

ORDINANCE NO. 75 - 2015

AN ORDINANCE AMENDING THE COMPENSATION SYSTEM SALARY SCHEDULES AND SECTIONS 22-53.2, AND 23-28 OF THE CODE OF ORDINANCES PROVIDING A TWO PERCENT (2%) STRUCTURE MOVEMENT TO THE SALARY SCHEDULES APPLICABLE TO ALL FULL-TIME AND PART-TIME POSITIONS IN THE CLASSIFICATION AND COMPENSATION SYSTEM; PROVIDING THAT ALL FULL-TIME AND PART-TIME EMPLOYEES IN THE CLASSIFICATION AND COMPENSATION SYSTEM WHO RECEIVE A SATISFACTORY SCORE ON THEIR PERFORMANCE EVALUATION, PURSUANT TO SECTIONS 21-29(D) AND 22-26(5) OF THE CODE OF ORDINANCES, SHALL RECEIVE A FOUR PERCENT (4%) PAY INCREASE; PROVIDING THAT SECTION 21-29(C) NOTWITHSTANDING, ALL EMPLOYEES AT THE MAXIMUM OF THE GRADE SALARY RANGE SHALL RECEIVE A FOUR PERCENT (4%) PAY INCREASE; AMENDING SECTION 23-32(D) OF THE CODE OF ORDINANCES MODIFYING THE EXISTING STEP STRUCTURE FOR THE POSITIONS OF POLICE CHIEF, GRADE 324E, AND FIRE CHIEF, GRADE 324E; INCREASING THE SALARY BY FOUR PERCENT (4%) FOR ONE (1) POSITION OF ABC ADMINISTRATOR – P/T, WITHIN THE OFFICE OF ALCOHOL BEVERAGE CONTROL, THREE (3) POSITIONS OF LAW CLERK – P/T, WITHIN THE DEPARTMENT OF LAW, ONE (1) POSITION OF PARK PATROL COORDINATOR – P/T, WITHIN THE DIVISION OF PARKS AND RECREATION, ALL TO BECOME EFFECTIVE JUNE 29, 2015.

BE IT ORDAINED BY THE COUNCIL OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT:

Section 1 – That the salary schedules of the Lexington-Fayette Urban County Government set forth in the compensation system passed by the Urban County Council on September 25, 2014 be and hereby are amended to read as follows:

The following bi-weekly salary schedules are hereby adopted as the minimum, mid-point, and maximum amounts to be paid in each grade:

FY2016

| Grade | Minimum | Midpoint | Maximum |
|--------------|----------------|-----------------|-----------------------|
| 501 | \$18,980.00 | \$23,726.56 | \$28,468.96 (Annual) |
| | \$1,581.67 | \$1,977.21 | \$2,372.41 (Monthly) |
| | \$730.00 | \$912.56 | \$1,094.96 (Biweekly) |
| | \$9.125 | \$11.407 | \$13.687 (Hourly) |
| 502 | \$19,930.56 | \$24,912.16 | \$29,893.76 |
| | \$1,660.88 | \$2,076.01 | \$2,491.15 |
| | \$766.56 | \$958.16 | \$1,149.76 |
| | \$9.582 | \$11.977 | \$14.372 |
| 503 | \$20,924.80 | \$26,158.08 | \$31,389.28 |
| | \$1,743.73 | \$2,179.84 | \$2,615.77 |
| | \$804.80 | \$1,006.08 | \$1,207.28 |
| | \$10.060 | \$12.576 | \$15.091 |
| 504 | \$21,971.04 | \$27,466.40 | \$32,959.68 |
| | \$1,830.92 | \$2,288.87 | \$2,746.64 |
| | \$845.04 | \$1,056.40 | \$1,267.68 |
| | \$10.563 | \$13.205 | \$15.846 |
| 505 | \$23,069.28 | \$28,839.20 | \$34,604.96 |
| | \$1,922.44 | \$2,403.27 | \$2,883.75 |
| | \$887.28 | \$1,109.20 | \$1,330.96 |
| | \$11.091 | \$13.865 | \$16.637 |
| 506 | \$24,223.68 | \$30,280.64 | \$36,337.60 |
| | \$2,018.64 | \$2,523.39 | \$3,028.13 |
| | \$931.68 | \$1,164.64 | \$1,397.60 |
| | \$11.646 | \$14.558 | \$17.470 |
| 507 | \$25,436.32 | \$31,794.88 | \$38,153.44 |
| | \$2,119.69 | \$2,649.57 | \$3,179.45 |
| | \$978.32 | \$1,222.88 | \$1,467.44 |
| | \$12.229 | \$15.286 | \$18.343 |
| 508 | \$26,707.20 | \$33,384.00 | \$40,062.88 |
| | \$2,225.60 | \$2,782.00 | \$3,338.57 |
| | \$1,027.20 | \$1,284.00 | \$1,540.88 |
| | \$12.840 | \$16.050 | \$19.261 |
| 509 | \$28,042.56 | \$35,052.16 | \$42,065.92 |
| | \$2,336.88 | \$2,921.01 | \$3,505.49 |
| | \$1,078.56 | \$1,348.16 | \$1,617.92 |
| | \$13.482 | \$16.852 | \$20.224 |

