

ORDINANCE NO. 540-1996

AN ORDINANCE OF THE CITY OF DRY RIDGE, KENTUCKY, ESTABLISHING A COMPENSATION PLAN AND REPEALING ORDINANCE NO. 427-1988 AND ORDINANCE NO. 463-1991.

WHEREAS, the City Council of the City of Dry Ridge recognizes that a personnel policy and system which recruits and thereafter retains a quality and motivated work force is indispensable to an effective city government; and

WHEREAS, it is deemed essential to have a current compensation plan, in writing, delineating the salary range for each position within the classified system of the city and available to each of the employees affected or covered by the said compensation plan.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF DRY RIDGE, KENTUCKY, THAT THE CITY OF DRY RIDGE'S EMPLOYEE COMPENSATION PLAN IS ESTABLISHED HEREBY AS FOLLOWS:

SECTION ONE

There is hereby established within and for the City of Dry Ridge, Kentucky, the following employee compensation plan (THE CITY OF DRY RIDGE COMPENSATION PLAN) which is and shall be the system of salary administration for the city, to-wit:

"THE CITY OF DRY RIDGE COMPENSATION PLAN"

(A) Personnel employed by the city on a 40-hour work week:

JOB CLASSIFICATION	MINIMUM SALARY	MAXIMUM SALARY
Maintenance Supervisor	\$13,390.00	\$27,000.00
City Clerk/Treasurer	\$13,390.00	\$27,000.00
Police Chief	\$13,390.00	\$27,000.00
Police Captain	\$11,300.00	\$23,000.00
Assistant Maintenance Supervisor	\$11,300.00	\$23,000.00
Assistant City Clerk/Treasurer	\$11,300.00	\$23,000.00

Police Lieutenant	\$11,128.00	\$21,000.00
Police Officer	\$10,400.00	\$20,000.00
Laborer	\$ 8,840.00	\$15,000.00
Secretary	\$ 8,840.00	\$15,000.00

(B) Personnel employed by the city on a 32-hour work week:

JOB CLASSIFICATION	MINIMUM SALARY	MAXIMUM SALARY
Maintenance Supervisor	\$11,300.00	\$20,000.00
City Clerk/Treasurer	\$11,300.00	\$20,000.00
Police Chief	\$11,300.00	\$20,000.00
Police Captain	\$11,128.00	\$18,000.00
Assistant Maintenance Supervisor	\$11,128.00	\$18,000.00
Assistant City Clerk/Treasurer	\$11,128.00	\$18,000.00
Police Lieutenant	\$10,400.00	\$17,000.00
Police Officer	\$ 9,400.00	\$15,000.00
Laborer	\$ 7,072.00	\$13,000.00
Secretary	\$ 7,072.00	\$13,000.00

#### SECTION TWO

The Mayor, by Executive Order, shall fix the salary of each city employee or officer and will show the same's said annual salary as so computed on a 52-week-work-year and so further based on the hourly rate of pay computed on a 32-hour work week or 40-hour work week, as the case may be, and will provide in such Executive Order whether such employee/officer is to be paid weekly, semi-monthly or monthly as to a set and fixed salary, or whether such employee/officer's salary is to be established by an hourly rate of pay, and shall further set forth the pay period of each city employee or officer.

#### SECTION THREE

Personnel employed or hired on a part-time basis, shall be paid at an hourly rate commensurate with the hourly-work-week and job classification for which said person is employed on a part-time basis.

SECTION FOUR

In addition to the compensation provided for hereinabove, the City of Dry Ridge shall contribute for each full-time employee or officer of the City of Dry Ridge, the employer's portion of the retirement fund contribution for such employee or officer in accordance with the City of Dry Ridge's contract with the Kentucky Retirement System, and shall pay for such employee or officer, the premium, single or family, due on a health/hospitalization insurance plan or program as established by the City of Dry Ridge.

SECTION FIVE

"THE CITY OF DRY RIDGE COMPENSATION PLAN" as hereby established, fixed and ordained hereby, shall hereafter be waived, suspended, altered, changed, amended or revised by process of ordinance enactment only, except that any amendments or changes or increases in either Federal or State Minimum Wage required to be paid to persons or employees covered by public laws, statutes, regulations or directives, shall automatically increase the "minimum wage" to be paid an employee or officer of the City of Dry Ridge without need of formal enactment by readings, vote affirmative, approval and order of due publication of an ordinance as so provided herein to amend the herein plan of compensation.

SECTION SIX

This Ordinance shall become effective on July 1, 1996, and shall then and thereby revoke and repeal Ordinance No. 427-1988 and Ordinance No. 463-1991.

First Reading: May 6, 1996

Second Reading: May 30, 1996

ORDAINED, ADOPTED, APPROVED AND ORDERED PUBLISHED THIS THE 30th DAY OF MAY, 1996.

  
NORMAN FERGUSON, MAYOR

ATTEST:

  
CINDY L. HARRIS, CITY CLERK