

FY 2021-2022			
1% across the board effective 7/1/21			
Pay Grade and Title			
Seasonal			
Parks Seasonal Maintenance Laborer	\$14.00		
Parks Weekend Seasonal Maintenance Laborer	\$16.00		
Fleet Co-op 0-30 credit hours	\$12.00		
Fleet Co-op >30 credit hours	\$14.00		
	\$13.38	\$15.11	\$16.70
Grade 01	\$27,842.11	\$31,421.45	\$34,736.94
Receptionist / Administrative Assistant	\$14,483.5	\$16,331.0	\$17,367.6
Grade 02	\$30,125.68	\$33,968.46	\$36,124.52
Animal Services Technician			
Equipment Operator	\$16,035.4	\$18,093.8	\$20,004.7
Grade 03	\$33,353.56	\$37,635.21	\$41,609.71
Tax Clerk			
Maintenance Technician			
Animal Services Volunteer Coordinator	\$16,985.5	\$19,160.1	\$21,187.0
Grade 04	\$35,329.78	\$39,853.01	\$44,068.91
Animal Control Officer			
Advanced Equipment Operator			
Call Taker			
Secretary I	\$18,357.9	\$20,711.9	\$22,897.1
Grade 05	\$38,184.35	\$43,080.68	\$47,625.97
Shop Foreman			
Human Resource Assistant			
Payroll Clerk			
Tax Compliance Clerk			
Advanced Maintenance Technician			
Staff Accountant			
Communications Coordinator			
Animal Control Sergeant			
Animal Services Office Manager			
Veterinary Technician			
Accounts Clerk	\$20,215.8	\$22,802.1	\$25,219.6
Grade 06	\$42,048.77	\$47,428.29	\$52,456.76
Recreation Program Coordinator			
Administrative Secretary			
Purchasing Manager			
Assistant Shelter Director	\$21,841.5	\$24,649.6	\$27,257.0
Grade 07	\$45,430.22	\$51,271.07	\$56,694.50
Solid Waste Coordinator			
Tax Systems Technician			
School Resource Officer			
Parks Public Services Crewleader			
Fiscal Court Clerk			
Office Manager			
Fleet Services Technician	\$23,129.4	\$26,085.2	\$28,840.4
Grade 08	\$48,109.16	\$54,257.15	\$59,988.13
M/HMR Manager			
Parks Director			
Buildings & Grounds Asst. Manager	\$24,090.0	\$27,172.4	\$30,054.5
Grade 09	\$50,107.23	\$56,518.66	\$62,513.29
PC/Hardware Specialist			
MDC Coordinator			
CAD Administrator			
Programmer			
IS Systems Analyst			
Accountant/Grants Administrator			
Communications Manager	\$26,602.4	\$30,001.6	\$33,179.2
Grade 10	\$55,332.97	\$62,403.43	\$69,012.75
Greenskeeper			
Finance Officer			
Senior Accountant/Office Manager			
License Inspector			
License Inspector/Human Services			
Human Resources Manager			
Infrastructure/Technology Manager			
Fleet Services Supervisor			
Assistant Treasurer			
Contracts and Inspection Service Manager			
Project Manager/Data Analyst			
Technology Administrator			
Software Administrator			
Deputy EMC Director	\$29,389.4	\$33,147.5	\$36,652.2
Grade 11	\$61,129.92	\$68,946.78	\$76,296.56
Deputy EMC Director			
Fleet Management Director			
Assistant Treasurer			
Assistant Director of Operations - Dispatch			
Assistant Director of Technology - Dispatch			
Contracts and Inspection Service Manager			
Public Services Foreman			
Project Manager/Data Analyst			
Building & Grounds Manager			
Assistant Director of Operations - Dispatch			
Assistant Director of Technology - Dispatch			
	\$31,184.0	\$35,119.0	\$38,909.0
Grade 12	\$64,862.62	\$73,194.73	\$80,913.79
Asst Public Works Director			
Assistant Chief of Police	\$32,398.0	\$36,557.3	\$40,431.5
Grade 13	\$67,387.79	\$76,039.08	\$84,097.55
Human Resource Director			
Grants Administrator			
Network Administrator	\$30,536.1		
Grade 14	\$75,895.18		
Technology Services Director			
Emergency Management Director			
Public Works Director			
Chief of Police			
Assistant County Administrator			
County Engineer/Public Works Director			
Director of External Affairs			
Dispatch Director			
Animal Services Director			
Senior Systems Analyst			
Network Engineer			

APS	- 60,600.00	<ul style="list-style-type: none"> *Maintain minimum evaluation rating of 3 *Upon graduation from the DOCJT Academy of Police Supervision * Maintain the same certification requirements as Officers
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SERGEANT GRADE II		
APS	60,600.00	<ul style="list-style-type: none"> *Maintain minimum evaluation rating of 3 *200 hours of Leadership Development Section Training * Maintain the same certification requirements as Officers
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Year 3	63,048.24	

