

**ORDINANCE NO. O-09-2020**

**AN ORDINANCE ESTABLISHING COMPENSATION OF THE EMPLOYEES OF THE CITY OF FORT THOMAS, CAMPBELL COUNTY, KENTUCKY, FOR THE 2020-2021 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 2020-2021 Fiscal Year commencing on July 1, 2020, as hereinafter shown:

<u>POSITION</u>	<u>HOURLY RATE OF PAY</u>
Police Lieutenant 2	\$40.44
Police Lieutenant 1	\$39.93
Police Sergeant 2	\$35.98
Police Sergeant 1	\$35.47
Senior Police Officer (20 or more years)	\$33.57
Senior Police Officer (15 or more years)	\$33.06
Senior Police Officer (10 or more years)	\$32.54
Senior Police Officer (5 or more years)	\$31.89
Police Officer, First Class	\$30.80
Police Officer, Second Class	\$29.77
Police Recruit	\$28.77

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 \$1.00 per hour in addition to their regular hourly rate of pay.

Employees with fifteen or more years of service shall receive \$1.25 per hour in addition to their regular hourly rate of pay.

Employees with twenty or more years of service shall receive \$1.50 per hour in addition to their regular hourly rate of pay.

Employees with twenty-five or more years of service shall receive \$1.75 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**

### **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 2019-2020 Fiscal Year, effective on July 1, 2019, as hereinafter shown:

<b><u>POSITION</u></b>	<b><u>HOURLY RATE OF PAY</u></b>
Laborer, Class A	\$29.46
Laborer, Class B	\$28.46

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

Employees with fifteen or more years of service shall receive \$0.63 per hour in addition to their regular hourly rate of pay.

Employees with twenty or more years of service shall receive \$0.75 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:

Roads Scholar	\$0.050 per hour
Road Master	\$0.100 per hour
6 or more, but less than 30 credit hours	\$0.025 per hour
30 or more, but less than 60 credit hours	\$0.050 per hour
60 or more, but less than 90 credit hours	\$0.100 per hour
90 or more, but no degree	\$0.150 per hour
Baccalaureate Degree	\$0.200 per hour
Graduate Degree	\$0.250 per hour

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 III**

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

That the following employees will be paid at the stated rates in bi-weekly installments for the 2020-2021 Fiscal Year, commencing on July 1, 2020:

<u>POSITION</u>	<u>ANNUAL SALARY</u>
City Administrative Officer	\$132,009.67
Director of Finance / Asst. to CAO	\$103,865.76
Director of General Services	\$94,646.34
Police Chief	\$100,159.48

Fire Chief	\$113,113.50
General Services Superintendent	\$93,508.53
Main Street Coordinator / Economic Dev. Dir.	\$68,874.68
Recreation Coordinator	\$50,407.32

<u>POSITION</u>	<u>HOURLY RATE OF PAY</u>
City Clerk / Executive Secretary	\$33.9669
Finance Clerk (RC)	\$23.4016
Finance Clerk (NR)	\$25.0897
Facilities Maintenance Supervisor	\$33.9245
Parks and Greenspace Laborer II	\$18.9000
Parks and Greenspace Laborer I	\$16.2031
Recreation Administrative Assistant (Part-Time)	\$16.8515
General Services Administrative Assistant	\$25.0897
Mechanic	\$29.8700
Police Clerk	\$25.6538
Fire Clerk (Part Time)	\$14.3198

#### **SECTION IV**

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

#### **SECTION V**

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: July 20, 2020

ADOPTED: August 17, 2020

Published: August 27, 2020

ATTEST:

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Melissa K. Beckett, City Clerk