

ORDINANCE NO. 070 - 2024

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 FY2025; 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 FY2025; 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 FY2025; 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; AND INCREASING THE SALARY BY THREE PERCENT (3.0%) FOR THREE (3) POSITIONS OF LAW CLERK – P/T WITHIN THE DEPARTMENT OF LAW AND ONE (1) POSITION OF PARK PATROL COORDINATOR – P/T WITHIN THE DIVISION OF PARKS AND RECREATION, ALL EFFECTIVE JULY 1, 2024.

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 FY2025.

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:

Section 4 – That the Council Administrator and two (2) positions of Police and Fire Pension Benefits Specialist shall have their salaries adjusted by three percent (3%) for FY2025, and the following subsection line numbers of the unclassified civil service authorized strength be and hereby are amended to read as follows:

Law Clerk – P\T	3	291	\$21.405 hourly
Park Patrol Coordinator-P/T	1	893	\$35.856 hourly

Section 5 – That Sections 21-29(B) and 22-26(B) notwithstanding, all employees in the unified pay plan who are at or above the grade maximum shall receive a three percent (3.0%) pay increase for FY2025.

Section 6 – That this Ordinance shall be effective as of July 1, 2024.

PASSED URBAN COUNTY COUNCIL: July 2, 2024



MAYOR

ATTEST:



CLERK OF URBAN COUNTY COUNCIL

Published: July 10, 2024-1t

0660-24/HR/MC/4873-7722-7466, v. 1

FY 2025

Urban County Government Pay Scale
Effective July 1, 2024

Date Printed: 6/10/2024 7:53 AM
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FY2025	Minimum	Midpoint	Maximum
Grade			
501	\$33,269.60	\$33,269.60	\$33,269.60 (Annual)
	\$2,772.47	\$2,772.47	\$2,772.47 (Monthly)
	\$1,279.60	\$1,279.60	\$1,279.60 (Biweekly)
	\$15.995	\$15.995	\$15.995 (Hourly)
502	\$33,271.68	\$33,889.44	\$34,507.20
	\$2,772.64	\$2,824.12	\$2,875.60
	\$1,279.68	\$1,303.44	\$1,327.20
	\$15.996	\$16.293	\$16.590
503	\$33,271.68	\$34,752.64	\$36,233.60
	\$2,772.64	\$2,896.05	\$3,019.47
	\$1,279.68	\$1,336.64	\$1,393.60
	\$15.996	\$16.708	\$17.420
504	\$33,271.68	\$35,659.52	\$38,045.28
	\$2,772.64	\$2,971.63	\$3,170.44
	\$1,279.68	\$1,371.52	\$1,463.28
	\$15.996	\$17.144	\$18.291
505	\$33,271.68	\$36,610.08	\$39,948.48
	\$2,772.64	\$3,050.84	\$3,329.04
	\$1,279.68	\$1,408.08	\$1,536.48
	\$15.996	\$17.601	\$19.206
506	\$33,271.68	\$37,608.48	\$41,945.28
	\$2,772.64	\$3,134.04	\$3,495.44
	\$1,279.68	\$1,446.48	\$1,613.28
	\$15.996	\$18.081	\$20.166
507	\$33,381.92	\$38,712.96	\$44,041.92
	\$2,781.83	\$3,226.08	\$3,670.16
	\$1,283.92	\$1,488.96	\$1,693.92
	\$16.049	\$18.612	\$21.174
508	\$33,485.92	\$39,865.28	\$46,244.64
	\$2,790.49	\$3,322.11	\$3,853.72
	\$1,287.92	\$1,533.28	\$1,778.64
	\$16.099	\$19.166	\$22.233
509	\$33,592.00	\$41,073.76	\$48,555.52
	\$2,799.33	\$3,422.81	\$4,046.29
	\$1,292.00	\$1,579.76	\$1,867.52
	\$16.150	\$19.747	\$23.344

