753	\$142,794	\$144,864	\$146,964	\$149,095	\$151,258	\$153,450	\$155,676	\$157,932	\$160,223	\$162,547	\$164,903	\$167,295	\$169,721	\$172,182
E-19	\$130,071	\$131,957	\$133,871	\$135,813	\$137,782	\$139,780	\$141,807	\$143,863	\$145,948	\$148,065	\$150,211	\$152,389	\$154,599	\$156,840	\$159,115	\$161,422	\$163,762	\$166,137	\$168,546	\$170,990	\$173,468	\$175,984	\$178,535	\$181,123	\$183,749
E-22	\$154,645	\$156,888	\$159,164	\$161,471	\$163,812	\$166,189	\$168,599	\$171,044	\$173,523	\$176,040	\$178,593	\$181,183	\$183,810	\$186,474	\$189,178	\$191,922	\$194,705	\$197,528	\$200,392	\$203,298	\$206,246	\$209,236	\$212,269	\$215,348	\$218,470
E-25	\$179,220	\$181,818	\$184,454	\$187,129	\$189,843	\$192,596	\$195,387	\$198,221	\$201,094	\$204,011	\$206,969	\$209,971	\$213,016	\$216,105	\$219,238	\$222,418	\$225,643	\$228,914	\$232,234	\$235,601	\$239,017	\$242,482	\$245,998	\$249,565	\$253,183
<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	\$14.2922	\$14.4995	\$14.7099	\$14.9234	\$15.1396	\$15.3588	\$15.5815	\$15.8073	\$16.0363	\$16.2690	\$16.5048	\$16.7439	\$16.9867	\$17.2332	\$17.4830	\$17.7366	\$17.9938	\$18.2547	\$18.5193	\$18.7877	\$19.0604	\$19.3367	\$19.6172	\$19.9016	\$20.1902
NE-3	\$16.2610	\$16.4968	\$16.7359	\$16.9787	\$17.2247	\$17.4745	\$17.7280	\$17.9852	\$18.2462	\$18.5108	\$18.7791	\$19.0513	\$19.3276	\$19.6077	\$19.8921	\$20.1807	\$20.4735	\$20.7702	\$21.0715	\$21.3772	\$21.6871	\$22.0018	\$22.3208	\$22.6445	\$22.9731
NE-4	\$18.2301	\$18.4943	\$18.7626	\$19.0348	\$19.3106	\$19.5907	\$19.8746	\$20.1625	\$20.4549	\$20.7516	\$21.0524	\$21.3575	\$21.6674	\$21.9817	\$22.3005	\$22.6238	\$22.9518	\$23.2846	\$23.6222	\$23.9646	\$24.3124	\$24.6649	\$25.0227	\$25.3853	\$25.7533
NE-5	\$20.1993	\$20.4922	\$20.7893	\$21.0907	\$21.3964	\$21.7069	\$22.0215	\$22.3411	\$22.6648	\$22.9933	\$23.3267	\$23.6649	\$24.0078	\$24.3560	\$24.7091	\$25.0674	\$25.4312	\$25.7997	\$26.1740	\$26.5536	\$26.9386	\$27.3295	\$27.7257	\$28.1277	\$28.5357
NE-6	\$22.1685	\$22.4902	\$22.8160	\$23.1467	\$23.4822	\$23.8225	\$24.1681	\$24.5184	\$24.8741	\$25.2347	\$25.6005	\$25.9717	\$26.3481	\$26.7299	\$27.1176	\$27.5106	\$27.9094	\$28.3141	\$28.7246	\$29.1411	\$29.5638	\$29.9925	\$30.4275	\$30.8690	\$31.3168
NE-7	\$24.1372	\$24.4870	\$24.8421	\$25.2021	\$25.5675	\$25.9381	\$26.3140	\$26.6958	\$27.0829	\$27.4755	\$27.8738	\$28.2779	\$28.6879	\$29.1037	\$29.5255	\$29.9537	\$30.3882	\$30.8286	\$31.2753	\$31.7290	\$32.1891	\$32.6561	\$33.1295	\$33.6098	\$34.0970
