

**CITY OF FORT MITCHELL
KENTON COUNTY, KENTUCKY
ORDINANCE 2025-05**

AN ORDINANCE AMENDING ORDINANCE 2024-05 OF THE CITY OF FORT MITCHELL, KENTUCKY CODE OF ORDINANCES WAGE AND SALARY RANGES AND DIRECTING THIS ORDINANCE BE PUBLISHED BY SUMMARY

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF FORT MITCHELL:

SECTION I

The Personnel and Pay Classification Plan for the city employees established by Ordinance 2024-05, in accordance with KRS 83A.070(2) is amended to add the pay rates from July 1, 2025 to June 30, 2026 on the attached Schedule "A".

SECTION II

All Ordinances or parts of Ordinances in conflict herewith are, to the extent of such conflict, if any, hereby repealed.

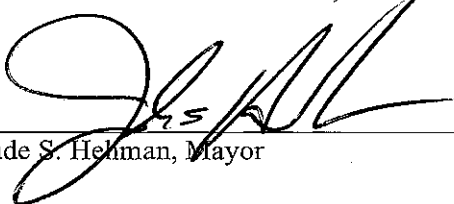
SECTION III

The Provisions of this Ordinance are severable and the invalidity of any provision of this Ordinance shall not affect the validity of any other provisions hereof, and such other provisions shall remain in full force and effect as long as they remain valid in the absence of that provision determined to be invalid.

SECTION IV

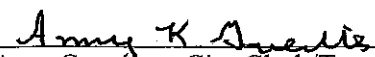
This Ordinance shall be in full force and effect from and after its passage and publication according to law and said publication may be in summary form.

CITY OF FORT MITCHELL, KENTUCKY



Jude S. Helman, Mayor

ATTEST:



Amy Guenther, City Clerk/Treasurer

Date of First Reading: 6/23/2025
Date of Second Reading and Enactment: 7/14/2025
Date Published: 8/2/2025

