

**ORDINANCE NO. O-09-2022**

**AN ORDINANCE AMENDING THE “PERSONNEL AND PAY CLASSIFICATION PLAN” BY UNILATERALLY INCREASING THE OFFICIAL PAY TABLE BY TWO AND ONE-HALF PERCENT (2.5%), EFFECTIVE ON JULY 1, 2022; 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 2022-2023 Fiscal Year, by providing for a two and one-half percent (2.5%) unilateral increase in all steps within the pay table, which is attached hereto and marked “Exhibit A” to be effective on July 1, 2022.

**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, 2022.

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and/or parts thereof, in conflict with the provisions of this ordinance, are to the extent of such conflict, hereby repealed.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

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Eric Haas, Mayor

1<sup>st</sup> Reading: June 06, 2022

ADOPTED: June 20, 2022

Published: June 30, 2022

ATTEST:

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Melissa K. Beckett, City Clerk

**Exhibit "A"**  
**City of Ft. Thomas - Pay Classification**  
**Fiscal Year 2022-2023 + 2.5%**  
**Updated May 18, 2022**

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	25,354.50	975.17	13.00	51	41,698.82	1,603.80	21.38	101	68,579.20	2,637.66	35.17	151	112,787.54	4,337.98	57.84
2	25,608.05	984.92	13.13	52	42,115.81	1,619.84	21.60	102	69,264.99	2,664.04	35.52	152	113,915.41	4,381.36	58.42
3	25,864.13	994.77	13.26	53	42,536.96	1,636.04	21.81	103	69,957.64	2,690.68	35.88	153	115,054.57	4,425.18	59.00
4	26,122.77	1,004.72	13.40	54	42,962.33	1,652.40	22.03	104	70,657.22	2,717.59	36.23	154	116,205.11	4,469.43	59.59
5	26,383.99	1,014.77	13.53	55	43,391.96	1,668.92	22.25	105	71,363.79	2,744.76	36.60	155	117,367.16	4,514.12	60.19
6	26,647.83	1,024.92	13.67	56	43,825.88	1,685.61	22.47	106	72,077.43	2,772.21	36.96	156	118,540.84	4,559.26	60.79
7	26,914.31	1,035.17	13.80	57	44,264.14	1,702.47	22.70	107	72,798.21	2,799.93	37.33	157	119,726.24	4,604.86	61.40
8	27,183.46	1,045.52	13.94	58	44,706.78	1,719.49	22.93	108	73,526.19	2,827.93	37.71	158	120,923.51	4,650.90	62.01
9	27,455.29	1,055.97	14.08	59	45,153.84	1,736.69	23.16	109	74,261.45	2,856.21	38.08	159	122,132.74	4,697.41	62.63
10	27,729.84	1,066.53	14.22	60	45,605.38	1,754.05	23.39	110	75,004.06	2,884.77	38.46	160	123,354.07	4,744.39	63.26
11	28,007.14	1,077.20	14.36	61	46,061.44	1,771.59	23.62	111	75,754.10	2,913.62	38.85	161	124,587.61	4,791.83	63.89
12	28,287.21	1,087.97	14.51	62	46,522.05	1,789.31	23.86	112	76,511.65	2,942.76	39.24	162	125,833.49	4,839.75	64.53
13	28,570.09	1,098.85	14.65	63	46,987.27	1,807.20	24.10	113	77,276.76	2,972.18	39.63	163	127,091.82	4,888.15	65.18
14	28,855.79	1,109.84	14.80	64	47,457.14	1,825.27	24.34	114	78,049.53	3,001.90	40.03	164	128,362.74	4,937.03	65.83
15	29,144.34	1,120.94	14.95	65	47,931.72	1,843.53	24.58	115	78,830.02	3,031.92	40.43	165	129,646.37	4,986.40	66.49
16	29,435.79	1,132.15	15.10	66	48,411.03	1,861.96	24.83	116	79,618.32	3,062.24	40.83	166	130,942.83	5,036.26	67.15
17	29,730.15	1,143.47	15.25	67	48,895.14	1,880.58	25.07	117	80,414.51	3,092.87	41.24	167	132,252.26	5,086.63	67.82
18	30,027.45	1,154.90	15.40	68	49,384.09	1,899.39	25.33	118	81,218.65	3,123.79	41.65	168	133,574.78	5,137.49	68.50
19	30,327.72	1,166.45	15.55	69	49,877.94	1,918.38	25.58	119	82,030.84	3,155.03	42.07	169	134,910.53	5,188.87	69.18
20	30,631.00	1,178.12	15.71	70	50,376.71	1,937.57	25.83	120	82,851.15	3,186.58	42.49	170	136,259.63	5,240.76	69.88