NE-8	\$26.1064	\$26.4849	\$26.8689	\$27.2587	\$27.6538	\$28.0547	\$28.4616	\$28.8742	\$29.2928	\$29.7178	\$30.1485	\$30.5857	\$31.0293	\$31.4793	\$31.9357	\$32.3989	\$32.8686	\$33.3452	\$33.8287	\$34.3191	\$34.8170	\$35.3218	\$35.8341	\$36.3538	\$36.8810
NE-9	\$28.0756	\$28.4824	\$28.8956	\$29.3146	\$29.7396	\$30.1709	\$30.6086	\$31.0522	\$31.5027	\$31.9596	\$32.4229	\$32.8931	\$33.3702	\$33.8542	\$34.3452	\$34.8431	\$35.3484	\$35.8612	\$36.3814	\$36.9092	\$37.4443	\$37.9875	\$38.5381	\$39.0967	\$39.6638
NE-10	\$30.0448	\$30.4803	\$30.9223	\$31.3707	\$31.8254	\$32.2871	\$32.7552	\$33.2301	\$33.7120	\$34.2009	\$34.6967	\$35.1999	\$35.7100	\$36.2276	\$36.7526	\$37.2857	\$37.8261	\$38.3746	\$38.9310	\$39.4956	\$40.0680	\$40.6489	\$41.2384	\$41.8364	\$42.4429
NE-11	\$32.0138	\$32.4783	\$32.9490	\$33.4266	\$33.9112	\$34.4027	\$34.9017	\$35.4075	\$35.9209	\$36.4416	\$36.9699	\$37.5061	\$38.0498	\$38.6014	\$39.1611	\$39.7287	\$40.3049	\$40.8896	\$41.4823	\$42.0840	\$42.6942	\$43.3136	\$43.9414	\$44.5788	\$45.2252
NE-12	\$34.9672	\$35.4741	\$35.9885	\$36.5104	\$37.0396	\$37.5769	\$38.1217	\$38.6744	\$39.2352	\$39.8038	\$40.3811	\$40.9668	\$41.5611	\$42.1639	\$42.7752	\$43.3955	\$44.0250	\$44.6634	\$45.3109	\$45.9681	\$46.6347	\$47.3110	\$47.9968	\$48.6929	\$49.3990

**\*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 \$4429 / YEAR, PAID IN MONTHLY INCREMENTS OF APPROXIMATELY \$369.08  
\$2.1293/HR IN ABOVE CALCULATION ASSUMES \$4,429/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 = \$3.17

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

<b>Job Title</b>	<b>Pay Grade</b>	<b>FLSA Status</b>	<b>Job Title</b>	<b>Pay Grade</b>	<b>FLSA Status</b>
Accountant	E-10	Exempt	IT Application/Business Analyst	E-13	Exempt
Accounting Clerk	NE-6	Non-Exempt	IT Applications/Business Analyst Manager	E-14	Exempt
Administrative Aide	NE-7	Non-Exempt	IT Director	E-19	Exempt
Assistant City Engineer	E-14	Exempt	IT End User Support Manager	E-14	Exempt
Assistant City Manager	E-22	Exempt	IT End User Support Specialist	E-9	Exempt
Asst Greens Superintendent	NE-7	Non-Exempt	IT Infrastructure Manager	E-15	Exempt
Asst. TAC Telecommunicator	NE-8	Non-Exempt	IT Network Systems Engineer	E-14	Exempt
Building Maintenance/Operations Specialist	NE-9	Non-Exempt	IT Project & Support Manager	E-15	Exempt
Bus Driver	NE-6	Non-Exempt	IT Systems Administrator	E-12	Exempt
Bus Driver/Dispatcher	NE-7	Non-Exempt	Instrument Technician	NE-9	Non-Exempt
Calltaker (Dispatch)	NE-4	Non-Exempt	Laborer	NE-4	Non-Exempt
