Fiscal Year 09-10

POLICE

		YEARS OF SERVICE IN THE DEPARTMENT (Based on Full Time Hire Date in Department)																								
	GRADE	Entry		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
NON-EXEMPT														**NON-EXEMPT**												
POLICE OFFICER	G1	15.3938		15.5861	15.7808	15.9779	16.1774	16.3798	16.5846	16.7918	17.0019	17.2144	17.4298	17.6476	17.8683	18.0918	18.3178	18.5466	18.7784	19.0130	19.2505	19.4913	19.7351	19.9817	20.2317	20.4846	20.7409	21.0000
POLICE SERGEANT	G2						18.1005	18.3029	18.5077	18.7149	18.9250	19.1375	19.3529	19.5707	19.7913	20.0149	20.2409	20.4697	20.7014	20.9361	21.1736	21.4144	21.6582	21.9048	22.1548	22.4077	22.6639	22.9231
POLICE LIEUTENANT	G3							20.4846	20.6894	20.8966	21.1067	21.3192	21.5346	21.7524	21.9731	22.1966	22.4226	22.6514	22.8832	23.1178	23.3553	23.5962	23.8399	24.0865	24.3365	24.5894	24.8457	25.1048
EXEMPT														**EXEMPT**												
POLICE MAJOR	G5								57209	57640	58077	58519	58967	59420	59879	60344	60814	61290	61772	62260	62754	63255	63762	64275	64795	65321	65854	66393
DEPUTY CHIEF OF POLICE (LT COL)	G7									61783	62220	62662	63110	63563	64022	64487	64957	65433	65915	66403	66897	67398	67905	68418	68938	69464	69997	70536

NOTE: Unless otherwise approved by the City Manager, Step 1 represents the year an employee *completes* the first year of employment; Step 2 represents *the fiscal year* an employee *completes* the second year of employment; and so on.
NOTE: Figures on this chart may be rounded due to administrative purposes, or may vary in the payroll system due to rounding.

Example on how to calculate regular earnings for non-exempt employees:
If an employee works 2,080 regular hours over the course of the year, and the hourly pay rate is $10.00/hr.
Then, 2,080 x $10.00 = $20,800

State Incentive Pay:
Note: The state incentive pay (which is currently $3,100/yr) is paid separately from the biweekly checks, in payments of approximately $258.33/mo.

Incremental Pay:
Employees receive their first incremental pay amount as follows:
The July of the same fiscal year in which they complete their fifth year, or for upper ranks on probation, after completion of their probationary period, whichever comes first.
2nd-5th Increments:
After the first increment is received, then additional increments will be received every July, until the maximum increment is reached.
Note: If an employee changes from a non-exempt position to an exempt position, then the non-exempt column will no longer apply.
If an employee changes from an exempt position to a non-exempt position, then the exempt column will no longer apply.

	Exempt*		Non-Exempt**
First Increment	$ 200.00	Or	$ 0.096154
Second Increment	$ 400.00	Or	$ 0.192308
Third Increment	$ 600.00	Or	$ 0.288462
Fourth Increment	$ 800.00	Or	$ 0.384615
Fifth Increment	$ 1,000.00	Or	$ 0.480769
MAXIMUM	$1,000.00	Or	$ 0.480769

*This amount will be added to annual salary. May be rounded for administrative purposes.
**This amount will be added to regular hourly pay rate. May be rounded for administrative purposes.

Callback and Overtime:
Non-exempt Hazardous Duty Police personnel who receive Callback or Overtime pay may be paid for such time using the following calculation:
[(Regular hourly rate) + (1.49*)] (1.5)
*$1.49 assumes an annual state incentive amount of $3,100/yr."

IMPORTANT: Hazardous duty titles must remain same as titles previously approved by Ky Retirement Systems; if any changes, seek approval.

Exempt employees:
Exempt employee pay is based on a weekly salary pursuant to applicable wage and hour regulations. The above amount for exempt employees reflects when an employee is employed for 52 weeks (if applicable) without any pay dockage as permitted by applicable law.