SERGEANT GRADE III		
Year +3	63,048.24	<ul style="list-style-type: none"> *Maintain minimum evaluation rating of 3 *320 hours of Leadership Development Section Training, or Federal Bureau of Investigation National Academy, or Criminal Justice Executive Development * Maintain the same certification requirements as Officers
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Year 5	64,640.00	

CAPTAIN		
CAPTAIN		
ENTRY LEVEL	67,670.00	<ul style="list-style-type: none"> *Maintain minimum evaluation rating of 3 * Annually Attend (CLIME) Current Leadership Issues for Mid-Level Executives, or Kentucky Law Enforcement Council (KLEC) Equivalent Leadership Training * Maintain the same certification requirements as Officers
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Maximum	76,236.56	

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G9		DISPATCH SUPERVISOR CAD ADMINISTRATOR		
3	PUBLIC SAFETY DISPATCHER MANAGER/ DIRECTOR CDC		\$26.77	\$30.05
	COMPLETE TELECOMMUNICATIONS EXECUTIVE DEVELOPMENT			
	TELE ADVANCED LEADERSHIP KY -EVERY 3 YEARS			
	8-24 HRS ANNUAL TRAINING			
	POWER PHONE EMERGENCY MEDICAL DISPATCH CPR			
2	COMPLETE LEADERSHIP 911		\$25.88	\$27.67
	8-24 HRS ANNUAL TRAINING			
	POWER PHONE EMERGENCY MEDICAL DISPATCH			
	CPR			
1	PUBLIC SAFETY DISPATCH SUPERVISOR CDC		\$24.98	\$26.77
	8-24 HRS. ANNUAL TRAINING			
	POWER PHONE EMERGENCY MEDICAL DISPATCH			
	CPR			

G7		DISPATCHER 2 TERMINAL AGENCY COORDINATOR (TAC)		
3	ADVANCED PUBLIC SAFETY DISPATCHER		\$24.55	\$27.26
	8-24 HRS ANNUAL TRAINING			
	POWER PHONE EMERGENCY MEDICAL DISPATCH			
	CPR			
2	INTERMEDIATE PUBLIC SAFETY DISPATCHER		\$23.20	\$25.63
	8-24 HRS ANNUAL TRAINING			
	POWER PHONE EMERGENCY MEDICAL DISPATCH			
	CPR			
1	COVINGTON POLICE RADIO		\$21.84	\$24.28
	8-24 HRS ANNUAL TRAINING			
	POWER PHONE EMERGENCY MEDICAL DISPATCH			
	CPR			

G6		DISPATCHER 1		
2	COUNTY/ EEL/ QUERY POLICE RADIO		\$18.81	\$19.93
	DOCJT ACADEMY COMPLETION			
1	FIRE RADIOS		\$18.36	\$19.47
	CALL TAKE			
	CPR			
	POWER PHONE EMERGENCY MEDICAL DISPATCH			

G5		DISPATCHER 1		
4	COUNTY/ EEL/ QUERY POLICE RADIO		\$19.04	\$19.93
3	DOCJT ACADEMY COMPLETION		\$18.81	\$19.70
2	FIRE RADIOS		\$18.58	\$19.47
1	CALL TAKE		\$18.36	\$19.04
	CPR			
	POWER PHONE EMERGENCY MEDICAL DISPATCH			

Public Services Division															
Grade	G4.1			G4.2			G5			G6			G7		
Position	Public Services Technician I			Public Services Technician II			Public Services Technician III			Public Services Assistant Lead			Public Services Crew Leader		
Pay Range		\$17.51	\$18.52		\$17.98	\$21.19		\$18.36	\$22.90		\$20.22	\$25.22		\$21.85	\$27.26
Education Requirements	High School Graduate			High School Graduate			High School Graduate			High School Graduate			High School Graduate		
Experience Requirements	None			2 Years			4 Years			8 Years Preferred			10 Years Preferred		
Special Requirements	<ul style="list-style-type: none"> Must obtain a Class B CDL license within 6 months of appointment. 			<ul style="list-style-type: none"> Must hold a Class B CDL license prior to appointment. 			<ul style="list-style-type: none"> Must hold a Class A CDL license prior to appointment. 			<ul style="list-style-type: none"> Must hold a Class A CDL license prior to appointment. 			<ul style="list-style-type: none"> Must hold a Class A CDL license prior to appointment. 		
				<ul style="list-style-type: none"> Must complete KTC Road Scholar program within 1 year of appointment. 			<ul style="list-style-type: none"> Must possess KTC Road Scholar certificate. 			<ul style="list-style-type: none"> Must possess KTC Road Scholar certificate. 			<ul style="list-style-type: none"> Must possess KTC Road Scholar certificate. 		
				<ul style="list-style-type: none"> Apprentice level equipment operation ability. 			<ul style="list-style-type: none"> Must complete KTC Road Master program within 1 year of appointment. 			<ul style="list-style-type: none"> Must possess KTC Road Master certificate. 			<ul style="list-style-type: none"> Must possess KTC Road Master certificate. 		
							<ul style="list-style-type: none"> Proficient level equipment operation ability. 			<ul style="list-style-type: none"> Must complete KTC Work Zone Traffic Control Coordinator course within 6 months of appointment. 			<ul style="list-style-type: none"> Must complete KTC Work Zone Traffic Control Coordinator course within 6 months of appointment. 		
										<ul style="list-style-type: none"> Proficient level equipment operation ability. 			<ul style="list-style-type: none"> Must complete KTC Work Zone Traffic Control Supervisor course within 6 months of appointment. 		
													<ul style="list-style-type: none"> Proficient level equipment operation ability. 		