| <u>Grade</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--------------|----------------|-----------------|-----------------------|
| 510 | \$29,446.56 | \$36,805.60 | \$44,166.72 (Annual) |
| | \$2,453.88 | \$3,067.13 | \$3,680.56 (Monthly) |
| | \$1,132.56 | \$1,415.60 | \$1,698.72 (Biweekly) |
| | \$14.157 | \$17.695 | \$21.234 (Hourly) |
| 511 | \$30,917.12 | \$38,646.40 | \$46,375.68 |
| | \$2,576.43 | \$3,220.53 | \$3,864.64 |
| | \$1,189.12 | \$1,486.40 | \$1,783.68 |
| | \$14.864 | \$18.580 | \$22.296 |
| 512 | \$32,462.56 | \$40,580.80 | \$48,694.88 |
| | \$2,705.21 | \$3,381.73 | \$4,057.91 |
| | \$1,248.56 | \$1,560.80 | \$1,872.88 |
| | \$15.607 | \$19.510 | \$23.411 |
| 513 | \$34,084.96 | \$42,608.80 | \$51,128.48 |
| | \$2,840.41 | \$3,550.73 | \$4,260.71 |
| | \$1,310.96 | \$1,638.80 | \$1,966.48 |
| | \$16.387 | \$20.485 | \$24.581 |
| 514 | \$35,790.56 | \$44,738.72 | \$53,684.80 |
| | \$2,982.55 | \$3,728.23 | \$4,473.73 |
| | \$1,376.56 | \$1,720.72 | \$2,064.80 |
| | \$17.207 | \$21.509 | \$25.810 |
| 515 | \$37,579.36 | \$46,974.72 | \$56,370.08 |
| | \$3,131.61 | \$3,914.56 | \$4,697.51 |
| | \$1,445.36 | \$1,806.72 | \$2,168.08 |
| | \$18.067 | \$22.584 | \$27.101 |
| 516 | \$39,459.68 | \$49,323.04 | \$59,188.48 |
| | \$3,288.31 | \$4,110.25 | \$4,932.37 |
| | \$1,517.68 | \$1,897.04 | \$2,276.48 |
| | \$18.971 | \$23.713 | \$28.456 |
| 517 | \$41,433.60 | \$51,789.92 | \$62,148.32 |
| | \$3,452.80 | \$4,315.83 | \$5,179.03 |
| | \$1,593.60 | \$1,991.92 | \$2,390.32 |
| | \$19.920 | \$24.899 | \$29.879 |
| 518 | \$43,503.20 | \$54,379.52 | \$65,255.84 |
| | \$3,625.27 | \$4,531.63 | \$5,437.99 |
| | \$1,673.20 | \$2,091.52 | \$2,509.84 |
| | \$20.915 | \$26.144 | \$31.373 |

