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# **City of Louisville**

## **2012 Compensation Plan**

# City of Louisville 2012 Pay Plan Table of Contents

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## 2012 Position Listing

Position Title	Page Number	Exempt (E) Non-Exempt (NE)	Pay Grade
Accountant	4	E	L36
Accounting Manager	6	E	L48
Accounting Technician I	3	NE	L28
Accounting Technician II	4	NE	L31
Accounting Technician III	4	NE	L34
Administrative Assistant	3	NE	L26
Adult Sports Official	1	NE	P07
Assistant City Engineer	6	E	L51
Assistant Operations Manager	5	E	L45
Assistant Swim Coach	1	NE	P01
Building Inspector	4	NE	L37
Building Maintenance Technician	4	NE	L30
Building Permit Technician	4	NE	L31
Building Safety Technician	4	NE	L31
Camera Console Operator	3	NE	L19
Capitol Improvement Project Manager	11	E	L51
Chief Building Official	6	E	L48
Chief Wastewater Plant Operator	5	NE	L41
Chief Water Plant Operator	5	NE	L41
Circulation Supervisor	4	NE	L35
City Clerk	5	E	L47
City Engineer	6	E	L53
City Manager	7	E	XX
Civil Engineer I	5	E	L38
Civil Engineer II	5	E	L42
Code Enforcement Officer	4	NE	L33
Combo Building Inspector	5	NE	L38
Community Resource Coordinator	4	E	L34
Construction Inspector	4	NE	L36
Court Coordinator	4	NE	L31
Deputy City Clerk	4	NE	L33
Deputy City Manager	7	E	L60
Director of Economic Development	6	E	L53
Director of Finance	6	E	L56
Director of Library and Museum Services	6	E	L53
Director of Parks & Recreation	6	E	L55
Director of Planning & Building Safety	6	E	L53
Director of Public Works	6	E	L56
Engineering Assistant	4	NE	L36
Executive Assistant to the City Manager	4	NE	L32
Facilities Maintenance Manager	5	E	L45
Facility Assistant	3	NE	L25
Field Supervisor	1	NE	P02
GIS Coordinator	5	E	L43
Head Lifeguard	3	NE	L22
Head Swim Coach	1	NE	P03
Human Resources Analyst	5	E	L38
Human Resources Manager	6	E	L52

## 2012 Position Listing

Position Title	Page Number	Exempt (E) Non-Exempt (NE)	Pay Grade
Human Resources Technician	4	NE	L31
Intern	3	NE	L24
IT Manager	6	E	L51
Law Enforcement Technician	4	NE	L33
Librarian I	4	NE	L36
Librarian I - Cataloger	4	NE	L36
Librarian II	5	NE	L41
Library Clerk	2	NE	L17
Library Operations Manager	5	NE	L42
Library Page	2	NE	L11
Library Technical Services Supervisor	5	NE	L41
Library Technician I	4	NE	L29
Library Technician II	4	NE	L31
Library Teen Services Coordinator	4	NE	L36
Lifeguard	1	NE	P02
Maintenance Worker	1	NE	P03
Meal Site Coordinator	1	NE	P05
Mechanic	4	NE	L33
Museum Coordinator	4	NE	L35
Network Administrator	5	NE	L43
Nite-at-the-Rec Program Asst. Lead	1	NE	P03
Nite-at-the-Rec Program Lead	1	NE	P05
Nite-at-the-Rec Staff	1	NE	REG
Office Assistant	3	NE	L23
Open Space Coordinator	5	E	L42
Open Space Specialist	4	NE	L31
Open Space Technician	3	NE	L28
Opening Lifeguard	1	NE	P03
Operations Foreman	5	NE	L39
Operations Manager	6	E	L48
Operations Technician I	3	NE	L26
Operations Technician II	4	NE	L30
Operations Technician III	4	NE	L34
Parks Project Manager	5	E	L42
Parks Superintendent	6	E	L48
Parks Supervisor - Horticulture & Forestry	5	E	L41
Parks Supervisor - Parks & Cemetery	5	E	L41
Parks Technician I	3	NE	L25
Parks Technician II	3	NE	L28
Parks Technician III	4	NE	L31
Planner I	4	E	L35
Planner II	5	E	L38
Planner III	5	E	L44
Police Chief	7	E	L58
Police Commander	6	E	L52
Police Officer	8	7K Exempt	-
Police Records Technician	3	NE	L27
Police Sergeant	8	7K Exempt	-
Preschool Director	1	NE	P08

## 2012 Position Listing

Position Title	Page Number	Exempt (E) Non-Exempt (NE)	Pay Grade
Preschool Instructor	1	NE	P04
Principal Planner	5	E	L44
Private Lesson Instructor	1	NE	P08
Public Relations Manager	5	E	L42
Records Management Coordinator	3	NE	L27
Recreation Aide I	1	NE	P01
Recreation Facility Assistant	1	NE	P05
Recreation Instructor I	1	NE	P03
Recreation Instructor II	1	NE	P05
Recreation Instructor III	1	NE	P07
Recreation Instructor IV	1	NE	P09
Recreation Service Representative	1	NE	P02
Recreation Superintendent	6	E	L49
Recreation Supervisor I	4	E	L34
Recreation Supervisor II	5	E	L40
Recreation Manager	5	E	L41
Scorekeeper	1	NE	P01
*Seasonal Camp Aide	1	NE	P01
*Seasonal Camp Counselor	1	NE	P03
*Seasonal Engineering Aide	1	NE	P08
*Seasonal Head Camp Counselor	1	NE	P05
*Seasonal Lifeguard	1	NE	P01
*Seasonal Maintenance Worker	1	NE	P03
*Seasonal Open Space Technician	1	NE	P03
*Seasonal Pool Manager	1	NE	P05
*Seasonal Sports Coach	1	NE	P03
*Seasonal VoloCity Leader	1	NE	P05
Senior Administrative Assistant	4	NE	L31
Senior Civil Engineer	5	E	L46
Support Services Coordinator	4	NE	L31
Swim Coach	1	NE	P02
Tax Auditor	5	E	L39
Tax Manager	5	E	L45
Temporary Librarian	1	NE	P09
W/WW Plant Operator A	4	NE	L36
W/WW Plant Operator B	4	NE	L33
W/WW Plant Operator C	4	NE	L31
W/WW Plant Operator D	3	NE	L28
W/WW Plant Trainee	3	NE	L26
Wastewater Plant Superintendent	5	E	L46
Water Plant Superintendent	5	E	L46
Water Safety Instructor	1	NE	P02
Youth Sports Official	1	NE	P03

