

ORDINANCE NO. 045 - 2025

AN ORDINANCE AMENDING THE COMPENSATION SYSTEM SALARY SCHEDULES TO PROVIDE A ONE AND ONE-HALF PERCENT (1.5%) STRUCTURE MOVEMENT, APPLICABLE TO ALL FULL-TIME AND PART-TIME POSITIONS IN THE UNIFIED PAY PLAN, TO THE POSITION OF COUNCIL ADMINISTRATOR, AND TO TWO (2) POSITIONS OF POLICE AND FIRE PENSION BENEFITS SPECIALIST; PROVIDING THAT ALL FULL-TIME AND PART-TIME EMPLOYEES INCLUDED IN THE UNIFIED PAY PLAN SHALL RECEIVE A THREE PERCENT (3.0%) PAY INCREASE FOR FY2026; PROVIDING THAT THE COUNCIL ADMINISTRATOR AND TWO (2) POSITIONS OF POLICE AND FIRE PENSION BENEFITS SPECIALIST SHALL RECEIVE A THREE PERCENT (3%) PAY INCREASE FOR FY2026; PROVIDING THAT SECTIONS 21-29(B) AND 22-26(B) NOTWITHSTANDING, ALL EMPLOYEES AT OR ABOVE THE MAXIMUM OF THE GRADE SALARY RANGE SHALL RECEIVE A THREE PERCENT (3.0%) PAY INCREASE FOR FY2026; AMENDING SECTION 23-28(A) TO INCREASE THE EXISTING STEP STRUCTURE FOR THE POSITIONS OF POLICE CHIEF, GRADE 324E, AND FIRE CHIEF, GRADE 324E, BY THREE PERCENT (3.0%) AND ADJUSTING SALARIES ACCORDINGLY; INCREASING THE SALARY BY THREE PERCENT (3.0%) FOR THREE (3) POSITIONS OF LAW CLERK – P/T WITHIN THE DEPARTMENT OF LAW; AND AMENDING SECTION 22-53.2(B) OF THE CODE OF ORDINANCES, INCREASING THE STARTING PAY FOR TRAFFIC SCHOOL GUARDS TO \$16.71 PER HOUR, ALL EFFECTIVE JUNE 30, 2025.

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 by Ordinance No. 121-2022 (October 27, 2022), as amended, be and hereby are further amended to provide a one and one-half percent (1.5%) structure movement, applicable to all full-time and part-time positions in the Unified Pay Plan, to the position of Council Administrator, and to two (2) positions of Police and Fire Pension Benefits Specialist, as attached hereto and incorporated herein by reference.

Section 2 – That pursuant to Sections 21-29(c) and 22-26(c) of the Code of Ordinances, all full-time and part-time employees in the classification and compensation system's unified pay plan who received a satisfactory score on the performance evaluation shall have their salaries adjusted by three percent (3%) for FY2026.

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 2026

Urban County Government Pay Scale
Effective June 30, 2025

Date Printed: 6/2/2025 8:08 AM
Date Revised: 5/28/2025

<u>FY2026</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
<u>Grade</u>			
501	\$33,768.80	\$33,768.80	\$33,768.80 (Annual)
	\$2,814.07	\$2,814.07	\$2,814.07 (Monthly)
	\$1,298.80	\$1,298.80	\$1,298.80 (Biweekly)
	\$16.235	\$16.235	\$16.235 (Hourly)
502	\$33,770.88	\$34,399.04	\$35,025.12
	\$2,814.24	\$2,866.59	\$2,918.76
	\$1,298.88	\$1,323.04	\$1,347.12
	\$16.236	\$16.538	\$16.839
503	\$33,770.88	\$35,274.72	\$36,776.48
	\$2,814.24	\$2,939.56	\$3,064.71
	\$1,298.88	\$1,356.72	\$1,414.48
	\$16.236	\$16.959	\$17.681
504	\$33,770.88	\$36,194.08	\$38,615.20
	\$2,814.24	\$3,016.17	\$3,217.93
	\$1,298.88	\$1,392.08	\$1,485.20
	\$16.236	\$17.401	\$18.565
505	\$33,770.88	\$37,159.20	\$40,547.52
	\$2,814.24	\$3,096.60	\$3,378.96
	\$1,298.88	\$1,429.20	\$1,559.52
	\$16.236	\$17.865	\$19.494
506	\$33,770.88	\$38,172.16	\$42,573.44
	\$2,814.24	\$3,181.01	\$3,547.79
	\$1,298.88	\$1,468.16	\$1,637.44
	\$16.236	\$18.352	\$20.468
507	\$33,883.20	\$39,293.28	\$44,703.36
	\$2,823.60	\$3,274.44	\$3,725.28
	\$1,303.20	\$1,511.28	\$1,719.36
	\$16.290	\$18.891	\$21.492
508	\$33,987.20	\$40,462.24	\$46,937.28
	\$2,832.27	\$3,371.85	\$3,911.44
	\$1,307.20	\$1,556.24	\$1,805.28
	\$16.340	\$19.453	\$22.566
509	\$34,095.36	\$41,689.44	\$49,283.52
	\$2,841.28	\$3,474.12	\$4,106.96
	\$1,311.36	\$1,603.44	\$1,895.52
	\$16.392	\$20.043	\$23.694

