

ORDINANCE NO. O-08-2021

AN ORDINANCE AMENDING THE “PERSONNEL AND PAY CLASSIFICATION PLAN” BY UNILATERALLY INCREASING THE OFFICIAL PAY TABLE BY THREE AND ONE-HALF PERCENT (3.5%), EFFECTIVE ON JULY 1, 2021; AND AMENDING THE COMPENSATION RANGES FOR VARIOUS POSITIONS.

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

SECTION I

The City of Fort Thomas hereby upgrades the official pay table, a part of the Personnel and Pay Classification Plan for the 2021-2022 Fiscal Year, by providing for a three and one-half percent (3.5%) unilateral increase in all steps within the pay table, which is attached hereto and marked “Exhibit A” to be effective on July 1, 2021.

SECTION II

The City of Fort Thomas hereby amends and readopts the compensation ranges for various authorized positions with the Personnel and Pay Classification Plan as identified in “Exhibit B” which is attached hereto, to be effective on July 1, 2021.

SECTION III

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and/or parts thereof, in conflict with the provisions of this ordinance, are to the extent of such conflict, hereby repealed.

SECTION IV

This ordinance shall be effective when read, adopted, and advertised according to law.

APPROVED:

Eric Haas, Mayor

1st Reading: June 07, 2021

ADOPTED: June 21, 2021

Published: July 01, 2021

ATTEST:

Melissa K. Beckett, City Clerk

Exhibit "A"

City of Ft. Thomas - Pay Classification

Updated June 03, 2021

Fiscal Year 2021-2022 + 3.5%

Step	Annual Salary	Bi-Weekly	Hourly (1950)	Step	Annual Salary	Bi-Weekly	Hourly (1950)	Step	Annual Salary	Bi-Weekly	Hourly (1950)	Step	Annual Salary	Bi-Weekly	Hourly (1950)
1	24,736.10	951.39	12.69	51	40,681.77	1,564.68	20.86	101	66,906.54	2,573.33	34.31	151	110,036.62	4,232.18	56.43
2	24,983.46	960.90	12.81	52	41,088.59	1,580.33	21.07	102	67,575.60	2,599.06	34.65	152	111,136.98	4,274.50	56.99
3	25,233.29	970.51	12.94	53	41,499.47	1,596.13	21.28	103	68,251.36	2,625.05	35.00	153	112,248.35	4,317.24	57.56
4	25,485.62	980.22	13.07	54	41,914.47	1,612.09	21.49	104	68,933.87	2,651.30	35.35	154	113,370.84	4,360.42	58.14
5	25,740.48	990.02	13.20	55	42,333.61	1,628.22	21.71	105	69,623.21	2,677.82	35.70	155	114,504.55	4,404.02	58.72
6	25,997.89	999.92	13.33	56	42,756.95	1,644.50	21.93	106	70,319.44	2,704.59	36.06	156	115,649.59	4,448.06	59.31
7	26,257.86	1,009.92	13.47	57	43,184.52	1,660.94	22.15	107	71,022.64	2,731.64	36.42	157	116,806.09	4,492.54	59.90
8	26,520.44	1,020.02	13.60	58	43,616.37	1,677.55	22.37	108	71,732.86	2,758.96	36.79	158	117,974.15	4,537.47	60.50
9	26,785.65	1,030.22	13.74	59	44,052.53	1,694.33	22.59	109	72,450.19	2,786.55	37.15	159	119,153.89	4,582.84	61.10
10	27,053.50	1,040.52	13.87	60	44,493.05	1,711.27	22.82	110	73,174.69	2,814.41	37.53	160	120,345.43	4,628.67	61.72
11	27,324.04	1,050.92	14.01	61	44,937.98	1,728.38	23.05	111	73,906.44	2,842.56	37.90	161	121,548.88	4,674.96	62.33
12	27,597.28	1,061.43	14.15	62	45,387.36	1,745.67	23.28	112	74,645.50	2,870.98	38.28	162	122,764.37	4,721.71	62.96
13	27,873.25	1,072.05	14.29	63	45,841.24	1,763.12	23.51	113	75,391.96	2,899.69	38.66	163	123,992.01	4,768.92	63.59
14	28,151.99	1,082.77	14.44	64	46,299.65	1,780.76	23.74	114	76,145.88	2,928.69	39.05	164	125,231.93	4,816.61	64.22
15	28,433.50	1,093.60	14.58	65	46,762.65	1,798.56	23.98	115	76,907.34	2,957.97	39.44	165	126,484.25	4,864.78	64.86
16	28,717.84	1,104.53	14.73	66	47,230.27	1,816.55	24.22	116	77,676.41	2,987.55	39.83	166	127,749.10	4,913.43	65.51
17	29,005.02	1,115.58	14.87	67	47,702.58	1,834.71	24.46	117	78,453.17	3,017.43	40.23	167	129,026.59	4,962.56	66.17
18	29,295.07	1,126.73	15.02	68	48,179.60	1,853.06	24.71	118	79,237.71	3,047.60	40.63	168	130,316.85	5,012.19	66.83

