

ORDINANCE NO. 15, 2023 SERIES

AN ORDINANCE AMENDING CITY OF FRANKFORT CODE OF ORDINANCES SECTION 37.32 RELATED TO SALARY SCHEDULES AND PAY GRADE STRUCTURE

WHEREAS, in May 2022, the Board of Commissioners of the City of Frankfort was presented with the 2022 Classification, Compensation and Benefits Study (“Study”), subsequently adopted by Resolution; and

WHEREAS, the Board of Commissioners adopted recommendations contained within the Study related to City officer and employee classification and compensation in August 2022; and

WHEREAS, the Board of Commissioners now desires to update the Salary Schedule to reflect a cost-of-living increase, several new positions, and pay band amendments for starting employees in various City Departments;

NOW THEREFORE, BE IT ORDAINED by the Board of Commissioners of the City of Frankfort that Section 37.32 of the City of Frankfort Code of Ordinances is hereby amended as follows:

§ 37.32 SALARY SCHEDULES; PAY GRADE STRUCTURE.

(A) The Board of Commissioners shall adopt by ordinance a salary schedule applicable for all full-time City employees. The salary schedule should include multiple pay grades. Each pay grade will establish the minimum and maximum salaries to be earned by full-time employees working in a job classification assigned to the specific salary grade.

(B) The pay ranges and pay grades as shown on the incorporated schedule marked “COF Salary Schedule” and dated July 25, 2023, and on file with the City is hereby established and is to be applied to the several classes of positions as indicated in this chapter effective as of the date referenced on COF Salary Schedule, except where otherwise shown in this chapter.

First Reading on the 10 day of July, 2023

Final adoption on the 24 day of July, 2023

S/Layne Wilkerson
T/Mayor

Attest:

S/Chermie Maxwell
T/City Clerk

Summary: This ordinance amends City of Frankfort Code of Ordinances Section 37.32 to update “COF Salary Schedule” to 1) reflect the recently adopted cost of living increase; 2) move starting positions in several departments one pay band higher and remove a reclassification structure for those positions; 3) add new job titles and pay grades for a restructuring of the Finance Department; and 4) add job titles for a Risk Manager and a Transit Driver-Non CDL.

S/Laura Milam Ross
T/City Attorney

Published by title & summary on July 30, 2023.