FY 2026

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Effective June 30, 2025

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<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
510	\$34,500.96	\$43,124.64	\$51,748.32 (Annual)
	\$2,875.08	\$3,593.72	\$4,312.36 (Monthly)
	\$1,326.96	\$1,658.64	\$1,990.32 (Biweekly)
	\$16.587	\$20.733	\$24.879 (Hourly)
511	\$36,223.20	\$45,279.52	\$54,333.76
	\$3,018.60	\$3,773.29	\$4,527.81
	\$1,393.20	\$1,741.52	\$2,089.76
	\$17.415	\$21.769	\$26.122
512	\$38,034.88	\$47,542.56	\$57,050.24
	\$3,169.57	\$3,961.88	\$4,754.19
	\$1,462.88	\$1,828.56	\$2,194.24
	\$18.286	\$22.857	\$27.428
513	\$39,938.08	\$49,922.08	\$59,906.08
	\$3,328.17	\$4,160.17	\$4,992.17
	\$1,536.08	\$1,920.08	\$2,304.08
	\$19.201	\$24.001	\$28.801
514	\$41,934.88	\$52,418.08	\$62,899.20
	\$3,494.57	\$4,368.17	\$5,241.60
	\$1,612.88	\$2,016.08	\$2,419.20
	\$20.161	\$25.201	\$30.240
515	\$44,029.44	\$55,036.80	\$66,044.16
	\$3,669.12	\$4,586.40	\$5,503.68
	\$1,693.44	\$2,116.80	\$2,540.16
	\$21.168	\$26.460	\$31.752
516	\$46,230.08	\$57,788.64	\$69,347.20
	\$3,852.51	\$4,815.72	\$5,778.93
	\$1,778.08	\$2,222.64	\$2,667.20
	\$22.226	\$27.783	\$33.340
517	\$48,545.12	\$60,679.84	\$72,814.56
	\$4,045.43	\$5,056.65	\$6,067.88
	\$1,867.12	\$2,333.84	\$2,800.56
	\$23.339	\$29.173	\$35.007
518	\$50,970.40	\$63,712.48	\$76,454.56
	\$4,247.53	\$5,309.37	\$6,371.21
	\$1,960.40	\$2,450.48	\$2,940.56
	\$24.505	\$30.631	\$36.757

