



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  
Richard Moloney, Chief Administrative Officer  
Council Members

**FROM:** \_\_\_\_\_  
Tamara Walters, Acting Director  
Division of Human Resources

**DATE:** June 14, 2012

**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 Payroll Analyst (Grade 115E) and creating one (1) position of Deputy Director Human Resources (Grade 122E) and one (1) position of Administrative Specialist Sr. (Grade 112N) in the Division of Human Resources, effective upon passage by Council.

The Division of Human Resources has undergone significant changes, resulting in the necessity to have an individual with a broad range of knowledge across HR. LFUCG is now operating under six collective bargaining agreements with four separate union entities which increase the oversight and management resources that must be dedicated to proper operations. The Deputy Director would be responsible for this oversight. Abolishing the Payroll Analyst position and using the funds would more effectively be served by adding an administrative support function to support the volume of requests for services in multiple areas of the division.

The fiscal impact for FY2013 (21 pay periods) will be a savings of \$5,747.81. All costs include benefits.

Name	Position Title	Annual Salary Before	Annual Salary After	Annual Increase/Decrease
Vacant	Deputy Director Human Resources	\$0	\$78,718.38	\$78,718.38
Vacant	Administrative Specialist Sr.	\$0	\$35,182.94	\$35,182.94
Vacant	Human Resources Manager Sr.	\$72,792.20	\$0	\$(72,792.20)
Vacant	Payroll Analyst	\$45,780.80	\$0	\$(45,780.80)
<b>Total Annual Impact/ Salary and Benefits \$(7,116.34)</b>				

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

Attachment

cc: Janet Graham – Commissioner, Department of Law  
Log #12-0049