City of Frankfort Salary Schedule

	Minimum	Midpoint	Maximum	
Grade	Hourly Pay	Hourly Pay	Hourly Pay	Position Titles
102	\$ 17.08	\$ 20.60	\$ 24.52	Accounting Clerk
				Mechanic Assistant
1950 Hour per year	\$ 33,297.50	\$ 40,161.50	\$ 47,805.50	Parks Golf Maintenance Worker
2080 Hours per year	\$ 35,526.40	\$ 42,848.00	\$ 51,001.60	
103	\$ 18.06	\$ 21.80	\$ 25.95	Evidence and Property Control Specialist
				Transit Driver – Non CDL
1950 Hour per year	\$ 35,208.50	\$ 42,501.50	\$ 50,594.00	Transit Dispatcher
2080 Hours per year	\$ 37,564.80	\$ 45,344.00	\$ 53,976.00	
104	\$ 19.05	\$ 22.99	\$ 27.39	Administrative Aide - Fire
				Administrative Aide - Planning
1950 Hour per year	\$ 37,139.00	\$ 44,822.00	\$ 53,402.00	Administrative Aide - Police
2080 Hours per year	\$ 39,624.00	\$ 47,819.20	\$ 56,971.20	Administrative Aide - Public Works
				Administrative Aide - Sewer
				Administrative Aide - Transit
				Administrative Aide - Parks
				Code Enforcement Technician
				HR Assistant
				Recycling Coordinator
				Transit Driver
				PW Tech - Solid Waste
				PW Tech - Streets
				Sewer Maintenance Tech
				Sewer Tech
105	\$19.56	\$24.19	\$28.83	Licensing and Accounting Specialist
				Plant Operator
1950 Hour per year	\$38,133.50	\$47,162.00	\$56,210.00	Senior Sewer Tech
2080 Hours per year	\$40,684.80	\$50,315.20	\$59,966.40	Sewer Plant Maintenance Tech
106	\$20.52	\$25.40	\$30.27	Community Planner
				E911 Telecommunicator
1950 Hour per year	\$40,005.50	\$49,521.50	\$59,018.00	Fog Inspector
2080 Hours per year	\$42,681.60	\$52,832.00	\$62,961.60	Health Safety Training Specialist
				Heavy Equipment Operator
				Laboratory Tech
				Neighborhood Inspector
				Office Manager
				Mechanic
107	\$21.48	\$26.60	\$31.71	Accountant/AP Administrator
				Assistant Golf Course Superintendent
1950 Hour per year	\$41,877.50	\$51,861.50	\$61,826.00	E911 Terminal Agency Coordinator
2080 Hours per year	\$44,678.40	\$55,328.00	\$65,956.80	EM Deputy Director
				HR Specialist
				License Fee/ABC Administrator
				Paralegal
	Minimum	Midpoint	Maximum	
Grade	Hourly Pay	Hourly Pay	Hourly Pay	Position Titles
108	\$22.44	\$27.79	\$33.15	Building Inspector
				Building Maintenance Supervisor
1950 Hour per year	\$43,749.50	\$54,182.00	\$64,634.00	Collection Construction Asst Superintendent
2080 Hours per year	\$46,675.20	\$57,803.20	\$68,952.00	Collection Maintenance Asst Superintendent
				Culture and Arts Coordinator
				DEI Officer
				E911 Shift Supervisor
				Garage Assistant Superintendent
				Licensed Electrician
				Payroll Specialist
				Pump Maintenance Assistant Superintendent
				Solid Waste Assistant Superintendent
				Street Assistant Superintendent
				Transit Assistant Superintendent

109	\$23.40	\$28.99	\$34.59	Community Policing Advocate
				Senior Community Planner
1950 Hour per year	\$45,621.50	\$56,522.00	\$67,442.00	Parks Supervisor -Athletics/Maintenance
2080 Hours per year	\$48,672.00	\$60,299.20	\$71,947.20	Parks Supervisor - Downtown Division
				Parks Supervisor - EFP,Cove,Lakeview
				Parks Supervisor -Juniper Hill
110	\$24.36	\$30.19	\$36.02	Computer Systems Tech
Fire Hourly	\$15.23	\$18.87	\$22.51	Deputy City Clerk
				Field Inspector
1950 Hour per year	\$47,493.50	\$58,862.00	\$70,230.50	Firefighter
2080 Hours per year	\$50,668.80	\$62,795.20	\$74,921.60	Lead Electrician
3328 Hours per year	\$50,668.80	\$62,795.20	\$74,921.60	Lead Plant Operator
				Museum and Historic Sites Supervisor
				Trails, Sidewalks, Bike Paths Coordinator
				Parks Supervisor-Arborist & Special Projects
				Police Officer
				Project Specialist
				Senior Building Inspector
111	\$25.80	\$31.99	\$38.18	Detective
Fire Hourly	\$16.13	\$19.99	\$23.86	Fire Sergeant
				Golf Course Superintendent
1950 Hour per year	\$50,301.50	\$62,372.00	\$74,442.50	Police Sergeant
2080 Hours per year	\$53,664.00	\$66,539.20	\$79,414.40	Community Engagement Coordinator
3328 Hours per year	\$53,664.00	\$66,539.20	\$79,414.40	
112	\$27.72	\$34.38	\$41.06	Engineering Tech
				GIS Technician
1950 Hour per year	\$54,045.50	\$67,032.50	\$80,058.50	Golf Pro Manager
2080 Hours per year	\$57,657.60	\$71,510.40	\$85,404.80	Planning Supervisor
				Police Lieutenant
	Minimum	Midpoint	Maximum	
Grade	Hourly Pay	Hourly Pay	Hourly Pay	Position Titles
113	\$29.63	\$36.78	\$43.93	Collection System Superintendent
Fire Hourly	\$18.52	\$22.99	\$27.46	Fire Captain
				Fire Marshal
				Fire Training Officer
				Fleet Maintenance Superintendent
1950 Hour per year	\$57,770.00	\$71,712.50	\$85,655.00	Historic Preservation Officer
2080 Hours per year	\$61,630.40	\$76,502.40	\$91,374.40	Network Administrator
3328 Hours per year	\$61,630.40	\$76,502.40	\$91,374.40	Plant Superintendent
				Pretreatment Coordinator
				Solid Waste Superintendent
				Staff Engineer
				Street Superintendent
				Transit Superintendent
114	\$31.55	\$39.18	\$46.81	Fire Battalion Chief
Fire Hourly	\$19.72	\$24.49	\$29.26	Senior Engineer
1950 Hour per year	\$61,514.00	\$76,392.50	\$91,271.00	
2080 Hours per year	\$65,624.00	\$81,494.40	\$97,364.80	
3328 Hours per year	\$65,624.00	\$81,494.40	\$97,364.80	
115	\$33.47	\$41.58	\$49.69	Community Relations/Grants Manager
				Communications Manager
				E911 Manager
1950 Hour per year	\$65,258.00	\$81,072.50	\$96,887.00	EMS Director/Paramedic
2080 Hours per year	\$69,617.60	\$86,486.40	\$103,355.20	Police Captain
				Risk Manager
				Water Quality Engineer
116	\$35.39	\$43.98	\$52.57	City Clerk
				Deputy Director/Purchasing Agent
1950 Hour per year	\$69,002.00	\$85,752.50	\$102,503.00	Parks & Rec Deputy Director
2080 Hours per year	\$73,611.20	\$91,478.40	\$109,345.60	Sustainability Project Manager

