### **ORDINANCE 7-2025**

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 20th day of May, 2025.

**PUBLICLY READ AND APPROVED ON SECOND READING,** this the 3rd day of June, 2025.

|                        | Thomas H. Watson, Mayor |  |
|------------------------|-------------------------|--|
| ATTEST:                |                         |  |
|                        |                         |  |
| Beth Davis, City Clerk | <del></del>             |  |

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

| Exempt 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   |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| E-9   | \$60,441  | \$61,318  | \$62,207  | \$63,108  | \$64,023  | \$64,952  | \$65,894  | \$66,849  | \$67,818  | \$68,803  | \$69,800  | \$70,812  | \$71,839  | \$72,881  | \$73,938  | \$75,010  | \$76,098  | \$77,202  | \$78,323  | \$79,458  | \$80,611  | \$81,779  | \$82,965  | \$84,167  | \$85,389  |
| E-10  | \$64,680  | \$65,618  | \$66,570  | \$67,535  | \$68,514  | \$69,507  | \$70,515  | \$71,537  | \$72,575  | \$73,628  | \$74,695  | \$75,779  | \$76,877  | \$77,990  | \$79,121  | \$80,268  | \$81,432  | \$82,613  | \$83,810  | \$85,026  | \$86,258  | \$87,509  | \$88,778  | \$90,066  | \$91,371  |
| E-11  | \$68,920  | \$69,918  | \$70,933  | \$71,960  | \$73,004  | \$74,061  | \$75,136  | \$76,226  | \$77,331  | \$78,451  | \$79,589  | \$80,742  | \$81,914  | \$83,101  | \$84,306  | \$85,528  | \$86,768  | \$88,027  | \$89,304  | \$90,599  | \$91,913  | \$93,245  | \$94,597  | \$95,969  | \$97,360  |
| E-12  | \$75,277  | \$76,369  | \$77,476  | \$78,600  | \$79,738  | \$80,896  | \$82,068  | \$83,259  | \$84,465  | \$85,690  | \$86,932  | \$88,193  | \$89,473  | \$90,771  | \$92,086  | \$93,422  | \$94,777  | \$96,152  | \$97,546  | \$98,959  | \$100,396   | \$101,851   | \$103,328   | \$104,826   | \$106,346   |
| E-13  | \$83,755  | \$84,970  | \$86,202  | \$87,452  | \$88,719  | \$90,006  | \$91,310  | \$92,634  | \$93,978  | \$95,341  | \$96,723  | \$98,125  | \$99,547  | \$100,991   | \$102,455   | \$103,942   | \$105,449   | \$106,978   | \$108,529   | \$110,103   | \$111,699   | \$113,319   | \$114,962   | \$116,629   | \$118,320   |
| E-14  | \$92,233  | \$93,571  | \$94,929  | \$96,306  | \$97,702  | \$99,118  | \$100,556   | \$102,014   | \$103,493   | \$104,994   | \$106,516   | \$108,060   | \$109,627   | \$111,217   | \$112,830   | \$114,466   | \$116,125   | \$117,810   | \$119,518   | \$121,251   | \$123,010   | \$124,793   | \$126,602   | \$128,438   | \$130,300   |
| E-15  | \$100,712   | \$102,172   | \$103,653   | \$105,156   | \$106,681   | \$108,228   | \$109,797   | \$111,389   | \$113,003   | \$114,642   | \$116,305   | \$117,991   | \$119,701   | \$121,438   | \$123,197   | \$124,985   | \$126,796   | \$128,635   | \$130,499   | \$132,393   | \$134,313   | \$136,261   | \$138,237   | \$140,243   | \$142,275   |
| E-16  | \$109,190   | \$110,773   | \$112,379   | \$114,008   | \$115,661   | \$117,338   | \$119,041   | \$120,767   | \$122,518   | \$124,295   | \$126,097   | \$127,925   | \$129,781   | \$131,662   | \$133,572   | \$135,507   | \$137,473   | \$139,466   | \$141,488   | \$143,540   | \$145,621   | \$147,734   | \$149,876   | \$152,049   | \$154,253   |
| E-17  | \$117,668   | \$119,374   | \$121,104   | \$122,861   | \$124,642   | \$126,450   | \$128,283   | \$130,143   | \$132,030   | \$133,946   | \$135,887   | \$137,858   | \$139,856   | \$141,885   | \$143,943   | \$146,030   | \$148,147   | \$150,295   | \$152,474   | \$154,686   | \$156,930   | \$159,205   | \$161,514   | \$163,856   | \$166,232   |
| E-18  | \$126,147   | \$127,976   | \$129,832   | \$131,714   | \$133,625   | \$135,561   | \$137,528   | \$139,522   | \$141,546   | \$143,597   | \$145,679   | \$147,792   | \$149,934   | \$152,108   | \$154,313   | \$156,552   | \$158,821   | \$161,125   | \$163,460   | \$165,831   | \$168,236   | \$170,675   | \$173,150   | \$175,661   | \$178,208   |
| E-19  | \$134,623   | \$136,575   | \$138,556   | \$140,566   | \$142,604   | \$144,672   | \$146,770   | \$148,898   | \$151,056   | \$153,247   | \$155,468   | \$157,723   | \$160,010   | \$162,329   | \$164,684   | \$167,072   | \$169,494   | \$171,952   | \$174,445   | \$176,975   | \$179,539   | \$182,143   | \$184,784   | \$187,462   | \$190,180   |
| E-22  | \$160,058   | \$162,379   | \$164,735   | \$167,122   | \$169,545   | \$172,006   | \$174,500   | \$177,031   | \$179,596   | \$182,201   | \$184,844   | \$187,524   | \$190,243   | \$193,001   | \$195,799   | \$198,639   | \$201,520   | \$204,441   | \$207,406   | \$210,413   | \$213,465   | \$216,559   | \$219,698   | \$222,885   | \$226,116   |
