

May 28, 2025

To: Departments receiving Incentive Pay

From: Bruce Roberts, Executive Director

Re: Increase in State Incentive Pay

The Kentucky Legislature passed the executive budget that included an increase in State Incentive Pay from \$4,429.00 to \$4,562.00. With the July payment, the payment will be based on the yearly rate of \$4,562.00.

As per KRS 95A.250 Section 2(a).

- Each qualified professional firefighter, whose local government receives a supplement pursuant to subsection (1)(a) of this section, shall receive distribution of the supplement from that local government in twelve (12) equal monthly installments with his or her pay for the last pay period of each month. The monthly distribution shall be calculated by dividing the supplement amount set forth in subsection (1)(a) of this section by twelve (12).

After July 1, 2025, the yearly rate of \$4,562.00 divided by 12 monthly payments will equal \$380.17 month.

Also, the "Unscheduled overtime" rate will also change as per KRS 95A.250 Section 2(c).

- To determine the addition to the hourly wage rate for calculation of overtime on unscheduled Overtime, the annual supplement shall be divided by two thousand eighty (2,080). The overtime rate for unscheduled overtime shall be calculated by adding the quotient, which is the amount of the annual supplement divided by two thousand eighty (2,080), to the hourly wage rate and multiplying the total by one and one-half (1.5). The enhanced overtime rate shall be paid only for unscheduled overtime. Scheduled overtime shall be paid at one and one-half (1.5) times the regular hourly wage rate, excluding the supplement.

After July 1, 2025, the unscheduled overtime rate on incentive pay is determined by dividing the yearly rate of \$4,562.00 by the divisor of 2,080 hours and multiplying the result by 1.5 to equal a rate of \$3.28 per hour.

If you have questions, please contact Lisa Bradley, Incentive and Pension Specialist in our office at 859-256-3324 or 1-800-782-6823.

THE KENTUCKY FIRE COMMISSION IS NOT RESPONSIBLE FOR ANY SCHEDULED OR UNSCHEDULED OVERTIME PAID TO FIREFIGHTERS.