

City of Louisville



2017 Compensation Plan

City of Louisville

2017 Pay Plan

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* The City of Louisville 2017 Pay Plan is a dynamic document that may change throughout the year. It will only be published once per calendar year. If you have questions regarding compensation, please contact Human Resources.

2017 Position Listing

JOB CLASS	POSITION TITLE	EXEMPT (E) NON-EXEMPT (NE)	PAY GRADE
1058	Accountant	E	L38
1059	Accounts Payable & Collections Supervisor	NE	L38
1063	Accounting Clerk	NE	L26
1062	Accounting Technician I	NE	L31
1061	Accounting Technician II	NE	L33
1060	Accounting Technician III	NE	L36
1399	Administrative Office Assistant	NE	L30
1400	Administrative Support Assistant	NE	L28
5298	Aerobics Instructor	NE	P09
1327	Assistant City Engineer	E	L53
1311	Assistant Golf Course Superintendent	NE	L39
1349	Assistant Operations Manager	E	L46
1016	Assistant To the City Manager	E	L47
5288	Basketball Coach	NE	P03
1128	Building Inspector I	NE	L38
1127	Building Inspector II	NE	L40
1126	Building Inspector III	NE	L42
1129	Building Permit Technician	NE	L33
1017	Camera Console Operator	NE	L21
1124	Chief Building Official	E	L51
1238	Chief of Police	E	L61
1361	Chief Water Plant Operator	NE	L43
1374	Chief Wastewater Plant Operator	NE	L43
5274	Child Care Attendant	NE	P02
1159	Circulation Supervisor	NE	L36
1028	City Clerk	E	L52
1326	City Engineer	E	L55
1003	City Manager	E	XX
1330	Civil Engineer I	E	L39
1329	Civil Engineer II	E	L43
1328	Civil Engineer III	E	L47
1257	Code Enforcement Officer	NE	L34
1245	Communications Systems Project Manager	NE	P09
1294	Community Resource Coordinator	E	L36
1332	Construction Inspector	NE	L37
1268	Court Coordinator	NE	L34
5295	CPR Instructor	NE	P05
1247	Crime Prevention Technician	NE	L41
1185	Cultural Arts & Special Events Coordinator	E	L39
5299	Cycling Instructor	NE	P09
5297	Dance Instructor (non-certified)	NE	P07
1029	Deputy City Clerk	NE	L36
1004	Deputy City Manager	E	L62
1140	Director of Economic Development	E	L54

2017 Position Listing

JOB CLASS	POSITION TITLE	EXEMPT (E) NON-EXEMPT (NE)	PAY GRADE
1056	Director of Finance	E	L59
1042	Director of Human Resources	E	L58
1077	Director of Information Technology	E	L56
1151	Director of Library & Museum Services	E	L56
1220	Director of Parks & Recreation	E	L59
1118	Director of Planning & Building Safety	E	L54
1325	Director of Public Works	E	L59
1331	Engineering Assistant	NE	L38
1387	Environmental Compliance Specialist	NE	L39
1005	Executive Assistant to the City Manager	NE	L39
1104	Facilities Maintenance Manager	E	L49
1107	Facilities Maintenance Technician I	NE	L31
1106	Facilities Maintenance Technician II	NE	TBD
1105	Facilities Maintenance Technician III	NE	L38
1307	First Assistant Golf Pro	E	L34
5301	Fitness Instructor	NE	P09
5294	GEMS Instructor	NE	P05
TBD	Golf Course Maintenance Specialist (9 month position)	NE	L21
1310	Golf Course Superintendent	E	L45
1312	Golf Course Equipment Manager	NE	L34
TBD	Guest Services Attendant - Golf	NE	P03
5275	Guest Services Attendant - Recreation	NE	P06
5289	Gym Monitor	NE	P03
1306	Head Golf Professional	E	L44
1284	Head Lifeguard	NE	L27
1044	Human Resources Analyst	E	L38
1046	Human Resources Associate	NE	L34
1045	Human Resources Technician	NE	L33
5051	Intern I: W / WW / Library	NE	P07
5052	Intern II: Engineering / CMO	NE	P08
1082	IT Support Specialist	NE	L37
1155	Librarian I - Adult Services	NE	L37
1155	Librarian I - Cataloger	NE	L37
1155	Librarian I - Children's Services	NE	L37
1155	Librarian I - Technology Librarian	NE	L37
1155	Librarian I - Teen Services	NE	L37
1154	Librarian II	NE	L43
1160	Library Associate - Children's	NE	L32
1156	Library Associate - Part Time	NE	L32
5104	Library Clerk	NE	L22
5106	Library Clerk / Lead Page	NE	L23
5105	Library Page	NE	L15
1152	Library Public Services Manager	E	L46
1158	Library Technician I	NE	L30

