

ORDINANCE NO. O-05-2024

AN ORDINANCE AMENDING THE “PERSONNEL AND PAY CLASSIFICATION PLAN” BY ADDING NON-UNION POLICE DEPARTMENT POSITIONS AND PAY RANGES, EFFECTIVE ON SEPTEMBER 1, 2024.

WHEREAS, council had determined that addition of non-union police department positions to the “Personnel and Pay Classification Plan” is necessary and appropriate.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF COUNCIL OF THE CITY OF FOR THOMAS, CAMPBELL COUNTY, KENTUCKY, AS FOLLOWS:

SECTION I

The City of Fort Thomas hereby updates the Pay and Classification Plan to include non-union Police Department positions and pay to be effective on September 1, 2024.

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 September 1, 2024. Additionally, members of Police Department and General Government full-time, non-union employees shall not receive pay raises that are less than any other department within the city that have bargaining agents negotiating compensation with city leadership.

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and/or parts thereof, in conflict with the provisions of this ordinance, are to the extent of such conflict, hereby repealed.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: August 19th, 2024
ADOPTED: September 3rd, 2024
Published: September 12, 2024

ATTEST:

Melissa K. Beckett, City Clerk

EXHIBIT “A”

City of Ft. Thomas - Pay Classification Fiscal Year 2024-2025 + 6.0%												Updated April 23, 2024			
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	29,025.83	1,116.38	14.89	51	47,736.81	1,836.03	24.48	101	78,309.47	3,019.60	40.26	151	129,119.17	4,966.12	66.21
2	29,316.09	1,127.54	15.03	52	48,214.17	1,854.39	24.73	102	79,294.57	3,049.79	40.66	152	130,410.37	5,015.78	66.88
3	29,609.25	1,138.82	15.18	53	48,696.32	1,872.94	24.97	103	80,087.51	3,080.29	41.07	153	131,714.47	5,065.94	67.55
4	29,905.34	1,150.21	15.34	54	49,183.28	1,891.66	25.22	104	80,888.39	3,111.09	41.48	154	133,031.61	5,116.60	68.22
5	30,204.40	1,161.71	15.49	55	49,675.11	1,910.58	25.47	105	81,697.27	3,142.20	41.90	155	134,361.93	5,167.77	68.90
6	30,506.44	1,173.32	15.64	56	50,171.86	1,929.69	25.73	106	82,514.24	3,173.62	42.31	156	135,705.55	5,219.44	69.59
7	30,811.51	1,185.06	15.80	57	50,673.58	1,948.98	25.99	107	83,339.39	3,205.36	42.74	157	137,062.60	5,271.64	70.29
8	31,119.62	1,196.91	15.96	58	51,180.32	1,968.47	26.25	108	84,172.78	3,237.41	43.17	158	138,433.23	5,324.36	70.99
9	31,430.82	1,208.88	16.12	59	51,692.12	1,988.16	26.51	109	85,014.51	3,269.79	43.60	159	139,817.56	5,377.60	71.70
10	31,745.12	1,220.97	16.28	60	52,209.04	2,008.04	26.77	110	85,864.65	3,302.49	44.03	160	141,215.74	5,431.37	72.42
11	32,062.58	1,233.18	16.44	61	52,731.13	2,028.12	27.04	111	86,723.30	3,335.51	44.47	161	142,627.90	5,485.69	73.14
12	32,383.20	1,245.51	16.61	62	53,258.44	2,048.40	27.31	112	87,590.53	3,368.87	44.92	162	144,054.18	5,540.55	73.87
13	32,707.03	1,257.96	16.77	63	53,791.03	2,068.89	27.59	113	88,466.44	3,402.56	45.37	163	145,494.72	5,595.95	74.61
14	33,034.10	1,270.54	16.94	64	54,328.94	2,089.57	27.86	114	89,351.10	3,436.58	45.82	164	146,949.66	5,651.91	75.36
15	33,364.44	1,283.25	17.11	65	54,872.23	2,110.47	28.14	115	90,244.61	3,470.95	46.28	165	148,419.16	5,708.43	76.11
16	33,698.09	1,296.08	17.28	66	55,420.95	2,131.58	28.42	116	91,147.06	3,505.66	46.74	166	149,903.35	5,765.51	76.87
17	34,035.07	1,309.04	17.45	67	55,975.16	2,152.89	28.71	117	92,058.53	3,540.71	47.21	167	151,402.39	5,823.17	77.64
18	34,375.42	1,322.13	17.63	68	56,534.91	2,174.42	28.99	118	92,979.11	3,576.12	47.68	168	152,916.41	5,881.40	78.42
19	34,719.18	1,335.35	17.80	69	57,100.26	2,196.16	29.28	119	93,908.91	3,611.88	48.16	169	154,445.57	5,940.21	79.20