19	29,588.02	1,138.00	15.17	69	48,661.40	1,871.59	24.95	119	80,030.08	3,078.08	41.04	169	131,620.02	5,062.31	67.50
20	29,883.90	1,149.38	15.33	70	49,148.01	1,890.31	25.20	120	80,830.38	3,108.86	41.45	170	132,936.22	5,112.93	68.17
21	30,182.74	1,160.87	15.48	71	49,639.49	1,909.21	25.46	121	81,638.69	3,139.95	41.87	171	134,265.58	5,164.06	68.85
22	30,484.57	1,172.48	15.63	72	50,135.89	1,928.30	25.71	122	82,455.08	3,171.35	42.28	172	135,608.24	5,215.70	69.54
23	30,789.41	1,184.21	15.79	73	50,637.25	1,947.59	25.97	123	83,279.63	3,203.06	42.71	173	136,964.32	5,267.86	70.24
24	31,097.31	1,196.05	15.95	74	51,143.62	1,967.06	26.23	124	84,112.42	3,235.09	43.13	174	138,333.97	5,320.54	70.94
25	31,408.28	1,208.01	16.11	75	51,655.05	1,986.73	26.49	125	84,953.55	3,267.44	43.57	175	139,717.31	5,373.74	71.65
26	31,722.36	1,220.09	16.27	76	52,171.61	2,006.60	26.75	126	85,803.08	3,300.12	44.00	176	141,114.48	5,427.48	72.37
27	32,039.59	1,232.29	16.43	77	52,693.32	2,026.67	27.02	127	86,661.11	3,333.12	44.44	177	142,525.62	5,481.75	73.09
28	32,359.98	1,244.61	16.59	78	53,220.25	2,046.93	27.29	128	87,527.72	3,366.45	44.89	178	143,950.88	5,536.57	73.82
29	32,683.58	1,257.06	16.76	79	53,752.46	2,067.40	27.57	129	88,403.00	3,400.12	45.33	179	145,390.39	5,591.94	74.56
30	33,010.42	1,269.63	16.93	80	54,289.98	2,088.08	27.84	130	89,287.03	3,434.12	45.79	180	146,844.29	5,647.86	75.30
31	33,340.52	1,282.33	17.10	81	54,832.88	2,108.96	28.12	131	90,179.90	3,468.46	46.25	181	148,312.74	5,704.34	76.06
32	33,673.93	1,295.15	17.27	82	55,381.21	2,130.05	28.40	132	91,081.70	3,503.14	46.71	182	149,795.86	5,761.38	76.82
33	34,010.67	1,308.10	17.44	83	55,935.02	2,151.35	28.68	133	91,992.52	3,538.17	47.18	183	151,293.82	5,818.99	77.59
34	34,350.77	1,321.18	17.62	84	56,494.37	2,172.86	28.97	134	92,912.44	3,573.56	47.65	184	152,806.76	5,877.18	78.36
35	34,694.28	1,334.40	17.79	85	57,059.32	2,194.59	29.26	135	93,841.57	3,609.29	48.12	185	154,334.83	5,935.95	79.15
36	35,041.22	1,347.74	17.97	86	57,629.91	2,216.53	29.55	136	94,779.98	3,645.38	48.61	186	155,878.18	5,995.31	79.94
37	35,391.63	1,361.22	18.15	87	58,206.21	2,238.70	29.85	137	95,727.78	3,681.84	49.09	187	157,436.96	6,055.27	80.74
38	35,745.55	1,374.83	18.33	88	58,788.27	2,261.09	30.15	138	96,685.06	3,718.66	49.58	188	159,011.33	6,115.82	81.54
39	36,103.01	1,388.58	18.51	89	59,376.15	2,283.70	30.45	139	97,651.91	3,755.84	50.08	189	160,601.44	6,176.98	82.36
40	36,464.04	1,402.46	18.70	90	59,969.91	2,306.54	30.75	140	98,628.43	3,793.40	50.58	190	162,207.45	6,238.75	83.18
41	36,828.68	1,416.49	18.89	91	60,569.61	2,329.60	31.06	141	99,614.71	3,831.34	51.08	191	163,829.53	6,301.14	84.02
42	37,196.96	1,430.65	19.08	92	61,175.31	2,352.90	31.37	142	100,610.86	3,869.65	51.60	192	165,467.82	6,364.15	84.86