2017 Position Listing

JOB CLASS	POSITION TITLE	EXEMPT (E) NON-EXEMPT (NE)	PAY GRADE
1157	Library Technician II	NE	L32
5261	Lifeguard	NE	P03
5287	Lifeguard: Opening / Daytime	NE	P04
1309	Marketing Specialist - Golf & Recreation	NE	L41
1295	Meal Site Coordinator & Program Assistant	NE	P07
1093	Mechanic	NE	L35
1173	Museum Coordinator	NE	L36
1174	Museum Technician I	NE	L29
1081	Network Administrator, Jr.	NE	L40
1080	Network Administrator	NE	L44
5270	Nite-at-the-Rec Asst. Program Leader	NE	P04
5271	Nite-at-the-Rec Program Leader	NE	P05
5269	Nite-at-the-Rec Staff	NE	REG
1196	Open Space Manager	E	L48
1197	Open Space Specialist	NE	L34
1198	Open Space Technician I	NE	L28
TBD	Open Space Technician II	NE	L31
TBD	Open Space Technician III	NE	L33
1345	Operations Foreman	NE	L42
1344	Operations Manager	E	L49
1348	Operations Technician I	NE	L28
1348	Operations Technician II	NE	L32
1347	Operations Technician III	NE	L36
5000	Parking Ambassador	NE	P08
1123	Parks Project Manager	E	L43
1221	Parks Superintendent	E	L50
1225	Parks Supervisor - Horticulture & Forestry	E	L42
1222	Parks Supervisor - Parks & Cemetery	E	L42
1226	Parks Technician I - Horticulture/Forestry	NE	L28
1226	Parks Technician II - Horticulture/Forestry	NE	L31
1226	Parks Technician III - Horticulture/Forestry	NE	L33
1224	Parks Technician I - Parks/Cemetery	NE	L28
1224	Parks Technician II - Parks/Cemetery	NE	L31
1224	Parks Technician III - Parks/Cemetery	NE	L33
5290	Pee Wee Soccer Instructor	NE	P03
5302	Personal Trainer	NE	P09
5307	Personal Trainer, Sr.	NE	P09
5303	Pilates Instructor	NE	P09
1122	Planner I	E	L37
1121	Planner II	E	L40
1120	Planner III	E	L45
1125	Plans Examiner/Inspector	NE	L40
1243	Police Cadet	7K Exempt	L3-0
1239	Police Commander	E	L55

2017 Position Listing

JOB CLASS	POSITION TITLE	EXEMPT (E) NON-EXEMPT (NE)	PAY GRADE
1241	Police Corporal	7K Exempt	C1 & C2
1242	Police Officer	7K Exempt	L3-1 - L3-8
1246	Police Records Technician	NE	L31
1240	Police Sergeant	7K Exempt	S1 - S4
5273	Preschool Director	NE	P08
5272	Preschool Instructor	NE	P05
1199	Principal Planner	E	L46
5054	Project Assistant	NE	L19
1244	Property & Evidence Technician	NE	L34
5264	Private Swim Lessons Instructor	NE	P08
1209	Ranger/Naturalist	NE	L31
1031	Records Management Assistant	NE	L25
1030	Records Management Coordinator	NE	L31
1283	Recreation Facility Assistant	NE	L31
5282-5286	Recreation Instructor I	NE	P03
5282-5286	Recreation Instructor II	NE	P05
5282-5286	Recreation Instructor III	NE	P07
5282-5286	Recreation Instructor IV	NE	P09
1280	Recreation Manager	E	L43
5325	Recreation Ctr. Manager On Duty (MOD)	NE	P07
1279	Recreation Superintendent	E	L50
1282	Recreation Supervisor I	E	L36
1281	Recreation Supervisor II	E	L42
5280	Scorekeeper	NE	P03
5266	Seasonal Camp Aide	NE	P02
5267	Seasonal Camp Counselor	NE	P03
TBD	Seasonal Golf Course Operations Worker	NE	P03
5268	Seasonal Head Camp Counselor	NE	P05
5261	Seasonal Lifeguard	NE	P03
5166	Seasonal Maintenance Worker: W / WW / Golf / Parks / Athletic Fields / Open Space	NE	P05
5276	Seasonal Tennis Coach	NE	P09
5277	Seasonal Tennis Instructor	NE	P07
5278	Seasonal VoloCity Leader	NE	P05
1308	Second Assistant Golf Professional (9 month position)	E	L30
1057	Senior Accountant	E	L47
1398	Senior Administrative Assistant	NE	L34
1043	Senior Human Resources Analyst	E	L44
1223	Senior Parks Specialist	NE	L34
TBD	Speciality Instructor	NE	P09
5293	Sports Action Instructor	NE	P05
5296	SuperSitters Instructor	NE	P05
5260	Swim Teacher/Swim Lessons Teacher (non-certified)	NE	P02
1079	Systems Administrator	E	L46
1078	Systems Administrator, Sr.	E	L49