| <u>Grade</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--------------|----------------|-----------------|-----------------------|
| 519 | \$45,678.88 | \$57,098.08 | \$68,519.36 (Annual) |
| | \$3,806.57 | \$4,758.17 | \$5,709.95 (Monthly) |
| | \$1,756.88 | \$2,196.08 | \$2,635.36 (Biweekly) |
| | \$21.961 | \$27.451 | \$32.942 (Hourly) |
| 520 | \$47,962.72 | \$59,953.92 | \$71,943.04 |
| | \$3,996.89 | \$4,996.16 | \$5,995.25 |
| | \$1,844.72 | \$2,305.92 | \$2,767.04 |
| | \$23.059 | \$28.824 | \$34.588 |
| 521 | \$50,360.96 | \$62,951.20 | \$75,541.44 |
| | \$4,196.75 | \$5,245.93 | \$6,295.12 |
| | \$1,936.96 | \$2,421.20 | \$2,905.44 |
| | \$24.212 | \$30.265 | \$36.318 |
| 522 | \$52,877.76 | \$66,098.24 | \$79,318.72 |
| | \$4,406.48 | \$5,508.19 | \$6,609.89 |
| | \$2,033.76 | \$2,542.24 | \$3,050.72 |
| | \$25.422 | \$31.778 | \$38.134 |
| 523 | \$55,521.44 | \$69,403.36 | \$83,283.20 |
| | \$4,626.79 | \$5,783.61 | \$6,940.27 |
| | \$2,135.44 | \$2,669.36 | \$3,203.20 |
| | \$26.693 | \$33.367 | \$40.040 |
| 524 | \$58,300.32 | \$72,874.88 | \$87,447.36 |
| | \$4,858.36 | \$6,072.91 | \$7,287.28 |
| | \$2,242.32 | \$2,802.88 | \$3,363.36 |
| | \$28.029 | \$35.036 | \$42.042 |
| 525 | \$61,214.40 | \$76,516.96 | \$91,821.60 |
| | \$5,101.20 | \$6,376.41 | \$7,651.80 |
| | \$2,354.40 | \$2,942.96 | \$3,531.60 |
| | \$29.430 | \$36.787 | \$44.145 |
| 526 | \$64,274.08 | \$80,342.08 | \$96,412.16 |
| | \$5,356.17 | \$6,695.17 | \$8,034.35 |
| | \$2,472.08 | \$3,090.08 | \$3,708.16 |
| | \$30.901 | \$38.626 | \$46.352 |
| 527 | \$67,487.68 | \$84,360.64 | \$101,231.52 |
| | \$5,623.97 | \$7,030.05 | \$8,435.96 |
| | \$2,595.68 | \$3,244.64 | \$3,893.52 |
| | \$32.446 | \$40.558 | \$48.669 |

| <u>Grade</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--------------|----------------|-----------------|-----------------------|
| 528 | \$70,863.52 | \$88,578.88 | \$106,294.24 (Annual) |
| | \$5,905.29 | \$7,381.57 | \$8,857.85 (Monthly) |
| | \$2,725.52 | \$3,406.88 | \$4,088.24 (Biweekly) |
| | \$34.069 | \$42.586 | \$51.103 (Hourly) |
| 529 | \$74,405.76 | \$93,007.20 | \$111,608.64 |
| | \$6,200.48 | \$7,750.60 | \$9,300.72 |
| | \$2,861.76 | \$3,577.20 | \$4,292.64 |
| | \$35.772 | \$44.715 | \$53.658 |
| 530 | \$78,124.80 | \$97,658.08 | \$117,189.28 |
| | \$6,510.40 | \$8,138.17 | \$9,765.77 |
| | \$3,004.80 | \$3,756.08 | \$4,507.28 |
| | \$37.560 | \$46.951 | \$56.341 |
| 531 | \$82,031.04 | \$102,541.92 | \$123,048.64 |
| | \$6,835.92 | \$8,545.16 | \$10,254.05 |
| | \$3,155.04 | \$3,943.92 | \$4,732.64 |
| | \$39.438 | \$49.299 | \$59.158 |
| 532 | \$86,134.88 | \$107,667.04 | \$129,201.28 |
| | \$7,177.91 | \$8,972.25 | \$10,766.77 |
| | \$3,312.88 | \$4,141.04 | \$4,969.28 |
| | \$41.411 | \$51.763 | \$62.116 |
| 533 | \$90,442.56 | \$113,052.16 | \$135,661.76 |
| | \$7,536.88 | \$9,421.01 | \$11,305.15 |
| | \$3,478.56 | \$4,348.16 | \$5,217.76 |
| | \$43.482 | \$54.352 | \$65.222 |
| 534 | \$94,962.40 | \$118,703.52 | \$142,444.64 |
| | \$7,913.53 | \$9,891.96 | \$11,870.39 |
| | \$3,652.40 | \$4,565.52 | \$5,478.64 |
| | \$45.655 | \$57.069 | \$68.483 |
| 535 | \$99,711.04 | \$124,639.84 | \$149,566.56 |
| | \$8,309.25 | \$10,386.65 | \$12,463.88 |
| | \$3,835.04 | \$4,793.84 | \$5,752.56 |
| | \$47.938 | \$59.923 | \$71.907 |
| 536 | \$104,696.80 | \$130,871.52 | \$157,044.16 |
| | \$8,724.73 | \$10,905.96 | \$13,087.01 |
| | \$4,026.80 | \$5,033.52 | \$6,040.16 |
| | \$50.335 | \$62.919 | \$75.502 |

