

ORDINANCE NO. O-13-2023

AN ORDINANCE AMENDING THE “PERSONNEL AND PAY CLASSIFICATION PLAN” BY UNILATERALLY INCREASING THE OFFICIAL PAY TABLE BY EIGHT AND PERCENT (8.0%), EFFECTIVE ON JULY 1, 2023; 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 2023-2024 Fiscal Year, by providing for an eight percent (8.0%) unilateral increase in all steps within the pay table, which is attached hereto and marked “Exhibit A” to be effective on July 1, 2023.

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, 2023.

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and/or parts thereof, in conflict with the provisions of this ordinance, are to the extent of such conflict, hereby repealed.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 05, 2023

ADOPTED: June 19, 2023

Published: June 29, 2023

ATTEST:

Melissa K. Beckett, City Clerk

Exhibit "A"

City of Ft. Thomas - Pay Classification

Updated May 12, 2023

Fiscal Year 2023-2024 + 8.0%

	Annual	Bi-	Hourly		Annual	Bi-	Hourly		Annual	Bi-	Hourly		Annual	Bi-	Hourly
Step	Salary	Weekly	(1950)	Step	Salary	Weekly	(1950)	Step	Salary	Weekly	(1950)	Step	Salary	Weekly	(1950)
1	27,382.86	1,053.19	14.04	51	45,034.72	1,732.10	23.09	101	74,065.54	2,848.67	37.98	151	121,810.54	4,685.02	62.47
2	27,656.69	1,063.72	14.18	52	45,485.07	1,749.43	23.33	102	74,806.19	2,877.16	38.36	152	123,028.65	4,731.87	63.09
3	27,933.26	1,074.36	14.32	53	45,939.92	1,766.92	23.56	103	75,554.26	2,905.93	38.75	153	124,258.93	4,779.19	63.72
4	28,212.59	1,085.10	14.47	54	46,399.32	1,784.59	23.79	104	76,309.80	2,934.99	39.13	154	125,501.52	4,826.98	64.36
5	28,494.71	1,095.95	14.61	55	46,863.31	1,802.44	24.03	105	77,072.90	2,964.34	39.52	155	126,756.54	4,875.25	65.00
6	28,779.66	1,106.91	14.76	56	47,331.95	1,820.46	24.27	106	77,843.63	2,993.99	39.92	156	128,024.10	4,924.00	65.65
7	29,067.46	1,117.98	14.91	57	47,805.27	1,838.66	24.52	107	78,622.06	3,023.93	40.32	157	129,304.34	4,973.24	66.31
8	29,358.13	1,129.16	15.06	58	48,283.32	1,857.05	24.76	108	79,408.28	3,054.16	40.72	158	130,597.39	5,022.98	66.97
9	29,651.71	1,140.45	15.21	59	48,766.15	1,875.62	25.01	109	80,202.36	3,084.71	41.13	159	131,903.36	5,073.21	67.64
10	29,948.23	1,151.86	15.36	60	49,253.81	1,894.38	25.26	110	81,004.39	3,115.55	41.54	160	133,222.40	5,123.94	68.32
11	30,247.71	1,163.37	15.51	61	49,746.35	1,913.32	25.51	111	81,814.43	3,146.71	41.96	161	134,554.62	5,175.18	69.00
12	30,550.19	1,175.01	15.67	62	50,243.81	1,932.45	25.77	112	82,632.58	3,178.18	42.38	162	135,900.17	5,226.93	69.69
13	30,855.69	1,186.76	15.82	63	50,746.25	1,951.78	26.02	113	83,458.90	3,209.96	42.80	163	137,259.17	5,279.20	70.39
14	31,164.25	1,198.62	15.98	64	51,253.72	1,971.30	26.28	114	84,293.49	3,242.06	43.23	164	138,631.76	5,331.99	71.09
15	31,475.89	1,210.61	16.14	65	51,766.25	1,991.01	26.55	115	85,136.43	3,274.48	43.66	165	140,018.08	5,385.31	71.80
16	31,790.65	1,222.72	16.30	66	52,283.92	2,010.92	26.81	116	85,987.79	3,307.22	44.10	166	141,418.26	5,439.16	72.52
17	32,108.56	1,234.94	16.47	67	52,806.75	2,031.03	27.08	117	86,847.67	3,340.29	44.54	167	142,832.44	5,493.56	73.25
18	32,429.64	1,247.29	16.63	68	53,334.82	2,051.34	27.35	118	87,716.15	3,373.70	44.98	168	144,260.76	5,548.49	73.98
19	32,753.94	1,259.77	16.80	69	53,868.17	2,071.85	27.62	119	88,593.31	3,407.43	45.43	169	145,703.37	5,603.98	74.72
20	33,081.48	1,272.36	16.96	70	54,406.85	2,092.57	27.90	120	89,479.24	3,441.51	45.89	170	147,160.41	5,660.02	75.47