2017 Position Listing

JOB CLASS	POSITION TITLE	EXEMPT (E) NON-EXEMPT (NE)	PAY GRADE
1069	Systems Administrator, Applications Support	E	L46
TBD	Systems Administrator, Sr., Applications Support	E	L49
1066	Tax Auditor - I	E	L38
1065	Tax Auditor - II	E	L40
TBD	Tax Auditor - III	E	L42
1064	Tax Manager	E	L48
1083	Technical Writer & Trainer	E	L41
TBD	TRX Instructor	NE	P09
5291	Twoodles Instructor	NE	P03
1375	Water & Wastewater Plant Operator A	NE	L38
1375	Water & Wastewater Plant Operator B	NE	L36
1375	Water & Wastewater Plant Operator C	NE	L33
1375	Water & Wastewater Plant Operator D	NE	L31
1375	Water & Wastewater Plant Trainee	NE	L29
1360	Water & Wastewater Plant Superintendent	E	L49
1328	Water Resources Engineer	E	L47
5263	Water Safety Instructor (American Red Cross Certified)	NE	P04
1153	Web & Support Services Coordinator	NE	L38
5304	Yoga Instructor	NE	P09
5292	Youth Activities Instructor	NE	P03
5279	Youth Sports Official	NE	P05

2017 Part-Time and Seasonal Pay Plan

PAY GRADE	2017 MINIMUM WAGE = \$9.30	RANGE MIN.	RANGE MAX.
P02	Child Care Attendant Seasonal Camp Aide Swim Teacher (non-certified)	\$9.30	\$13.00
P03	Lifeguard Guest Services Attendant - Golf Recreation Instructor I: Basketball Coach / Gym Monitor / PeeWee Soccer / Twoodles / Youth Activities Scorekeeper Seasonal Camp Counselor Seasonal Golf Course Operations Worker Seasonal Lifeguard	\$9.50	\$16.50
P04	Nite-At-Rec Assistant Program Leader Lifeguard: Opening / Daytime Water Safety Instructor (American Red Cross Certified)	\$11.00	\$18.00
P05	Nite-At-Rec Program Leader Preschool Instructor Recreation Instructor II: Sports Action/GEMS/CPR/SuperSitters Youth Sports Official Seasonal Head Camp Counselor Seasonal Maintenance Worker: W/WW/Golf/Parks/ Athletic Fields/Open Space Seasonal VoloCity Leader	\$12.00	\$19.00
P06	Guest Services Attendant - Recreation	\$11.00	\$18.00
P07	Intern I: W / WW / Library Meal Site Coordinator and Program Assistant Recreation Ctr. Manager On Duty (MOD) Recreation Instructor III: Dance (non-certified) Seasonal Tennis Instructor	\$14.00	\$22.00
P08	Intern II: Engineering / CMO Parking Ambassador Preschool Director Private Swim Lessons Instructor	\$15.00	\$24.00
P09	Communications Systems Project Manager Recreation Instructor IV: Aerobics / Cycling / Fitness / Personal Trainer / Pilates / Specialty / Yoga (Certified) / TRX Seasonal Tennis Coach	\$17.00	\$30.00
REG	Nite-At-Rec Staff	\$9.50	\$16.50

2017 Pay Plan

PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.
	2017 Minimum Wage = \$9.30			
L15	Library Page	\$9.56 \$1,657.07 \$19,884.80	\$10.99 \$1,904.93 \$22,859.20	\$12.64 \$2,190.93 \$26,291.20
L19	Project Assistant	\$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	Camera Console Operator Golf Course Maintenance Specialist (9 mo. position)	\$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	Library Clerk	\$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	Library Clerk / Lead Page	\$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		\$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	Records Management Assistant	\$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	Accounting Clerk	\$14.71 \$2,549.73 \$30,596.80	\$16.91 \$2,931.07 \$35,172.80	\$19.45 \$3,371.33 \$40,456.00