21	30,937.31	1,189.90	15.87	71	50,880.48	1,956.94	26.09	121	83,679.66	3,218.45	42.91	171	137,622.23	5,293.16	70.58
22	31,246.68	1,201.80	16.02	72	51,389.29	1,976.51	26.35	122	84,516.46	3,250.63	43.34	172	138,998.45	5,346.09	71.28
23	31,559.15	1,213.81	16.18	73	51,903.18	1,996.28	26.62	123	85,361.62	3,283.14	43.78	173	140,388.44	5,399.56	71.99
24	31,874.74	1,225.95	16.35	74	52,422.21	2,016.24	26.88	124	86,215.24	3,315.97	44.21	174	141,792.32	5,453.55	72.71
25	32,193.49	1,238.21	16.51	75	52,946.43	2,036.40	27.15	125	87,077.39	3,349.13	44.66	175	143,210.25	5,508.09	73.44
26	32,515.42	1,250.59	16.67	76	53,475.90	2,056.77	27.42	126	87,948.16	3,382.62	45.10	176	144,642.35	5,563.17	74.18
27	32,840.58	1,263.10	16.84	77	54,010.66	2,077.33	27.70	127	88,827.64	3,416.45	45.55	177	146,088.77	5,618.80	74.92
28	33,168.98	1,275.73	17.01	78	54,550.76	2,098.11	27.97	128	89,715.92	3,450.61	46.01	178	147,549.66	5,674.99	75.67
29	33,500.67	1,288.49	17.18	79	55,096.27	2,119.09	28.25	129	90,613.08	3,485.12	46.47	179	149,025.16	5,731.74	76.42
30	33,835.68	1,301.37	17.35	80	55,647.23	2,140.28	28.54	130	91,519.21	3,519.97	46.93	180	150,515.41	5,789.05	77.19
31	34,174.04	1,314.39	17.53	81	56,203.71	2,161.68	28.82	131	92,434.40	3,555.17	47.40	181	152,020.56	5,846.94	77.96
32	34,515.78	1,327.53	17.70	82	56,765.74	2,183.30	29.11	132	93,358.75	3,590.72	47.88	182	153,540.77	5,905.41	78.74
33	34,860.93	1,340.81	17.88	83	57,333.40	2,205.13	29.40	133	94,292.33	3,626.63	48.36	183	155,076.17	5,964.47	79.53
34	35,209.54	1,354.21	18.06	84	57,906.73	2,227.18	29.70	134	95,235.26	3,662.89	48.84	184	156,626.94	6,024.11	80.32
35	35,561.64	1,367.76	18.24	85	58,485.80	2,249.45	29.99	135	96,187.61	3,699.52	49.33	185	158,193.21	6,084.35	81.12
36	35,917.25	1,381.43	18.42	86	59,070.66	2,271.95	30.29	136	97,149.49	3,736.52	49.82	186	159,775.14	6,145.20	81.94
37	36,276.43	1,395.25	18.60	87	59,661.37	2,294.67	30.60	137	98,120.98	3,773.88	50.32	187	161,372.89	6,206.65	82.76
38	36,639.19	1,409.20	18.79	88	60,257.98	2,317.61	30.90	138	99,102.19	3,811.62	50.82	188	162,986.62	6,268.72	83.58
39	37,005.58	1,423.29	18.98	89	60,860.56	2,340.79	31.21	139	100,093.21	3,849.74	51.33	189	164,616.48	6,331.40	84.42
40	37,375.64	1,437.52	19.17	90	61,469.17	2,364.20	31.52	140	101,094.15	3,888.24	51.84	190	166,262.65	6,394.72	85.26
41	37,749.40	1,451.90	19.36	91	62,083.86	2,387.84	31.84	141	102,105.09	3,927.12	52.36	191	167,925.28	6,458.66	86.12
42	38,126.89	1,466.42	19.55	92	62,704.70	2,411.72	32.16	142	103,126.14	3,966.39	52.89	192	169,604.53	6,523.25	86.98
43	38,508.16	1,481.08	19.75	93	63,331.74	2,435.84	32.48	143	104,157.40	4,006.05	53.41	193	171,300.57	6,588.48	87.85
44	38,893.24	1,495.89	19.95	94	63,965.06	2,460.19	32.80	144	105,198.97	4,046.11	53.95	194	173,013.58	6,654.37	88.72
45	39,282.17	1,510.85	20.14	95	64,604.71	2,484.80	33.13	145	106,250.96	4,086.58	54.49	195	174,743.71	6,720.91	89.61
46	39,674.99	1,525.96	20.35	96	65,250.76	2,509.64	33.46	146	107,313.47	4,127.44	55.03	196	176,491.15	6,788.12	90.51
47	40,071.74	1,541.22	20.55	97	65,903.27	2,534.74	33.80	147	108,386.61	4,168.72	55.58	197	178,256.06	6,856.00	91.41
48	40,472.46	1,556.63	20.76	98	66,562.30	2,560.09	34.13	148	109,470.47	4,210.40	56.14	198	180,038.62	6,924.56	92.33
49	40,877.19	1,572.20	20.96	99	67,227.92	2,585.69	34.48	149	110,565.18	4,252.51	56.70	199	181,839.01	6,993.81	93.25
50	41,285.96	1,587.92	21.17	100	67,900.20	2,611.55	34.82	150	111,670.83	4,295.03	57.27	200	183,657.40	7,063.75	94.18