FY 2025

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<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
510	\$33,991.36	\$42,488.16	\$50,982.88 (Annual)
	\$2,832.61	\$3,540.68	\$4,248.57 (Monthly)
	\$1,307.36	\$1,634.16	\$1,960.88 (Biweekly)
	\$16.342	\$20.427	\$24.511 (Hourly)
511	\$35,688.64	\$44,609.76	\$53,530.88
	\$2,974.05	\$3,717.48	\$4,460.91
	\$1,372.64	\$1,715.76	\$2,058.88
	\$17.158	\$21.447	\$25.736
512	\$37,473.28	\$46,841.60	\$56,207.84
	\$3,122.77	\$3,903.47	\$4,683.99
	\$1,441.28	\$1,801.60	\$2,161.84
	\$18.016	\$22.520	\$27.023
513	\$39,347.36	\$49,183.68	\$59,020.00
	\$3,278.95	\$4,098.64	\$4,918.33
	\$1,513.36	\$1,891.68	\$2,270.00
	\$18.917	\$23.646	\$28.375
514	\$41,315.04	\$51,642.24	\$61,969.44
	\$3,442.92	\$4,303.52	\$5,164.12
	\$1,589.04	\$1,986.24	\$2,383.44
	\$19.863	\$24.828	\$29.793
515	\$43,378.40	\$54,223.52	\$65,068.64
	\$3,614.87	\$4,518.63	\$5,422.39
	\$1,668.40	\$2,085.52	\$2,502.64
	\$20.855	\$26.069	\$31.283
516	\$45,547.84	\$56,935.84	\$68,321.76
	\$3,795.65	\$4,744.65	\$5,693.48
	\$1,751.84	\$2,189.84	\$2,627.76
	\$21.898	\$27.373	\$32.847
517	\$47,827.52	\$59,783.36	\$71,739.20
	\$3,985.63	\$4,981.95	\$5,978.27
	\$1,839.52	\$2,299.36	\$2,759.20
	\$22.994	\$28.742	\$34.490
518	\$50,217.44	\$62,772.32	\$75,325.12
	\$4,184.79	\$5,231.03	\$6,277.09
	\$1,931.44	\$2,414.32	\$2,897.12
	\$24.143	\$30.179	\$36.214

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<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
519	\$52,728.00	\$65,911.04	\$79,092.00 (Annual)
	\$4,394.00	\$5,492.59	\$6,591.00 (Monthly)
	\$2,028.00	\$2,535.04	\$3,042.00 (Biweekly)
	\$25.350	\$31.688	\$38.025 (Hourly)
520	\$55,363.36	\$69,205.76	\$83,046.08
	\$4,613.61	\$5,767.15	\$6,920.51
	\$2,129.36	\$2,661.76	\$3,194.08
	\$26.617	\$33.272	\$39.926
521	\$58,133.92	\$72,666.88	\$87,199.84
	\$4,844.49	\$6,055.57	\$7,266.65
	\$2,235.92	\$2,794.88	\$3,353.84
	\$27.949	\$34.936	\$41.923
522	\$61,039.68	\$76,300.64	\$91,559.52
	\$5,086.64	\$6,358.39	\$7,629.96
	\$2,347.68	\$2,934.64	\$3,521.52
	\$29.346	\$36.683	\$44.019
523	\$64,088.96	\$80,113.28	\$96,137.60
	\$5,340.75	\$6,676.11	\$8,011.47
	\$2,464.96	\$3,081.28	\$3,697.60
	\$30.812	\$38.516	\$46.220
524	\$67,294.24	\$84,119.36	\$100,942.40
	\$5,607.85	\$7,009.95	\$8,411.87
	\$2,588.24	\$3,235.36	\$3,882.40
	\$32.353	\$40.442	\$48.530
525	\$70,659.68	\$88,325.12	\$105,988.48
	\$5,888.31	\$7,360.43	\$8,832.37
	\$2,717.68	\$3,397.12	\$4,076.48
	\$33.971	\$42.464	\$50.956
526	\$74,193.60	\$92,743.04	\$111,290.40
	\$6,182.80	\$7,728.59	\$9,274.20
	\$2,853.60	\$3,567.04	\$4,280.40
	\$35.670	\$44.588	\$53.505
527	\$77,904.32	\$97,379.36	\$116,854.40
	\$6,492.03	\$8,114.95	\$9,737.87
	\$2,996.32	\$3,745.36	\$4,494.40
	\$37.454	\$46.817	\$56.180

