

ORDINANCE NO. 90-10

AN ORDINANCE AMENDING THE PERSONNEL AND PAY
PLAN OF THE CITY OF RUSSELLVILLE BY ADDING
THREE PAY STEPS; AND PROVIDING FOR ITS
APPLICABILITY TO PRESENT EMPLOYEES; WITH
SEVERABILITY AND REPEALER CLAUSES AND PROVIDING
FOR AN EFFECTIVE DATE

BE IT ORDAINED BY THE CITY OF RUSSELLVILLE, KENTUCKY:

1) The Personnel and Pay Plan, as previously adopted and amended by the City, is hereby amended to provide three additional steps to each pay grade of the pay plan, with each step representing a five percent (5%) pay increase over the prior step. Progression from step to step shall be governed by all of the provisions of the Personnel and Pay Plan, and a new chart showing this revised pay plan and incorporating these additional steps shall be substituted for the prior chart.

2) All present employees of the City who received favorable reviews at the end of the 1989-1990 fiscal year but who were not eligible for a step increase because they had already reached the top step shall be entitled to be raised to the next pay step effective October 1, 1990.

3) In the event any provision of this Ordinance is invalid for any reason, such invalidity shall not affect the validity of any other provision.

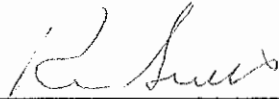
4) All portions of any section of any ordinance or rule or regulation in conflict herewith are hereby repealed to the extent of the conflict only.

5) The Ordinance shall be effective upon its passage and publication according to law.

FIRST READING CONDUCTED ON September 4 , 1990.

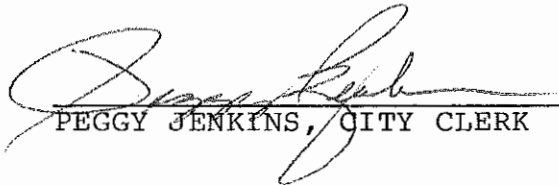
SECOND READING CONDUCTED AND PASSAGE by roll call vote this
18th day of September , 1990.

AYES:	NAYES:	ABSTAINING:	ABSENT:
<u>Jackie Dunlap</u>	<u>None</u>	<u>None</u>	<u>None</u>
<u>Jean Hankins</u>	<u> </u>	<u> </u>	<u> </u>
<u>Russell Jones</u>	<u> </u>	<u> </u>	<u> </u>
<u>Howard Wren</u>	<u> </u>	<u> </u>	<u> </u>
<u>Pat Basham</u>	<u> </u>	<u> </u>	<u> </u>
<u>Willie Hampton</u>	<u> </u>	<u> </u>	<u> </u>



KEN SMITH, MAYOR

ATTEST:



PEGGY JENKINS, CITY CLERK

CITY OF RUSSELLVILLE
 Grade Level and Pay Schedule
 (Rev. 1 Sept. 90)

(Grade 24)

	HOURLY	WEEKLY	MONTHLY	ANNUALLY
Grade 1				
Step A	3.80	152.00	658.66	7903.92
Step B	3.99	159.60	691.60	8299.20
Step C	4.19	167.60	726.26	8715.12
Step D	4.40	176.00	762.66	9151.92
Step E	4.62	184.79	800.80	9609.60
Step F	4.85	194.00	840.66	10087.92
Step G	5.09	203.60	882.26	10587.12
Step H	5.34	213.60	925.60	11107.20
Step I	5.61	224.40	972.40	11668.80
Step J	5.91	236.40	1024.40	12292.80
Step K	6.19	247.60	1072.93	12875.20

-----Positions-----

Laborer
 Janitor

Grade 25

Grade: 2

Step A	3.99	159.60	691.60	8299.20
B	4.19	167.60	726.26	8715.12
C	4.40	176.00	762.66	9151.92
D	4.62	184.79	800.80	9609.60
E	4.85	194.00	840.66	10087.92
F	5.09	203.60	882.26	10587.12
G	5.34	213.60	925.60	11107.20
H	5.60	224.40	972.40	11668.80
I	5.88	236.40	1024.40	12292.80
J	6.17	247.60	1072.93	12875.20
K	6.47	258.80	1121.47	13457.60

-----Positions-----

Meter Reader
 Water Operator Trainee
 Sewer Operator Trainee
 Water/Sewer Line Laborer

(Grade 26)

