

**CITY OF FORT MITCHELL
KENTON COUNTY, KENTUCKY
ORDINANCE 2026-08**

AN ORDINANCE AMENDING ORDINANCE 2025-05 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 2025-05, in accordance with KRS 83A.070(2) is amended to add the pay rates from July 1, 2026 to June 30, 2028 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All Ordinances or parts of Ordinances in conflict herewith are, to the extent of such conflict, if any, hereby repealed.

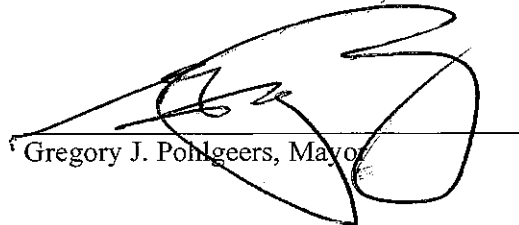
SECTION III

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



Gregory J. Pohlgeers, Mayor

ATTEST:



Amy Guenther, City Clerk/Treasurer

Date of First Reading: 6/22/2026
Date of Second Reading and Enactment: 7/13/2026
Date Published: 7/17/2026

CITY OF FORT MITCHELL SALARY SCALES
Attachment to Ordinance 2026-08

Schedule A

Schedule A			Ordinance 2025-05				Current Proposed Ordinance 2026-08						
TITLE	Number of Positions	SALARY (FOR EXEMPT)		HOURLY (NON EXEMPT)		SALARY (FOR EXEMPT)		HOURLY (NON EXEMPT)		FULL-TIME ANNUAL HOURS	Memo Only		
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM		ANNUAL MINIMUM	ANNUAL MAXIMUM	
CITY ADMINISTRATIVE OFFICER	1	100,000	150,000	N/A	N/A	7/25-6/27	7/25-6/27	101,000	154,500	N/A	N/A	101,000.00	154,500.00
CITY CLERK/TREASURER	1	85,000	120,750	N/A	N/A	7/25-6/27	7/25-6/27	85,850	128,364	N/A	N/A	85,850.00	128,363.75
ASSISTANT CITY CLERK/TREASURER	1	N/A	N/A	30.00	44.89	N/A	N/A	N/A	N/A	30.90	46.24	60,255.00	90,161.57
DEPUTY CITY CLERK/HUMAN RESOURCE ASSISTANT	1	N/A	N/A	22.00	31.50	N/A	N/A	N/A	N/A	22.66	32.45	44,187.00	63,267.75
ADMINISTRATIVE ASSISTANT	2	N/A	N/A	20.00	25.47	N/A	N/A	N/A	N/A	20.60	26.23	40,170.00	51,156.50
ADMINISTRATIVE ASSISTANT (Part-time)	b	N/A	N/A	20.00	25.47	N/A	N/A	N/A	N/A	20.60	26.23		
PROGRAM & COMMUNICATION MANAGER	1	N/A	N/A	23.15	40.06	N/A	N/A	N/A	N/A	23.38	41.26	45,593.93	80,460.51
FIRE CHIEF	1	93,000	126,000	N/A	N/A	93,930	129,780	N/A	N/A	N/A	N/A	93,930.00	129,780.00
ASSISTANT FIRE CHIEF	3	85,000	115,500	N/A	N/A	85,850	118,965	N/A	N/A	N/A	N/A	85,850.00	118,965.00
FIRE CAPTAIN	3	N/A	N/A	25.00	42.00	N/A	N/A	N/A	N/A	25.75	43.26	69,628.00	116,975.04
FIRE LIEUTENANT (24 Hour Shifts/48 Hour Week)	b 3	N/A	N/A	24.00	34.58	N/A	N/A	N/A	N/A	24.24	35.62	65,544.96	96,309.45
FIRE LIEUTENANT (40 Hour Week)	b	N/A	N/A	24.00	41.62	N/A	N/A	N/A	N/A	24.24	42.87	50,419.20	89,166.69
FIREFIGHTER/PARAMEDIC (40 Hour Week)	18	N/A	N/A	23.00	33.73	N/A	N/A	N/A	N/A	23.23	34.74	48,318.40	72,263.15
FIREFIGHTER/PARAMEDIC (24 Hour Shifts/48 Hour Week)	c	N/A	N/A	23.00	31.50	N/A	N/A	N/A	N/A	23.23	32.45	62,813.92	87,731.28
