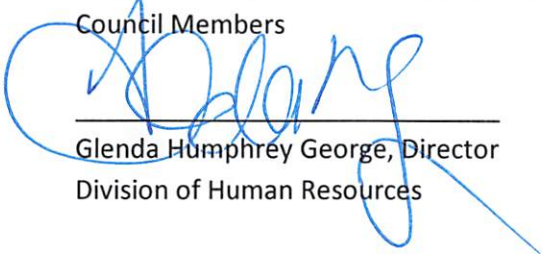




MEMORANDUM

TO: Linda Gorton, Mayor
Sally Hamilton, Chief Administrative Officer
Council Members

FROM: 
Glenda Humphrey George, Director
Division of Human Resources

DATE: August 1, 2026

SUBJECT: Authorization to Amend Ordinance Section 21-26.1 - Demotion

Request:

We request authorization to amend Section 21-26.1 of the Lexington-Fayette Urban County Government Code of Ordinances to enhance and clarify the options to our employees.

Why are you requesting:

The revised version adds a new option and additional protections:

- If the employee is demoted to a *previously held classification*, they may be reinstated to the same rate of pay they earned when they last held that classification, including any raises they would have received for that classification.
- Alternatively, the employee may receive the tiered reduction under the original formula (7% for the first lower pay grade, 3% for the next lower pay grade, and 2% for each additional lower pay grade), **whichever pay rate is higher**.
- The revised ordinance adds a new restriction: the employee cannot be paid below the entrance rate, above the grade maximum, **or below the rate they were making when they last held the destination classification**.



File Number: 0631-26

Director/Commissioner:

Glenda Humphrey George/Sally Hamilton

If you have questions or need additional information, please contact Alana Morton (859) 258-3037.