## 2012 Part-Time Pay Plan

PAY GRADE	2012 Minimum Wage = \$7.64	RANGE MIN.	RANGE MID.	RANGE MAX.
P01	Assistant Swim Coach Recreation Aide I	\$7.26	\$8.54	\$10.25
P02	Field Supervisor Lifeguard Recreation Service Rep Swim Coach	\$8.36	\$9.84	\$11.81
	Scorekeeper Water Safety Instructor *Camp Aide *Seasonal Lifeguard			
P03	Head Swim Coach Meal Site Driver Nite-at-Rec Prg Asst. Lead Opening Lifeguard Recreation Instructor I	\$9.46	\$11.13	\$13.36
	Youth Sports Official *Camp Counselor *Maintenance Worker *Open Space Technician *Sports Coach			
P04	Preschool Instructor	\$10.98	\$12.92	\$15.50
P05	Meal Site Coordinator Nite-at-Rec Prg Lead Recreation Instructor II	\$11.66	\$13.72	\$16.46
	*Head Camp Counselor *Pool Manager *VoloCity Leader			
P06		\$12.89	\$15.17	\$18.20
P07	Adult Sports Official Recreation Instructor III	\$13.86	\$16.30	\$19.56
P08	Preschool Director Private Lessons Instructor *Engineering Aide	\$14.96	\$17.60	\$21.12
P09	Recreation Instructor IV Temporary Librarian	\$16.69	\$19.64	\$23.57
REG	Nite-at-Rec Staff	\$8.36	\$9.84	\$11.81

\* = Seasonal position titles

## 2012 Pay Plan

PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.
L09	2012 Minimum Wage = \$7.64	\$7.55 \$1,308.67 \$15,704.00	\$8.68 \$1,504.53 \$18,054.40	\$9.99 \$1,731.60 \$20,779.20
L10		\$7.85 \$1,360.67 \$16,328.00	\$9.03 \$1,565.20 \$18,782.40	\$10.38 \$1,799.20 \$21,590.40
L11	Library Page	\$8.17 \$1,416.13 \$16,993.60	\$9.39 \$1,627.60 \$19,531.20	\$10.80 \$1,872.00 \$22,464.00
L12		\$8.49 \$1,471.60 \$17,659.20	\$9.77 \$1,693.47 \$20,321.60	\$11.23 \$1,946.53 \$23,358.40
L13		\$8.83 \$1,530.53 \$18,366.40	\$10.16 \$1,761.07 \$21,132.80	\$11.68 \$2,024.53 \$24,294.40
L14		\$9.19 \$1,592.93 \$19,115.20	\$10.56 \$1,830.40 \$21,964.80	\$12.15 \$2,106.00 \$25,272.00
L15		\$9.55 \$1,655.33 \$19,864.00	\$10.99 \$1,904.93 \$22,859.20	\$12.63 \$2,189.20 \$26,270.40
L16		\$9.94 \$1,722.93 \$20,675.20	\$11.43 \$1,981.20 \$23,774.40	\$13.14 \$2,277.60 \$27,331.20
L17	Library Clerk	\$10.33 \$1,790.53 \$21,486.40	\$11.88 \$2,059.20 \$24,710.40	\$13.67 \$2,369.47 \$28,433.60
L18		\$10.75 \$1,863.33 \$22,360.00	\$12.36 \$2,142.40 \$25,708.80	\$14.21 \$2,463.07 \$29,556.80

## 2012 Pay Plan

PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.
L19	Camera Console Operator	\$11.18 \$1,937.87 \$23,254.40	\$12.85 \$2,227.33 \$26,728.00	\$14.78 \$2,561.87 \$30,742.40
L20		\$11.62 \$2,014.13 \$24,169.60	\$13.37 \$2,317.47 \$27,809.60	\$15.37 \$2,664.13 \$31,969.60
L21		\$12.09 \$2,095.60 \$25,147.20	\$13.90 \$2,409.33 \$28,912.00	\$15.99 \$2,771.60 \$33,259.20
L22	Head Lifeguard	\$12.57 \$2,178.80 \$26,145.60	\$14.46 \$2,506.40 \$30,076.80	\$16.63 \$2,882.53 \$34,590.40
L23	Office Assistant	\$13.07 \$2,265.47 \$27,185.60	\$15.04 \$2,606.93 \$31,283.20	\$17.29 \$2,996.93 \$35,963.20
L24	Intern	\$13.60 \$2,357.33 \$28,288.00	\$15.64 \$2,710.93 \$32,531.20	\$17.98 \$3,116.53 \$37,398.40
L25	Facility Assistant Parks Technician I	\$14.14 \$2,450.93 \$29,411.20	\$16.26 \$2,818.40 \$33,820.80	\$18.70 \$3,241.33 \$38,896.00
L26	Administrative Assistant Operations Technician I W/WW Plant Trainee	\$14.71 \$2,549.73 \$30,596.80	\$16.91 \$2,931.07 \$35,172.80	\$19.45 \$3,371.33 \$40,456.00
L27	Police Records Technician Records Management Coordinator	\$15.30 \$2,652.00 \$31,824.00	\$17.59 \$3,048.93 \$36,587.20	\$20.23 \$3,506.53 \$42,078.40
L28	Accounting Technician I Open Space Technician Parks Technician II W/WW Plant Operator D	\$15.91 \$2,757.73 \$33,092.80	\$18.29 \$3,170.27 \$38,043.20	\$21.04 \$3,646.93 \$43,763.20