117	\$37.30	\$46.37	\$55.44	Design Engineer
				Deputy Director of Public Works
				Deputy Director of Operations
1950 Hour per year	\$72,726.50	\$90,413.00	\$108,099.50	Deputy Director of Engineering
2080 Hours per year	\$77,584.00	\$96,449.60	\$115,315.20	IT Deputy Director
118	\$39.22	\$48.77	\$58.32	Assistant Fire Chief
				Assistant Police Chief
1950 Hour per year	\$76,470.50	\$95,093.00	\$113,715.50	
2080 Hours per year	\$81,577.60	\$101,441.60	\$121,305.60	
	Minimum	Midpoint	Maximum	
Grade	Hourly Pay	Hourly Pay	Hourly Pay	Position Titles
119	\$41.14	\$51.17	\$61.20	
1950 Hour per year	\$80,214.50	\$99,773.00	\$119,331.50	
2080 Hours per year	\$85,571.20	\$106,433.60	\$127,296.00	
120	\$43.06	\$53.57	\$64.07	Director of Economic Vitality
				HR Director
1950 Hour per year	\$83,958.50	\$104,453.00	\$124,928.00	IT Director
2080 Hours per year	\$89,564.80	\$111,425.60	\$133,265.60	Parks & Recreation Director
				Planning & Community Development Director
				Public Works Director
				Sewer Director
121	\$44.98	\$55.96	\$66.95	Finance Director
				Fire Chief
1950 Hour per year	\$87,702.50	\$109,113.50	\$130,544.00	Police Chief
2080 Hours per year	\$93,558.40	\$116,396.80	\$139,256.00	
122	\$46.89	\$58.36	\$69.82	
1950 Hour per year	\$91,427.00	\$113,793.50	\$136,140.50	
2080 Hours per year	\$97,531.20	\$121,388.80	\$145,225.60	
123	\$52.00	\$64.74	\$77.48	City Attorney
1950 Hour per year	\$101,391.50	\$126,234.50	\$151,077.50	
124	\$54.04	\$67.29	\$80.55	Assistant City Manager
1950 Hour per year	\$105,376.00	\$131,209.60	\$157,064.00	
125	\$56.09	\$69.85	\$83.62	City Manager
1950 Hour per year	\$109,369.60	\$136,201.60	\$163,054.40	