Grade: 3

Step A	4.19	167.60	726.26	8715.12
B	4.40	176.00	762.66	9151.92
C	4.62	184.79	800.80	9609.60
D	4.85	194.00	840.66	10087.92
E	5.09	203.60	882.26	10587.12
F	5.34	213.60	925.60	11107.20
G	5.60	224.40	972.40	11668.80
H	5.88	236.40	1024.40	12292.80
I	6.17	247.60	1072.93	12875.20
J	6.47	258.80	1121.47	13457.60
K	6.79	271.60	1176.93	14123.20
L	7.13	285.20	1235.87	14830.40

-----Positions-----
Clerk I
Mechanic Assistant

(Grade 27)

Grade: 4

Step A	4.40	176.00	762.66	9151.92
B	4.62	184.79	800.80	9609.60
C	4.85	194.00	840.66	10087.92
D	5.09	203.60	882.26	10587.12
E	5.34	213.60	925.60	11107.20
F	5.60	224.40	972.40	11668.80
G	5.88	236.40	1024.40	12292.80
H	6.17	247.60	1072.93	12875.20
I	6.47	258.80	1121.47	13457.60
J	6.79	271.60	1176.93	14123.20
K	7.13	285.20	1235.87	14830.40
L	7.49	299.60	1298.27	15579.20

-----Positions-----
Driver Engineer

(Grade 28)

Grade: 5

Step A	4.62	184.79	800.81	9151.92
B	4.85	194.00	840.66	9609.60
C	5.09	203.60	882.26	10087.92
D	5.34	213.60	925.60	10587.12
E	5.60	224.40	972.40	11107.20
F	5.88	236.40	1024.40	11668.80
G	6.17	247.60	1072.93	12292.80
H	6.47	258.80	1121.47	12875.20
I	6.79	271.60	1176.93	13457.60
J	7.13	285.20	1235.87	14123.20
K	7.49	299.60	1298.27	14830.40
L	7.85	314.00	1360.67	16328.00

-----Positions-----
Water Distribution Operator
Sewer Operator
WW Plant Lab Technician
Assistant Sexton
Telecommunicator
Assistant Park Director

(Grade 29)

Grade: 6

Step A	4.85	194.00	840.66	9609.60
B	5.09	203.60	882.26	10087.92
C	5.34	213.60	925.60	10587.12
D	5.60	224.40	972.40	11107.20
E	5.88	236.40	1024.40	11668.80
F	6.17	247.60	1072.93	12292.80
G	6.47	258.80	1121.47	12875.20
H	6.79	271.60	1176.93	13457.60
I	7.13	285.20	1235.87	14123.20
J	7.49	299.60	1298.27	14830.40
K	7.85	314.00	1360.67	16328.00
L	8.24	329.60	1428.27	17139.20

-----Positions-----
Equipment Operator

(Grade 30)

Grade: 7

Step A	5.09	203.60	882.26	10087.92
B	5.34	213.60	925.60	10587.12
C	5.60	224.40	972.40	11107.20
D	5.88	236.40	1024.40	11668.80
E	6.17	247.60	1072.93	12292.80
F	6.47	258.80	1121.47	12875.20
G	6.79	271.60	1176.93	13457.60
H	7.13	285.20	1235.87	14123.20
I	7.49	299.60	1298.27	14830.40
J	7.85	314.00	1360.67	16328.00
K	8.24	329.60	1428.27	17139.20
L	8.65	346.00	1499.33	17992.00
M	9.08	363.20	1573.87	18886.40

-----Positions-----
Maintenance Mechanic
Motor Pool Mechanic

(Grade 31)

Grade: 8

Step A	5.34	213.60	925.60	10587.12
B	5.60	224.40	972.40	11107.20
C	5.88	236.40	1024.40	11668.80
D	6.17	247.60	1072.93	12292.80
E	6.47	258.80	1121.47	12875.20
F	6.79	271.60	1176.93	13457.60
G	7.13	285.20	1235.87	14123.20
H	7.49	299.60	1298.27	14830.40
I	7.85	314.00	1360.67	16328.00
J	8.24	329.60	1428.27	17139.20
K	8.65	346.00	1499.33	17992.00
L	9.08	363.20	1573.87	18886.40
M	9.53	381.20	1651.87	19822.40

-----Positions-----
Police Officer
Recreational Director
Police Detective
Pretreatment Program Coordinator

(Grade 32)