Chief Surveyor	NE-12	Non-Exempt	Laborer/Maintenance Helper	NE-4	Non-Exempt
Citizens Service Representative	NE-4	Non-Exempt	Lead Telecommunicator	NE-9	Non-Exempt
City Attorney	E-22	Exempt	Loss Prevention Manager	E-14	Exempt
City Clerk	E-12	Exempt	Maintenance Equipment Operator	NE-6	Non-Exempt
City Engineer	E-17	Exempt	Maintenance Specialist	NE-7	Non-Exempt
City Manager	E-25	Exempt	Maintenance Worker	NE-5	Non-Exempt
Clerk-Typist/Clerical Asst.	NE-4	Non-Exempt	Mechanic	NE-8	Non-Exempt
Collections Specialist	NE-11	Non-Exempt	Occupational Revenue Clerk	NE-8	Non-Exempt
Communications and Marketing Manager	E-12	Exempt	Occupational Tax Administrator	E-12	Exempt
Communications and Digital Media Coordinator	NE-8	Non-Exempt	Office Manager	NE-7	Non-Exempt
Community Development Director	E-16	Exempt	Paralegal	NE-10	Non-Exempt
Construction Inspector	NE-9	Non-Exempt	Parkkeeper/Maintenance Helper	NE-2	Non-Exempt
Crew Leader	NE-8	Non-Exempt	Parks & Recreation Facilities Specialist	NE-4	Non-Exempt
Deputy Chief of Police	E-18	Exempt	Payroll Administrator	E-9	Exempt
Deputy Director Finance & SS	E-17	Exempt	Police Chief	E-22	Exempt
Deputy Director Public Works	E-16	Exempt	Police Citation Officer	NE-4	Non-Exempt
Director - 911 Central Dispatch	E-15	Exempt	Police Lieutenant	NE-12	Non-Exempt
Director of Finance & Support Se	E-19	Exempt	Police Major	E-17	Exempt
Director of Parks & Recreation	E-16	Exempt	Police Officer	NE-9	Non-Exempt
Director of Public Events	E-19	Exempt	Police Sergeant	NE-10	Non-Exempt
Director of Public Works	E-19	Exempt	Property Maintenance Inspector	NE-8	Non-Exempt
Electrician	NE-8	Non-Exempt	Property Maintenance Manager	E-13	Exempt
Engineering Technician	NE-11	Non-Exempt	Purchasing Manager	E-12	Exempt
Events Coordinator	NE-8	Non-Exempt	Purchasing Specialist	NE-7	Non-Exempt
Evidence Collection Unit Supvr	NE-11	Non-Exempt	Records Manager	NE-8	Non-Exempt
Evidence Collection Unit Tech	NE-9	Non-Exempt	Records Clerk	NE-4	Non-Exempt
Executive Assistant to Mayor	NE-8	Non-Exempt	Recreation Facilities Manager	E-11	Exempt
Facilities Maintenance Manager	E-13	Exempt	Recreation Specialist	NE-6	Non-Exempt
Fire Chief	E-22	Exempt	Recreation Superintendent	E-14	Exempt
Garage Manager	E-13	Exempt	Recreation Supervisor	NE-8	Non-Exempt
Garage Parts Clerk	NE-7	Non-Exempt	Refuse Truck Driver	NE-6	Non-Exempt
GIS Analyst/Programmer	E-12	Exempt	Revenue Clerk	NE-6	Non-Exempt
GIS Manager	E-14	Exempt	Road Worker	NE-5	Non-Exempt
Golf Course Manager	E-11	Exempt	Sanitation Manager	E-13	Exempt
Greens Superintendent	NE-8	Non-Exempt	School Resource Officer	NE-9	Non-Exempt
Grounds Manager/Horticulturist	E-13	Exempt	Secretary	NE-5	Non-Exempt
Housing & Grant Coordinator	NE-7	Non-Exempt	Senior Accountant	E-12	Exempt
Human Resources Assistant	E-10	Exempt	Senior Engineering Technician	NE-12	Non-Exempt
Human Resources Manager	E-16	Exempt	Street Manager	E-13	Exempt
HVAC Technician	NE-8	Non-Exempt	Telecommunicator	NE-7	Non-Exempt
Imaging Specialist	NE-7	Non-Exempt	Transit Manager	E-13	Exempt

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

Non-Full-Time 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	\$12.3232	\$12.5020	\$12.6831	\$12.8668	\$13.0531	\$13.2422	\$13.4344	\$13.6293	\$13.8269	\$14.0276	\$14.2312	\$14.4377	\$14.6469	\$14.8594	\$15.0751	\$15.2934	\$15.5149	\$15.7397	\$15.9681	\$16.1998	\$16.4346	\$16.6732	\$16.9149	\$17.1604	\$17.4091
NFT-2	\$14.2922	\$14.4995	\$14.7099	\$14.9234	\$15.1396	\$15.3588	\$15.5815	\$15.8073	\$16.0363	\$16.2690	\$16.5048	\$16.7439	\$16.9867	\$17.2332	\$17.4830	\$17.7366	\$17.9938	\$18.2547	\$18.5193	\$18.7877	\$19.0604	\$19.3367	\$19.6172	\$19.9016	\$20.1902
NFT-3	\$16.2610	\$16.4968	\$16.7360	\$16.9787	\$17.2247	\$17.4745	\$17.7280	\$17.9852	\$18.2462	\$18.5108	\$18.7792	\$19.0512	\$19.3277	\$19.6077	\$19.8921	\$20.1807	\$20.4735	\$20.7702	\$21.0715	\$21.3772	\$21.6871	\$22.0018	\$22.3208	\$22.6445	\$22.9731
NFT-4	\$18.2301	\$18.4942	\$18.7626	\$19.0348	\$19.3105	\$19.5907	\$19.8745	\$20.1625	\$20.4549	\$20.7515	\$21.0524	\$21.3575	\$21.6675	\$21.9816	\$22.3005	\$22.6238	\$22.9518	\$23.2847	\$23.6222	\$23.9646	\$24.3124	\$24.6650	\$25.0227	\$25.3853	\$25.7532
NFT-5	\$20.1993	\$20.4922	\$20.7893	\$21.0907	\$21.3964	\$21.7069	\$22.0215	\$22.3411	\$22.6648	\$22.9934	\$23.3267	\$23.6649	\$24.0078	\$24.3560	\$24.7092	\$25.0674	\$25.4311	\$25.7997	\$26.1740	\$26.5536	\$26.9386	\$27.3294	\$27.7257	\$28.1277	\$28.5356
NFT-6	\$22.1685	\$22.4901	\$22.8160	\$23.1468	\$23.4823	\$23.8224	\$24.1680	\$24.5184	\$24.8742	\$25.2347	\$25.6005	\$25.9717	\$26.3482	\$26.7300	\$27.1176	\$27.5106	\$27.9094	\$28.3141	\$28.7246	\$29.1411	\$29.5639	\$29.9925	\$30.4276	\$30.8691	\$31.3168
NFT-7	\$24.1372	\$24.4870	\$24.8422	\$25.2021	\$25.5675	\$25.9381	\$26.3141	\$26.6959	\$27.0830	\$27.4754	\$27.8738	\$28.2779	\$28.6880	\$29.1038	\$29.5255	\$29.9537	\$30.3882	\$30.8286	\$31.2753	\$31.7289	\$32.1890	\$32.6561	\$33.1295	\$33.6098	\$34.0970
NFT-8	\$26.1064	\$26.4850	\$26.8689	\$27.2587	\$27.6538	\$28.0547	\$28.4616	\$28.8742	\$29.2928	\$29.7178	\$30.1486	\$30.5857	\$31.0293	\$31.4793	\$31.9357	\$32.3988	\$32.8686	\$33.3452	\$33.8286	\$34.3191	\$34.8169	\$35.3218	\$35.8340	\$36.3537	\$36.8810