Note: Education may be substituted on a year for year basis for the experience requirement as detailed in position descriptions.

Engineering Services Division															
Grade	G4.1			G4.2			G5			G6			G7		
Position	Engineering Services Technician I			Engineering Services Technician II			Engineering Services Technician III			Engineering Services Assistant Lead			Engineering Services Crew Leader		
Pay Range		\$17.51	\$18.52		\$17.98	\$21.19		\$18.36	\$22.90		\$20.22	\$25.22		\$21.85	\$27.26
Education Requirements	High School Graduate			High School Graduate			High School Graduate			High School Graduate			High School Graduate		
Experience Requirements	None			2 Years			4 Years			8 Years Preferred			10 Years Preferred		
Special Requirements	<ul style="list-style-type: none"> Must obtain a Class B CDL license within 6 months of appointment. 			<ul style="list-style-type: none"> Must hold a Class B CDL license prior to appointment. 			<ul style="list-style-type: none"> Must hold a Class A CDL license prior to appointment. 			<ul style="list-style-type: none"> Must hold a Class A CDL license prior to appointment. 			<ul style="list-style-type: none"> Must hold a Class A CDL license prior to appointment. 		
				<ul style="list-style-type: none"> Must complete KTC Road Scholar program within 1 year of appointment. 			<ul style="list-style-type: none"> Must possess KTC Road Scholar certificate. 			<ul style="list-style-type: none"> Must possess KTC Road Scholar certificate. 			<ul style="list-style-type: none"> Must possess KTC Road Scholar certificate. 		
				<ul style="list-style-type: none"> Apprentice level equipment operation ability. 			<ul style="list-style-type: none"> Must complete KTC Road Master program within 1 year of appointment. 			<ul style="list-style-type: none"> Must possess KTC Road Master certificate. 			<ul style="list-style-type: none"> Must possess KTC Road Master certificate. 		
							<ul style="list-style-type: none"> Proficient level equipment operation ability. 			<ul style="list-style-type: none"> Must complete KTC Work Zone Traffic Control Coordinator course within 6 months of appointment. 			<ul style="list-style-type: none"> Must complete KTC Work Zone Traffic Control Coordinator course within 6 months of appointment. 		
										<ul style="list-style-type: none"> Proficient level equipment operation ability. 			<ul style="list-style-type: none"> Must complete KTC Work Zone Traffic Control Supervisor course within 6 months of appointment. 		
										<ul style="list-style-type: none"> Must possess AQ Level I certification within 6 months of appointment. 			<ul style="list-style-type: none"> Proficient level equipment operation ability. 		
										<ul style="list-style-type: none"> Must complete Asphalt Paving Best Practices course within 6 months of appointment. 			<ul style="list-style-type: none"> Must possess all required coursework for ES Assistant Lead or obtain within 6 months of appointment. 		
										<ul style="list-style-type: none"> Must complete Sign Retroreflectivity course within 6 months of appointment. 			<ul style="list-style-type: none"> Must Complete Grade & Drain course within 6 months of appointment. 		
										<ul style="list-style-type: none"> Must complete Basic Plan Reading course within 6 months of appointment. 			<ul style="list-style-type: none"> Must complete an additional 8 hours of technical training related to the position within 1 year of appointment. 		

Note: Education may be substituted on a year for year basis for the experience requirement as detailed in position descriptions.

Job Classification	Abbreviation
Public Services Technician I	PST I
Public Services Technician II	PST II
Public Services Technician III	PST III
Public Services Assistant Lead	PS Asst. Lead
Public Services Crew Leader	PS Crew Leader
Engineering Services Technician I	EST I
Engineering Services Technician II	EST II
Engineering Services Technician III	EST III
Engineering Services Assistant Lead	ES Asst. Lead
Engineering Services Crew Leader	ES Crew Leader