

ORDINANCE 11-2026

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 19th day of May, 2026.

PUBLICLY READ AND APPROVED ON SECOND READING, this the 2nd day of June, 2026.

Thomas H. Watson, Mayor

ATTEST:

Beth Davis, City Clerk

EXHIBIT A

CITY OF OWENSBORO - FULL-TIME PAY GRADE RANGES

	1.0145																								
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	\$62,254	\$63,158	\$64,073	\$65,001	\$65,944	\$66,901	\$67,871	\$68,854	\$69,853	\$70,867	\$71,894	\$72,936	\$73,994	\$75,067	\$76,156	\$77,260	\$78,381	\$79,518	\$80,673	\$81,842	\$83,029	\$84,232	\$85,454	\$86,692	\$87,951
E-10	\$66,620	\$67,587	\$68,567	\$69,561	\$70,569	\$71,592	\$72,630	\$73,683	\$74,752	\$75,837	\$76,936	\$78,052	\$79,183	\$80,330	\$81,495	\$82,676	\$83,875	\$85,091	\$86,324	\$87,577	\$88,846	\$90,134	\$91,441	\$92,768	\$94,112
E-11	\$70,988	\$72,016	\$73,061	\$74,119	\$75,194	\$76,283	\$77,390	\$78,513	\$79,651	\$80,805	\$81,977	\$83,164	\$84,371	\$85,594	\$86,835	\$88,094	\$89,371	\$90,668	\$91,983	\$93,317	\$94,670	\$96,042	\$97,435	\$98,848	\$100,281
E-12	\$77,535	\$78,660	\$79,800	\$80,958	\$82,130	\$83,323	\$84,530	\$85,757	\$86,999	\$88,261	\$89,540	\$90,839	\$92,157	\$93,494	\$94,849	\$96,225	\$97,620	\$99,037	\$100,472	\$101,928	\$103,408	\$104,907	\$106,428	\$107,971	\$109,536
E-13	\$86,268	\$87,519	\$88,788	\$90,076	\$91,381	\$92,706	\$94,049	\$95,413	\$96,797	\$98,201	\$99,625	\$101,069	\$102,533	\$104,021	\$105,529	\$107,060	\$108,612	\$110,187	\$111,785	\$113,406	\$115,050	\$116,719	\$118,411	\$120,128	\$121,870
E-14	\$95,000	\$96,378	\$97,777	\$99,195	\$100,633	\$102,092	\$103,573	\$105,074	\$106,598	\$108,144	\$109,711	\$111,302	\$112,916	\$114,554	\$116,216	\$117,900	\$119,609	\$121,344	\$123,104	\$124,889	\$126,700	\$128,537	\$130,400	\$132,291	\$134,209
E-15	\$103,733	\$105,237	\$106,763	\$108,311	\$109,881	\$111,475	\$113,091	\$114,731	\$116,393	\$118,081	\$119,794	\$121,531	\$123,292	\$125,081	\$126,893	\$128,735	\$130,600	\$132,494	\$134,414	\$136,365	\$138,342	\$140,349	\$142,384	\$144,450	\$146,543
E-16	\$112,466	\$114,096	\$115,750	\$117,428	\$119,131	\$120,858	\$122,612	\$124,390	\$126,194	\$128,024	\$129,880	\$131,763	\$133,674	\$135,612	\$137,579	\$139,572	\$141,597	\$143,650	\$145,733	\$147,846	\$149,990	\$152,166	\$154,372	\$156,610	\$158,881
E-17	\$121,198	\$122,955	\$124,737	\$126,547	\$128,381	\$130,244	\$132,131	\$134,047	\$135,991	\$137,964	\$139,964	\$141,994	\$144,052	\$146,142	\$148,261	\$150,411	\$152,591	\$154,804	\$157,048	\$159,327	\$161,638	\$163,981	\$166,359	\$168,772	\$171,219
E-18	\$129,931	\$131,815	\$133,727	\$135,665	\$137,634	\$139,628	\$141,654	\$143,708	\$145,792	\$147,905	\$150,049	\$152,226	\$154,432	\$156,671	\$158,942	\$161,249	\$163,586	\$165,959	\$168,364	\$170,806	\$173,283	\$175,795	\$178,345	\$180,931	\$183,554
E-19	\$138,662	\$140,672	\$142,713	\$144,783	\$146,882	\$149,012	\$151,173	\$153,365	\$155,588	\$157,844	\$160,132	\$162,455	\$164,810	\$167,199	\$169,625	\$172,084	\$174,579	\$177,111	\$179,678	\$182,284	\$184,925	\$187,607	\$190,328	\$193,086	\$195,885
E-22	\$164,860	\$167,250	\$169,677	\$172,136	\$174,631	\$177,166	\$179,735	\$182,342	\$184,984	\$187,667	\$190,389	\$193,150	\$195,950	\$198,791	\$201,673	\$204,598	\$207,566	\$210,574	\$213,628	\$216,725	\$219,869	\$223,056	\$226,289	\$229,572	\$232,899