FY 2026

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<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
519	\$53,518.40	\$66,899.04	\$80,277.60 (Annual)
	\$4,459.87	\$5,574.92	\$6,689.80 (Monthly)
	\$2,058.40	\$2,573.04	\$3,087.60 (Biweekly)
	\$25.730	\$32.163	\$38.595 (Hourly)
520	\$56,193.28	\$70,243.68	\$84,292.00
	\$4,682.77	\$5,853.64	\$7,024.33
	\$2,161.28	\$2,701.68	\$3,242.00
	\$27.016	\$33.771	\$40.525
521	\$59,005.44	\$73,756.80	\$88,508.16
	\$4,917.12	\$6,146.40	\$7,375.68
	\$2,269.44	\$2,836.80	\$3,404.16
	\$28.368	\$35.460	\$42.552
522	\$61,954.88	\$77,444.64	\$92,932.32
	\$5,162.91	\$6,453.72	\$7,744.36
	\$2,382.88	\$2,978.64	\$3,574.32
	\$29.786	\$37.233	\$44.679
523	\$65,049.92	\$81,315.52	\$97,579.04
	\$5,420.83	\$6,776.29	\$8,131.59
	\$2,501.92	\$3,127.52	\$3,753.04
	\$31.274	\$39.094	\$46.913
524	\$68,303.04	\$85,379.84	\$102,456.64
	\$5,691.92	\$7,114.99	\$8,538.05
	\$2,627.04	\$3,283.84	\$3,940.64
	\$32.838	\$41.048	\$49.258
525	\$71,720.48	\$89,650.08	\$107,577.60
	\$5,976.71	\$7,470.84	\$8,964.80
	\$2,758.48	\$3,448.08	\$4,137.60
	\$34.481	\$43.101	\$51.720
526	\$75,306.40	\$94,134.56	\$112,960.64
	\$6,275.53	\$7,844.55	\$9,413.39
	\$2,896.40	\$3,620.56	\$4,344.64
	\$36.205	\$45.257	\$54.308
527	\$79,073.28	\$98,841.60	\$118,607.84
	\$6,589.44	\$8,236.80	\$9,883.99
	\$3,041.28	\$3,801.60	\$4,561.84
	\$38.016	\$47.520	\$57.023

FY 2026

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Effective June 30, 2025

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<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
528	\$83,025.28	\$103,783.68	\$124,540.00 (Annual)
	\$6,918.77	\$8,648.64	\$10,378.33 (Monthly)
	\$3,193.28	\$3,991.68	\$4,790.00 (Biweekly)
	\$39.916	\$49.896	\$59.875 (Hourly)
529	\$87,174.88	\$108,969.12	\$130,763.36
	\$7,264.57	\$9,080.76	\$10,896.95
	\$3,352.88	\$4,191.12	\$5,029.36
	\$41.911	\$52.389	\$62.867
530	\$91,534.56	\$114,420.80	\$137,304.96
	\$7,627.88	\$9,535.07	\$11,442.08
	\$3,520.56	\$4,400.80	\$5,280.96
	\$44.007	\$55.010	\$66.012
531	\$96,112.64	\$120,140.80	\$144,166.88
	\$8,009.39	\$10,011.73	\$12,013.91
	\$3,696.64	\$4,620.80	\$5,544.88
	\$46.208	\$57.760	\$69.311
532	\$100,917.44	\$126,147.84	\$151,378.24
	\$8,409.79	\$10,512.32	\$12,614.85
	\$3,881.44	\$4,851.84	\$5,822.24
	\$48.518	\$60.648	\$72.778
533	\$105,963.52	\$132,454.40	\$158,945.28
	\$8,830.29	\$11,037.87	\$13,245.44
	\$4,075.52	\$5,094.40	\$6,113.28
	\$50.944	\$63.680	\$76.416
534	\$111,261.28	\$139,077.12	\$166,892.96
	\$9,271.77	\$11,589.76	\$13,907.75
	\$4,279.28	\$5,349.12	\$6,418.96
	\$53.491	\$66.864	\$80.237
535	\$116,825.28	\$146,032.64	\$175,237.92
	\$9,735.44	\$12,169.39	\$14,603.16
	\$4,493.28	\$5,616.64	\$6,739.92
	\$56.166	\$70.208	\$84.249
536	\$122,668.00	\$153,333.44	\$183,996.80
	\$10,222.33	\$12,777.79	\$15,333.07
	\$4,718.00	\$5,897.44	\$7,076.80
	\$58.975	\$73.718	\$88.460

