

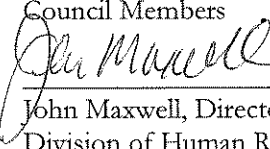
Lexington-Fayette Urban County Government
DIVISION OF HUMAN RESOURCES

Jim Gray
Mayor

Janet Graham
Commissioner

M E M O R A N D U M

TO: Jim Gray, Mayor
Sally Hamilton, Chief Administrative Officer
Council Members

FROM: 
John Maxwell, Director
Division of Human Resources

DATE: February 12, 2013

SUBJECT: Abolish/Create positions – Division of Human Resources

The attached action amends Section 21-5 of the Code of Ordinances, abolishing one (1) position of Human Resources Manager Sr. (Grade 121E) and one (1) position of Health Services Advisor (Grade 114E) and creating one (1) position of Human Resources Manager (Grade 119E) and one (1) position of Human Resources Analyst (Grade 115E) in the Division of Human Resources, effective upon passage by Council.

The Division of Human Resources has undergone significant changes, which necessitates the creation of a Human Resources Manager position to provide oversight to one of the functional areas that does not currently have this level of support. In addition, a position of Human Resources Analyst is needed to support the volume of requests for services in Employee Relations and Training. LFUCG is now operating under six different collective bargaining agreements, a meet and confer group, with four separate union entities which significantly increases the oversight and resources that need to be dedicated to Employee Relations. In addition, the introduction of the Tip Line supports the necessity of an analyst-level position in this area.

The fiscal impact for FY2013 (pay periods) will be a savings of \$4,972.97. All costs include benefit. This amount does not include lapse which has been included in the attached Budget Amendment.

Name	Position Title	Annual Salary Before	Annual Salary After	Annual Increase/Decrease
Vacant	Human Resources Manager	\$0	\$62,053.94	\$62,053.94
Vacant	Human Resources Analyst	\$0	\$45,961.76	\$45,961.76
Vacant	Human Resources Manager Sr.	\$72,796.36	\$0	\$(72,796.36)
Vacant	Health Services Advisor	\$49,721.88	\$0	\$(49,721.88)
Total Annual Impact/ Salary and Benefits \$(18,471.02)				

If you have questions or need additional information, please contact Daniel H. Fischer at 258-3030.

Attachment

cc: Janet Graham – Commissioner, Department of Law

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