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PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.
L27	Head Lifeguard	\$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	Administrative Support Assistant Open Space Technician I Operations Technician I Parks Technician I - Horticulture / Forestry Parks Technician I - Parks / Cemetery	\$15.91 \$2,757.73 \$33,092.80	\$18.29 \$3,170.27 \$38,043.20	\$21.04 \$3,646.93 \$43,763.20
L29	Museum Technician I Water & Wastewater Plant Trainee	\$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	Administrative Assistant Library Technician I Second Assistant Golf Professional (9 mo. position)	\$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 I Facilities Maintenance Technician I Open Space Technician II Parks Technician II - Horticulture / Forestry Parks Technician II - Parks / Cemetery Police Records Technician Ranger / Naturalist Records Management Coordinator Recreation Facility Assistant Water/Wastewater Plant Operator D	\$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	Library Associate - Children's / Part Time Library Technician II Operations Technician II	\$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	Accounting Technician II Building Permit Technician Human Resources Technician Open Space Technician III Parks Technician III - Horticulture / Forestry Parks Technician III - Parks / Cemetery Water/Wastewater Plant Operator C	\$19.35 \$3,354.00 \$40,248.00	\$22.26 \$3,858.40 \$46,300.80	\$25.60 \$4,437.33 \$53,248.00

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PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.
L34	Code Enforcement Officer	\$20.13	\$23.15	\$26.62
	Court Coordinator	\$3,489.20	\$4,012.67	\$4,614.13
	First Assistant Golf Professional	\$41,870.40	\$48,152.00	\$55,369.60
	Golf Course Equipment Manager			
	Human Resources Associate			
	Open Space Specialist			
	Property & Evidence Technician			
	Senior Administrative Assistant Senior Parks Specialist			
L35	Mechanic	\$20.93	\$24.07	\$27.68
		\$3,627.87	\$4,172.13	\$4,797.87
		\$43,534.40	\$50,065.60	\$57,574.40
L36	Accounting Technician III	\$21.77	\$25.04	\$28.79
	Circulation Supervisor	\$3,773.47	\$4,340.27	\$4,990.27
	Community Resource Coordinator	\$45,281.60	\$52,083.20	\$59,883.20
	Deputy City Clerk			
	Museum Coordinator			
	Operations Technician III			
	Recreation Supervisor I			
	Water/Wastewater Plant Operator B			
L37	Construction Inspector	\$22.64	\$26.04	\$29.94
	Librarian I - Adult Services/ Cataloger / Children's / Technology / Teen Services	\$3,924.27 \$47,091.20	\$4,513.60 \$54,163.20	\$5,189.60 \$62,275.20
	IT Support Specialist			
	Planner I			
L38	Accountant	\$23.55	\$27.08	\$31.14
	Accounts Payable & Collections Supervisor	\$4,082.00	\$4,693.87	\$5,397.60
	Building Inspector I	\$48,984.00	\$56,326.40	\$64,771.20
	Engineering Assistant			
	Facilities Maintenance Tech III			
	Human Resources Analyst			
	Tax Auditor - I			
	Water &Wastewater Plant Operator A Web & Support Services Coordinator			
L39	Assistant Golf Course Superintendent	\$24.49	\$28.16	\$32.39
	Civil Engineer I	\$4,244.93	\$4,881.07	\$5,614.27
	Cultural Arts & Special Events Coordinator	\$50,939.20	\$58,572.80	\$67,371.20
	Environmental Compliance Specialist			
	Executive Assistant to the City Manager			

