

COMMISSIONERS' ORDINANCE NO. 0-36-18

AN ORDINANCE AMENDING § 34.50 OF THE COVINGTON CODE OF ORDINANCES CREATING THE POSITION OF SOLID WASTE AND RECYCLING SUPERVISOR AND AMENDING THE SALARY ORDINANCE NO. 0-42-16 ESTABLISHING A PAY RANGE AND CLASSIFICATION FOR THAT POSITION.

* * * *

NOW THEREFORE,
BE IT ORDAINED BY THE BOARD OF COMMISSIONERS OF THE CITY
OF COVINGTON, KENTON COUNTY, KENTUCKY:

Section 1

That § 34.50 of the City of Covington Code, 1984 edition, is hereby amended to create the following positions, which section shall read as follows:

TITLE III: ADMINISTRATION

CHAPTER 34. PERSONNEL POLICIES

NON-UNIFORMED, NON-CIVIL SERVICE EMPLOYEES

34.50 POSITIONS DESIGNATED.

(A) The following positions and employees are hereby designated as non-civil service:

SOLID WASTE AND RECYCLING SUPERVISOR

Section 2

Covington Code of Ordinances Section 34.00 titled Personnel and Pay Classification Plan and O-42-16 are hereby amended by the Personnel and Pay Classification Plan pay range scale that is attached and incorporated by reference. All remaining portions of O-42-16 and Covington Code of Ordinance Section 34.50 remain unchanged.

Section 3

That this ordinance shall take effect and be in full force when passed, published and recorded according to law.


MAYOR

ATTEST:


CITY CLERK

Passed: 9-25-18 (Second Reading)

9-11-18 (First Reading)

Meeting Date:					
ORD.: 1ST		2ND			
OR:					
	2 Downing	Huizenga	1 Wells	Williams	Meyer
Yeas	✓	✓	✓	✓	✓
Nays					
Present, not Voting					

PAY RANGE FOR CLASSIFICATION NUMBER*
 49.7% - Non Supervisory over 12 years
 59.6% for supervisory over 16 year

Classification Number	Exempt Job Title	PAY RANGE FOR CLASSIFICATION NUMBER*					
		0-3 Yr Step 1 (10% range)	17% 4yr-7yr Step II	13.60% 8Yr-11Yr Step III	12.70% 12Yr Step IV	6.60% 16Yr+ Supv Step V	
100 \$112,008-\$178,852	City Manager	\$ 112,008.00	\$ 123,000.00	\$ 131,049.00	\$ 148,872.00	\$ 167,778.00	\$ 178,852.00
101 \$96,869-\$154,991	Assistant City Managers Assistant City Manager Director of Finance and Operations	\$ 96,869.00	\$ 106,500.00	\$ 113,337.00	\$ 128,750.00	\$ 145,101.00	\$ 154,991.00
102 \$93,000-\$148,500	Public Safety Fire Chief Police Chief	\$ 93,000.00	\$ 102,300.00	\$ 108,810.00	\$ 123,608.00	\$ 139,306.00	\$ 148,500.00
200 \$81,731-\$130,506	City Solicitor Community Services Mgr./Asst. City Engineer Finance Director Interim Finance Director Public Services Director / Asst. City Engineer City Operations Director Development Director / City Engineer Neighborhood Services Director Development Manager Senior Assistant City Solicitor / ABC Administrator Economic Development Manager	\$ 81,731.00	\$ 89,900.00	\$ 95,625.00	\$ 108,630.00	\$ 122,426.00	\$ 130,506.00
300 \$73,499-\$117,362	Project Engineer Asst. Fire Chief Asst. Solicitor I Asst. Solicitor II Asst. Police Chief of Operations Asst. Police Chief of Services Communications Manager EMS Director HR Director Senior Accounting Manager Assistant Finance Director	\$ 73,499.00	\$ 80,800.00	\$ 84,994.00	\$ 97,688.00	\$ 110,095.00	\$ 117,362.00

	0-3 Yr	17% 4yr-7yr	13.60% 8Yr-11Yr	12.70% 12Yr	6.60% 16Yr+ Supv
\$ 64,150.00	\$ 70,565.00	\$ 75,055.00	\$ 85,263.00	\$ 96,091.00	\$ 102,433.00

400
\$64,150-\$102,433

Exempt Job Title

Business Development Manager
 Program & Strategic Mgr. Rec Dir (5yrs)
 Community Development Manager
 Interim Operations Director
 Fleet Manager
 Fire Marshall (Proposed 60)
 Urban Forestry & Parks Division Supervisor
 Battalion Chief I
 Battalion Chief II