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<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
528	\$81,798.08	\$102,248.64	\$122,699.20 (Annual)
	\$6,816.51	\$8,520.72	\$10,224.93 (Monthly)
	\$3,146.08	\$3,932.64	\$4,719.20 (Biweekly)
	\$39.326	\$49.158	\$58.990 (Hourly)
529	\$85,887.36	\$107,359.20	\$128,831.04
	\$7,157.28	\$8,946.60	\$10,735.92
	\$3,303.36	\$4,129.20	\$4,955.04
	\$41.292	\$51.615	\$61.938
530	\$90,182.56	\$112,729.76	\$135,274.88
	\$7,515.21	\$9,394.15	\$11,272.91
	\$3,468.56	\$4,335.76	\$5,202.88
	\$43.357	\$54.197	\$65.036
531	\$94,692.00	\$118,364.48	\$142,036.96
	\$7,891.00	\$9,863.71	\$11,836.41
	\$3,642.00	\$4,552.48	\$5,462.96
	\$45.525	\$56.906	\$68.287
532	\$99,426.08	\$124,284.16	\$149,140.16
	\$8,285.51	\$10,357.01	\$12,428.35
	\$3,824.08	\$4,780.16	\$5,736.16
	\$47.801	\$59.752	\$71.702
533	\$104,397.28	\$130,497.12	\$156,596.96
	\$8,699.77	\$10,874.76	\$13,049.75
	\$4,015.28	\$5,019.12	\$6,022.96
	\$50.191	\$62.739	\$75.287
534	\$109,616.00	\$137,022.08	\$164,426.08
	\$9,134.67	\$11,418.51	\$13,702.17
	\$4,216.00	\$5,270.08	\$6,324.08
	\$52.700	\$65.876	\$79.051
535	\$115,098.88	\$143,873.60	\$172,648.32
	\$9,591.57	\$11,989.47	\$14,387.36
	\$4,426.88	\$5,533.60	\$6,640.32
	\$55.336	\$69.170	\$83.004
536	\$120,854.24	\$151,066.24	\$181,278.24
	\$10,071.19	\$12,588.85	\$15,106.52
	\$4,648.24	\$5,810.24	\$6,972.24
	\$58.103	\$72.628	\$87.153

