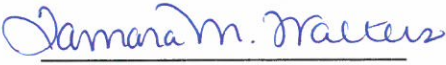




**M E M O R A N D U M**

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

**FROM:**   
Tamara Walters, Director  
Division of Human Resources

**DATE:** March 15, 2023

**RE:** **Implementation of Compensation Study**

**Request:**

The attached action amends classified and unclassified civil service authorized strength, to include changes in classification, pay grade and pay resulting from the Administrative Review Process and effective November 7, 2022, the implementation date of the compensation study.

The Division of Human Resources received a total of 217 requests for review. At this time, all requests have been thoroughly studied and their outcomes have been reviewed with the CAO and respective Commissioners. Letters were prepared for each affected employee and sent to their home address. The following report includes specific information for all of the changes that resulted from our review.

The anticipated general fund cost for this action will be approximately \$225,000 and funds are budgeted.

If you have questions or need additional information, please contact Alisha Lyle (859) 258-3957.

**File Number:**



**Director/Commissioner:** Tamara Walters/Sally Hamilton



Lexington-Fayette Urban County Government

Changes in Authorized Positions

Date: 3/15/2023

Classified Civil Service

Changes From:

Changes To:

Div. Line #	No. Pos.	Class Code	Pay Grade	Position Title	Prog. #	Employee Name	Hourly or Bi-weekly Salary	Div. Line #	No. Pos.	Class Code	Pay Grade	Position Title	Prog. #	Employee Name	Hourly or Bi-weekly Salary
<b>Division of Enterprise Solutions (085)</b>								<b>Division of Enterprise Solutions (085)</b>							
085.016	1	359	528E	Information Systems Business Analyst	----	Thomas D'Andrea	\$3,362.29/biweekly	085.016	1	359	529E	Information Systems Business Analyst	----	Thomas D'Andrea	\$3,529.11/biweekly
085.019	2	362	524E	ERP Senior Analyst	----	Paula Williams Laura Harris	----	085.019	2	362	525E	ERP Senior Analyst	----	Paula Williams Laura Harris	----
085.030	1	355	524E	GIS Manager	----	Christopher Doerge	\$3,035.20/biweekly	085.030	1	355	529E	GIS Manager	----	Christopher Doerge	\$3,469.38/biweekly
<b>Division of Accounting (220)</b>								<b>Division of Accounting (220)</b>							
220.050	2	105	516N	Administrative Specialist	----	Michael Miller	\$22.448/hourly	220.050	1	105	516N	Administrative Specialist	----	----	----
220.060	2	104	511N	Staff Assistant Sr.	----	Deborah Caldwell Ashley Isom	\$23.342/hourly \$17.553/hourly	220.060	1	104	511N	Staff Assistant Sr.	----	Vacant	----
----	----	----	----	----	----	----	----	220.048	1	315	518N	Accounts Payable Specialist Sr.	----	Michael Miller	\$24.748/hourly
----	----	----	----	----	----	----	----	220.049	2	314	516N	Accounts Payable Specialist	----	Deborah Caldwell Ashley Isom	\$28.408/hourly \$21.761/hourly
220.065	2	100	509N	Accounting Technician	----	Vacant Vacant	----	220.065	2	100	510N	Accounting Technician	----	Vacant Vacant	----
<b>Division of Computer Services (250)</b>								<b>Division of Computer Services (250)</b>							
250.011	1	336	528E	IT Applications Manager	----	Jean Brooks	----	250.011	1	336	529E	IT Applications Manager	----	Jean Brooks	-----
250.012	1	379	524E	Computer Systems Manager	----	James Gray	\$3,507.44/biweekly	250.012	1	379	525E	Computer Systems Manager	----	James Gray	\$3,600.85/biweekly
<b>Division of Streets and Roads (330)</b>								<b>Division of Streets and Roads (330)</b>							
330.025	8	606	516N	Public Service Supervisor	----	Daniel Estes Erin Dixon Keith Martin William Caudell Greg Taulbee Darrell Watkins Vacant Vacant	\$24.607/hourly \$21.681/hourly \$25.610/hourly \$22.058/hourly ----- ----- ----- -----	330.025	8	606	517N	Public Service Supervisor	----	Daniel Estes Erin Dixon Keith Martin William Caudell Greg Taulbee Darrell Watkins Vacant Vacant	\$25.096/hourly \$22.764/hourly \$26.890/hourly \$23.160/hourly ----- ----- ----- -----
330.040	17	614	515N	Equipment Operator Sr.	----	James Ellis	\$20.206/hourly	330.040	16	614	515N	Equipment Operator Sr.	----	----	----
330.036	11	612	516N	Heavy Equipment Operator	----	James Webb	----	330.036	11	612	516N	Heavy Equipment Operator	----	James Ellis	\$21.216/hourly
----	----	----	----	----	----	----	----	330.035	1	624	514N	Vehicle & Equipment Mechanic	----	James Webb	----