| E-25  | \$185,493   | \$188,182   | \$190,910   | \$193,679   | \$196,488   | \$199,337   | \$202,226   | \$205,159   | \$208,132   | \$211,151   | \$214,213   | \$217,320   | \$220,472   | \$223,669   | \$226,911   | \$230,203   | \$233,541   | \$236,926   | \$240,362   | \$243,847   | \$247,383   | \$250,969   | \$254,608   | \$258,300   | \$262,044   |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Non-Exempt 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   |
| NE-2  | \$14.7924   | \$15.0070   | \$15.2247   | \$15.4457   | \$15.6695   | \$15.8964   | \$16.1269   | \$16.3606   | \$16.5976   | \$16.8384   | \$17.0825   | \$17.3299   | \$17.5812   | \$17.8364   | \$18.0949   | \$18.3574   | \$18.6236   | \$18.8936   | \$19.1675   | \$19.4453   | \$19.7275   | \$20.0135   | \$20.3038   | \$20.5982   | \$20.8969   |
| NE-2<br>NE-3  | \$14.7924<br>\$16.8301  | \$15.0070<br>\$17.0742  | \$15.2247<br>\$17.3218  | \$15.4457<br>\$17.5730  | \$15.6695<br>\$17.8276  | \$15.8964<br>\$18.0861  | \$16.1269<br>\$18.3485  | \$16.3606<br>\$18.6147  | \$16.5976<br>\$18.8848  | \$16.8384<br>\$19.1587  | \$17.0825<br>\$19.4365  | \$17.3299<br>\$19.7180  | \$17.5812<br>\$20.0042  | \$17.8364<br>\$20.2940  | \$18.0949<br>\$20.5883  | \$18.3574<br>\$20.8870  | \$18.6236<br>\$21.1901  | \$18.8936<br>\$21.4972  | \$19.1675<br>\$21.8090  | \$19.4453<br>\$22.1254  | \$19.7275<br>\$22.4461  | \$20.0135<br>\$22.7719  | \$20.3038<br>\$23.1020  | \$20.5982<br>\$23.4371  | \$20.8969<br>\$23.7772  |
| NE-2<br>NE-3<br>NE-4  | \$14.7924<br>\$16.8301<br>\$18.8682   | \$15.0070<br>\$17.0742<br>\$19.1415   | \$15.2247<br>\$17.3218<br>\$19.4193   | \$15.4457<br>\$17.5730<br>\$19.7010   | \$15.6695<br>\$17.8276<br>\$19.9864   | \$15.8964<br>\$18.0861<br>\$20.2764   | \$16.1269<br>\$18.3485<br>\$20.5701   | \$16.3606<br>\$18.6147<br>\$20.8682   | \$16.5976<br>\$18.8848<br>\$21.1708   | \$16.8384<br>\$19.1587<br>\$21.4778   | \$17.0825<br>\$19.4365<br>\$21.7892   | \$17.3299<br>\$19.7180<br>\$22.1050   | \$17.5812<br>\$20.0042<br>\$22.4259   | \$17.8364<br>\$20.2940<br>\$22.7510   | \$18.0949<br>\$20.5883<br>\$23.0810   | \$18.3574<br>\$20.8870<br>\$23.4156   | \$18.6236<br>\$21.1901<br>\$23.7551   | \$18.8936<br>\$21.4972<br>\$24.0997   | \$19.1675<br>\$21.8090<br>\$24.4490   | \$19.4453<br>\$22.1254<br>\$24.8034   | \$19.7275<br>\$22.4461<br>\$25.1633   | \$20.0135<br>\$22.7719<br>\$25.5283   | \$20.3038<br>\$23.1020<br>\$25.8985   | \$20.5982<br>\$23.4371<br>\$26.2738   | \$20.8969<br>\$23.7772<br>\$26.6546   |
| NE-2<br>NE-3<br>NE-4<br>NE-5  | \$14.7924<br>\$16.8301<br>\$18.8682<br>\$20.9063  | \$15.0070<br>\$17.0742<br>\$19.1415<br>\$21.2094  | \$15.2247<br>\$17.3218<br>\$19.4193<br>\$21.5169  | \$15.4457<br>\$17.5730<br>\$19.7010<br>\$21.8289  | \$15.6695<br>\$17.8276<br>\$19.9864<br>\$22.1453  | \$15.8964<br>\$18.0861<br>\$20.2764<br>\$22.4666  | \$16.1269<br>\$18.3485<br>\$20.5701<br>\$22.7923  | \$16.3606<br>\$18.6147<br>\$20.8682<br>\$23.1230  | \$16.5976<br>\$18.8848<br>\$21.1708<br>\$23.4581  | \$16.8384<br>\$19.1587<br>\$21.4778<br>\$23.7982  | \$17.0825<br>\$19.4365<br>\$21.7892<br>\$24.1431  | \$17.3299<br>\$19.7180<br>\$22.1050<br>\$24.4932  | \$17.5812<br>\$20.0042<br>\$22.4259<br>\$24.8481  | \$17.8364<br>\$20.2940<br>\$22.7510<br>\$25.2085  | \$18.0949<br>\$20.5883<br>\$23.0810<br>\$25.5740  | \$18.3574<br>\$20.8870<br>\$23.4156<br>\$25.9448  | \$18.6236<br>\$21.1901<br>\$23.7551<br>\$26.3212  | \$18.8936<br>\$21.4972<br>\$24.0997<br>\$26.7027  | \$19.1675<br>\$21.8090<br>\$24.4490<br>\$27.0901  | \$19.4453<br>\$22.1254<br>\$24.8034<br>\$27.4830  | \$19.7275<br>\$22.4461<br>\$25.1633<br>\$27.8815  | \$20.0135<br>\$22.7719<br>\$25.5283<br>\$28.2859  | \$20.3038<br>\$23.1020<br>\$25.8985<br>\$28.6961  | \$20.5982<br>\$23.4371<br>\$26.2738<br>\$29.1122  | \$20.8969<br>\$23.7772<br>\$26.6546<br>\$29.5343  |
| NE-2<br>NE-3<br>NE-4<br>NE-5<br>NE-6                                  | \$14.7924<br>\$16.8301<br>\$18.8682<br>\$20.9063<br>\$22.9444   | \$15.0070<br>\$17.0742<br>\$19.1415<br>\$21.2094<br>\$23.2773   | \$15.2247<br>\$17.3218<br>\$19.4193<br>\$21.5169<br>\$23.6146   | \$15.4457<br>\$17.5730<br>\$19.7010<br>\$21.8289<br>\$23.9569   | \$15.6695<br>\$17.8276<br>\$19.9864<br>\$22.1453<br>\$24.3042   | \$15.8964<br>\$18.0861<br>\$20.2764<br>\$22.4666<br>\$24.6562   | \$16.1269<br>\$18.3485<br>\$20.5701<br>\$22.7923<br>\$25.0139   | \$16.3606<br>\$18.6147<br>\$20.8682<br>\$23.1230<br>\$25.3765   | \$16.5976<br>\$18.8848<br>\$21.1708<br>\$23.4581<br>\$25.7448   | \$16.8384<br>\$19.1587<br>\$21.4778<br>\$23.7982<br>\$26.1179   | \$17.0825<br>\$19.4365<br>\$21.7892<br>\$24.1431<br>\$26.4965   | \$17.3299<br>\$19.7180<br>\$22.1050<br>\$24.4932<br>\$26.8807   | \$17.5812<br>\$20.0042<br>\$22.4259<br>\$24.8481<br>\$27.2704   | \$17.8364<br>\$20.2940<br>\$22.7510<br>\$25.2085<br>\$27.6656   | \$18.0949<br>\$20.5883<br>\$23.0810<br>\$25.5740<br>\$28.0667   | \$18.3574<br>\$20.8870<br>\$23.4156<br>\$25.9448<br>\$28.4735   | \$18.6236<br>\$21.1901<br>\$23.7551<br>\$26.3212<br>\$28.8862   | \$18.8936<br>\$21.4972<br>\$24.0997<br>\$26.7027<br>\$29.3051   | \$19.1675<br>\$21.8090<br>\$24.4490<br>\$27.0901<br>\$29.7300   | \$19.4453<br>\$22.1254<br>\$24.8034<br>\$27.4830<br>\$30.1610   | \$19.7275<br>\$22.4461<br>\$25.1633<br>\$27.8815<br>\$30.5986   | \$20.0135<br>\$22.7719<br>\$25.5283<br>\$28.2859<br>\$31.0422   | \$20.3038<br>\$23.1020<br>\$25.8985<br>\$28.6961<br>\$31.4926   | \$20.5982<br>\$23.4371<br>\$26.2738<br>\$29.1122<br>\$31.9495   | \$20.8969<br>\$23.7772<br>\$26.6546<br>\$29.5343<br>\$32.4129   |
