

ORDINANCE NO. _____ - 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:

