



MEMORANDUM

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

FROM: Glenda H. George by EH
Glenda Humphrey George, Director
Division of Human Resources

DATE: July 30, 2025

RE: Treatment Plant Operators – Supplemental Pay

Request:

At the request of the Commissioner of Environmental Quality & Public Works and the Director of Water Quality, the attached action authorizes supplemental pay for the following classifications: Treatment Plant Operator Apprentice, Treatment Plant Operator, and Solids Processing Supervisor, effective the first pay period following Council approval.

Per Section 21-27(d) of the Code of Ordinances, we are requesting in the Division of Water Quality the following:

- A \$1 per hour shift differential for those employees who are working second (4 pm to 12 am) and third (12 am-8 am) shifts
- A supplement for those employees who hold the following Wastewater Treatment Operator certifications from the State of Kentucky:
 - Class 1: \$1 per hour
 - Class 2: \$2 per hour
 - Class 3: \$3 per hour
 - Class 4: \$4 per hour



Why are you requesting?

Upon the request of the Commissioner, the Division Director, and the support of the CAO, the Division of Human Resources realizes that these positions are difficult to fill and have a higher vacancy rate. Therefore, they are eligible for supplemental pay under the authority of Section 21-27(d) of the Code of Ordinances.

What is the cost in this budget year and future budget year?

The estimated cost over a 12-month period is \$126,880.00.

File Number: 0715.25

Director/Commissioner: Glenda Humphrey George/Sally Hamilton

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