| NE-2<br>NE-3<br>NE-4<br>NE-5<br>NE-6<br>NE-7                          | \$14.7924<br>\$16.8301<br>\$18.8682<br>\$20.9063<br>\$22.9444<br>\$24.9820  | \$15.0070<br>\$17.0742<br>\$19.1415<br>\$21.2094<br>\$23.2773<br>\$25.3440  | \$15.2247<br>\$17.3218<br>\$19.4193<br>\$21.5169<br>\$23.6146<br>\$25.7117  | \$15.4457<br>\$17.5730<br>\$19.7010<br>\$21.8289<br>\$23.9569<br>\$26.0842  | \$15.6695<br>\$17.8276<br>\$19.9864<br>\$22.1453<br>\$24.3042<br>\$26.4624  | \$15.8964<br>\$18.0861<br>\$20.2764<br>\$22.4666<br>\$24.6562<br>\$26.8459  | \$16.1269<br>\$18.3485<br>\$20.5701<br>\$22.7923<br>\$25.0139<br>\$27.2351  | \$16.3606<br>\$18.6147<br>\$20.8682<br>\$23.1230<br>\$25.3765<br>\$27.6303  | \$16.5976<br>\$18.8848<br>\$21.1708<br>\$23.4581<br>\$25.7448<br>\$28.0309  | \$16.8384<br>\$19.1587<br>\$21.4778<br>\$23.7982<br>\$26.1179<br>\$28.4370  | \$17.0825<br>\$19.4365<br>\$21.7892<br>\$24.1431<br>\$26.4965<br>\$28.8494  | \$17.3299<br>\$19.7180<br>\$22.1050<br>\$24.4932<br>\$26.8807<br>\$29.2676  | \$17.5812<br>\$20.0042<br>\$22.4259<br>\$24.8481<br>\$27.2704<br>\$26.6921  | \$17.8364<br>\$20.2940<br>\$22.7510<br>\$25.2085<br>\$27.6656<br>\$30.1224  | \$18.0949<br>\$20.5883<br>\$23.0810<br>\$25.5740<br>\$28.0667<br>\$30.5589  | \$18.3574<br>\$20.8870<br>\$23.4156<br>\$25.9448<br>\$28.4735<br>\$31.0021  | \$18.6236<br>\$21.1901<br>\$23.7551<br>\$26.3212<br>\$28.8862<br>\$31.4518  | \$18.8936<br>\$21.4972<br>\$24.0997<br>\$26.7027<br>\$29.3051<br>\$31.9076  | \$19.1675<br>\$21.8090<br>\$24.4490<br>\$27.0901<br>\$29.7300<br>\$32.3699  | \$19.4453<br>\$22.1254<br>\$24.8034<br>\$27.4830<br>\$30.1610<br>\$32.8394  | \$19.7275<br>\$22.4461<br>\$25.1633<br>\$27.8815<br>\$30.5986<br>\$33.3156  | \$20.0135<br>\$22.7719<br>\$25.5283<br>\$28.2859<br>\$31.0422<br>\$33.7991  | \$20.3038<br>\$23.1020<br>\$25.8985<br>\$28.6961<br>\$31.4926<br>\$34.2890  | \$20.5982<br>\$23.4371<br>\$26.2738<br>\$29.1122<br>\$31.9495<br>\$34.7861  | \$20.8969<br>\$23.7772<br>\$26.6546<br>\$29.5343<br>\$32.4129<br>\$35.2904  |
| NE-2<br>NE-3<br>NE-4<br>NE-5<br>NE-6<br>NE-7<br>NE-8                  | \$14.7924<br>\$16.8301<br>\$18.8682<br>\$20.9063<br>\$22.9444<br>\$24.9820<br>\$27.0201                           | \$15.0070<br>\$17.0742<br>\$19.1415<br>\$21.2094<br>\$23.2773<br>\$25.3440<br>\$27.4120                           | \$15.2247<br>\$17.3218<br>\$19.4193<br>\$21.5169<br>\$23.6146<br>\$25.7117<br>\$27.8093                           | \$15.4457<br>\$17.5730<br>\$19.7010<br>\$21.8289<br>\$23.9569<br>\$26.0842<br>\$28.2128                           | \$15.6695<br>\$17.8276<br>\$19.9864<br>\$22.1453<br>\$24.3042<br>\$26.4624<br>\$28.6217                           | \$15.8964<br>\$18.0861<br>\$20.2764<br>\$22.4666<br>\$24.6562<br>\$26.8459<br>\$29.0366                           | \$16.1269<br>\$18.3485<br>\$20.5701<br>\$22.7923<br>\$25.0139<br>\$27.2351<br>\$29.4578                           | \$16.3606<br>\$18.6147<br>\$20.8682<br>\$23.1230<br>\$25.3765<br>\$27.6303<br>\$29.8848                           | \$16.5976<br>\$18.8848<br>\$21.1708<br>\$23.4581<br>\$25.7448<br>\$28.0309<br>\$30.3180                           | \$16.8384<br>\$19.1587<br>\$21.4778<br>\$23.7982<br>\$26.1179<br>\$28.4370<br>\$30.7579                           | \$17.0825<br>\$19.4365<br>\$21.7892<br>\$24.1431<br>\$26.4965<br>\$28.8494<br>\$31.2038                           | \$17.3299<br>\$19.7180<br>\$22.1050<br>\$24.4932<br>\$26.8807<br>\$29.2676<br>\$31.6562                           | \$17.5812<br>\$20.0042<br>\$22.4259<br>\$24.8481<br>\$27.2704<br>\$26.6921<br>\$32.1153                           | \$17.8364<br>\$20.2940<br>\$22.7510<br>\$25.2085<br>\$27.6656<br>\$30.1224<br>\$32.5811                           | \$18.0949<br>\$20.5883<br>\$23.0810<br>\$25.5740<br>\$28.0667<br>\$30.5589<br>\$33.0534                           | \$18.3574<br>\$20.8870<br>\$23.4156<br>\$25.9448<br>\$28.4735<br>\$31.0021<br>\$33.5328                           | \$18.6236<br>\$21.1901<br>\$23.7551<br>\$26.3212<br>\$28.8862<br>\$31.4518<br>\$34.0190                           | \$18.8936<br>\$21.4972<br>\$24.0997<br>\$26.7027<br>\$29.3051<br>\$31.9076<br>\$34.5123                           | \$19.1675<br>\$21.8090<br>\$24.4490<br>\$27.0901<br>\$29.7300<br>\$32.3699<br>\$35.0126                           | \$19.4453<br>\$22.1254<br>\$24.8034<br>\$27.4830<br>\$30.1610<br>\$32.8394<br>\$35.5203                           | \$19.7275<br>\$22.4461<br>\$25.1633<br>\$27.8815<br>\$30.5986<br>\$33.3156<br>\$36.0355                           | \$20.0135<br>\$22.7719<br>\$25.5283<br>\$28.2859<br>\$31.0422<br>\$33.7991<br>\$36.5581                           | \$20.3038<br>\$23.1020<br>\$25.8985<br>\$28.6961<br>\$31.4926<br>\$34.2890<br>\$37.0882                           | \$20.5982<br>\$23.4371<br>\$26.2738<br>\$29.1122<br>\$31.9495<br>\$34.7861<br>\$37.6261                           | \$20.8969<br>\$23.7772<br>\$26.6546<br>\$29.5343<br>\$32.4129<br>\$35.2904<br>\$38.1718                           |
| NE-2<br>NE-3<br>NE-4<br>NE-5<br>NE-6<br>NE-7<br>NE-8<br>NE-9          | \$14.7924<br>\$16.8301<br>\$18.8682<br>\$20.9063<br>\$22.9444<br>\$24.9820<br>\$27.0201<br>\$29.0581              | \$15.0070<br>\$17.0742<br>\$19.1415<br>\$21.2094<br>\$23.2773<br>\$25.3440<br>\$27.4120<br>\$29.4793              | \$15.2247<br>\$17.3218<br>\$19.4193<br>\$21.5169<br>\$23.6146<br>\$25.7117<br>\$27.8093<br>\$29.9070              | \$15.4457<br>\$17.5730<br>\$19.7010<br>\$21.8289<br>\$23.9569<br>\$26.0842<br>\$28.2128<br>\$30.3406              | \$15.6695<br>\$17.8276<br>\$19.9864<br>\$22.1453<br>\$24.3042<br>\$26.4624<br>\$28.6217<br>\$30.7805              | \$15.8964<br>\$18.0861<br>\$20.2764<br>\$22.4666<br>\$24.6562<br>\$26.8459<br>\$29.0366<br>\$31.2269              | \$16.1269<br>\$18.3485<br>\$20.5701<br>\$22.7923<br>\$25.0139<br>\$27.2351<br>\$29.4578<br>\$31.6800              | \$16.3606<br>\$18.6147<br>\$20.8682<br>\$23.1230<br>\$25.3765<br>\$27.6303<br>\$29.8848<br>\$32.1390              | \$16.5976<br>\$18.8848<br>\$21.1708<br>\$23.4581<br>\$25.7448<br>\$28.0309<br>\$30.3180<br>\$32.6052              | \$16.8384<br>\$19.1587<br>\$21.4778<br>\$23.7982<br>\$26.1179<br>\$28.4370<br>\$30.7579<br>\$33.0782              | \$17.0825<br>\$19.4365<br>\$21.7892<br>\$24.1431<br>\$26.4965<br>\$28.8494<br>\$31.2038<br>\$33.5577              | \$17.3299<br>\$19.7180<br>\$22.1050<br>\$24.4932<br>\$26.8807<br>\$29.2676<br>\$31.6562<br>\$34.0443              | \$17.5812<br>\$20.0042<br>\$22.4259<br>\$24.8481<br>\$27.2704<br>\$26.6921<br>\$32.1153<br>\$34.5382              | \$17.8364<br>\$20.2940<br>\$22.7510<br>\$25.2085<br>\$27.6656<br>\$30.1224<br>\$32.5811<br>\$35.0392              | \$18.0949<br>\$20.5883<br>\$23.0810<br>\$25.5740<br>\$28.0667<br>\$30.5589<br>\$33.0534<br>\$35.5474              | \$18.3574<br>\$20.8870<br>\$23.4156<br>\$25.9448<br>\$28.4735<br>\$31.0021<br>\$33.5328<br>\$36.0626              | \$18.6236<br>\$21.1901<br>\$23.7551<br>\$26.3212<br>\$28.8862<br>\$31.4518<br>\$34.0190<br>\$36.5856              | \$18.8936<br>\$21.4972<br>\$24.0997<br>\$26.7027<br>\$29.3051<br>\$31.9076<br>\$34.5123<br>\$37.1163              | \$19.1675<br>\$21.8090<br>\$24.4490<br>\$27.0901<br>\$29.7300<br>\$32.3699<br>\$35.0126<br>\$37.6549              | \$19.4453<br>\$22.1254<br>\$24.8034<br>\$27.4830<br>\$30.1610<br>\$32.8394<br>\$35.5203<br>\$38.2010              | \$19.7275<br>\$22.4461<br>\$25.1633<br>\$27.8815<br>\$30.5986<br>\$33.3156<br>\$36.0355<br>\$38.7549              | \$20.0135<br>\$22.7719<br>\$25.5283<br>\$28.2859<br>\$31.0422<br>\$33.7991<br>\$36.5581<br>\$39.3171              | \$20.3038<br>\$23.1020<br>\$25.8985<br>\$28.6961<br>\$31.4926<br>\$34.2890<br>\$37.0882<br>\$39.8868              | \$20.5982<br>\$23.4371<br>\$26.2738<br>\$29.1122<br>\$31.9495<br>\$34.7861<br>\$37.6261<br>\$40.4651              | \$20.8969<br>\$23.7772<br>\$26.6546<br>\$29.5343<br>\$32.4129<br>\$35.2904<br>\$38.1718<br>\$41.0520              |
| NE-2<br>NE-3<br>NE-4<br>NE-5<br>NE-6<br>NE-7<br>NE-8<br>NE-9<br>NE-10 | \$14.7924<br>\$16.8301<br>\$18.8682<br>\$20.9063<br>\$22.9444<br>\$24.9820<br>\$27.0201<br>\$29.0581<br>\$31.0964 | \$15.0070<br>\$17.0742<br>\$19.1415<br>\$21.2094<br>\$23.2773<br>\$25.3440<br>\$27.4120<br>\$29.4793<br>\$31.5470 | \$15.2247<br>\$17.3218<br>\$19.4193<br>\$21.5169<br>\$23.6146<br>\$25.7117<br>\$27.8093<br>\$29.9070<br>\$32.0046 | \$15.4457<br>\$17.5730<br>\$19.7010<br>\$21.8289<br>\$23.9569<br>\$26.0842<br>\$28.2128<br>\$30.3406<br>\$32.4687 | \$15.6695<br>\$17.8276<br>\$19.9864<br>\$22.1453<br>\$24.3042<br>\$26.4624<br>\$28.6217<br>\$30.7805<br>\$32.9394 | \$15.8964<br>\$18.0861<br>\$20.2764<br>\$22.4666<br>\$24.6562<br>\$26.8459<br>\$29.0366<br>\$31.2269<br>\$33.4171 | \$16.1269<br>\$18.3485<br>\$20.5701<br>\$22.7923<br>\$25.0139<br>\$27.2351<br>\$29.4578<br>\$31.6800<br>\$33.9016 | \$16.3606<br>\$18.6147<br>\$20.8682<br>\$23.1230<br>\$25.3765<br>\$27.6303<br>\$29.8848<br>\$32.1390<br>\$34.3932 | \$16.5976<br>\$18.8848<br>\$21.1708<br>\$23.4581<br>\$25.7448<br>\$28.0309<br>\$30.3180<br>\$32.6052<br>\$34.8919 | \$16.8384<br>\$19.1587<br>\$21.4778<br>\$23.7982<br>\$26.1179<br>\$28.4370<br>\$30.7579<br>\$33.0782<br>\$35.3979 | \$17.0825<br>\$19.4365<br>\$21.7892<br>\$24.1431<br>\$26.4965<br>\$28.8494<br>\$31.2038<br>\$33.5577<br>\$35.9111 | \$17.3299<br>\$19.7180<br>\$22.1050<br>\$24.4932<br>\$26.8807<br>\$29.2676<br>\$31.6562<br>\$34.0443<br>\$36.4318 | \$17.5812<br>\$20.0042<br>\$22.4259<br>\$24.8481<br>\$27.2704<br>\$26.6921<br>\$32.1153<br>\$34.5382<br>\$36.9600 | \$17.8364<br>\$20.2940<br>\$22.7510<br>\$25.2085<br>\$27.6656<br>\$30.1224<br>\$32.5811<br>\$35.0392<br>\$37.4956 | \$18.0949<br>\$20.5883<br>\$23.0810<br>\$25.5740<br>\$28.0667<br>\$30.5589<br>\$33.0534<br>\$35.5474<br>\$38.0389 | \$18.3574<br>\$20.8870<br>\$23.4156<br>\$25.9448<br>\$28.4735<br>\$31.0021<br>\$33.5328<br>\$36.0626<br>\$38.5907 | \$18.6236<br>\$21.1901<br>\$23.7551<br>\$26.3212<br>\$28.8862<br>\$31.4518<br>\$34.0190<br>\$36.5856<br>\$39.1499 | \$18.8936<br>\$21.4972<br>\$24.0997<br>\$26.7027<br>\$29.3051<br>\$31.9076<br>\$34.5123<br>\$37.1163<br>\$39.7176 | \$19.1675<br>\$21.8090<br>\$24.4490<br>\$27.0901<br>\$29.7300<br>\$32.3699<br>\$35.0126<br>\$37.6549<br>\$40.2936 | \$19.4453<br>\$22.1254<br>\$24.8034<br>\$27.4830<br>\$30.1610<br>\$32.8394<br>\$35.5203<br>\$38.2010<br>\$40.8779 | \$19.7275<br>\$22.4461<br>\$25.1633<br>\$27.8815<br>\$30.5986<br>\$33.3156<br>\$36.0355<br>\$38.7549<br>\$41.4704 | \$20.0135<br>\$22.7719<br>\$25.5283<br>\$28.2859<br>\$31.0422<br>\$33.7991<br>\$36.5581<br>\$39.3171<br>\$42.0716 | \$20.3038<br>\$23.1020<br>\$25.8985<br>\$28.6961<br>\$31.4926<br>\$34.2890<br>\$37.0882<br>\$39.8868<br>\$42.6817 | \$20.5982<br>\$23.4371<br>\$26.2738<br>\$29.1122<br>\$31.9495<br>\$34.7861<br>\$37.6261<br>\$40.4651<br>\$43.3007 | \$20.8969<br>\$23.7772<br>\$26.6546<br>\$29.5343<br>\$32.4129<br>\$35.2904<br>\$38.1718<br>\$41.0520<br>\$43.9284 |
| NE-2<br>NE-3<br>NE-4<br>NE-5<br>NE-6<br>NE-7<br>NE-8<br>NE-9          | \$14.7924<br>\$16.8301<br>\$18.8682<br>\$20.9063<br>\$22.9444<br>\$24.9820<br>\$27.0201<br>\$29.0581              | \$15.0070<br>\$17.0742<br>\$19.1415<br>\$21.2094<br>\$23.2773<br>\$25.3440<br>\$27.4120<br>\$29.4793              | \$15.2247<br>\$17.3218<br>\$19.4193<br>\$21.5169<br>\$23.6146<br>\$25.7117<br>\$27.8093<br>\$29.9070              | \$15.4457<br>\$17.5730<br>\$19.7010<br>\$21.8289<br>\$23.9569<br>\$26.0842<br>\$28.2128<br>\$30.3406              | \$15.6695<br>\$17.8276<br>\$19.9864<br>\$22.1453<br>\$24.3042<br>\$26.4624<br>\$28.6217<br>\$30.7805              | \$15.8964<br>\$18.0861<br>\$20.2764<br>\$22.4666<br>\$24.6562<br>\$26.8459<br>\$29.0366<br>\$31.2269              | \$16.1269<br>\$18.3485<br>\$20.5701<br>\$22.7923<br>\$25.0139<br>\$27.2351<br>\$29.4578<br>\$31.6800              | \$16.3606<br>\$18.6147<br>\$20.8682<br>\$23.1230<br>\$25.3765<br>\$27.6303<br>\$29.8848<br>\$32.1390              | \$16.5976<br>\$18.8848<br>\$21.1708<br>\$23.4581<br>\$25.7448<br>\$28.0309<br>\$30.3180<br>\$32.6052              | \$16.8384<br>\$19.1587<br>\$21.4778<br>\$23.7982<br>\$26.1179<br>\$28.4370<br>\$30.7579<br>\$33.0782              | \$17.0825<br>\$19.4365<br>\$21.7892<br>\$24.1431<br>\$26.4965<br>\$28.8494<br>\$31.2038<br>\$33.5577              | \$17.3299<br>\$19.7180<br>\$22.1050<br>\$24.4932<br>\$26.8807<br>\$29.2676<br>\$31.6562<br>\$34.0443              | \$17.5812<br>\$20.0042<br>\$22.4259<br>\$24.8481<br>\$27.2704<br>\$26.6921<br>\$32.1153<br>\$34.5382              | \$17.8364<br>\$20.2940<br>\$22.7510<br>\$25.2085<br>\$27.6656<br>\$30.1224<br>\$32.5811<br>\$35.0392              | \$18.0949<br>\$20.5883<br>\$23.0810<br>\$25.5740<br>\$28.0667<br>\$30.5589<br>\$33.0534<br>\$35.5474              | \$18.3574<br>\$20.8870<br>\$23.4156<br>\$25.9448<br>\$28.4735<br>\$31.0021<br>\$33.5328<br>\$36.0626              | \$18.6236<br>\$21.1901<br>\$23.7551<br>\$26.3212<br>\$28.8862<br>\$31.4518<br>\$34.0190<br>\$36.5856              | \$18.8936<br>\$21.4972<br>\$24.0997<br>\$26.7027<br>\$29.3051<br>\$31.9076<br>\$34.5123<br>\$37.1163              | \$19.1675<br>\$21.8090<br>\$24.4490<br>\$27.0901<br>\$29.7300<br>\$32.3699<br>\$35.0126<br>\$37.6549              | \$19.4453<br>\$22.1254<br>\$24.8034<br>\$27.4830<br>\$30.1610<br>\$32.8394<br>\$35.5203<br>\$38.2010              | \$19.7275<br>\$22.4461<br>\$25.1633<br>\$27.8815<br>\$30.5986<br>\$33.3156<br>\$36.0355<br>\$38.7549              | \$20.0135<br>\$22.7719<br>\$25.5283<br>\$28.2859<br>\$31.0422<br>\$33.7991<br>\$36.5581<br>\$39.3171              | \$20.3038<br>\$23.1020<br>\$25.8985<br>\$28.6961<br>\$31.4926<br>\$34.2890<br>\$37.0882<br>\$39.8868              | \$20.5982<br>\$23.4371<br>\$26.2738<br>\$29.1122<br>\$31.9495<br>\$34.7861<br>\$37.6261<br>\$40.4651              | \$20.8969<br>\$23.7772<br>\$26.6546<br>\$29.5343<br>\$32.4129<br>\$35.2904<br>\$38.1718<br>\$41.0520              |