PARAMEDIC (40 Hour Week)	c	N/A	N/A	21.00	33.73	N/A	N/A	N/A	N/A	21.21	34.74	44,116.80	72,263.15
PARAMEDIC (24 Hour Shifts/48 Hour Week)	c	N/A	N/A	21.00	29.40	N/A	N/A	N/A	N/A	21.21	30.28	57,351.84	81,882.53
EMT (40 Hour Week)	c	N/A	N/A	18.00	26.25	N/A	N/A	N/A	N/A	18.18	27.04	37,814.40	56,238.00
EMT (24 Hour Shifts/48 Hour Week)	c	N/A	N/A	18.00	26.25	N/A	N/A	N/A	N/A	18.18	27.04	49,158.72	73,109.40
FIREFIGHTER/EMT (40 Hour Week)	c	N/A	N/A	20.00	28.35	N/A	N/A	N/A	N/A	20.20	29.20	42,016.00	60,737.04
FIREFIGHTER/EMT (24 Hour Shifts/48 Hour Week)	c	N/A	N/A	20.00	29.49	N/A	N/A	N/A	N/A	20.20	30.37	54,620.80	82,133.19
FIREFIGHTER/PARAMEDIC (Part-time)	a	N/A	N/A	20.00	35.62	N/A	N/A	N/A	N/A	20.20	36.69		
EMT (Part-time)	a	N/A	N/A	16.00	33.73	N/A	N/A	N/A	N/A	16.16	34.74		
PARAMEDIC (Part-time)	a	N/A	N/A	18.00	29.40	N/A	N/A	N/A	N/A	18.18	30.28		
FIREFIGHTER/EMT (Part-time)	a	N/A	N/A	18.00	31.50	N/A	N/A	N/A	N/A	18.18	32.45		
RECRUITMENT & RETENTION COORDINATOR	1	N/A	N/A	30.00	44.52	N/A	N/A	N/A	N/A	30.30	45.86	63,024.00	95,379.65
POLICE CHIEF	1	104,238	137,340	N/A	N/A	105,785	141,460	N/A	N/A	N/A	N/A	105,785.38	141,460.20
POLICE CAPTAIN	1	93,713	123,527	N/A	N/A	94,650	127,233	N/A	N/A	N/A	N/A	94,650.13	127,232.81
POLICE LIEUTENANT	2	N/A	N/A	38.59	51.32	N/A	N/A	N/A	N/A	38.98	52.86	81,069.87	109,947.97
POLICE SERGEANT	4	N/A	N/A	29.77	51.32	N/A	N/A	N/A	N/A	30.07	52.86	62,540.82	96,343.73
POLICE DETECTIVE	1	N/A	N/A	29.77	44.97	N/A	N/A	N/A	N/A	30.07	46.32	62,540.82	96,343.73
POLICE SPECIALIST	10	N/A	N/A	27.00	44.97	N/A	N/A	N/A	N/A	30.07	46.32	62,540.82	96,343.73
POLICE OFFICER	b	N/A	N/A	27.00	44.97	N/A	N/A	N/A	N/A	27.27	46.32	56,721.60	96,343.73
POLICE CADET (Part-time)	2	N/A	N/A	13.23	19.11	N/A	N/A	N/A	N/A	13.36	19.68		
PARKS DIRECTOR (Part-time)	1	N/A	N/A	22.05	38.23	N/A	N/A	N/A	N/A	22.27	39.37	28,951.65	51,176.58
PARK LABORER (Part-time/Seasonal)	6	N/A	N/A	14.33	24.27	N/A	N/A	N/A	N/A	14.47	25.00		
PUBLIC WORKS DIRECTOR	1	85,000	113,306	N/A	N/A	85,850	116,705	N/A	N/A	N/A	N/A	85,850.00	116,705.18
PUBLIC WORKS CREW LEADER	2	N/A	N/A	24.26	38.82	N/A	N/A	N/A	N/A	24.50	39.98	50,965.41	83,167.97
PUBLIC WORKS LABORER	3	N/A	N/A	20.95	35.19	N/A	N/A	N/A	N/A	21.16	36.25	44,011.76	75,391.06
PUBLIC WORKS LABORER (Part-time/Seasonal)	4	N/A	N/A	20.95	35.19	N/A	N/A	N/A	N/A	21.16	36.25		
RECREATION-STAFF (Part-time/Seasonal)	5	N/A	N/A	7.99	25.44	N/A	N/A	N/A	N/A	8.07	26.20		

Exclusions

The above payscale excludes the state 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, captain, recruitment & retention coordinator and lieutenants) is limited to 18
- d-Will only be filled if grant is received to pay for this position--