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PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.
L40	Building Inspector II	\$25.47	\$29.29	\$33.68
	Network Administrator, Jr.	\$4,414.80	\$5,076.93	\$5,837.87
	Planner II	\$52,977.60	\$60,923.20	\$70,054.40
	Plans Examiner/ Inspector			
	Tax Auditor - II			
L41	Crime Prevention Technician	\$26.49	\$30.46	\$35.03
	Marketing Specialist - Golf & Recreation	\$4,591.60	\$5,279.73	\$6,071.87
	Technical Writer & Trainer	\$55,099.20	\$63,356.80	\$72,862.40
L42	Building Inspector III	\$27.55	\$31.68	\$36.43
	Operations Foreman	\$4,775.33	\$5,491.20	\$6,314.53
	Parks Supervisor: Horticulture & Forestry	\$57,304.00	\$65,894.40	\$75,774.40
	Parks Supervisor: Parks & Cemetery			
	Recreation Supervisor II			
	Tax Auditor - III			
L43	Chief Water Plant Operator	\$28.65	\$32.95	\$37.89
	Chief Wastewater Plant Operator	\$4,966.00	\$5,711.33	\$6,567.60
	Civil Engineer II	\$59,592.00	\$68,536.00	\$78,811.20
	Librarian II			
	Parks Project Manager			
	Recreation Manager			
L44	Head Golf Professional	\$29.79	\$34.26	\$39.40
	Network Administrator	\$5,163.60	\$5,938.40	\$6,829.33
	Senior Human Resources Analyst	\$61,963.20	\$71,260.80	\$81,952.00
L45	Golf Course Superintendent	\$30.99	\$35.63	\$40.98
	Planner III	\$5,371.60	\$6,175.87	\$7,103.20
		\$64,459.20	\$74,110.40	\$85,238.40
L46	Assistant Operations Manager	\$32.23	\$37.06	\$42.62
	Library Public Services Manager	\$5,586.53	\$6,423.73	\$7,387.47
	Principal Planner	\$67,038.40	\$77,084.80	\$88,649.60
	Systems Administrator			
	Systems Administrator, Application Support			

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PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.
L47	Assistant To the City Manager	\$33.51	\$38.54	\$44.32
	Civil Engineer III	\$5,808.40	\$6,680.27	\$7,682.13
	Senior Accountant	\$69,700.80	\$80,163.20	\$92,185.60
	Water Resources Engineer			
L48	Open Space Manager	\$34.86	\$40.08	\$46.10
	Tax Manager	\$6,042.40	\$6,947.20	\$7,990.67
		\$72,508.80	\$83,366.40	\$95,888.00
L49	Facilities Maintenance Manager	\$36.25	\$41.69	\$47.94
	Operations Manager	\$6,283.33	\$7,226.27	\$8,309.60
	Systems Administrator, Sr.	\$75,400.00	\$86,715.20	\$99,715.20
	Systems Administrator, Sr., Application Support Water & Wastewater Plant Superintendent			
L50	Parks Superintendent	\$37.70	\$43.35	\$49.86
	Recreation Superintendent	\$6,534.67	\$7,514.00	\$8,642.40
		\$78,416.00	\$90,168.00	\$103,708.80
L51	Chief Building Official	\$39.21	\$45.09	\$51.85
		\$6,796.40	\$7,815.60	\$8,987.33
		\$81,556.80	\$93,787.20	\$107,848.00
L52	City Clerk	\$40.78	\$46.89	\$53.93
		\$7,068.53	\$8,127.60	\$9,347.87
		\$84,822.40	\$97,531.20	\$112,174.40
L53	Assistant City Engineer	\$42.41	\$48.77	\$56.08
		\$7,351.07	\$8,453.47	\$9,720.53
		\$88,212.80	\$101,441.60	\$116,646.40
L54	Director of Economic Development	\$44.10	\$50.72	\$58.33
	Director of Planning & Building Safety	\$7,644.00	\$8,791.47	\$10,110.53
		\$91,728.00	\$105,497.60	\$121,326.40
L55	City Engineer	\$45.87	\$52.75	\$60.66
	Police Commander	\$7,950.80	\$9,143.33	\$10,514.40
		\$95,409.60	\$109,720.00	\$126,172.80
L56	Director of Information Technology	\$47.70	\$54.86	\$63.09
	Director of Library & Museum Services	\$8,268.00	\$9,509.07	\$10,935.60
		\$99,216.00	\$114,108.80	\$131,227.20

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PAY GRADE	POSITION TITLES	RANGE MIN.	RANGE MID.	RANGE MAX.
L57		\$49.61 \$8,599.07 \$103,188.80	\$57.05 \$9,888.67 \$118,664.00	\$65.61 \$11,372.40 \$136,468.80
L58	Director of Human Resources	\$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	Director of Finance Director of Parks & Recreation Director of Public Works	\$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		\$55.81 \$9,673.11 \$116,077.31	\$64.18 \$11,124.08 \$133,488.91	\$73.80 \$12,792.00 \$153,504.00
L61	Chief of Police	\$58.04 \$10,060.03 \$120,720.40	\$66.74 \$11,569.04 \$138,828.47	\$76.76 \$13,305.07 \$159,660.80
L62	Deputy City Manager	\$60.36 \$10,462.44 \$125,549.22	\$69.41 \$12,031.80 \$144,381.60	\$79.83 \$13,837.20 \$166,046.40
XX	City Manager - Contract Position 2016-2017	\$84.51 \$175,784.00	\$84.51 \$175,784.00	\$84.51 \$175,784.00