NFT-9	\$28.0755	\$28.4824	\$28.8957	\$29.3146	\$29.7396	\$30.1709	\$30.6087	\$31.0522	\$31.5026	\$31.9596	\$32.4229	\$32.8930	\$33.3702	\$33.8543	\$34.3453	\$34.8431	\$35.3484	\$35.8612	\$36.3815	\$36.9092	\$37.4443	\$37.9875	\$38.5380	\$39.0967	\$39.6638

**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 4	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
Engineering Field Intern	NFT-2	Step 12	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 2	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 Aide - NFT	NFT-2	Step 8	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>	\$54,301	\$55,087	\$55,885	\$56,694	\$57,514	\$58,346	\$59,190	\$60,047	\$60,916	\$61,797	\$62,692	\$63,600	\$64,520	\$65,454	\$66,401	\$67,362	\$68,337	\$69,326	\$70,329	\$71,347	\$72,379	\$73,427	\$74,489	\$75,567	\$76,662
REGULAR RATE (24 HOUR SHIFT)	\$16.3165	\$16.5527	\$16.7925	\$17.0353	\$17.2820	\$17.5319	\$17.7856	\$18.0432	\$18.3040	\$18.5689	\$18.8378	\$19.1104	\$19.3870	\$19.6675	\$19.9521	\$20.2409	\$20.5339	\$20.8311	\$21.1326	\$21.4385	\$21.7486	\$22.0635	\$22.3826	\$22.7064	\$23.0353
SUPPLEMENTAL/40 HOUR WK RATE	\$26.1064	\$26.4843	\$26.8679	\$27.2566	\$27.6511	\$28.0511	\$28.4568	\$28.8689	\$29.2864	\$29.7103	\$30.1406	\$30.5767	\$31.0192	\$31.4681	\$31.9233	\$32.3856	\$32.8542	\$33.3297	\$33.8121	\$34.3015	\$34.7978	\$35.3016	\$35.8123	\$36.3304	\$36.8565
<b>FHD9</b>	\$58,397	\$59,242	\$60,099	\$60,969	\$61,852	\$62,747	\$63,655	\$64,576	\$65,511	\$66,459	\$67,421	\$68,397	\$69,387	\$70,390	\$71,409	\$72,443	\$73,491	\$74,555	\$75,633	\$76,728	\$77,839	\$78,965	\$80,108	\$81,267	\$82,443
REGULAR RATE (24 HOUR SHIFT)	\$17.5472	\$17.8012	\$18.0588	\$18.3200	\$18.5852	\$18.8542	\$19.1271	\$19.4039	\$19.6848	\$19.9697	\$20.2587	\$20.5519	\$20.8494	\$21.1510	\$21.4571	\$21.7675	\$22.0827	\$22.4023	\$22.7264	\$23.0552	\$23.3891	\$23.7276	\$24.0710	\$24.4191	\$24.7726
SUPPLEMENTAL/40 HOUR WK RATE	\$28.0755	\$28.4819	\$28.8940	\$29.3120	\$29.7364	\$30.1667	\$30.6034	\$31.0464	\$31.4958	\$31.9516	\$32.4138	\$32.8830	\$33.3590	\$33.8414	\$34.3314	\$34.8281	\$35.3324	\$35.8436	\$36.3622	\$36.8884	\$37.4225	\$37.9641	\$38.5136	\$39.0706	\$39.6362
<b>FHD10</b>	\$62,493	\$63,397	\$64,315	\$65,245	\$66,190	\$67,147	\$68,120	\$69,105	\$70,106	\$71,120	\$72,149	\$73,194	\$74,252	\$75,327	\$76,418	\$77,523	\$78,645	\$79,784	\$80,938	\$82,110	\$83,298	\$84,503	\$85,726	\$86,966	\$88,226