## 2012 Pay Plan

PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.	
L29	Library Technician I	\$16.54 \$2,866.93 \$34,403.20	\$19.03 \$3,298.53 \$39,582.40	\$21.88 \$3,792.53 \$45,510.40	
L30	Building Maintenance Technician Operations Technician II	\$17.21 \$2,983.07 \$35,796.80	\$19.79 \$3,430.27 \$41,163.20	\$22.75 \$3,943.33 \$47,320.00	
L31	Accounting Technician II Building Permits Tech. Building Safety Tech. Court Coordinator Human Resources Tech. Library Technician II	Open Space Specialist Parks Technician III Sr. Administrative Assistant Support Services Coord. W/WW Plant Operator C	\$17.89 \$3,100.93 \$37,211.20	\$20.58 \$3,567.20 \$42,806.40	\$23.66 \$4,101.07 \$49,212.80
L32	Executive Assistant to the City Manager	\$18.61 \$3,225.73 \$38,708.80	\$21.40 \$3,709.33 \$44,512.00	\$24.61 \$4,265.73 \$51,188.80	
L33	Code Enforcement Officer Deputy City Clerk Law Enforcement Technician	Mechanic W/WW Plant Operator B	\$19.35 \$3,354.00 \$40,248.00	\$22.26 \$3,858.40 \$46,300.80	\$25.60 \$4,437.33 \$53,248.00
L34	Accounting Technician III Community Resource Coordinator Operations Technician III	Recreation Supervisor I	\$20.13 \$3,489.20 \$41,870.40	\$23.15 \$4,012.67 \$48,152.00	\$26.62 \$4,614.13 \$55,369.60
L35	Circulation Supervisor Museum Coordinator Planner I		\$20.93 \$3,627.87 \$43,534.40	\$24.07 \$4,172.13 \$50,065.60	\$27.68 \$4,797.87 \$57,574.40
L36	Accountant Construction Inspector Engineering Assistant Librarian I	Librarian I - Cataloger Library Teen Srvc Coord. W/WW Plant Operator A	\$21.77 \$3,773.47 \$45,281.60	\$25.04 \$4,340.27 \$52,083.20	\$28.79 \$4,990.27 \$59,883.20
L37	Building Inspector		\$22.64 \$3,924.27 \$47,091.20	\$26.04 \$4,513.60 \$54,163.20	\$29.94 \$5,189.60 \$62,275.20

## 2012 Pay Plan

PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.
L38	Civil Engineer I	\$23.55	\$27.08	\$31.14
	Planner II	\$4,082.00	\$4,693.87	\$5,397.60
	Combo Building Inspector Human Resources Analyst	\$48,984.00	\$56,326.40	\$64,771.20
L39	Operations Foreman	\$24.49	\$28.16	\$32.39
	Tax Auditor	\$4,244.93	\$4,881.07	\$5,614.27
		\$50,939.20	\$58,572.80	\$67,371.20
L40	Recreation Supervisor II	\$25.47	\$29.29	\$33.68
		\$4,414.80	\$5,076.93	\$5,837.87
		\$52,977.60	\$60,923.20	\$70,054.40
L41	Chief W/WW Plant Operator	\$26.49	\$30.46	\$35.03
	Librarian II	\$4,591.60	\$5,279.73	\$6,071.87
	Parks Supervisor Recreation Manager Library Technical Services Sup.	\$55,099.20	\$63,356.80	\$72,862.40
L42	Civil Engineer II	\$27.55	\$31.68	\$36.43
	Library Operations Manager	\$4,775.33	\$5,491.20	\$6,314.53
	Parks Project Manager Public Relations Manager Open Space Coordinator	\$57,304.00	\$65,894.40	\$75,774.40
L43	GIS Coordinator	\$28.65	\$32.95	\$37.89
	Network Administrator	\$4,966.00	\$5,711.33	\$6,567.60
	System Administrator	\$59,592.00	\$68,536.00	\$78,811.20
L44	Planner III	\$29.79	\$34.26	\$39.40
	Principal Planner	\$5,163.60	\$5,938.40	\$6,829.33
		\$61,963.20	\$71,260.80	\$81,952.00
L45	Assistant Operations Manager	\$30.99	\$35.63	\$40.98
	Facility Maintenance Manager	\$5,371.60	\$6,175.87	\$7,103.20
	Tax Manager	\$64,459.20	\$74,110.40	\$85,238.40
L46	Senior Civil Engineer	\$32.23	\$37.06	\$42.62
	Wastewater Plant Superintendent	\$5,586.53	\$6,423.73	\$7,387.47
	Water Plant Superintendent	\$67,038.40	\$77,084.80	\$88,649.60
L47	City Clerk	\$33.51	\$38.54	\$44.32
		\$5,808.40	\$6,680.27	\$7,682.13
		\$69,700.80	\$80,163.20	\$92,185.60

## 2012 Pay Plan

PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.
L48	Accounting Manager	\$34.86	\$40.08	\$46.10
	Chief Building Official	\$6,042.40	\$6,947.20	\$7,990.67
	Operations Manager	\$72,508.80	\$83,366.40	\$95,888.00
L49	Recreation Superintendent	\$36.25	\$41.69	\$47.94
		\$6,283.33	\$7,226.27	\$8,309.60
		\$75,400.00	\$86,715.20	\$99,715.20
L50		\$37.70	\$43.35	\$49.86
		\$6,534.67	\$7,514.00	\$8,642.40
		\$78,416.00	\$90,168.00	\$103,708.80
L51	Assistant City Engineer	\$39.21	\$45.09	\$51.85
	Capitol Improvement Project Manager	\$6,796.40	\$7,815.60	\$8,987.33
	IT Manager	\$81,556.80	\$93,787.20	\$107,848.00
L52	Police Commander	\$40.78	\$46.89	\$53.93
	Human Resources Manager	\$7,068.53	\$8,127.60	\$9,347.87
		\$84,822.40	\$97,531.20	\$112,174.40
L53	Director - Economic Development	\$42.41	\$48.77	\$56.08
	Director - Library & Museum Services	\$7,351.07	\$8,453.47	\$9,720.53
	Director - Planning & Building Safety	\$88,212.80	\$101,441.60	\$116,646.40
L54		\$44.10	\$50.72	\$58.33
		\$7,644.00	\$8,791.47	\$10,110.53
		\$91,728.00	\$105,497.60	\$121,326.40
L55	Director - Parks and Recreation	\$45.87	\$52.75	\$60.66
		\$7,950.80	\$9,143.33	\$10,514.40
		\$95,409.60	\$109,720.00	\$126,172.80
L56	Director - Finance	\$47.70	\$54.86	\$63.09
	Director - Public Works	\$8,268.00	\$9,509.07	\$10,935.60
		\$99,216.00	\$114,108.80	\$131,227.20
L57		\$49.61	\$57.05	\$65.61
		\$8,599.07	\$9,888.67	\$11,372.40
		\$103,188.80	\$118,664.00	\$136,468.80