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<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
537	\$126,896.64	\$158,620.80	\$190,342.88 (Annual)
	\$10,574.72	\$13,218.40	\$15,861.91 (Monthly)
	\$4,880.64	\$6,100.80	\$7,320.88 (Biweekly)
	\$61.008	\$76.260	\$91.511 (Hourly)
538	\$133,240.64	\$166,551.84	\$199,860.96
	\$11,103.39	\$13,879.32	\$16,655.08
	\$5,124.64	\$6,405.84	\$7,686.96
	\$64.058	\$80.073	\$96.087
539	\$139,902.88	\$174,878.08	\$209,853.28
	\$11,658.57	\$14,573.17	\$17,487.77
	\$5,380.88	\$6,726.08	\$8,071.28
	\$67.261	\$84.076	\$100.891
540	\$146,897.92	\$183,624.48	\$220,348.96
	\$12,241.49	\$15,302.04	\$18,362.41
	\$5,649.92	\$7,062.48	\$8,474.96
	\$70.624	\$88.281	\$105.937
541	\$154,242.40	\$192,803.52	\$231,364.64
	\$12,853.53	\$16,066.96	\$19,280.39
	\$5,932.40	\$7,415.52	\$8,898.64
	\$74.155	\$92.694	\$111.233
542	\$161,955.04	\$202,444.32	\$242,933.60
	\$13,496.25	\$16,870.36	\$20,244.47
	\$6,229.04	\$7,786.32	\$9,343.60
	\$77.863	\$97.329	\$116.795
543	\$170,052.48	\$212,565.60	\$255,078.72
	\$14,171.04	\$17,713.80	\$21,256.56
	\$6,540.48	\$8,175.60	\$9,810.72
	\$81.756	\$102.195	\$122.634
544	\$178,555.52	\$223,194.40	\$267,833.28
	\$14,879.63	\$18,599.53	\$22,319.44
	\$6,867.52	\$8,584.40	\$10,301.28
	\$85.844	\$107.305	\$128.766
545	\$187,482.88	\$234,353.60	\$281,224.32
	\$15,623.57	\$19,529.47	\$23,435.36
	\$7,210.88	\$9,013.60	\$10,816.32
	\$90.136	\$112.670	\$135.204

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546	\$196,857.44	\$246,072.32	\$295,285.12 (Annual)
	\$16,404.79	\$20,506.03	\$24,607.09 (Monthly)
	\$7,571.44	\$9,464.32	\$11,357.12 (Biweekly)
	\$94.643	\$118.304	\$141.964 (Hourly)
547	\$206,700.00	\$258,375.52	\$310,051.04
	\$17,225.00	\$21,531.29	\$25,837.59
	\$7,950.00	\$9,937.52	\$11,925.04
	\$99.375	\$124.219	\$149.063
548	\$217,033.44	\$271,294.40	\$325,553.28
	\$18,086.12	\$22,607.87	\$27,129.44
	\$8,347.44	\$10,434.40	\$12,521.28
	\$104.343	\$130.430	\$156.516
549	\$227,886.88	\$284,860.16	\$341,831.36
	\$18,990.57	\$23,738.35	\$28,485.95
	\$8,764.88	\$10,956.16	\$13,147.36
	\$109.561	\$136.952	\$164.342
550	\$239,281.12	\$299,101.92	\$358,922.72
	\$19,940.09	\$24,925.16	\$29,910.23
	\$9,203.12	\$11,503.92	\$13,804.72
	\$115.039	\$143.799	\$172.559

Positions with salaries outside the Unified Pay Plan

Title	Job Code	Positions	FY2025
Law Clerk – P/T	291	3	\$ 21.405 hourly
Park Patrol Coordinator - P/T	893	1	\$ 35.856 hourly

Title	Job Code	Positions	FY 2025 Range
Council Administrator	080	1	\$2,811.04 - \$4,663.84 bi-weekly
P&F Pension Benefits Spec	075	2	\$27.949 - \$41.923 hourly

FY2025 Pay Scale - Appointed Positions - Police Chief and Fire Chief

	<u>Grade</u>	<u>Step1</u>	<u>Step2</u>	<u>Step3</u>	<u>Step4</u>	<u>Step5</u>	<u>Step6</u>	<u>Step7</u>	<u>Step8</u>	<u>Step9</u>	<u>Step10(Max)</u>
Annual	324	\$130,101.92	\$138,692.32	\$147,284.80	\$155,877.28	\$164,467.68	\$173,064.32	\$181,644.32	\$190,243.04	\$198,827.20	\$207,434.24 (Annual)
Bi-Weekly	324	\$5,003.92	\$5,334.32	\$5,664.80	\$5,995.28	\$6,325.68	\$6,656.32	\$6,986.32	\$7,317.04	\$7,647.20	\$7,978.24 (Biweekly)
Hourly	324	\$62.549	\$66.679	\$70.810	\$74.941	\$79.071	\$83.204	\$87.329	\$91.463	\$95.590	\$99.728 (Hourly)