# CITY OF FLORENCE, KY

# PAY PLAN

# FY 2022-2023

- **Cost of Living Factor 7.9%.**
- **Add positions for one Utility Operator/Field Technician, three Police Officers, one Community Services Coordinator, one Community Services Administrator, one City Clerk/Public Relations Administrator, one Community Development/Main Street Project Administrator, one Director of Hospitality, and one Risk Manager/Community Projects Administrator.**
- **Eliminate the positions for Community Projects Administrator, Community Events Coordinator and Event Consultant and Main and Neighborhood Revitalization Program Manager.**

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 "B"**