## 2012 Pay Plan

PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.
L58	Police Chief	\$51.59 \$8,942.27 \$107,307.20	\$59.33 \$10,283.87 \$123,406.40	\$68.23 \$11,826.53 \$141,918.40
L59		\$53.66 \$9,301.07 \$111,612.80	\$61.71 \$10,696.40 \$128,356.80	\$70.96 \$12,299.73 \$147,596.80
L60	Deputy City Manager	\$55.81 \$9,673.11 \$116,077.31	\$64.18 \$11,124.08 \$133,488.91	\$73.80 \$12,792.69 \$153,512.25
L61		\$58.04 \$10,060.03 \$120,720.40	\$66.74 \$11,569.04 \$138,828.47	\$76.76 \$13,304.39 \$159,652.73
L62		\$60.36 \$10,462.44 \$125,549.22	\$69.41 \$12,031.80 \$144,381.60	\$79.83 \$13,836.57 \$166,038.84
XX	City Manager - Contract Position 2012	\$76.45 \$13,251.33 \$159,016.00	\$76.45 \$13,251.33 \$159,016.00	\$76.45 \$13,251.33 \$159,016.00

## 2012 Pay Plan - Police Officers/Sergeants

PAY GRADE	POSITION TITLES	PAY RATE
L3-1	Police Officer - Step 1	\$23.97 \$4,154.80 \$49,857.60
L3-2	Police Officer - Step 2	\$25.17 \$4,362.80 \$52,353.60
L3-3	Police Officer - Step 3	\$26.43 \$4,581.20 \$54,974.40
L3-4	Police Officer - Step 4	\$27.75 \$4,810.00 \$57,720.00
L3-5	Police Officer - Step 5	\$29.14 \$5,050.93 \$60,611.20
L3-6	Police Officer - Step 6	\$30.60 \$5,304.00 \$63,648.00
L3-7	Police Officer - Step 7	\$32.13 \$5,569.20 \$66,830.40
L3-8	Police Officer - Step 8	\$33.74 \$5,848.27 \$70,179.20
L3-9	Master Police Officer	\$35.43 \$6,141.20 \$73,694.40
L2-1	Police Sergeant - Step 1	\$37.20 \$6,448.00 \$77,376.00
L2-2	Police Sergeant - Step 2	\$39.06 \$6,770.40 \$81,244.80
L2-3	Police Sergeant - Step 3	\$41.01 \$7,108.40 \$85,300.80
L2-4	Police Sergeant - Step 4	\$43.06 \$7,463.73 \$89,564.80
P01	Police Special Duty Assignment	\$41.63

**City of Louisville**  
**2012 Employee Staffing Summary**  
FTE - Full Time Equivalent

	Position Title	2009	2010	2011	2012
<b>City Manager's Office</b>					
City Manager	*Capital Improvement Project Manager				1.000
	City Manager	1.000	1.000	1.000	1.000
	Deputy City Manager	0.750	0.750	0.750	0.750
	Director of Economic Development	1.000	1.000	1.000	1.000
	Executive Assistant to the City Manager	1.000	1.000	1.000	1.000
	Public Relations Manager	1.000	1.000	1.000	1.000
	<i>Camera Console Operator</i>		0.360	0.360	0.340
	<b>CMO Summary</b>	<b>4.750</b>	<b>5.110</b>	<b>5.110</b>	<b>6.090</b>
Court	City Clerk	1.000	1.000	1.000	1.000
	Court Coordinator (Formerly Court Clerk)	1.000	0.900	0.900	0.900
	Deputy City Clerk	1.000	0.900	0.900	0.900
	Records Management Coordinator	0.750	0.750	0.750	0.750
	<b>Court Summary</b>	<b>3.750</b>	<b>3.550</b>	<b>3.550</b>	<b>3.550</b>
Human Resources	Human Resources Analyst	2.000	1.800	1.800	1.800
	Human Resources Technician	1.000	1.000	0.750	0.750
	Human Resources Manager	1.000	1.000	1.000	1.000
	<b>Human Resources Summary</b>	<b>4.000</b>	<b>3.800</b>	<b>3.550</b>	<b>3.550</b>
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> *Capital Improvement Project Manager - Index position budgeted 3-5 years. </div>					
<i>Part-time Non-benefitted Staffing Summary</i>		0.000	0.360	0.360	0.340
Full-time Benefitted Staffing Summary		12.500	12.100	11.850	12.850
<b>City Manager's Office Staffing Summary</b>		<b>12.500</b>	<b>12.460</b>	<b>12.210</b>	<b>13.190</b>

**City of Louisville**  
**2011 Employee Staffing Summary**  
FTE - Full Time Equivalent

	Position Title	2009	2010	2011	2012
<b>Finance</b>					
Accounting	Accountant	1.000	1.000	0.750	0.750
	Accounting Manager	1.000	1.000	1.000	1.000
	Accounting Technician I	1.000	1.000	1.000	1.000
	Accounting Technician III	2.000	2.000	2.000	2.000
	Director of Finance	1.000	1.000	1.000	1.000
	<b>Accounting Summary</b>	<b>6.000</b>	<b>6.000</b>	<b>5.750</b>	<b>5.750</b>
Information Systems	GIS Coordinator	1.000	1.000	1.000	1.000
	IT Manager	1.000	1.000	1.000	1.000
	Network Administrator	1.000	1.000	1.000	1.000
	<b>Information Systems Summary</b>	<b>3.000</b>	<b>3.000</b>	<b>3.000</b>	<b>3.000</b>
Tax	Tax Auditor	1.000	1.000	1.000	1.000
	Tax Manager	1.000	1.000	1.000	1.000
	<b>Tax Summary</b>	<b>2.000</b>	<b>2.000</b>	<b>2.000</b>	<b>2.000</b>
<b>Finance Staffing Summary</b>		<b>11.000</b>	<b>11.000</b>	<b>10.750</b>	<b>10.750</b>