20	35,066.37	1,348.71	17.98	70	57,671.26	2,218.13	29.58	120	94,847.99	3,648.00	48.64	170	155,990.03	5,999.62	79.99
21	35,417.03	1,362.19	18.16	71	58,247.98	2,240.31	29.87	121	95,796.47	3,684.48	49.13	171	157,549.93	6,059.61	80.79
22	35,771.20	1,375.82	18.34	72	58,830.46	2,262.71	30.17	122	96,754.44	3,721.32	49.62	172	159,125.43	6,120.21	81.60
23	36,128.91	1,389.57	18.53	73	59,418.76	2,285.34	30.47	123	97,721.98	3,758.54	50.11	173	160,716.68	6,181.41	82.42
24	36,490.20	1,403.47	18.71	74	60,012.95	2,308.19	30.78	124	98,699.20	3,796.12	50.61	174	162,323.85	6,243.23	83.24
25	36,855.10	1,417.50	18.90	75	60,613.08	2,331.27	31.08	125	99,686.20	3,834.08	51.12	175	163,947.09	6,305.66	84.08
26	37,223.66	1,431.68	19.09	76	61,219.21	2,354.58	31.39	126	100,683.06	3,872.43	51.63	176	165,586.56	6,368.71	84.92
27	37,595.89	1,446.00	19.28	77	61,831.40	2,378.13	31.71	127	101,689.89	3,911.15	52.15	177	167,242.43	6,432.40	85.77
28	37,971.85	1,460.46	19.47	78	62,449.71	2,401.91	32.03	128	102,706.79	3,950.26	52.67	178	168,914.85	6,496.72	86.62
29	38,351.57	1,475.06	19.67	79	63,074.21	2,425.93	32.35	129	103,733.85	3,989.76	53.20	179	170,604.00	6,561.69	87.49
30	38,735.08	1,489.81	19.86	80	63,704.95	2,450.19	32.67	130	104,771.19	4,029.66	53.73	180	172,310.04	6,627.31	88.36
31	39,122.44	1,504.71	20.06	81	64,342.00	2,474.69	33.00	131	105,818.90	4,069.96	54.27	181	174,033.14	6,693.58	89.25
32	39,513.66	1,519.76	20.26	82	64,985.42	2,499.44	33.33	132	106,877.09	4,110.66	54.81	182	175,773.47	6,760.52	90.14
33	39,908.80	1,534.95	20.47	83	65,635.28	2,524.43	33.66	133	107,945.86	4,151.76	55.36	183	177,531.20	6,828.12	91.04
34	40,307.88	1,550.30	20.67	84	66,291.63	2,549.68	34.00	134	109,025.32	4,193.28	55.91	184	179,306.52	6,896.40	91.95
35	40,710.96	1,565.81	20.88	85	66,954.55	2,575.17	34.34	135	110,115.58	4,235.21	56.47	185	181,099.58	6,965.37	92.87
36	41,118.07	1,581.46	21.09	86	67,624.09	2,600.93	34.68	136	111,216.73	4,277.57	57.03	186	182,910.58	7,035.02	93.80
37	41,529.25	1,597.28	21.30	87	68,300.33	2,626.94	35.03	137	112,328.90	4,320.34	57.60	187	184,739.68	7,105.37	94.74
38	41,944.55	1,613.25	21.51	88	68,983.34	2,653.21	35.38	138	113,452.19	4,363.55	58.18	188	186,587.08	7,176.43	95.69
39	42,363.99	1,629.38	21.73	89	69,673.17	2,679.74	35.73	139	114,586.71	4,407.18	58.76	189	188,452.95	7,248.19	96.64
40	42,787.63	1,645.68	21.94	90	70,369.90	2,706.53	36.09	140	115,732.58	4,451.25	59.35	190	190,337.48	7,320.67	97.61
41	43,215.51	1,662.13	22.16	91	71,073.60	2,733.60	36.45	141	116,889.90	4,495.77	59.94	191	192,240.86	7,393.88	98.59
42	43,647.66	1,678.76	22.38	92	71,784.34	2,760.94	36.81	142	118,058.80	4,540.72	60.54	192	194,163.26	7,467.82	99.57
43	44,084.14	1,695.54	22.61	93	72,502.18	2,788.55	37.18	143	119,239.39	4,586.13	61.15	193	196,104.90	7,542.50	100.57
44	44,524.98	1,712.50	22.83	94	73,227.20	2,816.43	37.55	144	120,431.78	4,631.99	61.76	194	198,065.95	7,617.92	101.57
45	44,970.23	1,729.62	23.06	95	73,959.47	2,844.60	37.93	145	121,636.10	4,678.31	62.38	195	200,046.60	7,694.10	102.59
46	45,419.93	1,746.92	23.29	96	74,699.07	2,873.04	38.31	146	122,852.46	4,725.09	63.00	196	202,047.07	7,771.04	103.61
47	45,874.13	1,764.39	23.53	97	75,446.06	2,901.77	38.69	147	124,080.99	4,772.35	63.63	197	204,067.54	7,848.75	104.65
48	46,332.87	1,782.03	23.76	98	76,200.52	2,930.79	39.08	148	125,321.80	4,820.07	64.27	198	206,108.22	7,927.24	105.70
49	46,796.20	1,799.85	24.00	99	76,962.52	2,960.10	39.47	149	126,575.02	4,868.27	64.91	199	208,169.30	8,006.51	106.75
50	47,264.16	1,817.85	24.24	100	77,732.15	2,989.70	39.86	150	127,840.77	4,916.95	65.56	200	210,250.99	8,086.58	107.82

