

**ORDINANCE NO. O-11-2015**

**AN ORDINANCE ESTABLISHING COMPENSATION OF NON-ELECTED OFFICERS, NON-UNION EMPLOYEES, AND GENERAL SERVICES DEPARTMENT LABORERS WHO ARE MEMBERS OF AFSCME LOCAL #286, FOR THE 2015-2016 FISCAL YEAR AND PROVIDING FOR THE MANNER OF PAYING SUCH COMPENSATION.**

**WHEREAS**, the Mayor of the City of Fort Thomas, with approval of the Board of Council when applicable, has previously appointed all Employees and non-elected City Officers to serve at the pleasure of the Mayor; and

**WHEREAS**, the duties of said Officers and positions have been set forth in the “Personnel and Pay Classification Plan” adopted by Ordinance 0-21-81;

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF FORT THOMAS, CAMPBELL COUNTY, KENTUCKY:**

**SECTION I**

**GENERAL SERVICES EMPLOYEES WHO ARE MEMBERS OF AFSCME LOCAL #286**

That the rates of pay of the employees of the General Services Department of the City of Fort Thomas, Kentucky, who are members of AFSCME Local #286, be and the same are hereby fixed and determined so that said employees shall receive for their services pay at the following hourly rates for the 2015-2016 Fiscal Year, effective on July 1, 2015, as hereinafter shown:

<u>POSITION</u>	<u>HOURLY RATE OF PAY</u>
Laborer, Class A	\$25.6743
Laborer, Class B	\$24.6743

Employees who elect to opt-out of health insurance shall receive \$2.22 per hour in addition to their regular hourly rate of pay.

Employees with five or more, but less than ten, years of service shall receive \$0.29 per hour in addition to their regular hourly rate of pay.

Employees with ten or more, but less than fifteen, years of service shall receive \$0.39 per hour in addition to their regular hourly rate of pay.

Employees with fifteen or more years of service shall receive \$0.48 per hour in addition to their regular hourly rate of pay.

Employees who achieve Roads Scholar certification, as administered by the Kentucky Department of Transportation, shall receive \$0.05 per hour in addition to their regular hourly rate of pay.

Employees who achieve Road Master certification, as administered by the Kentucky Department of Transportation, shall receive \$0.10 per hour in addition to their regular hourly rate of pay.

Employees will be paid at the above hourly rates for the first forty (40) hours of work each week and one and one-half (1½) times that rate for all additional hours worked each week. The work week for the Department shall be defined as beginning at 12:00 a.m. Sunday and continuing until Saturday at 11:59 p.m.

## **SECTION II**

### **NON-ELECTED OFFICERS AND NON-UNION EMPLOYEES**

That the following employees will be paid at the stated rates in bi-weekly installments for the 2015-2016 Fiscal Year, commencing on July 1, 2015:

<u>POSITION</u>	<u>ANNUAL SALARY</u>
City Administrative Officer	\$115,643.43
Director of General Services / Asst. to CAO	\$103,373.47
City Treasurer / Director of Finance	\$86,292.00
Police Chief	\$98,538.28
Fire Chief	\$98,538.28
General Services Foreman	\$76,089.00
Main Street Coordinator / Economic Dev. Dir.	\$60,000.00
Recreation Program Coordinator	\$40,800.00

<u>POSITION</u>	<u>HOURLY RATE OF PAY</u>
City Clerk / Executive Secretary	\$29.5902
Finance Officer / Purchasing Agent	\$32.9460
Finance Clerk (Corbin)	\$18.0438
Finance Clerk (Robisch)	\$20.4306
Facilities Maintenance Supervisor	\$28.9327
Parks and Greenspace Laborer II (Cox)	\$16.0650
Parks and Greenspace Laborer I (Wolfe)	\$12.7194
Parks and Greenspace Laborer I (Kells)	\$12.4950
Building Inspector / Zoning Administrator	\$34.0068
General Services Administrative Assistant	\$20.2368

Mechanic	\$27.6828
Police Clerk	\$22.3482
Fire Clerk (Part Time)	\$12.4746

**SECTION V**

All ordinances, resolutions or parts thereof in conflict with the provisions of this ordinance are, to the extent of such conflict, hereby repealed.

**SECTION VI**

This ordinance shall take effect and be in force at the earliest date provided by law.

APPROVED:

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Eric Haas, Mayor

1st Reading: June 15, 2015

ADOPTED: July 20, 2015

Published: July 30, 2015

ATTEST:

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Melissa Kelly, City Clerk