<b>Division of Water Quality (340)</b>								<b>Division of Water Quality (340)</b>							
340.014	1	793	532E	Deputy Director Water Quality	----	Gregory Lubeck	----	340.014	1	793	533E	Deputy Director Water Quality	----	Gregory Lubeck	----
340.030	5	432	528E	Municipal Engineer Sr.	----	Lindsie Nicholas	\$3,237.52/biweekly	340.030	4	432	528E	Municipal Engineer Sr.	----	----	----
340.023	2	435	530E	Engineering Section Manager	----	----	----	340.023	3	435	530E	Engineering Section Manager	----	Lindsie Nicholas	\$3,387.04/biweekly
340.055	2	774	519N	Maintenance Supervisor	----	John Pennington	----	340.055	2	774	520N	Maintenance Supervisor	----	John Pennington	----
					----	Michael Foster	----						----	Michael Foster	----
340.115	6	606	516N	Public Service Supervisor	----	Andre Ingram	\$21.815/hourly	340.115	6	606	517N	Public Service Supervisor	----	Andre Ingram	\$22.368/hourly
					----	Cody Skimmerhorn	\$21.842/hourly						----	Cody Skimmerhorn	\$22.934/hourly
					----	Demont Clark	\$21.304/hourly						----	Demont Clark	\$22.368/hourly
					----	James Duff	\$22.169/hourly						----	James Duff	\$22.248/hourly
					----	Gary Grimes	----						----	Gary Grimes	----
					----	Vacant	----						----	Vacant	----
340.095	1	110	518N	Administrative Specialist Sr.	----	Sherry Bullock	\$26.009/hourly	----	----	----	----	----	----	----	----
340.072	2	111	520N	Administrative Specialist Principal	----			340.072	3	111	520N	Administrative Specialist Principal	----	Sherry Bullock	\$26.581/hourly
340.100	1	108	514E	Program Specialist	----	Brenda Whittington	----	----	----	----	----	----	----	----	----
340.130	5	105	516N	Administrative Specialist	----	----	----	340.130	6	105	516N	Administrative Specialist	----	Brenda Whittington	----
<b>Division of Waste Management (350)</b>								<b>Division of Waste Management (350)</b>							
350.022	1	774	519N	Maintenance Supervisor	----	Anthony Witt	----	350.022	1	774	520N	Maintenance Supervisor	----	Anthony Witt	----
350.100	33	602	508N	Public Service Worker	----	Daryle Owens	\$18.135/hourly	350.100	29	602	508N	Public Service Worker	----	----	----
					----	Marcellus Lewis	\$16.475/hourly						----	----	----
					----	Salihah Muhammad	\$15.832/hourly						----	----	----
					----	William Smith	\$19.066/hourly						----	----	----
----	----	----	----	----	----	----	----	350.080	4	603	510N	Public Service Worker Sr.	----	Daryle Owens	\$19.251/hourly
													----	Marcellus Lewis	\$16.976/hourly
													----	Salihah Muhammad	\$16.183/hourly
													----	William Smith	\$20.245/hourly
<b>Division of Traffic Engineering (360)</b>								<b>Division of Traffic Engineering (360)</b>							
360.024	1	427	523E	ITS Engineer	----	James Dietzel	----	360.024	1	427	524E	ITS Engineer	----	James Dietzel	----
<b>Department of Public Safety (510)</b>								<b>Department of Public Safety (510)</b>							
510.015	2	112	523E	Administrative Officer	----	Eric Hobson	\$2,622.08/biweekly	510.015	1	112	523E	Administrative Officer	----	----	----
----	----	----	----	----	----	----	----	510.010	1	113	526E	Administrative Officer Sr.	----	Eric Hobson	\$2,967.17/biweekly
510.030	14	677	510N	Security Officer	----	Jeffery Marshall	\$18.380/hourly	510.030	13	677	511N	Security Officer	----	----	----
					----	Garnett Mundy	\$21.646/hourly						----	Garnett Mundy	\$22.728/hourly
					----	Pete Spencer	\$16.460/hourly						----	Pete Spencer	\$17.272/hourly
					----	Jeffrey Gearding	\$17.976/hourly						----	Jeffrey Gearding	\$18.864/hourly
					----	Caleb Smith	\$17.584/hourly						----	Caleb Smith	\$18.452/hourly
					----	Brandon Stone	\$17.193/hourly						----	Brandon Stone	\$18.042/hourly
					----	Paul Herald	\$16.681/hourly						----	Paul Herald	\$17.504/hourly
					----	John Gosper	\$16.494/hourly						----	John Gosper	\$17.308/hourly
					----	Ceaser Lynch	\$16.057/hourly						----	Ceaser Lynch	\$16.850/hourly