### \*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

# EXAMPLE CALCULATIONS:

25 YEARS

30 YEARS

ASSUME ANNUAL HRS 2,080

REGULAR HOURLY RATE \* 2,080

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

\$1,250

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)]

NOT

(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

### HAZARDOUS DUTY STATE INCENTIVE PAY:

ASSUMES \$4562 / YEAR, PAID IN MONTHLY INCREMENTS OF APPROXIMATELY \$380.17 \$2.1933/HR IN ABOVE CALCULATION ASSUMES \$4,562/YR INCENTIVE.

### RETENTION BONUS (Hazardous Duty Police Only)

Awarded every 3 years up thru 12 years of employment based on most recent Hazardous

| duty classifi | cation date. |
|---------------|--------------|
| 3 years       | \$2,000      |
| 6 years       | \$3,000      |
| 9 years       | \$5,000      |
| 12 years      | \$6,000      |

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

1.0145

| Non-Full-Time 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   |
|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| NFT-1                   | \$12.7545 | \$12.9396 | \$13.1270 | \$13.3171 | \$13.5100 | \$13.7057 | \$13.9046 | \$14.1063 | \$14.3108 | \$14.5186 | \$14.7293 | \$14.9430 | \$15.1595 | \$15.3795 | \$15.6027 | \$15.8287 | \$16.0579 | \$16.2906 | \$16.5270 | \$16.7668 | \$17.0098 | \$17.2568 | \$17.5069 | \$17.7610 | \$18.0184 |
| NFT-2                   | \$14.7924 | \$15.0070 | \$15.2247 | \$15.4457 | \$15.6695 | \$15.8964 | \$16.1269 | \$16.3606 | \$16.5976 | \$16.8384 | \$17.0825 | \$17.3299 | \$17.5812 | \$17.8364 | \$18.0949 | \$18.3574 | \$18.6236 | \$18.8936 | \$19.1675 | \$19.4453 | \$19.7275 | \$20.0135 | \$20.3038 | \$20.5982 | \$20.8969 |
| NFT-3                   | \$16.8301 | \$17.0742 | \$17.3218 | \$17.5730 | \$17.8276 | \$18.0861 | \$18.3485 | \$18.6147 | \$18.8848 | \$19.1587 | \$19.4365 | \$19.7180 | \$20.0042 | \$20.2940 | \$20.5883 | \$20.8870 | \$21.1901 | \$21.4972 | \$21.8090 | \$22.1254 | \$22.4461 | \$22.7719 | \$23.1020 | \$23.4371 | \$23.7772 |
| NFT-4                   | \$18.8682 | \$19.1415 | \$19.4193 | \$19.7010 | \$19.9864 | \$20.2764 | \$20.5701 | \$20.8682 | \$21.1708 | \$21.4778 | \$21.7892 | \$22.1050 | \$22.4259 | \$22.7510 | \$23.0810 | \$23.4156 | \$23.7551 | \$24.0997 | \$24.4490 | \$24.8034 | \$25.1633 | \$25.5283 | \$25.8985 | \$26.2738 | \$26.6546 |
| NFT-5                   | \$20.9063 | \$21.2094 | \$21.5169 | \$21.8289 | \$22.1453 | \$22.4666 | \$22.7923 | \$23.1230 | \$23.4581 | \$23.7982 | \$24.1431 | \$24.4932 | \$24.8481 | \$25.2085 | \$25.5740 | \$25.9448 | \$26.3212 | \$26.7027 | \$27.0901 | \$27.4830 | \$27.8815 | \$28.2859 | \$28.6961 | \$29.1122 | \$29.5343 |
| NFT-6                   | \$22.9444 | \$23.2773 | \$23.6146 | \$23.9569 | \$24.3042 | \$24.6562 | \$25.0139 | \$25.3765 | \$25.7448 | \$26.1179 | \$26.4965 | \$26.8807 | \$27.2704 | \$27.6656 | \$28.0667 | \$28.4735 | \$28.8862 | \$29.3051 | \$29.7300 | \$30.1610 | \$30.5986 | \$31.0422 | \$31.4926 | \$31.9495 | \$32.4129 |
| NFT-7                   | \$24.9820 | \$25.3440 | \$25.7117 | \$26.0842 | \$26.4624 | \$26.8459 | \$27.2351 | \$27.6303 | \$28.0309 | \$28.4370 | \$28.8494 | \$29.2676 | \$26.6921 | \$30.1224 | \$30.5589 | \$31.0021 | \$31.4518 | \$31.9076 | \$32.3699 | \$32.8394 | \$33.3156 | \$33.7991 | \$34.2890 | \$34.7861 | \$35.2904 |
| NFT-8                   | \$27.0201 | \$27.4120 | \$27.8093 | \$28.2128 | \$28.6217 | \$29.0366 | \$29.4578 | \$29.8848 | \$30.3180 | \$30.7579 | \$31.2038 | \$31.6562 | \$32.1153 | \$32.5811 | \$33.0534 | \$33.5328 | \$34.0190 | \$34.5123 | \$35.0126 | \$35.5203 | \$36.0355 | \$36.5581 | \$37.0882 | \$37.6261 | \$38.1718 |
| NFT-9                   | \$29.0581 | \$29.4793 | \$29.9070 | \$30.3406 | \$30.7805 | \$31.2269 | \$31.6800 | \$32.1390 | \$32.6052 | \$33.0782 | \$33.5577 | \$34.0443 | \$34.5382 | \$35.0392 | \$35.5474 | \$36.0626 | \$36.5856 | \$37.1163 | \$37.6549 | \$38.2010 | \$38.7549 | \$39.3171 | \$39.8868 | \$40.4651 | \$41.0520 |