REGULAR RATE (24 HOUR SHIFT)	\$18.7779	\$19.0495	\$19.3254	\$19.6049	\$19.8889	\$20.1764	\$20.4687	\$20.7648	\$21.0653	\$21.3702	\$21.6794	\$21.9933	\$22.3114	\$22.6342	\$22.9621	\$23.2942	\$23.6313	\$23.9735	\$24.3202	\$24.6723	\$25.0296	\$25.3916	\$25.7590	\$26.1318	\$26.5102
SUPPLEMENTAL/40 HOUR WK RATE	\$30.0448	\$30.4793	\$30.9207	\$31.3680	\$31.8222	\$32.2823	\$32.7498	\$33.2238	\$33.7046	\$34.1924	\$34.6870	\$35.1892	\$35.6983	\$36.2148	\$36.7394	\$37.2708	\$37.8101	\$38.3576	\$38.9124	\$39.4759	\$40.0472	\$40.6266	\$41.2145	\$41.8108	\$42.4163
<b>FHD11</b>	\$66,589	\$67,552	\$68,530	\$69,522	\$70,528	\$71,549	\$72,584	\$73,634	\$74,700	\$75,781	\$76,877	\$77,990	\$79,119	\$80,264	\$81,425	\$82,604	\$83,800	\$85,013	\$86,242	\$87,490	\$88,757	\$90,041	\$91,345	\$92,666	\$94,007
REGULAR RATE (24 HOUR SHIFT)	\$20.0087	\$20.2982	\$20.5917	\$20.8900	\$21.1922	\$21.4991	\$21.8102	\$22.1258	\$22.4458	\$22.7707	\$23.1002	\$23.4347	\$23.7738	\$24.1179	\$24.4666	\$24.8208	\$25.1803	\$25.5447	\$25.9141	\$26.2892	\$26.6696	\$27.0557	\$27.4474	\$27.8444	\$28.2474
SUPPLEMENTAL/40 HOUR WK RATE	\$32.0138	\$32.4771	\$32.9469	\$33.4239	\$33.9075	\$34.3984	\$34.8964	\$35.4011	\$35.9134	\$36.4332	\$36.9602	\$37.4954	\$38.0381	\$38.5887	\$39.1467	\$39.7133	\$40.2884	\$40.8716	\$41.4625	\$42.0627	\$42.6714	\$43.2891	\$43.9158	\$44.5511	\$45.1959
<b>FHD12</b>	\$72,732	\$73,785	\$74,853	\$75,936	\$77,035	\$78,150	\$79,281	\$80,428	\$81,591	\$82,773	\$83,971	\$85,186	\$86,418	\$87,669	\$88,938	\$90,225	\$91,531	\$92,856	\$94,199	\$95,563	\$96,946	\$98,348	\$99,771	\$101,216	\$102,681
REGULAR RATE (24 HOUR SHIFT)	\$21.8545	\$22.1709	\$22.4918	\$22.8173	\$23.1474	\$23.4826	\$23.8223	\$24.1672	\$24.5166	\$24.8717	\$25.2314	\$25.5967	\$25.9670	\$26.3428	\$26.7242	\$27.1109	\$27.5032	\$27.9013	\$28.3051	\$28.7147	\$29.1304	\$29.5518	\$29.9795	\$30.4133	\$30.8538
SUPPLEMENTAL/40 HOUR WK RATE	\$34.9672	\$35.4736	\$35.9869	\$36.5077	\$37.0360	\$37.5721	\$38.1158	\$38.6675	\$39.2266	\$39.7948	\$40.3705	\$40.9546	\$41.5473	\$42.1484	\$42.7587	\$43.3775	\$44.0053	\$44.6421	\$45.2882	\$45.9436	\$46.6087	\$47.2828	\$47.9671	\$48.6614	\$49.3660

STATE INCENTIVE PAY: ASSUMES \$4,429/YEAR, PAID IN MONTHLY INCREMENTS OF APPROXIMATELY \$369.08. \$2.1293/HR IN NOTED CALCULATIONS (\$4,429/2,080 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)

<b>UNSCHEDULED OVERTIME (NON-EXEMPT 24 HR SHIFT ONLY):</b>
<b>OVERTIME/CALLBACK (NON-EXEMPT 8 HR SHIFT ONLY)</b>
SUPPLEMENTAL/40 HOUR WEEK RATE + 2.1293) * 1.5