					----	John Horn	----								----	John Horn	----	
					----	Tammy Roberts	----								----	Tammy Roberts	----	
					----	Vacant	----								----	Vacant	----	
					----	Vacant	----								----	Vacant	----	
					----	Vacant	----								----	Vacant	----	
					----		----	510.025	1	679	514N	Security Technology Specialist	----	Jeffery Marshall	\$20.092/hourly			
<b>Division of Police (550)</b>								<b>Division of Police (550)</b>										
550.001	1	379	524E	Computer Systems Manager	----	Michelle Gallo	----	550.001	1	379	525E	Computer Systems Manager	----	Michelle Gallo	----			
550.078	16	919	513N	Safety Officer	----	Aaron Varney	\$18.450/hourly	550.078	16	919	515N	Safety Officer	----	Aaron Varney	\$20.340/hourly			
					----	Barry Lindsay	\$19.049/hourly						----	Barry Lindsay	\$20.378/hourly			
					----	Brandon Simpson	\$18.322/hourly						----	Brandon Simpson	\$20.199/hourly			
					----	Brenton Walters	\$18.275/hourly						----	Brenton Walters	\$20.148/hourly			
					----	DeShawn Steele	\$20.193/hourly						----	DeShawn Steele	\$22.262/hourly			
					----	Harold Inoue	\$18.863/hourly						----	Harold Inoue	\$20.199/hourly			
					----	Jeffrey Brown	\$19.049/hourly						----	Jeffrey Brown	\$20.378/hourly			
					----	Jonathan Johnson	\$20.113/hourly						----	Jonathan Johnson	\$20.173/hourly			
					----	Kenneth Isaacs	\$18.485/hourly						----	Kenneth Isaacs	\$20.378/hourly			
					----	Louis Stepter	\$26.900/hourly						----	Louis Stepter	\$29.656/hourly			
					----	Matthew Damrell	\$18.321/hourly						----	Matthew Damrell	\$20.198/hourly			
					----	Michael Antos	\$19.194/hourly						----	Michael Antos	\$21.160/hourly			
					----	Rebecca Lewis	\$19.600/hourly						----	Rebecca Lewis	\$21.608/hourly			
					----	Ryan Lyons	\$19.600/hourly						----	Ryan Lyons	\$21.608/hourly			
					----	Vacant	----						----	Vacant	----			
					----	Vacant	----						----	Vacant	----			
100	1	670	507N	Hostler	----	Victoria Nader	----	100	1	670	508N	Hostler	----	Victoria Nader	----			
<b>Division of Fire and Emergency Services (570)</b>								<b>Division of Fire and Emergency Services (570)</b>										
570.005	1	379	524E	Computer Systems Manager	----	Connie Bush	----	570.005	1	379	525E	Computer Systems Manager	----	Connie Bush	----			
570.060	5	105	516N	Administrative Specialist	----	Heather Marcum	\$23.127/hourly	570.060	3	105	516N	Administrative Specialist	----		----			
					----	Tamara James	\$23.834/hourly						----		----			
570.040	1	110	518N	Administrative Specialist Sr.	----		----	570.040	3	110	518N	Administrative Specialist Sr.	----	Heather Marcum	\$25.497/hourly			
					----		----						----	Tamara James	\$26.276/hourly			
<b>Department of Social Services (610)</b>								<b>Department of Social Services (610)</b>										
610.050	1	110	518N	Administrative Specialist Sr.	----	Shanreka Shackelford	\$24.749/hourly						----		----			
					----			610.030	1	111	520N	Administrative Specialist Principal	----	Shanreka Shackelford	\$27.284/hourly			
<b>Division of Family Services (640)</b>								<b>Division of Family Services (640)</b>										
640.055	1	606	516N	Public Service Supervisor	----	Daniel Partin	\$21.277/hourly	640.055	1	606	517N	Public Service Supervisor	----	Daniel Partin	\$22.340/hourly			
<b>Division of Youth Services (650)</b>								<b>Division of Youth Services (650)</b>										
650.020	1	547	525E	Clinical Program Administrator	----	Kelly Justice	\$2,674.02/biweekly	650.020	1	547	528E	Clinical Program Administrator	----	Kelly Justice	\$3,095.45/biweekly			
<b>Division of Facilities and Fleet Management (720)</b>								<b>Division of Facilities and Fleet Management (720)</b>										
720.013	1	649	530E	Deputy Director of Facilities Management	----	Mark Arnold	----	720.013	1	649	531E	Deputy Director of Facilities Management	----	Mark Arnold	----			