| <u>Grade</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--------------|----------------|-----------------|-----------------------|
| 537 | \$109,930.08 | \$137,413.12 | \$164,896.16 (Annual) |
| | \$9,160.84 | \$11,451.09 | \$13,741.35 (Monthly) |
| | \$4,228.08 | \$5,285.12 | \$6,342.16 (Biweekly) |
| | \$52.851 | \$66.064 | \$79.277 (Hourly) |
| 538 | \$115,427.52 | \$144,285.44 | \$173,141.28 |
| | \$9,618.96 | \$12,023.79 | \$14,428.44 |
| | \$4,439.52 | \$5,549.44 | \$6,659.28 |
| | \$55.494 | \$69.368 | \$83.241 |
| 539 | \$121,199.52 | \$151,498.88 | \$181,800.32 |
| | \$10,099.96 | \$12,624.91 | \$15,150.03 |
| | \$4,661.52 | \$5,826.88 | \$6,992.32 |
| | \$58.269 | \$72.836 | \$87.404 |
| 540 | \$127,260.64 | \$159,076.32 | \$190,887.84 |
| | \$10,605.05 | \$13,256.36 | \$15,907.32 |
| | \$4,894.64 | \$6,118.32 | \$7,341.84 |
| | \$61.183 | \$76.479 | \$91.773 |
| 541 | \$133,623.36 | \$167,028.16 | \$200,432.96 |
| | \$11,135.28 | \$13,919.01 | \$16,702.75 |
| | \$5,139.36 | \$6,424.16 | \$7,708.96 |
| | \$64.242 | \$80.302 | \$96.362 |
| 542 | \$140,304.32 | \$175,379.36 | \$210,456.48 |
| | \$11,692.03 | \$14,614.95 | \$17,538.04 |
| | \$5,396.32 | \$6,745.36 | \$8,094.48 |
| | \$67.454 | \$84.317 | \$101.181 |
| 543 | \$147,320.16 | \$184,148.64 | \$220,977.12 |
| | \$12,276.68 | \$15,345.72 | \$18,414.76 |
| | \$5,666.16 | \$7,082.64 | \$8,499.12 |
| | \$70.827 | \$88.533 | \$106.239 |
| 544 | \$154,683.36 | \$193,356.80 | \$232,026.08 |
| | \$12,890.28 | \$16,113.07 | \$19,335.51 |
| | \$5,949.36 | \$7,436.80 | \$8,924.08 |
| | \$74.367 | \$92.960 | \$111.551 |
| 545 | \$162,418.88 | \$203,024.64 | \$243,628.32 |
| | \$13,534.91 | \$16,918.72 | \$20,302.36 |
| | \$6,246.88 | \$7,808.64 | \$9,370.32 |
| | \$78.086 | \$97.608 | \$117.129 |