**City of Louisville**  
**2011 Employee Staffing Summary**  
 FTE - Full Time Equivalent

	Position Title	2009	2010	2011	2011
<b>Library Services</b>					
Library	Circulation Supervisor	1.000	1.000	1.000	1.000
	Director of Library and Museum Services	1.000	1.000	1.000	1.000
	Librarian I	2.750	2.750	2.750	2.750
	Librarian I - Cataloger		0.500	0.500	0.500
	Librarian II	2.000	2.000	2.000	2.000
	Library Technician I	1.250	0.750	0.750	0.750
	<i>* Museum Coordinator</i>		0.725	0.725	1.000
	Technical Services Supervisor	0.750	0.750	0.750	0.750
	Teen Services Coordinator	1.000	1.000	1.000	1.000
	Support Services Coordinator	1.000	1.000	1.000	1.000
	<i>Library Technician I</i>		0.930	0.930	0.810
	<i>Library Technician II</i>		0.580	0.580	0.580
	<i>Library Clerk</i>		3.500	3.130	3.130
	<i>Library Page</i>		1.540	2.130	2.180
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">           *Museum Coordinator - Effective 1/1/2012 changed to Full-time 1.0 FTE         </div>					
<i>Part-time Non-benefitted Staffing Summary</i>		0.000	7.275	7.495	6.700
Full-time Benefitted Staffing Summary		10.750	10.750	10.750	11.750
<b>Library Staffing Summary</b>		<b>10.750</b>	<b>18.025</b>	<b>18.245</b>	<b>18.450</b>

**City of Louisville**  
**2011 Employee Staffing Summary**  
FTE - Full Time Equivalent

	Position Title	2009	2010	2011	2012
<b>Parks &amp; Recreation</b>					
Administration	Director of Parks & Recreation	1.000	1.000	1.000	1.000
	Sr. Administrative Assistant - Parks & Rec.	1.000	1.000	1.000	1.000
	<b>Administration Summary</b>	<b>2.000</b>	<b>2.000</b>	<b>2.000</b>	<b>2.000</b>
Parks	Open Space Coordinator	1.000	1.000	1.000	1.000
	Open Space Specialist				1.000
	Open Space Technician	1.000	1.000	1.000	0.000
	<i>Seasonal Open Space Technician</i>		0.500	0.500	0.500
	Parks Project Manager	1.000	1.000	1.000	1.000
	Parks Superintendent	1.000	1.000	1.000	1.000
	<i>Parks Technician I</i>		1.460	2.190	1.460
	<i>Seasonal Parks Maintenance</i>		4.660	5.020	5.030
	Parks Supervisor - Horticulture & Forestry	1.000	1.000	1.000	1.000
	Parks Supervisor - Parks & Cemetery	1.000	1.000	1.000	1.000
	Parks Technician I	1.000	0.000	0.000	0.000
	Parks Technician II	5.000	6.000	6.000	6.000
	Parks Technician III	1.000	1.000	1.000	1.000
<b>Parks Summary</b>	<b>13.000</b>	<b>19.620</b>	<b>20.710</b>	<b>19.990</b>	
Recreation	Recreation Superintendent	1.000	1.000	1.000	1.000
	Recreation Manager	1.000	1.000	1.000	1.000
	Facility Assistant		0.800	0.800	0.800
	<i>Guest Services Representative</i>		4.060	4.060	4.060
	<i>Red Cross Instructor</i>		0.050	0.050	0.050
	<b>Recreation Management Summary</b>	<b>2.000</b>	<b>6.910</b>	<b>6.910</b>	<b>6.910</b>
General Programming	Recreation Supervisor I - Gen. Programming	1.000	1.000	1.000	1.000
	<i>Recreation Services Rep-Child Care</i>		1.630	1.630	1.630
	<i>Fitness Instructor III</i>		1.200	1.200	1.200
	<i>Nite at the Rec-Representative</i>		0.480	0.480	0.580
	<i>Nite at the Rec-Program Leader</i>		0.110	0.110	0.110
	<i>Nite at the Rec-Asst. Program Leader</i>		0.110	0.110	0.110
	<i>Nite at the Rec-Lifeguard</i>		0.100	0.100	0.100
	<b>General Programming Summary</b>	<b>1.000</b>	<b>4.630</b>	<b>4.630</b>	<b>4.730</b>

»Part-time = Non-benefitted employee

Park & Rec continued on next page

**City of Louisville**  
**2011 Employee Staffing Summary**  
FTE - Full Time Equivalent

	Position Title	2009	2010	2011	2012
<b>Parks &amp; Recreation - continued</b>					
Adult/Youth Sports	Recreation Supervisor II - Adult/Youth Sports	1.000	1.000	1.000	1.000
	<i>Youth Sports Instructor</i>		0.960	1.010	1.010
	<i>Adult Sports Instructor</i>		0.040	0.070	0.070
	<b>Adult &amp; Youth Sports Summary</b>	<b>1.000</b>	<b>2.000</b>	<b>2.080</b>	<b>2.080</b>
Aquatics	Recreation Supervisor II - Aquatics	1.000	1.000	1.000	1.000
	Recreation Supervisor I - Aquatics	1.000	1.000	1.000	1.000
	Aquatics Facility Operator	1.000	0.000	0.000	0.000
	Head Lifeguard	0.800	0.800	0.800	1.600
	<i>Lifeguard</i>		5.260	5.260	4.460
	<i>Water Safety Instructor (WSI)</i>		0.710	0.710	0.710
	<i>Water Aerobics</i>		0.350	0.350	0.350
	<i>Private Lesson Instructor</i>		0.300	0.300	0.300
	<i>Memory Square-Cashier</i>		0.120	0.150	0.000
	<i>Memory Square-Lifeguard</i>		0.890	0.910	0.910
	<i>Memory Square-WSI</i>		0.180	0.200	0.200
	<i>Memory Square-Water Aerobics</i>		0.030	0.030	0.030
	<i>Memory Square-Pool Manager</i>		0.270	0.270	0.270
	<b>Aquatics Summary</b>	<b>3.800</b>	<b>10.910</b>	<b>10.980</b>	<b>10.830</b>
Youth Activities	Recreation Supervisor II - Youth Activities	0.875	0.875	0.875	0.875
	<i>Preschool</i>		1.750	1.750	1.750
	<i>Summer Camp</i>		1.560	1.560	1.560
	<i>Enrichment Programs</i>		0.120	0.120	0.120
	<i>Seasonal VoloCity Leader</i>		0.060	0.060	0.060
		<b>Youth Activities Summary</b>	<b>0.875</b>	<b>4.365</b>	<b>4.365</b>
Senior Services	Community Resource Coordinator	1.000	0.800	1.000	1.000
	Recreation Supervisor I - Senior Services	1.000	1.000	0.000	0.000
	Recreation Supervisor II - Senior Services	1.000	1.000	1.000	1.000
	<i>Art Instructor</i>		0.050	0.050	0.050
	<i>Fitness Instructor III</i>		0.280	0.280	0.280
	<i>Senior Meal Site Coordinator</i>		0.480	0.480	0.480
		<b>Senior Services Summary</b>	<b>3.000</b>	<b>3.610</b>	<b>2.810</b>
<i>Part-time Non-Benefitted Staffing Summary</i>		0.000	27.770	29.010	27.440
Full-time Benefitted Staffing Summary		26.675	25.475	24.675	26.275
<b>Parks &amp; Recreation Staffing Summary</b>		<b>26.675</b>	<b>54.045</b>	<b>54.485</b>	<b>53.715</b>