CITY OF FORT MITCHELL SALARY SCALES
Attachment to Ordinance 2025-05

Schedule A

TITLE	Number of Positions	Prior Ordinance 2024-05				Current Proposed Ordinance 2025-05				FULL-TIME		Memo Only	
		SALARY (FOR EXEMPT)		HOURLY (NON EXEMPT)		SALARY (FOR EXEMPT)		HOURLY (NON EXEMPT)		ANNUAL HOURS	ANNUAL	MINIMUM	MAXIMUM
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM				
		7/24-6/26	7/24-6/26	7/24-6/26	7/24-6/26	7/25-6/27	7/25-6/27	7/25-6/27	7/25-6/27				
CITY ADMINISTRATIVE OFFICER	1	100,000	150,000	N/A	N/A	100,000	150,000	N/A	N/A	1950		100,000.00	150,000.00
CITY CLERK/TREASURER	1	84,000	145,000	N/A	N/A	85,000	120,750	N/A	N/A	1950		85,000.00	120,750.00
ASSISTANT CITY CLERK/TREASURER	1	N/A	N/A	30.00	42.75	N/A	N/A	30.00	44.89	1950		58,500.00	87,530.63
DEPUTY CITY CLERK/HUMAN RESOURCE ASSISTANT	1	N/A	N/A	22.00	30.00	N/A	N/A	22.00	31.50	1950		42,900.00	61,425.00
ADMINISTRATIVE ASSISTANT	2	N/A	N/A	20.00	24.26	N/A	N/A	20.00	25.47	1950		39,000.00	49,672.35
ADMINISTRATIVE ASSISTANT (Part-time)	b	N/A	N/A	20.00	24.26	N/A	N/A	20.00	25.47	1100		22,000.00	28,020.30
FIRE CHIEF	1	92,000	120,000	N/A	N/A	93,000	126,000	N/A	N/A	2080		93,000.00	126,000.00
ASSISTANT FIRE CHIEF	3	85,000	110,000	N/A	N/A	85,000	115,500	N/A	N/A	2080		85,000.00	115,500.00
FIRE CAPTAIN	3	N/A	N/A	25.00	40.00	N/A	N/A	25.00	42.00	2496		67,600.00	113,568.00
FIRE LIEUTENANT (24 Hour Shifts/48 Hour Week)	b	N/A	N/A	24.00	32.93	N/A	N/A	24.00	34.58	2496		64,896.00	93,494.86
FIRE LIEUTENANT (40 Hour Week)	b	N/A	N/A	24.00	39.64	N/A	N/A	24.00	41.62	2080		49,920.00	86,573.76
FIREFIGHTER/PARAMEDIC (40 Hour Week)	18	N/A	N/A	23.00	32.12	N/A	N/A	23.00	33.73	2080		47,840.00	70,150.08
FIREFIGHTER/PARAMEDIC (24 Hour Shifts/48 Hour Week)	c	N/A	N/A	23.00	30.00	N/A	N/A	23.00	31.50	2496		62,192.00	85,176.00
PARAMEDIC (40 Hour Week)	c	N/A	N/A	21.00	32.12	N/A	N/A	21.00	33.73	2080		43,680.00	70,150.08
PARAMEDIC (24 Hour Shifts/48 Hour Week)	c	N/A	N/A	21.00	28.00	N/A	N/A	21.00	29.40	2496		56,784.00	79,497.60
EMT (40 Hour Week)	c	N/A	N/A	18.00	25.00	N/A	N/A	18.00	26.25	2080		37,440.00	54,600.00
EMT (24 Hour Shifts/48 Hour Week)	c	N/A	N/A	18.00	23.00	N/A	N/A	18.00	26.25	2496		48,672.00	70,980.00
FIREFIGHTER/EMT (40 Hour Week)	c	N/A	N/A	20.00	27.00	N/A	N/A	20.00	28.35	2080		41,600.00	58,968.00
FIREFIGHTER/EMT (24 Hour Shifts/48 Hour Week)	c	N/A	N/A	20.00	28.00	N/A	N/A	20.00	29.40	2496		54,080.00	79,753.13
FIREFIGHTER/PARAMEDIC (Part-time)	a	N/A	N/A	20.00	33.92	N/A	N/A	20.00	35.62	PT			
EMT (Part-time)	a	N/A	N/A	16.00	32.12	N/A	N/A	16.00	33.73	PT			
PARAMEDIC (Part-time)	a	N/A	N/A	18.00	28.00	N/A	N/A	18.00	29.40	PT			
FIREFIGHTER/EMT (Part-time)	a	N/A	N/A	18.00	30.00	N/A	N/A	18.00	31.50	PT			
RECRUITMENT & RETENTION COORDINATOR	4+1	N/A	N/A	30.00	42.48	N/A	N/A	30.00	44.52	2080		62,400.00	92,601.60
POLICE CHIEF	1	99,750	130,800	N/A	N/A	104,738	137,340	N/A	N/A	2080		104,737.50	137,340.00
POLICE CAPTAIN	1	89,250	117,645	N/A	N/A	93,713	123,527	N/A	N/A	2080		93,712.50	123,527.03
POLICE LIEUTENANT	2	N/A	N/A	36.75	48.88	N/A	N/A	38.59	51.32	2080		80,262.00	106,753.92
POLICE SERGEANT	4	N/A	N/A	36.75	48.88	N/A	N/A	38.59	51.32	2080		80,262.00	106,753.92
POLICE DETECTIVE	1	N/A	N/A	28.35	42.83	N/A	N/A	29.77	44.97	2080		61,916.40	93,540.72
POLICE SPECIALIST	10	N/A	N/A	28.35	42.83	N/A	N/A	29.77	44.97	2080		61,916.40	93,540.72
POLICE OFFICER	b	N/A	N/A	27.00	42.83	N/A	N/A	27.00	44.97	2080		56,160.00	93,540.72
POLICE CADET (Part-time)	2	N/A	N/A	12.60	18.20	N/A	N/A	13.23	19.11	PT			
PARKS DIRECTOR (Part-time)	1	N/A	N/A	21.00	36.40	N/A	N/A	22.05	38.22	1300		28,665.00	49,686.00
PARK LABORER (Part-time/Seasonal)	6	N/A	N/A	13.65	23.11	N/A	N/A	14.33	24.27	PT			
PUBLIC WORKS DIRECTOR	1	85,000	107,040	N/A	N/A	85,000	113,306	N/A	N/A	2080		85,000.00	113,305.50
PUBLIC WORKS CREW LEADER	4+2	N/A	N/A	23.10	36.97	N/A	N/A	24.26	38.82	2080		50,450.40	80,742.48
PUBLIC WORKS LABORER	3	N/A	N/A	19.95	32.51	N/A	N/A	20.95	35.19	2080		43,570.80	73,185.84
PUBLIC WORKS LABORER (Part-time/Seasonal)	4	N/A	N/A	13.65	23.11	N/A	N/A	14.33	24.27	PT			
PROGRAM & COMMUNICATION MANAGER	1	N/A	N/A	22.05	38.15	N/A	N/A	23.15	40.06	1950		45,147.38	76,112.13
RECREATION-STAFF (Part-time/Seasonal)	5	N/A	N/A	7.61	24.23	N/A	N/A	7.99	25.44	PT			

Exclusions

The above payroll scale excludes the \$4,429-4,562 training incentive pay for each full-time police and fire employee; required by state statute that meets the training requirements, holiday pay for full-time 24 hour shift fire employees holiday pay for 24 hour shift fire and nonexempt police officers and equipment stipends.

Abbreviations

PT-Part-time
N/A-Not applicable
est-Estimate

Notes

- a-Limited by budget and shifts needed to fill, not by number of employees
- b-Included in number of positions in lines directly above.
- c-Total number of full-time fire department employees (excluding chief, assistant chief and lieutenants) is limited to 18
- d-Will only be filled if grant is received to pay for this position.