500
\$60,000-\$95,806

Exempt Job Title

Beautification Division Supervisor
 Right of Way Division Supervisor
 Parks & Facilities Division Supervisor
 Accounting/Operations Manager
 Grant Administrator/Real Estate Spec.
 Revenue/Collections Manager
 Housing Choice Voucher Prog. Coord.
 Compliance Officer
 Internal Auditor
 Assistant Project Engineer
 IT and Data Manager
 Manager of Analytics and Intelligence
 Parks and Recreation Division Supervisor
 Economic Development Project Manager
 Procurement Officer

\$ 60,000.00	\$ 66,000.00	\$ 70,200.00	\$ 79,747.00	\$ 89,875.00	\$ 95,806.00
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600
\$51,863-\$82,814

Exempt Job Title

Accountant II
 Accountant IV
 Staff Accountant
 Business Manager
 Solid Waste Coordinator
 CDBG/Home Coordinator
 Marketing & Communication Manager
 GIS/Business Analyst & Project Manager
 Housing Development Specialist
 Business Development Specialist
 Risk Manager
 Zoning and Development Specialist
 Code Enforcement Supervisor
 Office/Purchasing Manager
 Historic Preservation and Planning Specialist
 City Clerk
 Public Information Officer
 Economic Development Specialist
 Parks and Recreation Manager
 Records Custodian
 Computer Forensic Analyst
 Systems Analyst & Project Manager
 Accounts Payable Manager

\$ 51,863.00	\$ 57,050.00	\$ 60,680.00	\$ 68,932.00	\$ 77,686.00	\$ 82,814.00
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HR Manager

Classification Number	0-3 Yr	17% 4yr-7yr	13.60% 8Yr-11Yr	12.70% 12Yr	6.60% 16Yr+ Supv	
700 \$42,180-\$57,237	\$ 42,180.00	\$ 48,000.00	\$ 49,266.00	\$ 55,966.00	\$ 63,074.00	\$ 67,237.00

Exempt and Non-Exempt Job Title

Exempt and Non-Exempt
 Payroll Specialist
 Human Resource Assistant
 Renaissance Manager
 Parks and Recreation Specialist
 Code Enforcement Manager
 Tax Auditor
 Finance Technician
 Finance Analyst
 Auditor
 Auditor II
 Municipal Specialist
 Recreation Program Coordinator
 Home Consortium Coordinator
 Human Resources Generalist

800 \$39,900-\$63,711	\$ 39,900.00	\$ 43,472.00	\$ 46,683.00	\$ 53,031.00	\$ 59,766.00	\$ 63,711.00
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Exempt/Non Exempt Job Title

Executive Asst./Code Enforcement & Engineering
 Business Analyst/Executive Assistant
 Executive Asst. Admin.
 Executive Asst. CM
 Administrative Assistant
Solid Waste and Recycling Supervisor

900 \$36,933-\$58,973	\$ 36,933.00	\$ 40,600.00	\$ 43,211.00	\$ 49,088.00	\$ 55,322.00	\$ 58,973.00
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Exempt Job Title

Program Support
 Housing Choice Program Spec.
 Section 8 Rep 5
 Section 8 Rep 5
 Section 8 Rep 5 (3)
 Executive Assistant City Manager
 Administrative Assistant for Community Dev/Eng
 Special Programs Admin.
 Urban Housing Spec. 5

Classification Number	Exempt Job Title	0-3 Yr	4yr-7yr	8Yr-11Yr	12Yr	16Yr+ Supv	
900 \$36,933-\$58,973	Department Support Admin Asst. Police Admin Asst. Fire Legal Coordinator Legal Asst. Administrative Assistant Parks, Recreation, Facilities Admin Asst. Community Development	\$ 36,933.00	\$ 40,600.00	\$ 43,211.00	\$ 49,088.00	\$ 55,322.00	\$ 58,973.00
902 \$25,500-\$40,717	General/Other Clerk	\$ 25,500.00	\$ 27,500.00	\$ 29,835.00	\$ 33,892.00	\$ 38,196.00	\$ 40,717.00
903	ALL PART-TIME	Set At Hire					

* The salary ranges in this chart may be supplemented with additional fixed compensation for services rendered as described in the City's Personnel and Classification Plan ordinance, City's Fiscal Stability ordinance, or other City ordinance. The salary ranges listed herein shall not be construed as a limit regarding any lump sum salary payment paid pursuant to such an ordinance. Individual salaries for positions may be outside of these ranges in accordance with the Personnel and Pay Classification Plan ordinance.