

**ORDINANCE NO. O-19-2018**

**AN ORDINANCE ESTABLISHING COMPENSATION OF THE EMPLOYEES OF THE CITY OF FORT THOMAS, CAMPBELL COUNTY, KENTUCKY, FOR THE 2018-2019 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 2018-2019 Fiscal Year commencing on July 1, 2018, as hereinafter shown:

<u>POSITION</u>	<u>HOURLY RATE OF PAY</u>
Police Lieutenant	\$38.10
Police Sergeant	\$33.84
Senior Police Officer (10 or more years)	\$30.56
Senior Police Officer (5 or more years)	\$30.43
Police Officer, First Class	\$30.19
Police Officer, Second Class	\$29.19
Police Recruit	\$28.21

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 \$0.53 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 \$0.77 per hour in addition to their regular hourly rate of pay.

Employees with fifteen or more years of service shall receive \$1.0184 per hour in addition to their regular hourly rate of pay.

Employees with twenty or more years of service shall receive \$1.2624 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	\$0.101 per hour
30 or more, but less than 60 credit hours	\$0.153 per hour
60 or more, but less than 90 credit hours	\$0.255 per hour
90 or more, but no degree	\$0.309 per hour
Baccalaureate Degree	\$0.359 per hour
Graduate Degree	\$0.412 per hour

Employees who successfully complete the POPS physical fitness test with a passing score (as required by the state training academy) shall receive \$0.15 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 2018-2019 Fiscal Year commencing on July 1, 2018, as hereinafter shown:

<b><u>POSITION</u></b>	<b><u>HOURLY RATE OF PAY</u></b>
Captain, Grade 5	\$22.3675
Lieutenant, Grade 4	\$21.6097
Firefighter/Paramedic, Grade 3B	\$21.2865
Firefighter, Grade 3	\$18.8012
Firefighter/Paramedic, Grade 2B	\$20.8853
Firefighter, Grade 2	\$18.4111
Firefighter/Paramedic, Grade 1B	\$20.4172
Firefighter, Grade 1	\$18.0322

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	\$53.1940
Lieutenant, Grade 4	\$51.9011
Firefighter/Paramedic, Grade 3B	\$51.1098
Firefighter, Grade 3	\$45.1252
Firefighter/Paramedic, Grade 2B	\$50.0735
Firefighter, Grade 2	\$44.2002
Firefighter/Paramedic, Grade 1B	\$49.0258
Firefighter, Grade 1	\$43.3309

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	\$1,100.00/shift
Lieutenant, Grade 4	\$1,050.00/shift
Firefighter/Paramedic, Grade 3B	\$1,000.00/shift
Firefighter, Grade 3	\$900.00/shift
Firefighter/Paramedic, Grade 2B	\$950.00/shift
Firefighter, Grade 2	\$900.00/shift
Firefighter/Paramedic, Grade 1B	\$950.00/shift
Firefighter, Grade 1	\$900.00/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 \$0.3988 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 \$0.5654 per hour in addition to their regular hourly rate of pay.

Employees with fifteen or more years of service shall receive \$0.7320 per hour in addition to their regular hourly rate of pay.

Employees with twenty or more years of service shall receive \$0.8985 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	\$0.067 per hour
30 or more, but less than 60 credit hours	\$0.101 per hour
60 or more, but less than 90 credit hours	\$0.167 per hour
90 or more, but less than 120 credit hours	\$0.204 per hour
120 or more credit hours, but no degree	\$0.204 per hour
Baccalaureate Degree	\$0.236 per hour
Graduate Degree	\$0.271 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 2018-2019 Fiscal Year, effective on July 1, 2018, as hereinafter shown:

<b><u>POSITION</u></b>	<b><u>HOURLY RATE OF PAY</u></b>
Laborer, Class A	\$28.04
Laborer, Class B	\$27.04

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 \$0.31 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 \$0.41 per hour in addition to their regular hourly rate of pay.

Employees with fifteen or more years of service shall receive \$0.51 per hour in addition to their regular hourly rate of pay.

Employees with twenty or more years of service shall receive \$0.63 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 2018-2019 Fiscal Year, commencing on July 1, 2018:

<u>POSITION</u>	<u>ANNUAL SALARY</u>
City Administrative Officer	\$125,651.76
Director of Finance / Asst. to CAO	\$98,863.19
Director of General Services	\$90,087.92
Police Chief	\$107,665.50
Fire Chief	\$107,665.50
General Services Superintendent	\$89,004.85
Main Street Coordinator / Economic Dev. Dir.	\$65,557.44
Recreation Coordinator	\$47,979.56

<u>POSITION</u>	<u>HOURLY RATE OF PAY</u>
City Clerk / Executive Secretary	\$32.3310
Finance Clerk (RC)	\$22.2745
Finance Clerk (NR)	\$23.8813
Finance Administrative Assistance (Part-Time)	\$20.0000
Facilities Maintenance Supervisor	\$32.2906
Parks and Greenspace Laborer II	\$17.5530
Parks and Greenspace Laborer I	\$13.9050
Recreation Administrative Assistant	\$16.0399
General Services Administrative Assistant	\$23.8813
Mechanic	\$30.2469

Police Clerk  
Fire Clerk (Part Time)

\$24.4182  
\$13.6301

**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 4, 2018

ADOPTED: June 18, 2018

Published: June 28, 2018

ATTEST:

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Melissa K. Beckett, City Clerk