

**ORDINANCE NO. O-09-2016**

**AN ORDINANCE ESTABLISHING COMPENSATION OF THE EMPLOYEES OF THE CITY OF FORT THOMAS, CAMPBELL COUNTY, KENTUCKY, FOR THE 2016-2017 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**

**POLICE OFFICERS EXCLUDING THE POLICE CHIEF**

That the rates of pay of the police officers, excluding the Police Chief, 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 2016-2017 Fiscal Year commencing on July 1, 2016 , as hereinafter shown:

<u>POSITION</u>	<u>HOURLY RATE OF PAY</u>
Police Lieutenant	\$35.5713
Police Sergeant	\$31.5865
Senior Police Officer (10 or more years)	\$28.5278
Senior Police Officer (5 or more years)	\$28.4029
Police Officer, First Class	\$28.1844
Police Officer, Second Class	\$27.2481
Police Recruit	\$26.3325

The work week for the Police Department shall be defined as a calendar week beginning Saturday at 11:00 p.m. and continuing until Saturday at 11:00 p.m.

Employees who elect to opt-out of health insurance shall receive \$2.10 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 \$0.51 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 \$0.7446 per hour in addition to their regular hourly rate of pay.

Employees with fifteen or more years of service shall receive \$0.9792 per hour in addition to their regular hourly rate of pay.

Employees with twenty or more years of service shall receive \$1.2138 per hour in addition to their regular hourly rate of pay.

Employees who participate in the educational incentive plan shall receive the following rates of pay in addition to their regular hourly rate of pay based on credit hours attained:

6 or more, but less than 30 credit hours	\$0.097 per hour
30 or more, but less than 60 credit hours	\$0.147 per hour
60 or more, but less than 90 credit hours	\$0.245 per hour
90 or more, but no degree	\$0.297 per hour
Baccalaureate Degree	\$0.345 per hour
Graduate Degree	\$0.397 per hour

Employees who successfully complete the POPS physical fitness test with a passing score (as required by the state training academy) shall receive \$0.14 per hour in addition to their regular hourly rate of pay.

## **SECTION II**

### **FIREFIGHTERS EXCLUDING THE FIRE CHIEF**

That the rates of pay of the firefighters of the Fire Department of the City of Fort Thomas, Kentucky, who are members of IAFF Local #1928 and listed below, be, and the same are hereby fixed and determined, so that said employees shall receive for their services pay at the following rates for the 2016-2017 Fiscal Year commencing on July 1, 2016, as hereinafter shown:

<b><u>POSITION</u></b>	<b><u>HOURLY RATE OF PAY</u></b>
Captain, Grade 5	\$20.8808
Lieutenant, Grade 4	\$20.1734
Firefighter/Paramedic, Grade 3B	\$19.8716
Firefighter, Grade 3	\$17.5515
Firefighter/Paramedic, Grade 2B	\$19.4971
Firefighter, Grade 2	\$17.1874
Firefighter/Paramedic, Grade 1B	\$19.0601
Firefighter, Grade 1	\$16.8337

Employees will be paid at the above hourly rates for the first forty hours of work each week and one and one-half (1 ½) times that rate for all additional hours worked each week.

In the event that a need for overtime should occur in the Fire Department because of emergency, sickness or other unforeseen conditions, the following hourly rates shall be paid:

<u>POSITION</u>	<u>UNSCHEDULED OVERTIME HOURLY RATE OF PAY</u>
Captain, Grade 5	\$49.6583
Lieutenant, Grade 4	\$48.4514
Firefighter/Paramedic, Grade 3B	\$47.7127
Firefighter, Grade 3	\$42.1258
Firefighter/Paramedic, Grade 2B	\$46.7452
Firefighter, Grade 2	\$41.2623
Firefighter/Paramedic, Grade 1B	\$45.7672
Firefighter, Grade 1	\$40.4508

In the event of a need for a 24-hour overtime shift, the following rates shall be paid for that shift:

<u>POSITION</u>	<u>24-HOUR SHIFT RATE OF PAY</u>
Captain, Grade 5	\$868.93/shift
Lieutenant, Grade 4	\$868.93/shift
Firefighter/Paramedic, Grade 3B	\$868.93/shift
Firefighter, Grade 3	\$868.93/shift
Firefighter/Paramedic, Grade 2B	\$868.93/shift
Firefighter, Grade 2	\$868.93/shift
Firefighter/Paramedic, Grade 1B	\$868.93/shift
Firefighter, Grade 1	\$868.93/shift

The work week for the Fire Department shall be defined as beginning at 7:30 a.m. on Sunday, and continuing until Sunday at 7:30 a.m.

Employees who elect to opt-out of health insurance shall receive \$1.386 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 \$0.3835 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 \$0.5437 per hour in addition to their regular hourly rate of pay.

Employees with fifteen or more years of service shall receive \$0.7038 per hour in addition to their regular hourly rate of pay.

Employees with twenty or more years of service shall receive \$0.8639 per hour in addition to their regular hourly rate of pay.

Employees who participate in the educational incentive plan shall receive the following rates of pay in addition to their regular hourly rate of pay based on credit hours attained:

6 or more, but less than 30 credit hours	\$0.064 per hour
30 or more, but less than 60 credit hours	\$0.097 per hour
60 or more, but less than 90 credit hours	\$0.161 per hour
90 or more, but less than 120 credit hours	\$0.196 per hour
120 or more credit hours, but no degree	\$0.196 per hour
Baccalaureate Degree	\$0.227 per hour
Graduate Degree	\$0.261 per hour

### **SECTION III**

#### **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 2016-2017 Fiscal Year, effective on July 1, 2016, as hereinafter shown:

<b><u>POSITION</u></b>	<b><u>HOURLY RATE OF PAY</u></b>
Laborer, Class A	\$26.18
Laborer, Class B	\$25.19

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 IV**

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

That the following employees will be paid at the stated rates in bi-weekly installments for the 2016-2017 Fiscal Year, commencing on July 1, 2016:

<u>POSITION</u>	<u>ANNUAL SALARY</u>
City Administrative Officer	\$117,300.08
Director of Finance / Asst. to CAO	\$92,291.94
Director of General Services	\$84,100.00
Police Chief	\$100,509.24
Fire Chief	\$100,509.24
General Services Superintendent	\$83,088.92
Main Street Coordinator / Economic Dev. Dir.	\$61,199.94

<u>POSITION</u>	<u>HOURLY RATE OF PAY</u>
City Clerk / Executive Secretary	\$30.1820
Finance Officer / Purchasing Agent	\$33.6049
Finance Clerk (RC)	\$18.7656
Finance Clerk (NR)	\$21.2478
Facilities Maintenance Supervisor	\$30.1443
Parks and Greenspace Laborer II	\$16.0650
Parks and Greenspace Laborer I	\$12.4950
Recreation Coordinator	\$21.3145
General Services Administrative Assistant	\$21.8557
Mechanic	\$27.6828
Police Clerk	\$22.3482
Fire Clerk (Part Time)	\$12.7241

**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 6, 2016

ADOPTED: June 20, 2016

Published: June 30, 2016

ATTEST:

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Melissa Kelly, City Clerk