# 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   |
|------------------------------|----------------|-----------|----------------|-----------------|---------------------|-----------|-----------------|------------------|-----------|-----------------|-----------------|------------------|-------------------|------------------|------------------|--------------------------|----------------------|------------------|----------------|----------------------|-----------------|-----------|----------------|----------------|-----------|
| FHD8                         | \$56,202       | \$57,015  | \$57,841       | \$58,678        | \$59,527            | \$60,388  | \$61,262        | \$62,149         | \$63,048  | \$63,960        | \$64,887        | \$65,826         | \$66,778          | \$67,745         | \$68,725         | \$69,720                 | \$70,728             | \$71,752         | \$72,791       | \$73,844             | \$74,913        | \$75,997  | \$77,097       | \$78,212       | \$79,345  |
| REGULAR RATE (24 HOUR SHIFT) | \$16.8876      | \$17.1320 | \$17.3802      | \$17.6315       | \$17.8869           | \$18.1455 | \$18.4081       | \$18.6747        | \$18.9446 | \$19.2188       | \$19.4971       | \$19.7793        | \$20.0655         | \$20.3559        | \$20.6504        | \$20.9493                | \$21.2526            | \$21.5602        | \$21.8722      | \$22.1888            | \$22.5098       | \$22.8357 | \$23.1660      | \$23.5011      | \$23.8415 |
| SUPPLEMENTAL/40 HOUR WK RATE | \$27.0201      | \$27.4113 | \$27.8083      | \$28.2106       | \$28.6189           | \$29.0329 | \$29.4528       | \$29.8793        | \$30.3114 | \$30.7502       | \$31.1955       | \$31.6469        | \$32.1049         | \$32.5695        | \$33.0406        | \$33.5191                | \$34.0041            | \$34.4962        | \$34.9956      | \$35.5021            | \$36.0157       | \$36.5372 | \$37.0657      | \$37.6020      | \$38.1465 |
| FUDO                         | <b>#CO 441</b> | ф01 01C   | фсо <u>000</u> | <b>#</b> CO 100 | ФС4 01 <del>7</del> | фC4 040   | <b>ቀ</b> ርር በበጋ | <b>\$</b> \$\$\$ | фC7 004   | <b>#</b> 00.70F | фcо <b>7</b> 00 | ф <b>7</b> 0.700 | ф <b>7</b> 1 01 Б | Φ <b>7</b> 0.0Ε4 | ф <b>7</b> 2 000 | Φ <b>74</b> 0 <b>7</b> 0 | φ <del>7</del> 0 004 | ф <b>77 1</b> 04 | <b>ቀ</b> መ 201 | ф <del>7</del> 0 410 | <b>\$00.500</b> | ¢01 700   | <b>#00.010</b> | <b>#04 111</b> | фог 220   |
| FHD9                         | \$60,441       | \$61,316  | \$62,203       | \$63,103        | \$64,017            | \$64,943  | \$65,883        | \$66,837         | \$67,804  | \$68,785        | \$69,780        | \$70,790         | \$71,815          | \$72,854         | \$73,909         | \$74,978                 | \$76,064             | \$77,164         | \$78,281       | \$79,413             | \$80,563        | \$81,729  | \$82,912       | \$84,111       | \$85,329  |
| REGULAR RATE (24 HOUR SHIFT) | \$18.1614      | \$18.4242 | \$18.6909      | \$18.9612       | \$19.2357           | \$19.5141 | \$19.7965       | \$20.0830        | \$20.3738 | \$20.6686       | \$20.9678       | \$21.2712        | \$21.5791         | \$21.8913        | \$22.2081        | \$22.5294                | \$22.8556            | \$23.1864        | \$23.5218      | \$23.8621            | \$24.2077       | \$24.5581 | \$24.9135      |                |           |
| SUPPLEMENTAL/40 HOUR WK RATE | \$29.0581      | \$29.4788 | \$29.9053      | \$30.3379       | \$30.7772           | \$31.2225 | \$31.6745       | \$32.1330        | \$32.5982 | \$33.0699       | \$33.5483       | \$34.0339        | \$34.5266         | \$35.0258        | \$35.5330        | \$36.0471                | \$36.5690            | \$37.0981        | \$37.6349      | \$38.1795            | \$38.7323       | \$39.2928 | \$39.8616      | \$40.4381      | \$41.0235 |
|                              |                | 1         |                |                 |                     | 1         |                 |                  |           |                 |                 |                  |                   |                  |                  |                          |                      |                  | 1              |                      |                 |           |                |                |           |
| FHD10                        | \$64,681       | \$65,616  | \$66,566       | \$67,529        | \$68,507            | \$69,497  | \$70,504        | \$71,524         | \$72,559  | \$73,609        | \$74,674        | \$75,755         | \$76,851          | \$77,963         | \$79,093         | \$80,237                 | \$81,398             | \$82,576         | \$83,771       | \$84,984             | \$86,214        | \$87,461  | \$88,726       | \$90,010       | \$91,314  |
| REGULAR RATE (24 HOUR SHIFT) | \$19.4351      | \$19.7162 | \$20.0018      | \$20.2911       | \$20.5850           | \$20.8826 | \$21.1851       | \$21.4916        | \$21.8026 | \$22.1182       | \$22.4382       | \$22.7631        | \$23.0923         | \$23.4264        | \$23.7658        | \$24.1095                | \$24.4584            | \$24.8126        | \$25.1714      | \$25.5358            | \$25.9056       | \$26.2803 | \$26.6606      | \$27.0464      | \$27.4381 |
| SUPPLEMENTAL/40 HOUR WK RATE | \$31.0964      | \$31.5461 | \$32.0029      | \$32.4659       | \$32.9360           | \$33.4122 | \$33.8960       | \$34.3866        | \$34.8843 | \$35.3891       | \$35.9010       | \$36.4208        | \$36.9477         | \$37.4823        | \$38.0253        | \$38.5753                | \$39.1335            | \$39.7001        | \$40.2743      | \$40.8576            | \$41.4489       | \$42.0485 | \$42.6570      | \$43.2742      | \$43.9009 |
|                              |                |           |                |                 |                     |           |                 |                  |           |                 |                 |                  |                   |                  |                  |                          |                      |                  |                |                      |                 |           |                |                |           |
| FHD11                        | \$68,919       | \$69,917  | \$70,928       | \$71,955        | \$72,996            | \$74,053  | \$75,125        | \$76,211         | \$77,314  | \$78,433        | \$79,568        | \$80,720         | \$81,888          | \$83,074         | \$84,275         | \$85,495                 | \$86,733             | \$87,988         | \$89,260       | \$90,552             | \$91,863        | \$93,193  | \$94,542       | \$95,910       | \$97,298  |
| REGULAR RATE (24 HOUR SHIFT) | \$20.7090      | \$21.0086 | \$21.3124      | \$21.6212       | \$21.9339           | \$22.2516 | \$22.5736       | \$22.9002        | \$23.2314 | \$23.5677       | \$23.9087       | \$24.2549        | \$24.6059         | \$24.9620        | \$25.3229        | \$25.6895                | \$26.0616            | \$26.4388        | \$26.8211      | \$27.2093            | \$27.6030       | \$28.0026 | \$28.4081      | \$28.8190      | \$29.2361 |
| SUPPLEMENTAL/40 HOUR WK RATE | \$33.1343      | \$33.6138 | \$34.1000      | \$34.5937       | \$35.0943           | \$35.6023 | \$36.1178       | \$36.6401        | \$37.1704 | \$37.7084       | \$38.2538       | \$38.8077        | \$39.3694         | \$39.9393        | \$40.5168        | \$41.1033                | \$41.6985            | \$42.3021        | \$42.9137      | \$43.5349            | \$44.1649       | \$44.8042 | \$45.4529      | \$46.1104      | \$46.7778 |
|                              |                |           |                |                 |                     |           |                 |                  |           |                 |                 |                  |                   |                  |                  |                          |                      |                  |                |                      |                 |           |                |                |           |
| FHD12                        | \$75,277       | \$76,368  | \$77,473       | \$78,594        | \$79,731            | \$80,885  | \$82,056        | \$83,243         | \$84,447  | \$85,670        | \$86,910        | \$88,167         | \$89,443          | \$90,737         | \$92,051         | \$93,383                 | \$94,735             | \$96,106         | \$97,496       | \$98,907             | \$100,339       | \$101,790 | \$103,263      | \$104,758      | \$106,275 |
| REGULAR RATE (24 HOUR SHIFT) | \$22.6194      | \$22.9469 | \$23.2790      | \$23.6159       | \$23.9576           | \$24.3045 | \$24.6561       | \$25.0131        | \$25.3747 | \$25.7422       | \$26.1145       | \$26.4926        | \$26.8758         | \$27.2648        | \$27.6595        | \$28.0598                | \$28.4658            | \$28.8778        | \$29.2958      | \$29.7197            | \$30.1500       | \$30.5861 | \$31.0288      | \$31.4778      | \$31.9337 |
| SUPPLEMENTAL/40 HOUR WK RATE | \$36.1911      | \$36.7152 | \$37.2465      | \$37.7855       | \$38.3323           | \$38.8871 | \$39.4499       | \$40.0209        | \$40.5995 | \$41.1876       | \$41.7835       | \$42.3880        | \$43.0015         | \$43.6236        | \$44.2553        | \$44.8957                | \$45.5455            | \$46.2046        | \$46.8733      | \$47.5516            | \$48.2400       | \$48.9377 | \$49.6459      | \$50.3646      | \$51.0938 |

STATE INCENTIVE PAY: ASSUMES \$4,562/YEAR, PAID IN MONTHLY INCREMENTS OF APPROXIMATELY \$380.17. \$2.1933/HR IN NOTED CALCULATIONS (\$4,562/2,080 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:

REGULAR, AND IF APPLICABLE, SCHEDULED OVERTIME EARNINGS:

ASSUME ANNUAL HOURS = 2,912

(REGULAR HOURLY RATE \* 2080 HRS) +

(REGULAR HOURLY RATE \* 832 HRS) +

(REGULAR HOURLY RATE \* 5.5 \* 832 HRS)

UNSCHEDULED OVERTIME (NON-EXEMPT 24 HR SHIFT ONLY):
OVERTIME/CALLBACK (NON-EXEMPT 8 HR SHIFT ONLY)
SUPPLEMENTAL/40 HOUR WEEK RATE + 2.1933) \* 1.5

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

| Job Title                                   | Pay Grade     | FLSA Status | Job Title                                 | Pay Grade    | FLSA Status          |
|---|---------------|-------------|---|--------------|----------------------|
| Accountant                                  | E-10          | Exempt      | IT Application-Systems Analyst/Programmer | 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               |
| ssistant City Engineer                      | E-14          | Exempt      | IT End User Support Manager               | E-14         | Exempt               |
| ssistant City Manager                       | E-22          | Exempt      | IT End User Support Specialist            | E-9          | Exempt               |
| sst Greens Superintendent                   | NE-7          | Non-Exempt  | IT Infrastructure Manager                 | E-15         | Exempt               |
| sst. TAC Telecommunicator                   | NE-8          | Non-Exempt  | IT Network Systems Engineer               | E-14         | Exempt               |
| uilding Maintenance/Operations Specialist   | NE-9          | Non-Exempt  | IT Project & Support Manager              | E-15         | Exempt               |
| us Driver                                   | NE-6          | Non-Exempt  | IT Systems Administrator                  | E-12         | Exempt               |
| us Driver/Dispatcher                        | NE-7          | Non-Exempt  | Instrument Technician                     | NE-9         | Non-Exempt           |
| Calltaker (Dispatch)                        | NE-4          | Non-Exempt  | Laborer                                   | NE-4         | Non-Exempt           |
| hief Surveyor                               | NE-12         | Non-Exempt  | Laborer/Maintenance Helper                | NE-4         | Non-Exempt           |
| itizens Service Representative              | NE-4          | Non-Exempt  | Lead Telecommunicator                     | NE-9         | Non-Exempt           |
| ity Attorney                                | E-22          | Exempt      | Loss Prevention Manager                   | E-14         | Exempt               |
| City Clerk                                  | E-12          | Exempt      | Maintenance Equipment Operator            | NE-6         | Non-Exempt           |
| ity Engineer                                | E-17          | Exempt      | Maintenance Specialist                    | NE-7         | Non-Exempt           |
| ity Manager                                 | E-25          | Exempt      | Maintenance Worker                        | NE-5         | Non-Exempt           |
| lerk-Typist/Clerical Asst.                  | NE-4          | Non-Exempt  | Mechanic                                  | NE-8         | Non-Exempt           |
| ollections Specialist                       | NE-11         | Non-Exempt  | Occupational Revenue Clerk                | NE-8         | Non-Exempt           |
| ommunications and Marketing Manager         | E-12          | Exempt      | Occupational Tax Administrator            | E-12         | Exempt               |
| ommunications and Digital Media Coordinator | NE-8          | Non-Exempt  | Office Manager                            | NE-7         | Non-Exempt           |
| ommunity Development Director               | E-16          | Exempt      | Paralegal                                 | NE-10        | Non-Exempt           |
| onstruction Inspector                       | NE-9          | Non-Exempt  | Parkkeeper/Maintenance Helper             | NE-2         | Non-Exempt           |
| rew Leader                                  | NE-8          | Non-Exempt  | Parks & Recreation Facilities Specialist  | NE-4         | Non-Exempt           |
| eputy Chief of Police                       | E-18          | Exempt      | Payroll Administrator                     | E-9          | Exempt               |
| eputy Director Finance & SS                 | E-17          | Exempt      | Police Chief                              | E-22         | Exempt               |
| eputy Director Public Works                 | E-16          | Exempt      | Police Citation Officer                   | NE-4         | Non-Exempt           |
| irector - 911 Central Dispatch              | E-15          | Exempt      | Police Lieutenant                         | NE-12        | Non-Exempt           |
| irector - 511 Central Dispaten              | E-19          | Exempt      | Police Major                              | E-17         | Exempt               |
| irector of Parks & Recreation               | E-16          | Exempt      | Police Officer                            | NE-9         | Non-Exempt           |
| irector of Public Events                    | E-19          | Exempt      | Police Sergeant                           | NE-10        | Non-Exempt           |
| irector of Public Events                    | E-19          | Exempt      | Property Maintenance Inspector            | NE-10        | Non-Exempt           |
| lectrician                                  | NE-8          | ·           | ·   | E-13         | ·                    |
|   | NE-8<br>NE-11 | Non-Exempt  | Property Maintenance Manager              | E-13<br>E-12 | Exempt               |
| ngineering Technician                       |               | Non-Exempt  | Purchasing Manager                        | E-12<br>NE-8 | Exempt<br>Non Exempt |
| vents Coordinator                           | NE-8          | Non-Exempt  | Purchasing Specialist                     | NE-8         | Non-Exempt           |
| vidence Collection Unit Supvr               | NE-11<br>NE-9 | Non-Exempt  | Records Manager                           | NE-8<br>NE-4 | Non-Exempt           |
| vidence Collection Unit Tech                |               | Non-Exempt  | Records Clerk                             |              | Non-Exempt           |
| xecutive Assistant to Mayor                 | NE-8          | Non-Exempt  | Recreation Facilities Manager             | E-11         | Exempt               |
| acilities Maintenance Manager               | E-13          | Exempt      | Recreation Specialist                     | NE-6         | Non-Exempt           |
| ire 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  | Recruiting & Outreach Coordinator         | NE-8         | Non-Exempt           |
| IS Analyst/Programmer                       | E-12          | Exempt      | Refuse Truck Driver                       | NE-6         | Non-Exempt           |
| IS Manager                                  | E-14          | Exempt      | Revenue Clerk                             | NE-6         | Non-Exempt           |
| olf Course Manager                          | E-11          | Exempt      | Road Worker                               | NE-5         | Non-Exempt           |
| reens Superintendent                        | NE-8          | Non-Exempt  | Sanitation Manager                        | E-13         | Exempt               |
| rounds Manager/Horticulturist               | E-13          | Exempt      | School Resource Officer                   | NE-9         | Non-Exempt           |
| lousing & Grant Coordinator                 | NE-7          | Non-Exempt  | Secretary                                 | NE-5         | Non-Exempt           |
| uman Resources Assistant                    | E-10          | Exempt      | Senior Accountant                         | E-12         | Exempt               |
| luman Resources Manager                     | E-16          | Exempt      | Senior Engineering Technician             | NE-12        | Non-Exempt           |
| VAC Technician                              | NE-8          | Non-Exempt  | Street Manager                            | E-13         | Exempt               |
| naging Specialist                           | NE-7          | Non-Exempt  | Telecommunicator                          | NE-7         | Non-Exempt           |
|   |               |             | Transit Manager                           | E-13         | Exempt               |

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

| Job Title                              | Entry Pay Grade | Entry Pay Step | FSLA Status   |
|--|-----------------|----------------|---------------|
| 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 |
| 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 |
|  |                 |                |               |