FY 2026

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<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
537	\$128,799.84	\$161,000.32	\$193,198.72 (Annual)
	\$10,733.32	\$13,416.69	\$16,099.89 (Monthly)
	\$4,953.84	\$6,192.32	\$7,430.72 (Biweekly)
	\$61.923	\$77.404	\$92.884 (Hourly)
538	\$135,239.52	\$169,049.92	\$202,858.24
	\$11,269.96	\$14,087.49	\$16,904.85
	\$5,201.52	\$6,501.92	\$7,802.24
	\$65.019	\$81.274	\$97.528
539	\$142,001.60	\$177,500.96	\$213,000.32
	\$11,833.47	\$14,791.75	\$17,750.03
	\$5,461.60	\$6,826.96	\$8,192.32
	\$68.270	\$85.337	\$102.404
540	\$149,100.64	\$186,378.40	\$223,654.08
	\$12,425.05	\$15,531.53	\$18,637.84
	\$5,734.64	\$7,168.40	\$8,602.08
	\$71.683	\$89.605	\$107.526
541	\$156,555.36	\$195,694.72	\$234,834.08
	\$13,046.28	\$16,307.89	\$19,569.51
	\$6,021.36	\$7,526.72	\$9,032.08
	\$75.267	\$94.084	\$112.901
542	\$164,384.48	\$205,481.12	\$246,577.76
	\$13,698.71	\$17,123.43	\$20,548.15
	\$6,322.48	\$7,903.12	\$9,483.76
	\$79.031	\$98.789	\$118.547
543	\$172,602.56	\$215,754.24	\$258,905.92
	\$14,383.55	\$17,979.52	\$21,575.49
	\$6,638.56	\$8,298.24	\$9,957.92
	\$82.982	\$103.728	\$124.474
544	\$181,234.56	\$226,543.20	\$271,849.76
	\$15,102.88	\$18,878.60	\$22,654.15
	\$6,970.56	\$8,713.20	\$10,455.76
	\$87.132	\$108.915	\$130.697
545	\$190,295.04	\$237,868.80	\$285,442.56
	\$15,857.92	\$19,822.40	\$23,786.88
	\$7,319.04	\$9,148.80	\$10,978.56
	\$91.488	\$114.360	\$137.232

FY 2026

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<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
546	\$199,811.04	\$249,762.24	\$299,713.44 (Annual)
	\$16,650.92	\$20,813.52	\$24,976.12 (Monthly)
	\$7,685.04	\$9,606.24	\$11,527.44 (Biweekly)
	\$96.063	\$120.078	\$144.093 (Hourly)
547	\$209,801.28	\$262,252.64	\$314,701.92
	\$17,483.44	\$21,854.39	\$26,225.16
	\$8,069.28	\$10,086.64	\$12,103.92
	\$100.866	\$126.083	\$151.299
548	\$220,288.64	\$275,362.88	\$330,437.12
	\$18,357.39	\$22,946.91	\$27,536.43
	\$8,472.64	\$10,590.88	\$12,709.12
	\$105.908	\$132.386	\$158.864
549	\$231,304.32	\$289,132.48	\$346,958.56
	\$19,275.36	\$24,094.37	\$28,913.21
	\$8,896.32	\$11,120.48	\$13,344.56
	\$111.204	\$139.006	\$166.807
550	\$242,871.20	\$303,588.48	\$364,305.76
	\$20,239.27	\$25,299.04	\$30,358.81
	\$9,341.20	\$11,676.48	\$14,011.76
	\$116.765	\$145.956	\$175.147

Positions with salaries outside the Unified Pay Plan

<u>Title</u>	<u>Job Code</u>	<u>Positions</u>	<u>FY2026</u>
Law Clerk – P/T	291	3	\$ 22.047 hourly

<u>Title</u>	<u>Job Code</u>	<u>Positions</u>	<u>FY 2026 Range</u>
Council Administrator	080	1	\$2,853.20 - \$4,733.76 bi-weekly
P&F Pension Benefits Spec	075	2	\$28.368 - \$42.552 hourly

FY2026 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	\$134,004.00	\$142,852.32	\$151,702.72	\$160,553.12	\$169,401.44	\$178,256.00	\$187,093.92	\$195,950.56	\$204,792.64	\$213,657.60 (Annual)
Bi-Weekly	324	\$5,154.00	\$5,494.32	\$5,834.72	\$6,175.12	\$6,515.44	\$6,856.00	\$7,195.92	\$7,536.56	\$7,876.64	\$8,217.60 (Biweekly)
Hourly	324	\$64.425	\$68.679	\$72.934	\$77.189	\$81.443	\$85.700	\$89.949	\$94.207	\$98.458	\$102.720 (Hourly)

Trffc Schl Grds -FY26

Urban County Government Pay Scale
Classified and Unclassified Civil Service Personnel
Effective June 30, 2025

Date Printed: 6/2/2025 8:17 AM
Date Last Revised: 5/28/2025

<u>School Traffic Guards</u>	<u>FY 2026</u>
Entrance rate	\$ 16,710