21	33,412.29	1,285.09	17.13	71	54,950.92	2,113.50	28.18	121	90,374.03	3,475.92	46.35	171	148,632.01	5,716.62	76.22
22	33,746.42	1,297.94	17.31	72	55,500.43	2,134.63	28.46	122	91,277.77	3,510.68	46.81	172	150,118.33	5,773.78	76.98
23	34,083.88	1,310.92	17.48	73	56,055.43	2,155.98	28.75	123	92,190.55	3,545.79	47.28	173	151,619.51	5,831.52	77.75
24	34,424.72	1,324.03	17.65	74	56,615.99	2,177.54	29.03	124	93,112.46	3,581.25	47.75	174	153,135.71	5,889.83	78.53
25	34,768.97	1,337.27	17.83	75	57,182.15	2,199.31	29.32	125	94,043.58	3,617.06	48.23	175	154,667.06	5,948.73	79.32
26	35,116.66	1,350.64	18.01	76	57,753.97	2,221.31	29.62	126	94,984.02	3,653.23	48.71	176	156,213.74	6,008.22	80.11
27	35,467.82	1,364.15	18.19	77	58,331.51	2,243.52	29.91	127	95,933.86	3,689.76	49.20	177	157,775.87	6,068.30	80.91
28	35,822.50	1,377.79	18.37	78	58,914.82	2,265.95	30.21	128	96,893.19	3,726.66	49.69	178	159,353.63	6,128.99	81.72
29	36,180.73	1,391.57	18.55	79	59,503.97	2,288.61	30.51	129	97,862.13	3,763.93	50.19	179	160,947.17	6,190.28	82.54
30	36,542.53	1,405.48	18.74	80	60,099.01	2,311.50	30.82	130	98,840.75	3,801.57	50.69	180	162,556.64	6,252.18	83.36
31	36,907.96	1,419.54	18.93	81	60,700.00	2,334.62	31.13	131	99,829.16	3,839.58	51.19	181	164,182.21	6,314.70	84.20
32	37,277.04	1,433.73	19.12	82	61,307.00	2,357.96	31.44	132	100,827.45	3,877.98	51.71	182	165,824.03	6,377.85	85.04
33	37,649.81	1,448.07	19.31	83	61,920.07	2,381.54	31.75	133	101,835.72	3,916.76	52.22	183	167,482.27	6,441.63	85.89
34	38,026.31	1,462.55	19.50	84	62,539.27	2,405.36	32.07	134	102,854.08	3,955.93	52.75	184	169,157.09	6,506.04	86.75
35	38,406.57	1,477.18	19.70	85	63,164.67	2,429.41	32.39	135	103,882.62	3,995.49	53.27	185	170,848.66	6,571.10	87.61
36	38,790.63	1,491.95	19.89	86	63,796.31	2,453.70	32.72	136	104,921.45	4,035.44	53.81	186	172,557.15	6,636.81	88.49
37	39,178.54	1,506.87	20.09	87	64,434.28	2,478.24	33.04	137	105,970.66	4,075.79	54.34	187	174,282.72	6,703.18	89.38
38	39,570.33	1,521.94	20.29	88	65,078.62	2,503.02	33.37	138	107,030.37	4,116.55	54.89	188	176,025.55	6,770.21	90.27
39	39,966.03	1,537.15	20.50	89	65,729.40	2,528.05	33.71	139	108,100.67	4,157.72	55.44	189	177,785.80	6,837.92	91.17
40	40,365.69	1,552.53	20.70	90	66,386.70	2,553.33	34.04	140	109,181.68	4,199.30	55.99	190	179,563.66	6,906.29	92.08
41	40,769.35	1,568.05	20.91	91	67,050.57	2,578.87	34.38	141	110,273.49	4,241.29	56.55	191	181,359.30	6,975.36	93.00
42	41,177.04	1,583.73	21.12	92	67,721.07	2,604.66	34.73	142	111,376.23	4,283.70	57.12	192	183,172.89	7,045.11	93.93
43	41,588.81	1,599.57	21.33	93	68,398.28	2,630.70	35.08	143	112,489.99	4,326.54	57.69	193	185,004.62	7,115.56	94.87
44	42,004.70	1,615.57	21.54	94	69,082.26	2,657.01	35.43	144	113,614.89	4,369.80	58.26	194	186,854.67	7,186.72	95.82
45	42,424.75	1,631.72	21.76	95	69,773.09	2,683.58	35.78	145	114,751.04	4,413.50	58.85	195	188,723.21	7,258.59	96.78
46	42,848.99	1,648.04	21.97	96	70,470.82	2,710.42	36.14	146	115,898.55	4,457.64	59.44	196	190,610.44	7,331.17	97.75
47	43,277.48	1,664.52	22.19	97	71,175.53	2,737.52	36.50	147	117,057.54	4,502.21	60.03	197	192,516.55	7,404.48	98.73
48	43,710.26	1,681.16	22.42	98	71,887.28	2,764.90	36.87	148	118,228.11	4,547.24	60.63	198	194,441.71	7,478.53	99.71
49	44,147.36	1,697.98	22.64	99	72,606.15	2,792.54	37.23	149	119,410.39	4,592.71	61.24	199	196,386.13	7,553.31	100.71
50	44,588.83	1,714.96	22.87	100	73,332.22	2,820.47	37.61	150	120,604.50	4,638.63	61.85	200	198,349.99	7,628.85	101.72