**City of Louisville**  
**2011 Employee Staffing Summary**  
FTE - Full Time Equivalent

	Position Title	2009	2010	2011	2012
<b>Planning &amp; Building Safety</b>					
Building Safety	Building Inspector	1.000	1.000	1.000	1.000
	Building Permit Technician				1.000
	Building Safety Technician	1.000	1.000	1.000	1.000
	Chief Building Official	1.000	1.000	1.000	1.000
	Combination Building Inspector	1.000	1.000	1.000	1.000
	<i>Administrative Assistant-Building</i>	1.000	0.500	0.500	0.000
	<b>Building Safety Summary</b>	<b>5.000</b>	<b>4.500</b>	<b>4.500</b>	<b>5.000</b>
Planning	Director - Planning & Building Safety	1.000	1.000	1.000	1.000
	Sr. Administrative Assistant - Planning	1.000	1.000	1.000	1.000
	Planner I	0.000	0.000	0.000	1.000
	Planner II	1.000	1.000	1.000	0.000
	Planner III				1.000
	Principal Planner	1.000	1.000	1.000	1.000
	<b>Planning Summary</b>	<b>4.000</b>	<b>4.000</b>	<b>4.000</b>	<b>5.000</b>
<div style="border: 1px solid black; padding: 5px; display: inline-block; margin: 10px auto; width: fit-content;">Planner I - Temporary 1 year (2012) assignment</div>					
<i>Part-time Non-Benefitted Staffing Summary</i>			0.500	0.500	0.000
Full-time Benefitted Staffing Summary		9.000	8.000	8.000	10.000
<b>Planning &amp; Building Safety Staffing Summary</b>		<b>9.000</b>	<b>8.500</b>	<b>8.500</b>	<b>10.000</b>

**City of Louisville**  
**2011 Employee Staffing Summary**  
 FTE - Full Time Equivalent

	Position Title	2009	2010	2011	2012
<b>Police</b>					
Administration	Chief of Police	1.000	1.000	1.000	1.000
	Division Commander	2.000	2.000	2.000	2.000
	Law Enforcement Technician	1.000	1.000	1.000	1.000
	Records Technician	2.000	2.000	2.000	2.000
	<b>Administration Summary</b>	<b>6.000</b>	<b>6.000</b>	<b>6.000</b>	<b>6.000</b>
Code Enforcement	Code Enforcement Officer	2.000	2.000	2.000	2.000
	<b>Code Enforcement Summary</b>	<b>2.000</b>	<b>2.000</b>	<b>2.000</b>	<b>2.000</b>
Patrol	Police Officer - Step 1	2.000	2.000	1.000	1.000
	Police Officer - Step 2	2.000	2.000	3.000	0.000
	Police Officer - Step 3	3.000	2.000	1.000	3.000
	Police Officer - Step 4	1.000	5.000	4.000	2.000
	Police Officer - Step 5	4.000	1.000	1.000	4.000
	Police Officer - Step 6	2.000	3.000	3.000	1.000
	Police Officer - Step 7	1.000	1.000	1.000	3.000
	Police Officer - Step 8	10.000	8.000	8.000	9.000
	Master Police Officer	0.000	0.000	0.000	0.000
	Police Sergeant - Step 1	1.000	0.000	0.000	0.000
	Police Sergeant - Step 2	0.000	1.000	0.000	0.000
	Police Sergeant - Step 3	0.000	0.000	1.000	0.000
	Police Sergeant - Step 4	5.000	5.000	5.000	6.000
	<b>Patrol Summary</b>	<b>31.000</b>	<b>30.000</b>	<b>28.000</b>	<b>29.000</b>
	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">           Police Officer Step 1 as of January of the indicated year.         </div>				
<b>Police Staffing Summary</b>		<b>39.000</b>	<b>38.000</b>	<b>36.000</b>	<b>37.000</b>

**City of Louisville**  
**2011 Employee Staffing Summary**  
 FTE - Full Time Equivalent

	Position Title	2009	2010	2011	2012
<b>Public Works</b>					
Administration	Director of Public Works	1.000	1.000	0.900	1.000
	Sr. Administrative Assistant - Public Works	1.000	1.000	1.000	1.000
	<b>Public Works Administration Summary</b>	<b>2.000</b>	<b>2.000</b>	<b>1.900</b>	<b>2.000</b>
Engineering	Assistant City Engineer	1.000	1.000	1.000	1.000
	Civil Engineer I	1.000	0.000	0.000	1.000
	Civil Engineer II	0.000	1.000	1.000	1.000
	Construction Inspector	1.000	1.000	1.000	1.000
	Engineering Assistant	1.000	1.000	1.000	0.000
	Senior Civil Engineer	2.000	2.000	2.000	2.000
	<i>Seasonal Engineering Aide</i>		<i>0.310</i>	<i>0.310</i>	<i>0.310</i>
	<b>Public Works Engineering Summary</b>	<b>6.000</b>	<b>6.310</b>	<b>6.310</b>	<b>6.310</b>
Operations	Administrative Assistant - Operations	1.000	1.000	1.000	1.000
	Assistant Operations Manager	1.000	1.000	1.000	1.000
	Building Maintenance Technician	2.000	2.000	2.000	2.000
	Facilities Maintenance Manager	1.000	1.000	1.000	1.000
	Mechanic	2.000	2.000	2.000	2.000
	Operations Foreman	2.000	2.000	2.000	2.000
	Operations Maintenance Technician I	6.000	6.000	6.900	4.900
	Operations Maintenance Technician II	2.000	2.000	2.000	3.000
	Operations Maintenance Technician III	2.000	2.000	1.000	2.000
	Operations Manager	1.000	1.000	1.000	1.000
	Utility Meter Reader	1.000	1.000	0.000	0.000
<b>Public Works Operations Summary</b>	<b>21.000</b>	<b>21.000</b>	<b>19.900</b>	<b>19.900</b>	