EXHIBIT "B"

CITY OF FORT THOMAS

PERSONNEL & PAY CLASSIFICATION PLAN - FY 2024-2025

DEPARTMENT	AUTHORIZED POSITION	COMPENSATION RANGE	STEP RANGE
<u>ADMINISTRATION</u>			
	City Administrative Officer	\$141,216 – 177,531	160/183
	City Clerk/Exec. Secretary	\$70,370 – 94,848	090/120
	Economic Development Dir. / Event Manager	\$75,445 – 101,690	097/127
	Mayor's Office/Econ Dev. Admin. Assistant	\$48,214 – 66,292	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>			
	Dir. of Finance / Asst. CAO	\$113,452 – 159,125	138/172
	Finance Clerk	\$48,214 – 66,292	052/084
<u>RECREATION DEPARTMENT</u>			
	Recreation Coordinator	\$51,180 – 68,983	058/088
	Part-Time Recreation Admin.	\$15 - \$25 per hour	
	Seasonal Recreation Staff	\$8 - \$20 per hour	
<u>GENERAL SERVICES</u>			
	Director of General Services	\$113,452 – 159,125	138/172
	Part-Time Code Enforcement	\$15 - \$30 per hour	
	General Services Foreman	\$85,865 – 120,432	110/144
	Facilities Maintenance Coordinator	\$70,370 – 94,848	090/120

Part-Time Facilities Maint.	\$10 - \$25 per hour	
General Services Secretary	\$48,214 – 66,292	052/084
Mechanic	\$73,227 – 98,699	094/124
Laborer, Class A, B	N/A (per labor agreement)	
Parks & Greenspace Laborer I	\$33,698 – 45,419	016/046
Parks & Greenspace Laborer II	\$43,648 – 58,830	042/072
Seasonal Greenspace Staff	\$15 - \$25 per hour	

**EXHIBIT “B”
(Continued)**

DEPARTMENT	AUTHORIZED POSITION	COMPENSATION RANGE	STEP RANGE
<u>POLICE DEPARTMENT</u>			
	Police Chief	\$113,452 – 163,947	138/175
	Police Lieutenant (3/+ yrs)	\$102,707 – 152,916	128/168
	Police Lieutenant	\$100,683 – 151,402	126/167
	Police Sergeant (3/+ yrs)	\$91,147 – 141,215	116/160
	Police Sergeant	\$89,351 – 139,818	114/159
	Senior Police Officer (20/+ yrs)	\$85,015 – 135,706	109/156
	Senior Police Officer (15/+ yrs)	\$84,173 – 134,362	108/155
	Senior Police Officer (10/+ yrs)	\$82,514 – 133,032	106/154
	Senior Police Officer (5/+ yrs)	\$81,697 – 131,714	105/153
	Police Officer (2/+ yrs)	\$77,732 – 127,841	100/150
	Police Officer	\$75,446 – 125,322	97/148
	Police Recruit	\$72,502 – 122,852	93/146
	School Resource Officer	\$57,100 – 82,514	69/106
	Police Clerk/Secretary	\$51,180 – 68,983	058/088
<u>FIRE DEPARTMENT</u>			
	Fire Chief	\$113,452 – 159,125	138/172
	Fire Captain, Grade 5	N/A (per labor agreement)	
	Fire Lieutenant, Grade 4	N/A (per labor agreement)	
	FF/Paramedic, Grade 3B	N/A (per labor agreement)	
	Firefighter, Grade 3	N/A (per labor agreement)	
	FF/Paramedic, Grade 2B	N/A (per labor agreement)	

Firefighter, Grade 2	N/A (per labor agreement)
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