



Lexington-Fayette Urban County Government  
DIVISION OF HUMAN RESOURCES

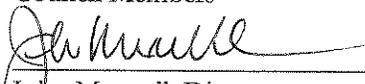
Jim Gray  
Mayor

Sally Hamilton  
Chief Administrative Officer

**M E M O R A N D U M**

**TO:** Jim Gray, Mayor  
Council Members

**FROM:**

  
John Maxwell, Director  
Division of Human Resources

**DATE:** August 4, 2014

**SUBJECT:** Implementation of Compensation Study and Repeal of Pay Equity Ordinance

As you are aware, following a standard RFP process, the Management Advisory Group, Inc. ("MAG") was engaged to conduct a classification and compensation study of LFUCG. MAG has now completed the study and issued its report recommendations. The report covers all classified and unclassified Civil Service employees (excluding temporary and seasonal employees) throughout the Lexington-Fayette Urban County Government. The portion of the report dealing with the proposed compensation detail of the employees has now been made available online on both the intranet site and internet site. Therefore, we now are requesting that the proposed pay grades, class codes, classifications and salary ranges recommended by MAG be implemented effective September 22, 2014. Additionally, since we are recommending the implementation of a new pay system, it is also requested that ordinance 197-2002 be repealed.

If you have any questions, please contact me.

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