E-25	\$191,058	\$193,827	\$196,637	\$199,489	\$202,383	\$205,317	\$208,293	\$211,314	\$214,376	\$217,486	\$220,639	\$223,840	\$227,086	\$230,379	\$233,718	\$237,109	\$240,547	\$244,034	\$247,573	\$251,162	\$254,804	\$258,498	\$262,246	\$266,049	\$269,905
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	\$15,2362	\$15,4572	\$15,6814	\$15,9091	\$16,1396	\$16,3733	\$16,6107	\$16,8514	\$17,0955	\$17,3436	\$17,5950	\$17,8498	\$18,1086	\$18,3715	\$18,6377	\$18,9081	\$19,1823	\$19,4604	\$19,7425	\$20,0287	\$20,3193	\$20,6139	\$20,9129	\$21,2161	\$21,5238
NE-3	\$17,3350	\$17,5864	\$17,8415	\$18,1002	\$18,3624	\$18,6287	\$18,8990	\$19,1731	\$19,4513	\$19,7335	\$20,0196	\$20,3095	\$20,6043	\$20,9028	\$21,2059	\$21,5136	\$21,8258	\$22,1421	\$22,4633	\$22,7892	\$23,1195	\$23,4551	\$23,7951	\$24,1402	\$24,4905
NE-4	\$19,4342	\$19,7157	\$20,0019	\$20,2920	\$20,5860	\$20,8847	\$21,1872	\$21,4942	\$21,8059	\$22,1221	\$22,4429	\$22,7682	\$23,0987	\$23,4335	\$23,7734	\$24,1181	\$24,4678	\$24,8227	\$25,1824	\$25,5475	\$25,9182	\$26,2941	\$26,6755	\$27,0620	\$27,4542
NE-5	\$21,5335	\$21,8457	\$22,1624	\$22,4838	\$22,8097	\$23,1406	\$23,4761	\$23,8167	\$24,1618	\$24,5121	\$24,8674	\$25,2280	\$25,5935	\$25,9648	\$26,3412	\$26,7231	\$27,1108	\$27,5038	\$27,9028	\$28,3075	\$28,7179	\$29,1345	\$29,5570	\$29,9856	\$30,4203
NE-6	\$23,6327	\$23,9756	\$24,3230	\$24,6756	\$25,0333	\$25,3959	\$25,7643	\$26,1378	\$26,5171	\$26,9014	\$27,2914	\$27,6871	\$28,0885	\$28,4956	\$28,9087	\$29,3277	\$29,7528	\$30,1843	\$30,6219	\$31,0658	\$31,5166	\$31,9735	\$32,4374	\$32,9080	\$33,3853
NE-7	\$25,7315	\$26,1043	\$26,4831	\$26,8667	\$27,2563	\$27,6513	\$28,0522	\$28,4592	\$28,8718	\$29,2901	\$29,7149	\$30,1456	\$30,5829	\$31,0261	\$31,4757	\$31,9322	\$32,3954	\$32,8648	\$33,3410	\$33,8246	\$34,3151	\$34,8131	\$35,3177	\$35,8297	\$36,3491
NE-8	\$27,8307	\$28,2344	\$28,6436	\$29,0592	\$29,4804	\$29,9077	\$30,3415	\$30,7813	\$31,2275	\$31,6806	\$32,1399	\$32,6059	\$33,0788	\$33,5585	\$34,0450	\$34,5388	\$35,0396	\$35,5477	\$36,0630	\$36,5859	\$37,1166	\$37,6548	\$38,2008	\$38,7549	\$39,3170
NE-9	\$29,9298	\$30,3637	\$30,8042	\$31,2508	\$31,7039	\$32,1637	\$32,6304	\$33,1032	\$33,5834	\$34,0705	\$34,5644	\$35,0656	\$35,5743	\$36,0904	\$36,6138	\$37,1445	\$37,6832	\$38,2298	\$38,7845	\$39,3470	\$39,9175	\$40,4966	\$41,0834	\$41,6791	\$42,2836
NE-10	\$32,0293	\$32,4934	\$32,9647	\$33,4428	\$33,9276	\$34,4196	\$34,9187	\$35,4250	\$35,9387	\$36,4598	\$36,9884	\$37,5248	\$38,0688	\$38,6205	\$39,1801	\$39,7484	\$40,3244	\$40,9091	\$41,5024	\$42,1042	\$42,7145	\$43,3337	\$43,9622	\$44,5997	\$45,2463
NE-11	\$34,1283	\$34,6235	\$35,1253	\$35,6344	\$36,1510	\$36,6750	\$37,2070	\$37,7462	\$38,2934	\$38,8486	\$39,4117	\$39,9834	\$40,5630	\$41,1510	\$41,7477	\$42,3528	\$42,9671	\$43,5903	\$44,2222	\$44,8636	\$45,5142	\$46,1745	\$46,8437	\$47,5233	\$48,2123
NE-12	\$37,2768	\$37,8172	\$38,3655	\$38,9218	\$39,4861	\$40,0589	\$40,6397	\$41,2288	\$41,8265	\$42,4328	\$43,0482	\$43,6726	\$44,3062	\$44,9488	\$45,6005	\$46,2618	\$46,9329	\$47,6134	\$48,3037	\$49,0043	\$49,7149	\$50,4360	\$51,1670	\$51,9091	\$52,6618