43	37,568.93	1,444.96	19.27	93	61,787.06	2,376.43	31.69	143	101,616.97	3,908.34	52.11	193	167,122.50	6,427.79	85.70
44	37,944.62	1,459.41	19.46	94	62,404.93	2,400.19	32.00	144	102,633.14	3,947.43	52.63	194	168,793.73	6,492.07	86.56
45	38,324.07	1,474.00	19.65	95	63,028.98	2,424.19	32.32	145	103,659.47	3,986.90	53.16	195	170,481.66	6,556.99	87.43
46	38,707.31	1,488.74	19.85	96	63,659.27	2,448.43	32.65	146	104,696.07	4,026.77	53.69	196	172,186.48	6,622.56	88.30
47	39,094.38	1,503.63	20.05	97	64,295.87	2,472.92	32.97	147	105,743.03	4,067.04	54.23	197	173,908.35	6,688.78	89.18
48	39,485.33	1,518.67	20.25	98	64,938.82	2,497.65	33.30	148	106,800.46	4,107.71	54.77	198	175,647.43	6,755.67	90.08
49	39,880.18	1,533.85	20.45	99	65,588.21	2,522.62	33.63	149	107,868.46	4,148.79	55.32	199	177,403.90	6,823.23	90.98
50	40,278.98	1,549.19	20.66	100	66,244.09	2,547.85	33.97	150	108,947.15	4,190.27	55.87	200	179,177.94	6,891.46	91.89

EXHIBIT "B"

CITY OF FORT THOMAS

PERSONNEL & PAY CLASSIFICATION PLAN - FY 2021-2022

CLASSIFICATION CODE	AUTHORIZED POSITION	COMPENSATION RANGE	STEP RANGE
<u>ADMINISTRATION</u>			
101	City Administrative Officer	\$125,232 – 168,794	164/194
215	City Clerk/Exec. Secretary	\$59,970 – 80,830	090/120
215	Economic Development Dir. / Main Street Manager	\$64,296 – 86,661	097/127
230	Mayor's Office/Econ Dev. Admin. Assistant	\$41,089 – 56,494	052/084
<u>FINANCE DEPARTMENT</u>			
110	Dir. of Finance / Asst. to CAO	\$96,685 – 135,608	138/172
230	Finance Clerk	\$41,089 – 56,494	052/084
<u>RECREATION DEPARTMENT</u>			
215	Recreation Coordinator	\$43,616 – 58,788	058/088
<u>GENERAL SERVICES</u>			
105	Director of General Services	\$96,685 – 135,608	138/172
130	General Services Foreman	\$73,175 – 102,633	110/144
165	Facilities Maintenance Coordinator	\$59,970 – 80,830	090/120
235	General Services Secretary	\$41,089 – 56,494	052/084
165	Mechanic	\$62,405 – 84,112	094/124
190	Laborer, Class A, B	N/A (per labor agreement)	
	Parks & Greenspace Laborer I	\$28,434 – 38,324	015/045
	Parks & Greenspace Laborer II	\$37,197 – 50,136	042/072

EXHIBIT “B”

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CLASSIFICATION CODE	AUTHORIZED POSITION	COMPENSATION RANGE	STEP RANGE
<u>POLICE DEPARTMENT</u>			
105	Police Chief	\$96,685 – 135,608	138/172
115	Police Lieutenant	N/A (per labor agreement)	
145	Police Sergeant	N/A (per labor agreement)	
170	Police Officer, 1 st Class	N/A (per labor agreement)	
180	Police Officer, 2 nd Class	N/A (per labor agreement)	
195	Police Recruit	N/A (per labor agreement)	
230	Police Clerk/Secretary	\$43,616 – 58,788	058/088
<u>FIRE DEPARTMENT</u>			
105	Fire Chief	\$96,685 – 135,608	138/172
120	Fire Captain, Grade 5	N/A (per labor agreement)	
140	Fire Lieutenant, Grade 4	N/A (per labor agreement)	
175	FF/Paramedic, Grade 3B	N/A (per labor agreement)	
	Firefighter, Grade 3	N/A (per labor agreement)	
190	FF/Paramedic, Grade 2B	N/A (per labor agreement)	
	Firefighter, Grade 2	N/A (per labor agreement)	
200	FF/Paramedic, Grade 1B	N/A (per labor agreement)	
	Firefighter, Grade 1	N/A (per labor agreement)	