»Part-time = Non-benefitted employee

Public Works continued on next page

**City of Louisville**  
**2011 Employee Staffing Summary**  
 FTE - Full Time Equivalent

	Position Title	2009	2010	2011	2012
<b>Public Works - continued</b>					
Wastewater	*Chief Wastewater Plant Operator	1.000	1.000	1.000	1.000
	Pretreatment Specialist	1.000	1.000	0.000	0.000
	Wastewater Plant Operator A	0.000	0.000	0.000	1.000
	Wastewater Plant Operator B	0.000	0.000	0.000	0.000
	Wastewater Plant Operator C	2.000	3.000	2.000	3.000
	Wastewater Plant Operator D	1.000	0.000	2.000	0.000
	Wastewater Plant Trainee	0.000	0.000	0.000	0.000
	Wastewater Plant Superintendent	1.000	1.000	1.000	1.000
	<i>Intern</i>				0.420
	<i>Seasonal Maintenance Worker</i>		0.280	0.280	0.420
	<b>Public Works Wastewater Summary</b>		<b>6.000</b>	<b>6.280</b>	<b>6.280</b>
Water	Chief Water Plant Operator	1.000	1.000	1.000	1.000
	Water Plant Operator A	6.000	7.000	7.000	7.000
	Water Plant Operator B	1.000	0.000	1.000	1.000
	Water Plant Operator C	1.000	1.000	0.000	0.000
	Water Plant Operator D	0.000	0.000	0.000	0.000
	Water Plant Superintendent	1.000	1.000	1.000	1.000
	Water Plant Trainee	0.000	0.000	0.000	0.000
	<i>Intern</i>		1.540	0.860	0.840
	<i>Seasonal Maintenance Worker</i>		0.700	0.700	0.420
	<b>Public Works Wastewater Summary</b>		<b>10.000</b>	<b>12.240</b>	<b>11.560</b>
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">           *Chief Wastewater Plant Operator - Position vacant as of this publication, however FTE budgeted for 2012.         </div>					
<i>Part-time Non-Benefitted Staffing Summary</i>		0.000	2.830	2.150	2.410
Full-time Benefitted Staffing Summary		45.000	45.000	43.800	43.900
<b>Public Works Staffing Summary</b>		<b>45.000</b>	<b>47.830</b>	<b>45.950</b>	<b>46.310</b>

**City of Louisville**  
**2011 Employee Staffing Summary**  
 FTE - Full Time Equivalent

Position Title	2009	2010	2011	2012
<b>Total City of Louisville Staffing Summary</b>				
City Manager's Office	12.500	12.460	12.210	13.190
Finance	11.000	11.000	10.750	10.750
Library Services	10.750	18.025	18.245	18.450
Parks & Recreation	26.675	54.045	54.485	53.715
Planning & Building Safety	9.000	8.500	8.500	10.000
Police	39.000	38.000	36.000	37.000
Public Works	45.000	47.830	45.950	46.310
<b>Total Part-time Non-Benefitted Staffing Summary</b>				
	<i>0.000</i>	<i>38.735</i>	<i>39.515</i>	<i>36.890</i>
<b>Total Full-time Benefitted Staffing Summary</b>				
	<b>153.925</b>	<b>150.325</b>	<b>145.825</b>	<b>152.525</b>
<b>Total City FTE Count</b>				
	<b>153.925</b>	<b>189.860</b>	<b>186.140</b>	<b>189.415</b>

2010, 2011 and 2012 "**Total City FTE Count**" includes Part-time/Seasonal positions.