EXHIBIT “B”

CITY OF FORT THOMAS

PERSONNEL & PAY CLASSIFICATION PLAN - FY 2023-2024

CLASSIFICATION CODE	AUTHORIZED POSITION	COMPENSATION RANGE	STEP RANGE
<u>ADMINISTRATION</u>			
101	City Administrative Officer	\$133,222 – 167,482	160/183
215	City Clerk/Exec. Secretary	\$66,387 – 89,479	090/120
215	Economic Development Dir. / Main Street Manager	\$71,176 – 95,934	097/127
230	Mayor’s Office/Econ Dev. Admin. Assistant	\$45,940 – 62,539	052/084
	Part-Time Farmer’s Mkt. Director	\$20 - \$30 per hour	
	Part-Time Farmer’s Mkt. Asst.	\$15 - \$25 per hour	
	Part-Time Museum Assistant	\$15 - \$25 per hour	
<u>FINANCE DEPARTMENT</u>			
110	Dir. of Finance / Asst. to CAO	\$107,030 – 150,118	138/172
230	Finance Clerk	\$45,940 – 62,539	052/084
<u>RECREATION DEPARTMENT</u>			
215	Recreation Coordinator	\$48,283 – 65,079	058/088
	Part-Time Recreation Admin.	\$15 - \$25 per hour	
	Seasonal Recreation Staff	\$8 - \$20 per hour	
<u>GENERAL SERVICES</u>			
105	Director of General Services	\$107,030 – 150,118	138/172
	Part-Time Code Enforcement	\$15 - \$30 per hour	
130	General Services Foreman	\$81,004 – 113,615	110/144
165	Facilities Maintenance Coordinator	\$66,387 – 89,479	090/120
	Part-Time Facilities Maint.	\$10 - \$25 per hour	
235	General Services Secretary	\$45,940 – 62,539	052/084
165	Mechanic	\$69,082 – 93,112	094/124
190	Laborer, Class A, B	N/A (per labor agreement)	
	Parks & Greenspace Laborer I	\$31,790 – 42,849	016/046
	Parks & Greenspace Laborer II	\$41,177 – 55,500	042/072
	Seasonal Greenspace Staff	\$15 - \$25 per hour	

EXHIBIT "B"

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CLASSIFICATION CODE	AUTHORIZED POSITION	COMPENSATION RANGE	STEP RANGE
<u>POLICE DEPARTMENT</u>			
105	Police Chief	\$107,030 – 150,118	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	\$48,283 – 65,079	058/088
<u>FIRE DEPARTMENT</u>			
105	Fire Chief	\$107,030 – 150,118	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)	
	Part-Time Admin. Asst.	\$15 – \$25 per hour	