**EXHIBIT "B"**

**CITY OF FORT THOMAS**

**PERSONNEL & PAY CLASSIFICATION PLAN - FY 2022-2023**

<b>CLASSIFICATION CODE</b>	<b>AUTHORIZED POSITION</b>	<b>COMPENSATION RANGE</b>	<b>STEP RANGE</b>
<b><u>ADMINISTRATION</u></b>			
101	City Administrative Officer	\$123,354 – 155,076	160/183
215	City Clerk/Exec. Secretary	\$61,469 – 82,851	090/120
215	Economic Development Dir. / Main Street Manager	\$65,903 – 88,828	097/127
230	Mayor's Office/Econ Dev. Admin. Assistant	\$42,116 – 57,907	052/084
<b><u>FINANCE DEPARTMENT</u></b>			
110	Dir. of Finance / Asst. to CAO	\$99,102 – 138,998	138/172
230	Finance Clerk	\$42,116 – 57,907	052/084
<b><u>RECREATION DEPARTMENT</u></b>			
215	Recreation Coordinator	\$44,707 – 60,258	058/088
<b><u>GENERAL SERVICES</u></b>			
105	Director of General Services	\$99,102 – 138,998	138/172
130	General Services Foreman	\$75,004 – 105,199	110/144
165	Facilities Maintenance Coordinator	\$61,469 – 82,851	090/120
235	General Services Secretary	\$42,116 – 57,907	052/084
165	Mechanic	\$63,965 – 86,215	094/124
190	Laborer, Class A, B	N/A (per labor agreement)	
	Parks & Greenspace Laborer I	\$29,436 – 39,675	016/046
	Parks & Greenspace Laborer II	\$38,127 – 51,389	042/072

EXHIBIT “B”

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<b>CLASSIFICATION CODE</b>	<b>AUTHORIZED POSITION</b>	<b>COMPENSATION RANGE</b>	<b>STEP RANGE</b>
<b><u>POLICE DEPARTMENT</u></b>			
105	Police Chief	\$99,102 – 138,998	138/172
115	Police Lieutenant	N/A (per labor agreement)	
145	Police Sergeant	N/A (per labor agreement)	
170	Police Officer, 1 <sup>st</sup> Class	N/A (per labor agreement)	
180	Police Officer, 2 <sup>nd</sup> Class	N/A (per labor agreement)	
195	Police Recruit	N/A (per labor agreement)	
230	Police Clerk/Secretary	\$44,707 – 60,258	058/088
<b><u>FIRE DEPARTMENT</u></b>			
105	Fire Chief	\$99,102 – 138,998	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)	