2012 Position changes resulted in a net increase to "**Total City FTE Count**" of +3.275.

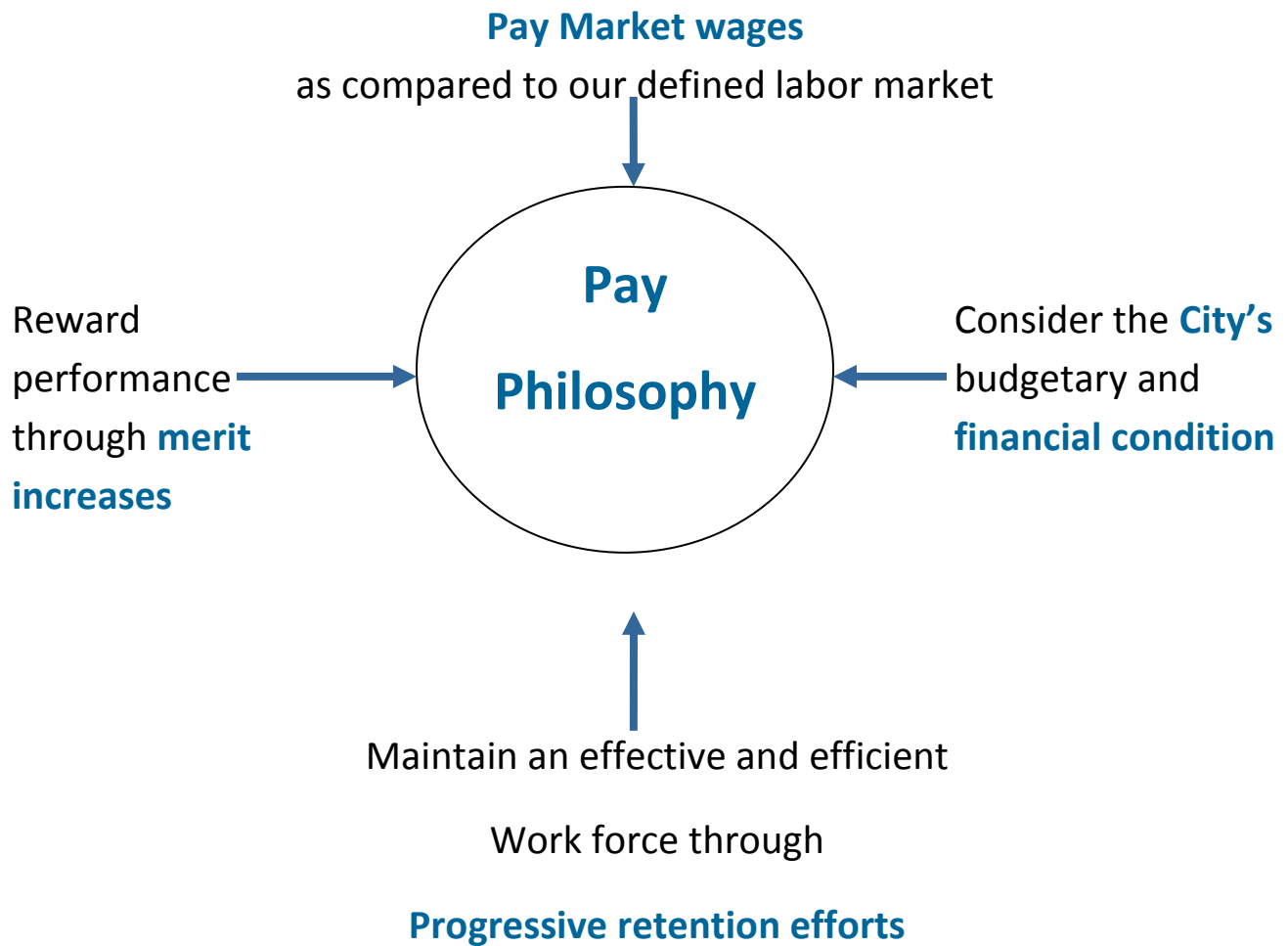
# City of Louisville 2012 Pay Plan

## Supplemental Information

- ◆ Pay Philosophy
- ◆ Merit Guidelines
- ◆ 2012 Merit Increase Matrix
- ◆ Pay/Holiday Schedule

# City of Louisville's Pay Philosophy

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# CITY OF LOUISVILLE

## EMPLOYEE PERFORMANCE APPRAISAL 2012 OVERALL RATINGS GUIDE

### **Outstanding:**

Employee's performance CONSISTENTLY (almost always) surpasses the requirements of the component(s). Work assignments are of extraordinary quality and are consistently submitted ahead of the deadline.

### **Exceeds Job Requirements:**

Employee's performance FREQUENTLY (more often than not) surpasses the requirements of the component(s). Work assignments are of high quality and are frequently submitted ahead of the deadline.

### **Meets Job Requirements:**

Employee's performance MEETS (standard or average) the requirements of the component(s). Work assignments are of standard/average quality and are submitted by the deadline.

### **Needs Improvement:**

Employee's performance is BELOW the STANDARD requirements of the component(s). Work assignments are frequently incomplete, below average quality, and are frequently not submitted by the deadline. Improvement is required.

### **Unsatisfactory:**

Employee's performance DOES NOT MEET the requirements of the component(s). Work assignments are of poor quality, and are consistently not submitted by the deadline. Continued performance at this level may result in separation from employment with the City.

# City of Louisville 2012 Merit Increase Matrix

Overall Rating	Increase
Needs Improvement**	0.00%
Meets Expectations	1.00%
Exceeds Expectations	2.00%
Outstanding	4.00%

Performance Appraisals must always be summarized with an Overall Rating. The appraisal must accurately support the Overall Rating. Individual category ratings must be supported with specific comments and examples.

\*\* A "Needs Improvement" rating should be discussed with Human Resources. A Performance Improvement Plan may be developed based on the circumstances of the employee's performance.

**City of Louisville  
2012 Pay Schedule**

<b>Period #</b>	<b>Begin</b>	<b>End</b>	<b>Pay Date</b>
1	December 17, 2011	December 30, 2011	January 6, 2012
2	December 31, 2011	January 13, 2012	January 20, 2012
3	January 14, 2012	January 27, 2012	February 3, 2012
4	January 28, 2012	February 10, 2012	February 17, 2012
5	February 11, 2012	February 24, 2012	March 2, 2012
6	February 25, 2012	March 9, 2012	March 16, 2012
7	March 10, 2012	March 23, 2012	March 30, 2012
8	March 24, 2012	April 6, 2012	April 13, 2012
9	April 7, 2012	April 20, 2012	April 27, 2012
10	April 21, 2012	May 4, 2012	May 11, 2012
11	May 5, 2012	May 18, 2012	May 25, 2012
12	May 19, 2012	June 1, 2012	June 8, 2012
13	June 2, 2012	June 15, 2012	June 22, 2012
14	June 16, 2012	June 29, 2012	July 6, 2012
15	June 30, 2012	July 13, 2012	July 20, 2012
16	July 14, 2012	July 27, 2012	August 3, 2012
17	July 28, 2012	August 10, 2012	August 17, 2012
18	August 11, 2012	August 24, 2012	August 31, 2012
19	August 25, 2012	September 7, 2012	September 14, 2012
20	September 8, 2012	September 21, 2012	September 28, 2012
21	September 22, 2012	October 5, 2012	October 12, 2012
22	October 6, 2012	October 19, 2012	October 26, 2012
23	October 20, 2012	November 2, 2012	November 9, 2012
24	November 3, 2012	November 16, 2012	November 23, 2012
25	November 17, 2012	November 30, 2012	December 7, 2012
26	December 1, 2012	December 14, 2012	December 21, 2012

**City of Louisville  
2012 Holiday Schedule**

<b>HOLIDAY</b>	<b>OFFICIAL CITY OBSERVANCE</b>	<b>Payroll Holiday for Specified Depts if other than Official City Observed Date<sup>2</sup></b>
New Year's Day	Monday, January 2, 2012	Sunday January 1, 2012
Martin Luther King Jr. Day	Monday, January 16, 2012	
Memorial Day	Monday, May 28, 2012	
Independence Day	Wednesday, July 4, 2012	
Labor Day	Monday, September 3, 2012	
Veterans Day	Monday, November 12, 2012	Sunday November 11, 2012
Thanksgiving Day	Thursday, November 22, 2012	
Day after Thanksgiving	Friday, November 23, 2012	
Christmas Day	Tuesday, December 25, 2012	

Note 1: The City reserves the right to schedule regular work shifts on any holiday in order to maintain vital services.

Note 2: Payroll holiday premium pay for 7K Exempt and FLSA Non-Exempt employees who work in the following depts: WTP, WWTP, Library, Police, Recreation Center, Operations and Parks.