720.014	1	629	530E	Deputy Director of Fleet Services	----	Wanda Kean	----	720.014	1	629	531E	Deputy Director of Fleet Services	----	Wanda Kean	----
720.047	1	775	520N	Electrician Sr.	----	Robert Nichols	----	----	----	----	----	----	----	----	----
720.055	4	634	522E	Skilled Trades Supervisor	----			720.055	5	634	522E	Skilled Trades Supervisor	----	Robert Nichols	----
720.073	4	606	516N	Public Service Supervisor	----	Marissa Blackburn	\$22.636/hourly	720.073	4	606	517N	Public Service Supervisor	----	Marissa Blackburn	\$23.767/hourly
					----	Ronald King	\$23.295/hourly						----	Ronald King	\$24.460/hourly
					----	Steve Coleman	\$22.000/hourly						----	Steve Coleman	\$22.171/hourly
					----	Vacant-unfunded	----						----	Vacant-unfunded	----
----	----	----	----	----	----	----	----	720.070	1	633	517N	Skilled Trades Worker Sr.	----	Darryl Brisbay	----
720.077	8	632	515N	Skilled Trades Worker	----	Darryl Brisbay	----	720.077	7	632	515N	Skilled Trades Worker	----	----	----
<b>Division of Parks and Recreation (760)</b>								<b>Division of Parks and Recreation (760)</b>							
760.050	7	803	520E	Recreation Manager	----	Christopher Poehner	\$2,108.16/biweekly	760.050	5	803	520E	Recreation Manager	----	Anthony Jackson	\$2,194.50/biweekly
					----	Melinda Stone	\$2,327.76/biweekly						----		
					----	Steven Rogers	\$2,297.97/biweekly						----		
760.052	2	809	522E	Recreation Manager Sr.	----	----	----	760.052	5	809	522E	Recreation Manager Sr.	----	Christopher Poehner	\$2,324.18/biweekly
													----	Melinda Stone	\$2,565.20/biweekly
													----	Steven Rogers	\$2,533.46/biweekly
760.130	5	802	514E	Recreation Supervisor	----	Anthony Jackson	\$1,773.52/biweekly	760.130	4	802	514E	Recreation Supervisor	----	----	----
760.073	1	807	516N	Park Naturalist	----	Anna Wiker-Piecynski	\$22.581/hourly	760.073	1	807	518N	Park Naturalist	----	Anna Wiker-Piecynski	\$24.257/hourly
760.115	12	606	516N	Public Service Supervisor	----	Alfred Wingate	\$22.100/hourly	760.115	12	606	517N	Public Service Supervisor	----	Alfred Wingate	\$22.185/hourly
					----	Darrell Hager	\$25.273/hourly						----	Darrell Hager	\$26.537/hourly
					----	Garrette Caudill	\$28.718/hourly						----	Garrette Caudill	\$30.154/hourly
					----	Heidi Lawson	\$21.758/hourly						----	Heidi Lawson	\$22.580/hourly
					----	Kevin Kewin	\$27.884/hourly						----	Kevin Kewin	\$29.278/hourly
					----	Robert Moreo	\$31.261/hourly						----	Robert Moreo	\$32.825/hourly
					----	Sean McStay	\$27.184/hourly						----	Sean McStay	\$28.543/hourly
					----	Taylor Grayson	\$21.758/hourly						----	Taylor Grayson	\$22.199/hourly
					----	Thomas Allen	\$22.336/hourly						----	Thomas Allen	\$22.891/hourly
					----	Guy Stone	----						----	Guy Stone	----
					----	Robert Harris	----						----	Robert Harris	----
					----	Gary Burrows	----						----	Gary Burrows	----
760.110	7	632	515N	Skilled Trades Worker	----	----	----	760.110	8	632	515N	Skilled Trades Worker	----	Robert Mangione	\$21.929/hourly
760.140	4	624	514N	Vehicle & Equipment Mechanic	----	Robert Mangione	\$21.648/hourly	760.140	3	624	514N	Vehicle & Equipment Mechanic	----	----	----
760.024	1	112	523E	Administrative Officer	----	Roger Daman	\$2,871.20/biweekly	----	----	----	----	----	----	----	----
----	----	----	----	----	----	----	----	760.023	1	113	526E	Administrative Officer Sr.	----	Roger Daman	\$3,205.65/biweekly

