

CITY OF FLORENCE, KY

PAY PLAN

FY 2021-2022

- **Cost of Living Factor 2.0%.**
- **Adoption of a new pay plan.**
- **Add positions for two Utility Operator/Field Technicians, a Project Administrator, three Police Sergeants and nine Firefighter/Paramedics.**
- **Elimination of Paramedics being promoted to Lieutenant will start in Step 2 of the Captain pay scale.**
- **Change to Firefighter/Paramedic job description removing “who are lateral entry candidates”.**
- **Add three holidays-Martin Luther King Day, Good Friday and the day after Thanksgiving along with the accrual rates to the personnel policies.**
- **Removal of Retirement Gift and Party section IV.8b from the personnel policies.**
- **Change Section VI.9 of the personnel policies for employee’s in the Tier 3 Cash Balance Plan with CERS to a match up to 4% for the first 4% contributed by the eligible employee.**
- **Delete step increase eligibility January 1 of each year from one year to none.**

Effective January 1 of each year, if budgeted, an employee will be eligible to move to the next grade level of his or her current position only with the approval of the Department Head. ~~An employee must have completed one year of service in their current position as of January 1 to be eligible for movement to the next grade level in accordance with the above stipulations.~~

Any employee whose performance is deemed less than satisfactory based upon performance or disciplinary action may be retained at his or her current grade level, regardless of time in grade, until his or her performance improves. Such retention shall occur upon written approval of the Department Head and City Coordinator.

Position openings are typically posted internally first. If no suitable candidates are found within the organization, the position opening will be advertised externally.

EXHIBIT “B”