

CITY OF FLORENCE, KY

PAY PLAN

FY 2023-2024

- **Add one position for Director of Community Development**
- **Add one position for Director of Business development**
- **Eliminate one position for Community Development/Main Street Project Administrator**
- **Eliminate one position for Risk Manager**
- **Eliminate one position for Business and Community Development Director**

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"