

ORDINANCE NO. O-11-2020

AN ORDINANCE ESTABLISHING THE RATES OF PAY OF THE CITY OF FORT THOMAS, CAMPBELL COUNTY, KENTUCKY, FIRE DEPARTMENT EMPLOYEES WHO ARE MEMBERS OF I.A.F.F. LOCAL #1928, FOR THE 2020-2021 FISCAL YEAR, AND FIXING THE MANNER OF PAYING SUCH COMPENSATION.

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

SECTION I

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

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 2020-2021 Fiscal Year commencing on July 1, 2020, as hereinafter shown:

| <u>POSITION</u> | <u>HOURLY RATE OF PAY</u> |
|---------------------------------|---------------------------|
| Captain, Grade 5 | \$23.7310 |
| Lieutenant, Grade 4 | \$22.9349 |
| Firefighter/Paramedic, Grade 3B | \$22.3636 |
| Firefighter, Grade 3 | \$19.7525 |
| Firefighter/Paramedic, Grade 2B | \$21.9421 |
| Firefighter, Grade 2 | \$19.3428 |
| Firefighter/Paramedic, Grade 1B | \$21.4503 |
| Firefighter, Grade 1 | \$18.9447 |

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 | \$56.9544 |
| Lieutenant, Grade 4 | \$55.0438 |
| Firefighter/Paramedic, Grade 3B | \$53.6960 |
| Firefighter, Grade 3 | \$47.4085 |
| Firefighter/Paramedic, Grade 2B | \$52.6071 |
| Firefighter, Grade 2 | \$46.4367 |
| Firefighter/Paramedic, Grade 1B | \$51.5065 |
| Firefighter, Grade 1 | \$45.5234 |

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 | \$1,133.00/shift |
| Lieutenant, Grade 4 | \$1,081.50/shift |
| Firefighter/Paramedic, Grade 3B | \$1,030.00/shift |
| Firefighter, Grade 3 | \$927.00/shift |
| Firefighter/Paramedic, Grade 2B | \$978.50/shift |
| Firefighter, Grade 2 | \$927.00/shift |
| Firefighter/Paramedic, Grade 1B | \$978.50/shift |
| Firefighter, Grade 1 | \$927.00/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 \$0.7301 per hour in addition to their regular hourly rate of pay.

Employees with fifteen or more, but less than twenty, years of service shall receive \$0.8985 per hour in addition to their regular hourly rate of pay.

Employees with twenty or more, but less than twenty-five, years of service shall receive \$1.0676 per hour in addition to their regular hourly rate of pay.

Employees with twenty-five or more years of service shall receive \$1.2346 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 II

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

APPROVED:

Eric Haas, Mayor

1st Reading: August 17, 2020

ADOPTED: September 8, 2020

Published: September 17, 2020

ATTEST:

Melissa K. Beckett, City Clerk