2017 Pay Plan - Police Officers & Corporals

PAY GRADE	POSITION TITLES	PAY RATE
L3-0	Police Cadet	\$24.03 \$4,164.53 \$49,974.40
L3-1	Police Officer - Step 1	\$26.43 \$4,581.20 \$54,974.40
L3-2	Police Officer - Step 2	\$27.75 \$4,810.00 \$57,720.00
L3-3	Police Officer - Step 3	\$29.14 \$5,050.93 \$60,611.20
L3-4	Police Officer - Step 4	\$30.60 \$5,304.00 \$63,648.00
L3-5	Police Officer - Step 5	\$32.13 \$5,569.20 \$66,830.40
L3-6	Police Officer - Step 6	\$33.74 \$5,848.27 \$70,179.20
L3-7	Police Officer - Step 7	\$35.43 \$6,141.20 \$73,694.40
L3-8	Police Officer - Step 8	\$37.20 \$6,448.00 \$77,376.00
C1	Corporal - Step 1	\$39.06 \$6,770.40 \$81,244.80
C2	Corporal - Step 2	\$41.01 \$7,108.40 \$85,300.80
P1	Police Officer Special Duty Pay	\$60.00

2017 Pay Plan - Police Sergeants

PAY GRADE	POSITION TITLES	PAY RATE
S1	Police Sergeant - Step 1	\$43.06 \$7,463.73 \$89,564.80
S2	Police Sergeant - Step 2	\$45.21 \$7,836.40 \$94,036.80
S3	Police Sergeant - Step 3	\$47.47 \$8,228.13 \$98,737.60
S4	Police Sergeant - Step 4	\$49.84 \$8,638.93 \$103,667.20
P2	Supervisor Special Duty Pay	\$75.00

City of Louisville 2017 Pay Plan

Supplemental Information

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CITY OF LOUISVILLE

EMPLOYEE PERFORMANCE APPRAISAL OVERALL RATINGS GUIDE

2017

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 and a Performance Improvement Plan (PIP) may be 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

2017 Merit Increase Matrix

Overall Rating	Increase
Outstanding	5.00%
Exceeds Expectations	3.00%
Meets Expectations	1.00%
Needs Improvement**	0.00%

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 required based on the circumstances of the employee's performance.

City of Louisville

2017 Max of Range Merit Incentive

The City of Louisville provides a merit incentive to those employees who have reached the top of their pay range.

General employees at the max of their range will be eligible to receive a lump sum incentive which is based on their overall Performance Appraisal Rating. The amounts of the incentives for 2017 are:

- Outstanding = \$1000
- Exceeds = \$500
- Meets = \$250

Employees who reach their max during this appraisal year will be eligible for the difference between the amount of the raise to reach the max and the appropriate lump sum amount but **NOT to exceed** the Max of Range Merit Incentive amounts. For example:

- **Employee 'A'** is currently making \$20.00 per hour and the max of his/her range is \$20.14. He/she receives an 'Outstanding' rating on his/her Performance Appraisal and will be awarded an incentive based on this rating.

»The resulting pay calculation is as follows:

$$\$20.14 - \$20.00 = \$0.14 \text{ (an increase in hourly pay)}$$

$$\$0.14 \times 2080 \text{ (Full-time hours)} = \$291.20$$

$$\$1000 - \$291.20 = \$708.80$$

»Employee 'A' will receive \$291.20 via additional total pay throughout the year and \$708.80 as a lump sum incentive. The total of both of these amounts may NOT exceed \$1000.

- **Employee 'B'** is currently making \$23.66 per hour and is at the max of his/her range. He/she receives an 'Exceeds' rating on his/her Performance Appraisal and will be awarded an incentive based on this rating.

»The resulting pay calculation is as follows:

$$\$23.66 - \$23.66 = \$0.00 \text{ (no increase in hourly pay)}$$

$$\$0.00 \times 2080 \text{ (Full-time hours)} = \$0$$

$$\$500 - \$0.00 = \$500$$

»Employee 'B' will receive a \$500 as a lump sum incentive.

◆◆ Police Officers and Sergeants at the max of range will receive a \$750 lump sum incentive. This incentive will be for Officers and Sergeants that have a "Successful" rating on their Performance Appraisal.

**All lump sum incentives will be added to the employees regular paycheck and be subject to all applicable taxes.