***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 \$4653 / YEAR, PAID IN MONTHLY INCREMENTS OF APPROXIMATELY \$387.75
 \$2,2370/HR IN ABOVE CALCULATION ASSUMES \$4,653/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:
 (2) GREENS SUPT WITH SAME HOUSING DOES NOT HAVE REG OT, BUT WHEN OT APPLIES, USE \$9,000/2080 = \$4.33

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

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	\$13.1371	\$13.3278	\$13.5208	\$13.7166	\$13.9153	\$14.1169	\$14.3217	\$14.5295	\$14.7401	\$14.9542	\$15.1712	\$15.3913	\$15.6143	\$15.8409	\$16.0708	\$16.3036	\$16.5396	\$16.7793	\$17.0228	\$17.2698	\$17.5201	\$17.7745	\$18.0321	\$18.2938	\$18.5590
NFT-2	\$15.2362	\$15.4572	\$15.6814	\$15.9091	\$16.1396	\$16.3733	\$16.6107	\$16.8514	\$17.0955	\$17.3436	\$17.5950	\$17.8498	\$18.1086	\$18.3715	\$18.6377	\$18.9081	\$19.1823	\$19.4604	\$19.7425	\$20.0286	\$20.3193	\$20.6139	\$20.9129	\$21.2161	\$21.5238
NFT-3	\$17.3350	\$17.5864	\$17.8415	\$18.1002	\$18.3624	\$18.6287	\$18.8990	\$19.1731	\$19.4513	\$19.7335	\$20.0196	\$20.3095	\$20.6043	\$20.9028	\$21.2059	\$21.5136	\$21.8258	\$22.1421	\$22.4633	\$22.7892	\$23.1195	\$23.4551	\$23.7951	\$24.1402	\$24.4905
NFT-4	\$19.4342	\$19.7157	\$20.0019	\$20.2920	\$20.5860	\$20.8847	\$21.1872	\$21.4942	\$21.8059	\$22.1221	\$22.4429	\$22.7682	\$23.0987	\$23.4335	\$23.7734	\$24.1181	\$24.4678	\$24.8227	\$25.1825	\$25.5475	\$25.9182	\$26.2941	\$26.6755	\$27.0620	\$27.4542
NFT-5	\$21.5335	\$21.8457	\$22.1624	\$22.4838	\$22.8096	\$23.1406	\$23.4761	\$23.8167	\$24.1618	\$24.5121	\$24.8674	\$25.2280	\$25.5935	\$25.9648	\$26.3412	\$26.7231	\$27.1108	\$27.5038	\$27.9028	\$28.3075	\$28.7179	\$29.1345	\$29.5570	\$29.9856	\$30.4203
NFT-6	\$23.6327	\$23.9756	\$24.3230	\$24.6756	\$25.0333	\$25.3959	\$25.7643	\$26.1378	\$26.5171	\$26.9014	\$27.2914	\$27.6871	\$28.0885	\$28.4956	\$28.9087	\$29.3277	\$29.7528	\$30.1843	\$30.6219	\$31.0658	\$31.5166	\$31.9735	\$32.4374	\$32.9080	\$33.3853
NFT-7	\$25.7315	\$26.1043	\$26.4831	\$26.8667	\$27.2563	\$27.6513	\$28.0522	\$28.4592	\$28.8718	\$29.2901	\$29.7149	\$30.1456	\$30.5829	\$31.0261	\$31.4757	\$31.9322	\$32.3954	\$32.8648	\$33.3410	\$33.8246	\$34.3151	\$34.8131	\$35.3177	\$35.8297	\$36.3491
NFT-8	\$27.8307	\$28.2344	\$28.6436	\$29.0592	\$29.4804	\$29.9077	\$30.3415	\$30.7813	\$31.2275	\$31.6806	\$32.1399	\$32.6059	\$33.0788	\$33.5585	\$34.0450	\$34.5388	\$35.0396	\$35.5477	\$36.0630	\$36.5859	\$37.1166	\$37.6548	\$38.2008	\$38.7549	\$39.3170
NFT-9	\$29.9298	\$30.3637	\$30.8042	\$31.2508	\$31.7039	\$32.1637	\$32.6304	\$33.1032	\$33.5834	\$34.0705	\$34.5644	\$35.0656	\$35.5743	\$36.0904	\$36.6138	\$37.1445	\$37.6832	\$38.2298	\$38.7845	\$39.3470	\$39.9175	\$40.4966	\$41.0834	\$41.6791	\$42.2836