Lexington-Fayette Urban County Government

Changes in Authorized Positions

Date: 3/15/2023

Unclassified Civil Service

Changes From:

Changes To:

Div. Line #	No. Pos.	Class Code	Pay Grade	Position Title	Prog. #	Employee Name	Hourly or Bi-weekly Salary	Div. Line #	No. Pos.	Class Code	Pay Grade	Position Title	Prog. #	Employee Name	Hourly or Bi-weekly Salary
<b>Division of Waste Management (350)</b>								<b>Division of Waste Management (350)</b>							
350.020	11	602	508N	Public Service Worker	----	Curtis Crume	\$15.828/hourly	350.020	8	602	508N	Public Service Worker	----	----	----
						David Cooper	\$16.569/hourly								
						Kristina Riddell	\$15.681/hourly								
----	----	----	----	----	----	----	----	350.019	3	603	510N	Public Service Worker Sr.	----	Curtis Crume	\$16.177/hourly
														David Cooper	\$17.122/hourly
														Kristina Riddell	\$15.726/hourly
<b>Department of Public Safety (510)</b>								<b>Department of Public Safety (510)</b>							
510.015	2	677	510N	Security Officer P/T	----	Vacant	----	510.015	2	677	511N	Security Officer P/T	----	Vacant	----
						Vacant	----							Vacant	----
<b>Division of Family Services (640)</b>								<b>Division of Family Services (640)</b>							
640.016	4	511	515N	Family Support Worker Sr.	----	Emari Birch	\$21.257/hourly	640.016	4	511	516N	Family Support Worker Sr.	----	Emari Birch	\$22.320/hourly
						Violine Akotch	\$21.104/hourly							Violine Akotch	\$22.159/hourly
						Vacant	----							Vacant	----
						Vacant	----							Vacant	----
640.016	1	511	515N	Family Support Worker Sr. P/T	----	Vacant	----	640.016	1	511	516N	Family Support Worker Sr. P/T	----	Vacant	----
<b>Division of Parks and Recreation (760)</b>								<b>Division of Parks and Recreation (760)</b>							
760.025	1	803	520E	Recreation Manager	----	Celeste Lewis	\$2,340.16/biweekly	----	----	----	----	----	----	----	----
								760.021	1	809	522E	Recreation Manager Sr.	----	Celeste Lewis	\$2,511.82/biweekly