| <u>Grade</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--------------|----------------|-----------------|-----------------------|
| 546 | \$170,541.28 | \$213,175.04 | \$255,808.80 (Annual) |
| | \$14,211.77 | \$17,764.59 | \$21,317.40 (Monthly) |
| | \$6,559.28 | \$8,199.04 | \$9,838.80 (Biweekly) |
| | \$81.991 | \$102.488 | \$122.985 (Hourly) |
| 547 | \$179,067.20 | \$223,832.96 | \$268,600.80 |
| | \$14,922.27 | \$18,652.75 | \$22,383.40 |
| | \$6,887.20 | \$8,608.96 | \$10,330.80 |
| | \$86.090 | \$107.612 | \$129.135 |
| 548 | \$188,019.52 | \$235,025.44 | \$282,031.36 |
| | \$15,668.29 | \$19,585.45 | \$23,502.61 |
| | \$7,231.52 | \$9,039.44 | \$10,847.36 |
| | \$90.394 | \$112.993 | \$135.592 |
| 549 | \$197,421.12 | \$246,775.36 | \$296,133.76 |
| | \$16,451.76 | \$20,564.61 | \$24,677.81 |
| | \$7,593.12 | \$9,491.36 | \$11,389.76 |
| | \$94.914 | \$118.642 | \$142.372 |
| 550 | \$207,292.80 | \$259,116.00 | \$310,937.12 |
| | \$17,274.40 | \$21,593.00 | \$25,911.43 |
| | \$7,972.80 | \$9,966.00 | \$11,959.12 |
| | \$99.660 | \$124.575 | \$149.489 |

Section 2 – That the following subsection line numbers of the unclassified civil service authorized strength be and hereby are amended to read as follows:

| | | | | |
|---------|---|-----|----------------------|-----------------------------|
| 110.100 | 1 | 012 | \$16,644.16 annually | ABC Administrator P\T |
| 410.020 | 3 | 291 | \$16.019 hourly | Law Clerk – P\T |
| 760.024 | 1 | 893 | \$26.834 hourly | Park Patrol Coordinator-P/T |

Section 3 - That Section 23-28 the Code of Ordinances be and hereby is amended to read as follows:

- (a) The following bi-weekly salary schedules are hereby adopted as the amounts to be paid Police Chief and Fire Chief as follows:

FY 2016 Pay Scale - Appointed Positions - Police Chief and Fire Chief

| | <u>Grade</u> | <u>Step1</u> | <u>Step2</u> | <u>Step3</u> | <u>Step4</u> | <u>Step5</u> | <u>Step6</u> | <u>Step7</u> | <u>Step8</u> | <u>Step9</u> | <u>Step10(Max)</u> |
|------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------------------|
| Annual | 324 | \$97,366.88 | \$103,796.16 | \$110,227.52 | \$116,656.80 | \$123,086.16 | \$129,519.52 | \$135,942.56 | \$142,376.00 | \$148,803.20 | \$155,242.88 (Annual) |
| Bi-Weekly | 324 | \$3,744.88 | \$3,992.16 | \$4,239.52 | \$4,486.80 | \$4,734.16 | \$4,981.52 | \$5,228.56 | \$5,476.00 | \$5,723.20 | \$5,970.88 (Biweekly) |
| Hourly | 324 | \$46.811 | \$49.902 | \$52.994 | \$56.085 | \$59.177 | \$62.269 | \$65.357 | \$68.450 | \$71.540 | \$74.636 (Hourly) |

Positions whose salary is a fixed dollar amount written in Ordinance

| <u>Title</u> | <u>Job Code</u> | <u>Positions</u> | <u>Positions</u> | <u>FY 2016</u> | |
|-------------------------------|-----------------|------------------|------------------|----------------|----------|
| ABC Administrator – P/T | 012 | 1 | 1 | \$ 16,644.16 | annually |
| Law Clerk – P/T | 291 | 3 | 3 | \$ 16.019 | hourly |
| Park Patrol Coordinator - P/T | 893 | 1 | 1 | \$ 26.834 | hourly |

Urban County Government Pay Scale
Classified Civil Service and Unclassified Civil Service Personnel
Effective June 29, 2015

| | FY 2016 |
|---------------------------------|----------|
| Entrance rate | \$13.000 |
| After five (5) years in service | \$13.500 |
| After ten (10) years in service | \$14.000 |

Section 4 – That Section 21-29(C) notwithstanding, all employees in the compensation system who are at grade max shall receive a 4% pay increase.

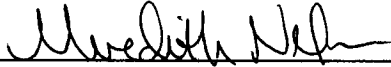
Section 5 - That this Ordinance shall be effective June 28, 2015.

PASSED URBAN COUNTY COUNCIL: June 18, 2015

MAYOR



ATTEST:



CLERK OF URBAN COUNTY COUNCIL

Published: June 25, 2015-1t

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