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	\$57,888	\$58,726	\$59,576	\$60,438	\$61,313	\$62,200	\$63,100	\$64,014	\$64,939	\$65,879	\$66,833	\$67,800	\$68,782	\$69,777	\$70,786	\$71,811	\$72,850	\$73,905	\$74,975	\$76,060	\$77,160	\$78,277	\$79,410	\$80,558	\$81,725
REGULAR RATE (24 HOUR SHIFT)	\$17.3942	\$17.6460	\$17.9016	\$18.1604	\$18.4235	\$18.6899	\$18.9603	\$19.2349	\$19.5129	\$19.7954	\$20.0820	\$20.3727	\$20.6675	\$20.9666	\$21.2699	\$21.5778	\$21.8902	\$22.2070	\$22.5284	\$22.8545	\$23.1851	\$23.5208	\$23.8610	\$24.2061	\$24.5567
SUPPLEMENTAL/40 HOUR WK RATE	\$27.8307	\$28.2336	\$28.6425	\$29.0569	\$29.4775	\$29.9039	\$30.3364	\$30.7757	\$31.2207	\$31.6727	\$32.1314	\$32.5963	\$33.0680	\$33.5466	\$34.0318	\$34.5247	\$35.0242	\$35.5311	\$36.0455	\$36.5672	\$37.0962	\$37.6333	\$38.1777	\$38.7301	\$39.2909
FHD9	\$62,254	\$63,155	\$64,069	\$64,996	\$65,937	\$66,891	\$67,859	\$68,842	\$69,838	\$70,849	\$71,874	\$72,914	\$73,970	\$75,039	\$76,126	\$77,227	\$78,345	\$79,479	\$80,629	\$81,796	\$82,980	\$84,181	\$85,399	\$86,635	\$87,889
REGULAR RATE (24 HOUR SHIFT)	\$18.7062	\$18.9769	\$19.2516	\$19.5300	\$19.8128	\$20.0995	\$20.3904	\$20.6855	\$20.9850	\$21.2887	\$21.5968	\$21.9093	\$22.2265	\$22.5480	\$22.8743	\$23.2053	\$23.5413	\$23.8820	\$24.2275	\$24.5780	\$24.9339	\$25.2948	\$25.6609	\$26.0320	\$26.4088
SUPPLEMENTAL/40 HOUR WK RATE	\$29.9298	\$30.3632	\$30.8025	\$31.2480	\$31.7005	\$32.1592	\$32.6247	\$33.0970	\$33.5761	\$34.0620	\$34.5547	\$35.0549	\$35.5624	\$36.0766	\$36.5990	\$37.1285	\$37.6661	\$38.2110	\$38.7639	\$39.3249	\$39.8943	\$40.4716	\$41.0574	\$41.6512	\$42.2542
FHD10	\$66,621	\$67,584	\$68,563	\$69,555	\$70,562	\$71,582	\$72,619	\$73,670	\$74,736	\$75,818	\$76,914	\$78,028	\$79,157	\$80,302	\$81,465	\$82,644	\$83,840	\$85,054	\$86,284	\$87,533	\$88,800	\$90,085	\$91,388	\$92,711	\$94,053
REGULAR RATE (24 HOUR SHIFT)	\$20.0182	\$20.3077	\$20.6019	\$20.8998	\$21.2026	\$21.5091	\$21.8207	\$22.1363	\$22.4567	\$22.7817	\$23.1113	\$23.4460	\$23.7851	\$24.1292	\$24.4788	\$24.8328	\$25.1922	\$25.5570	\$25.9265	\$26.3019	\$26.6828	\$27.0687	\$27.4604	\$27.8578	\$28.2612
