

CITY OF FLORENCE, KY

PAY PLAN

FY 2021-2022

The Pay plan is changed by a complete analysis of all positions and raising amounts to reflect a competitive wage.

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.

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 "A"

Seniority pay is an annual amount paid in bi-weekly installments to employees with certain levels of employment time hired prior to July 1, 2011. Employees hired after July 1, 2011 will not be eligible for seniority pay.

SENIORITY PAY SCHEDULE FOR 37.5 AND 40 HOURS WORKED PER WEEK

- After completing five (5) years of service (6th through 10th year of employment) - \$700 annually
- After completing ten (10) years of service (11th through 15th year of employment) - \$1,400 annually
- After completing fifteen (15) years of service (16th through 20th year of employment) - \$2,100 annually
- After completing twenty (20) years of service (21st through 25th year of employment) - \$2,800 annually
- After completing twenty-five (25) years of service (26th year and over of employment) - \$3,500 annually

SENIORITY PAY SCHEDULE FOR 24ON/48OFF

- After completing five (5) years of service (6th through 10th year of employment) - \$440 annually
- After completing ten (10) years of service (11th through 15th year of employment) - \$875 annually
- After completing fifteen (15) years of service (16th through 20th year of employment) - \$1,315 annually
- After completing twenty (20) years of service (21st through 25th year of employment) - \$1,750 annually
- After completing twenty-five (25) years of service (26th year and over of employment) - \$2,190 annually

If an employee's schedule changes, the amount of annual paid leave to be credited can change. When an employee's scheduling status changes from 24/48 to 40 hours per week, his or her paid leave hours credited up to the date of change will be converted by a factor of 71.43%, the intent being to equal the number of work weeks of paid leave credited. Likewise, when an employee's scheduling status changes from 40 hours per week to 24/48, his or her paid leave hours credited up to the date of change will be converted by a factor of 140%.

Individuals who have been re-employed by the City of Florence after a separation of one year or more will receive Seniority Pay based on their re-employment anniversary.