

**ORDINANCE NO. O-15-2015**

**AN ORDINANCE ESTABLISHING CERTAIN RATES OF COMPENSATION OF POLICE OFFICERS, FIREFIGHTERS, GENERAL SERVICES LABORERS AND THE INTERIM CITY ADMINISTRATIVE OFFICER OF THE CITY OF FORT THOMAS, CAMPBELL COUNTY, KENTUCKY, FOR THE 2015-2016 FISCAL YEAR AND PROVIDING FOR THE MANNER OF PAYING SUCH COMPENSATION AND PROVIDING EFFECTIVE DATES.**

**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 Police Officers, Firefighters, General Services Laborers, and the City Administrative Officer 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**

**POLICE OFFICERS EXCLUDING THE POLICE CHIEF**

That the rates of pay of the police officers, excluding the Police Chief, be and the same are hereby fixed and determined so that said employees shall receive for their services pay at the following hourly rates for the 2015-2016 Fiscal Year applied retroactively to July 1, 2015, as hereinafter shown:

<u>POSITION</u>	<u>HOURLY RATE OF PAY</u>
Police Lieutenant	\$34.8738
Police Sergeant	\$30.9672
Senior Police Officer (10 or more years)	\$27.9684
Senior Police Officer (5 or more years)	\$27.8460
Police Officer, First Class	\$27.6318
Police Officer, Second Class	\$26.7138
Police Recruit	\$25.8162

The work week for the Police Department shall be defined as a calendar week beginning Saturday at 11:00 p.m. and continuing until Saturday at 11:00 p.m.

Employees who elect to opt-out of health insurance shall receive \$2.10 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 \$0.5100 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 \$0.7446 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 \$0.9792 per hour in addition to their regular hourly rate of pay.

Employees with twenty or more years of service shall receive \$1.2138 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	\$0.097 per hour
30 or more, but less than 60 credit hours	\$0.147 per hour
60 or more, but less than 90 credit hours	\$0.245 per hour
90 or more, but no degree	\$0.297 per hour
Baccalaureate Degree	\$0.345 per hour
Graduate Degree	\$0.396 per hour

Employees who successfully complete the POPS physical fitness test with a passing score (as required by the state training academy) shall receive \$0.14 per hour in addition to their regular hourly rate of pay.

## **SECTION II**

### **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 2015-2016 Fiscal Year commencing on July 1, 2015, as hereinafter shown:

<b><u>POSITION</u></b>	<b><u>HOURLY RATE OF PAY</u></b>
Captain, Grade 5	\$20.4714
Lieutenant, Grade 4	\$19.7778
Firefighter/Paramedic, Grade 3B	\$19.4820
Firefighter, Grade 3	\$17.2074

Firefighter/Paramedic, Grade 2B	\$19.1148
Firefighter, Grade 2	\$16.8504
Firefighter/Paramedic, Grade 1B	\$18.6864
Firefighter, Grade 1	\$16.5036

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	\$48.6846
Lieutenant, Grade 4	\$47.5014
Firefighter/Paramedic, Grade 3B	\$46.7772
Firefighter, Grade 3	\$41.2998
Firefighter/Paramedic, Grade 2B	\$45.8286
Firefighter, Grade 2	\$40.4532
Firefighter/Paramedic, Grade 1B	\$44.8698
Firefighter, Grade 1	\$39.6576

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	\$851.89/shift
Lieutenant, Grade 4	\$851.89/shift
Firefighter/Paramedic, Grade 3B	\$851.89/shift
Firefighter, Grade 3	\$851.89/shift
Firefighter/Paramedic, Grade 2B	\$851.89/shift
Firefighter, Grade 2	\$851.89/shift
Firefighter/Paramedic, Grade 1B	\$851.89/shift
Firefighter, Grade 1	\$851.89/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 \$0.3835 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 \$0.5437 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 \$0.7038 per hour in addition to their regular hourly rate of pay.

Employees with twenty or more years of service shall receive \$0.8639 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	\$0.064 per hour
30 or more, but less than 60 credit hours	\$0.097 per hour
60 or more, but less than 90 credit hours	\$0.161 per hour
90 or more, but less than 120 credit hours	\$0.196 per hour
120 or more credit hours, but no degree	\$0.196 per hour
Baccalaureate Degree	\$0.227 per hour
Graduate Degree	\$0.261 per hour

### **SECTION III**

That the rates of Longevity Pay of the General Services Laborers who are members of AFSCME Local #286 for the 2015-2016 Fiscal Year commencing on July 1, 2015, as hereinafter shown:

Employees with five or more, but less than ten, years of service shall receive \$0.2958 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 \$0.3978 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 \$0.4896 per hour in addition to their regular hourly rate of pay.

Employees with twenty or more years of service shall receive \$0.5916 per hour in addition to their regular hourly rate of pay.

### **SECTION IV**

That the rate of pay for Ronald J. Dill, interim City Administrative Officer shall be a salary of \$112,500 effective September 1, 2015 and continuing at this rate until a successor is named at which time his rate shall be adjusted to \$103,373.47.

**SECTION V**

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

**SECTION VI**

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

APPROVED:

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Eric Haas, Mayor

1st Reading: August 17, 2015

ADOPTED: September 8, 2015

Published:

ATTEST:

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Melissa Kelly, City Clerk