Grade: 9

Step A	5.60	224.40	972.40	11107.20
B	5.88	236.40	1024.40	11668.80
C	6.17	247.60	1072.93	12292.80
D	6.47	258.80	1121.47	12875.20
E	6.79	271.60	1176.93	13457.60
F	7.13	285.20	1235.87	14123.20
G	7.49	299.60	1298.27	14830.40
H	7.85	314.00	1360.67	16328.00
I	8.24	329.60	1428.27	17139.20
J	8.65	346.00	1499.33	17992.00
K	9.08	363.20	1573.87	18886.40
L	9.53	381.20	1651.87	19822.40
M	10.00	400.00	1733.33	20800.00

-----Positions-----

W/S Maintenance Foreman
Mechanical Maintenance Superintendent

(Grade 33)

Grade: 10

Step A	5.88	236.40	1024.40	11668.80
B	6.17	247.60	1072.93	12292.80
C	6.47	258.80	1121.47	12875.20
D	6.79	271.60	1176.93	13457.60
E	7.13	285.20	1235.87	14123.20
F	7.49	299.60	1298.27	14830.40
G	7.85	314.00	1360.67	16328.00
H	8.24	329.60	1428.27	17139.20
I	8.65	346.00	1499.33	17992.00
J	9.08	363.20	1573.87	18886.40
K	9.53	381.20	1651.87	19822.40
L	10.00	400.00	1733.33	20800.00
M	10.50	420.00	1820.00	21840.00

-----Positions-----

Zoning Administrator
ABC Administrator
Purchasing Agent

(Grade 34)

Grade: 11

Step A	6.17	247.60	1072.93	12292.80
B	6.47	258.80	1121.47	12875.20
C	6.79	271.60	1176.93	13457.60
D	7.13	285.20	1235.87	14123.20
E	7.49	299.60	1298.27	14830.40
F	7.85	314.00	1360.67	16328.00
G	8.24	329.60	1428.27	17139.20
H	8.65	346.00	1499.33	17992.00
I	9.08	363.20	1573.87	18886.40
J	9.53	381.20	1651.87	19822.40
K	10.00	400.00	1733.33	20800.00
L	10.50	420.00	1820.00	21840.00
M	11.20	440.80	1910.13	22921.60

-----Positions-----

Parks Director
Police Sergeant
Communications Supervisor
Fire Chief
Street Superintendent
Office Manager
Cemetery Sexton

(Grade 35)

Grade: 12

Step A	6.47	258.80	1121.47	12875.20
B	6.79	271.60	1176.93	13457.60
C	7.13	285.20	1235.87	14123.20
D	7.49	2899.60	1298.27	14830.40
E	7.85	314.00	1360.67	16328.00
F	8.24	329.60	1428.27	17139.20
G	8.65	346.00	1499.33	17992.00
H	9.08	363.20	1573.87	18886.40
I	9.53	381.20	1651.87	19822.40
J	10.00	400.00	1733.33	20800.00
K	10.50	420.00	1820.00	21840.00
L	11.02	440.80	1910.13	22921.60
M	11.57	462.80	2005.47	24065.60

(Grade 36)

Grade: 13

Step A	6.79	271.60	1176.93	13457.60
B	7.13	285.20	1235.87	14123.20
C	7.49	299.60	1298.27	14830.40
D	7.85	314.00	1360.67	16328.00
E	8.24	329.60	1428.27	17139.20
F	8.65	346.00	1499.33	17992.00
G	9.08	363.20	1573.87	18886.40
H	9.53	381.20	1651.87	19822.40
I	10.00	400.00	1733.33	20800.00
J	10.50	420.00	1820.00	21840.00
K	11.02	440.80	1910.13	22921.60
L	11.57	462.80	2005.47	24065.60
M	12.15	486.00	2106.00	25272.00

-----Positions-----
Water Treatment Plant Supt.
Sewer Treatment Plant Supt.