SUPPLEMENTAL/40 HOUR WK RATE	\$32.0293	\$32.4925	\$32.9630	\$33.4399	\$33.9241	\$34.4146	\$34.9129	\$35.4182	\$35.9308	\$36.4508	\$36.9780	\$37.5134	\$38.0561	\$38.6068	\$39.1661	\$39.7326	\$40.3075	\$40.8911	\$41.4825	\$42.0833	\$42.6924	\$43.3100	\$43.9367	\$44.5724	\$45.2179
FHD11	\$70,987	\$72,014	\$73,056	\$74,114	\$75,186	\$76,274	\$77,379	\$78,498	\$79,634	\$80,786	\$81,955	\$83,142	\$84,345	\$85,566	\$86,803	\$88,060	\$89,335	\$90,628	\$91,938	\$93,269	\$94,619	\$95,989	\$97,378	\$98,787	\$100,217
REGULAR RATE (24 HOUR SHIFT)	\$21.3303	\$21.6389	\$21.9518	\$22.2698	\$22.5919	\$22.9191	\$23.2508	\$23.5872	\$23.9283	\$24.2747	\$24.6260	\$24.9825	\$25.3441	\$25.7109	\$26.0826	\$26.4602	\$26.8434	\$27.2320	\$27.6257	\$28.0256	\$28.4311	\$28.8427	\$29.2603	\$29.6836	\$30.1132
SUPPLEMENTAL/40 HOUR WK RATE	\$34.1283	\$34.6222	\$35.1230	\$35.6315	\$36.1471	\$36.6704	\$37.2013	\$37.7393	\$38.2855	\$38.8397	\$39.4014	\$39.9719	\$40.5505	\$41.1375	\$41.7323	\$42.3364	\$42.9495	\$43.5712	\$44.2011	\$44.8409	\$45.4898	\$46.1483	\$46.8165	\$47.4937	\$48.1811
FHD12	\$77,536	\$78,659	\$79,797	\$80,952	\$82,123	\$83,312	\$84,517	\$85,741	\$86,980	\$88,240	\$89,517	\$90,812	\$92,126	\$93,459	\$94,813	\$96,185	\$97,577	\$98,989	\$100,421	\$101,875	\$103,349	\$104,844	\$106,361	\$107,901	\$109,463
REGULAR RATE (24 HOUR SHIFT)	\$23.2980	\$23.6353	\$23.9774	\$24.3244	\$24.6763	\$25.0336	\$25.3958	\$25.7635	\$26.1359	\$26.5145	\$26.8979	\$27.2874	\$27.6821	\$28.0827	\$28.4893	\$28.9016	\$29.3198	\$29.7441	\$30.1747	\$30.6113	\$31.0545	\$31.5037	\$31.9597	\$32.4221	\$32.8917
SUPPLEMENTAL/40 HOUR WK RATE	\$37.2768	\$37.8167	\$38.3638	\$38.9191	\$39.4823	\$40.0537	\$40.6334	\$41.2215	\$41.8175	\$42.4232	\$43.0370	\$43.6596	\$44.2915	\$44.9323	\$45.5830	\$46.2426	\$46.9119	\$47.5907	\$48.2795	\$48.9781	\$49.6872	\$50.4058	\$51.1353	\$51.8754	\$52.6266

