

**CITY OF FLORENCE, KENTUCKY
ORDINANCE O-21-2023**

AN ORDINANCE AMENDING ORDINANCE NO. O-09-19 RELATING TO LATERAL TRANSFERS OF EXPERIENCED OFFICERS FROM OTHER POLICE DEPARTMENTS TO JOIN THE FLORENCE POLICE DEPARTMENT AND EXPERIENCED FIREFIGHTERS, EMTS OR PARAMEDICS FROM OTHER FIRE DEPARTMENTS TO JOIN THE FLORENCE FIRE/EMS DEPARTMENT.

WHEREAS, the process of hiring Police, Firefighter/EMT, Firefighter/Paramedic, and Paramedic Only candidates has become very competitive; and in order to increase the pool of potential qualified candidates to become members of the Florence Police Department or Florence Fire/EMS Department, it was appropriate to provide for the lateral transfer of qualified officers from other departments in Ordinance No. O-16-15, and as last amended by Ordinance No. O-09-19, and

WHEREAS, this amending Ordinance is necessary to correct potential inconsistencies in Ordinance No. O-16-15 and Ordinance No. O-09-19.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF FLORENCE, KENTUCKY, AS FOLLOWS:

SECTION I

Applicants for a Lateral Police Officer position must meet the following requirements:

In-State

- Possess a current Kentucky Peace Officer Standards and Training certification.
- A minimum of two years full time employment with a federal, state, county, or municipal police, sheriff's department, or similar agency such as an airport, university, etc.

Out of State

- Be a current certified police officer with a minimum of two years' experience. For the purposes of this Ordinance, a certified police officer is one who has successfully completed a basic training course which is acceptable to the Kentucky Law Enforcement Council so that the officer does not have to complete the Kentucky Police Academy in order to qualify for employment with the City to perform law enforcement functions.
- Candidate who has already successfully completed a law enforcement basic training course outside of Kentucky, may apply to the Kentucky Law Enforcement Council for credit. The candidate shall be responsible for providing the proof needed for verification.

SECTION II

Applicants for a Lateral Firefighter/EMT or Firefighter/Paramedic position must meet the following requirements:

Firefighter/EMT In-State

- Minimum of 2 years full time employment with a Fire/EMS department.
- Qualifying for ~~400~~ 300 Hour Career Firefighter Certification with the Kentucky Fire Commission.
- Nationally or Kentucky certified EMT.

Firefighter/Paramedic In-State

- Minimum of 2 years full time employment with a Fire/EMS department.
- Qualifying for ~~400~~ 300 Hour Career Firefighter Certification with the Kentucky Fire Commission.
- Nationally or Kentucky certified Paramedic.

Firefighter/EMT Out of State

- Minimum of 2 years full time employment with a Fire/EMS department.
- Nationally or Kentucky certified EMT.
- Certified IFSAC Firefighter I & II or Pro-Board Firefighter I & II.
- Meets Kentucky CPAT requirement.

Firefighter/Paramedic Out of State

- Minimum of 2 years full time employment with a Fire/EMS department.
- Nationally or Kentucky certified Paramedic.
- Certified IFSAC Firefighter I & II or Pro-Board Firefighter I & II.
- Meets Kentucky CPAT requirement.

SECTION III

Applicants for a Lateral Paramedic Only position must meet the following requirements:

Paramedic Only In-State

- Minimum of 2 years full time employment with a Fire/EMS Department or EMS Department.
- Nationally or Kentucky certified EMT or Paramedic.

Paramedic Only Out of State

- Minimum of 2 years full time employment with a Fire/EMS department or EMS Department.
- Nationally or Kentucky certified EMT or Paramedic.

SECTION III-IV

A qualified officer, paramedic or firefighter transferring to become a member of the Florence Department shall begin at a pay rate, vacation, and sick leave status in the established pay plan determined according to the following table:

Salary Structure for Lateral Transfers:

Step 1	2 years of acceptable experience
Step 2	3-4 years of acceptable experience
Step 4	5-6 years of acceptable experience
Step 5	7 or more years of acceptable experience

SECTION IV-V

The newly transferred officer, paramedic or firefighter must complete the one year probationary period, applicable to all new hires, before becoming a member of the Florence Department.

SECTION VI

The seniority status of the new officer, paramedic or firefighter shall be the same as a new hire without experience, except that the transferring officers past experience shall be given consideration in decisions concerning special assignments.

SECTION VII

If any section, paragraph or clause of this Ordinance be held by a proper Court to be invalid, such invalidity shall not affect the remaining sections, paragraphs or clauses, it being hereby expressly declared that the remainder of this Ordinance would have been passed despite such invalidity.

SECTION VIII

This Ordinance shall be published by posting on the City's internet website.

PASSED AND APPROVED ON FIRST READING THIS 25th DAY OF JULY, 2023.

PASSED AND APPROVED ON SECOND READING AND PUBLICATION ORDERED THIS 8th DAY OF AUGUST, 2023.

APPROVED:

/s/ Julie M. Aubuchon
Julie M. Aubuchon, Mayor

ATTEST:

/s/ Melissa Kramer
Melissa Kramer, City Clerk