(Grade 37)

Grade: 14

Step A	7.13	285.20	1235.87	14123.20
B	7.49	299.60	1298.27	14830.40
C	7.85	314.00	1360.67	16328.00
D	8.24	329.60	1428.27	17139.20
E	8.65	346.00	1499.33	17992.00
F	9.08	363.20	1573.87	18886.40
G	9.53	381.20	1651.87	19822.40
H	10.00	400.00	1733.33	20800.00
I	10.50	420.00	1820.00	21840.00
J	11.02	440.80	1910.13	22921.60
K	11.57	462.80	2005.47	24065.60
L	12.15	486.00	2106.00	25272.00
M	12.75	510.00	2210.00	26520.00

-----Positions-----
Utility Supt. Assistant

(Grade 38)

Grade: 15

Step A	7.49	299.60	1298.27	14830.40
B	7.85	314.00	1360.67	16328.00
C	8.24	329.60	1428.27	17139.20
D	8.65	346.00	1499.33	17992.00
E	9.08	363.20	1573.87	18886.40
F	9.53	381.20	1651.87	19822.40
G	10.00	400.00	1733.33	20800.00
H	10.50	420.00	1820.00	21840.00
I	11.02	440.80	1910.13	22921.60
J	11.57	462.80	2005.47	24065.60
K	12.15	486.00	2106.00	25272.00
L	12.75	510.00	2210.00	26520.00
M	13.38	535.00	2319.20	27830.40

-----Positons-----
Utility Superintendent

(Grade 39)

Grade: 16

Step A	7.85	314.00	1360.67	16328.00
B	8.24	329.60	1428.27	17139.20
C	8.65	346.00	1499.33	17992.00
D	9.08	363.20	1573.87	18886.40
E	9.53	381.20	1651.87	19822.40
F	10.00	400.00	1733.33	20800.00
G	10.50	420.00	1820.00	21840.00
H	11.02	449.80	1910.13	22921.60
I	11.57	462.80	2005.47	24065.60
J	12.15	486.00	2106.00	25272.00
K	12.75	510.00	2210.00	26520.00
L	13.38	535.00	2319.20	27830.40
M	14.05	562.00	2435.33	29224.00

-----Positons-----

(Grade 400)

Grade: 17

Step A	8.24	329.60	1428.27	17139.20
B	8.65	346.00	1499.33	17992.00
C	9.08	363.20	1573.87	18886.40
D	9.53	381.20	1651.87	19822.40
E	10.00	400.00	1733.33	20800.00
F	10.50	420.00	1820.00	21840.00
G	11.02	440.80	1910.13	22921.00
H	11.57	462.80	2005.47	24065.60
I	12.15	486.00	2106.00	25272.00
J	12.75	510.00	2210.00	26520.00
K	13.38	535.00	2319.20	27830.40
L	14.05	562.00	2435.33	29224.00
M	14.75	590.00	2556.66	30680.00

-----Positions-----
Police Chief
City Clerk/Treasurer

(Grade 41)

Grade: 18

Step A	8.65	346.00	1499.33	17992.00
B	9.08	363.20	1573.87	18886.40
C	9.53	381.20	1651.87	19822.40
D	10.00	400.00	1733.33	20800.00
E	10.50	420.00	1820.00	21840.00
F	11.02	440.80	1910.13	22921.00
G	11.57	462.80	2005.47	24065.60
H	12.15	486.00	2106.00	25272.00
I	12.75	510.00	2210.00	26520.00
J	13.38	535.00	2319.20	27830.40
K	14.05	562.00	2435.33	29224.00
L	14.75	590.00	2556.66	30680.00
M	15.49	619.60	2684.33	32219.20

-----Positions-----

Grade: 19

Step A	9.08	363.20	1573.87	18886.40
B	9.53	381.20	1651.87	19822.40
C	10.00	400.00	1733.33	20800.00
D	10.50	420.00	1820.00	21840.00
E	11.02	440.80	1910.13	22921.00
F	11.57	462.80	2005.47	24065.60
G	12.15	486.00	2106.00	25272.00
H	12.75	510.00	2210.00	26520.00
I	13.38	535.00	2319.20	27830.40
J	14.05	562.00	2435.33	29224.00
K	14.75	590.00	2556.66	30680.00
L	15.49	619.60	2684.33	32219.20
M	16.26	650.40	2818.40	33820.80

-----Positions-----

Grade: 20

Step A	9.53	381.20	1651.87	19822.40
B	10.00	400.00		
1733.33	20800.00			
C	10.50	420.00	1820.00	21840.00
D	11.02	440.80	1910.13	22921.00
E	11.57	462.80	2005.47	24065.60
F	12.15	486.00	2106.00	25272.00
G	12.75	510.00	2210.00	26520.00
H	13.38	535.00	2319.20	27830.40
I	14.05	562.00	2435.33	29224.00
J	14.75	590.00	2556.66	30680.00
K	15.49	619.60	2684.33	32219.20
L	16.26	650.40	2818.40	33820.80
M	17.07	682.80	2958.80	35505.60

-----Positions-----