STATE INCENTIVE PAY: ASSUMES \$4,653/YEAR, PAID IN MONTHLY INCREMENTS OF APPROXIMATELY \$387.75. \$2.2370/HR IN NOTED CALCULATIONS (\$4,653/2,080 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 * 832 HRS)

UNSCHEDULED OVERTIME (NON-EXEMPT 24 HR SHIFT ONLY):
OVERTIME/CALLBACK (NON-EXEMPT 8 HR SHIFT ONLY)
SUPPLEMENTAL/40 HOUR WEEK RATE + 2.2370) * 1.5

CITY OF OWENSBORO - FULL-TIME PAY GRADES

Job Title	Pay Grade	FLSA Status
Accountant	E-10	Exempt
Accounting Clerk	NE-6	Non-Exempt
Administrative Aide	NE-7	Non-Exempt
Asst. City Engineer	E-14	Exempt
Asst. City Manager	E-22	Exempt
Asst. Greens Superintendent	NE-7	Non-Exempt
Asst. Occupational Tax Administrator	NE-11	Non-Exempt
Asst. TAC Telecommunicator	NE-8	Non-Exempt
Budget Manager	E-12	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/Clerical Asst.	NE-4	Non-Exempt
Collections Specialist	NE-11	Non-Exempt
Communications and Marketing Manager	E-12	Exempt
Communications and Digital Media Coordinator	NE-8	Non-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 & Support Svcs.	E-17	Exempt
Deputy Director of Finance	E-16	Exempt
Deputy Director Public Works	E-16	Exempt
Director - 911 Central Dispatch	E-15	Exempt
Director of Finance & Support Svcs.	E-19	Exempt
Director of Finance	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
Finance Analyst	E-7	Non-Exempt
Finance Manager	E-12	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

Job Title	Pay Grade	FLSA Status
Human Resources Manager	E-12	Exempt
HVAC Technician	NE-8	Non-Exempt
Imaging Specialist	NE-7	Non-Exempt
IT Applications Administrator	E-12	Exempt
IT Application-Systems Analyst/Programmer	E-13	Exempt
IT Applications/Business Analyst Manager	E-14	Exempt
IT Director	E-19	Exempt
IT End User Support Manager	E-14	Exempt
IT End User Support Specialist	E-9	Exempt
IT Infrastructure Manager	E-15	Exempt
IT Network Systems Engineer	E-14	Exempt
IT Project & Support Manager	E-15	Exempt
IT Systems Administrator	E-12	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
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 Citation Officer	NE-4	Non-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-8	Non-Exempt
Records Manager	NE-8	Non-Exempt
Records Clerk	NE-4	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
Recruiting & Outreach Coordinator	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

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

Job Title	Entry Pay Grade	Entry Pay Step	FSLA Status
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
Lead Lifeguard	NFT-2	Step 6	Non Full-Time
Lifeguard - NFT	NFT-2	Step 2	Non Full-Time
Parks Clerk - NFT	NFT-1	Step 7	Non Full-Time
Pool Manager - NFT	NFT-2	Step 13	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