



Lexington-Fayette Urban County Government  
DIVISION OF HUMAN RESOURCES

Jim Gray  
Mayor

Sally Hamilton  
Chief Administrative Officer

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

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

**FROM:** *John Maxwell by Jmatters*  
John Maxwell, Director  
Division of Human Resources

**DATE:** November 19, 2015

**SUBJECT:** Create positions – Division of Police

**Request:**

The attached action is requesting authorization to create ten (10) classified positions of Safety Officer (Grade 511N) and reallocate two (2) classified positions of Safety Officer (Grade 510N) to (Grade 511N) and the incumbents in the Division of Police, effective upon passage by Council.

**Why are you requesting?**

Upon the request of the division, and in accordance with Section 21-2 (d) of the Code of Ordinances, the Division of Human Resources conducted a classification study on the position of Safety Officers. The positions were analyzed by staff using the whole job rank and factor comparison methods. As a result, a recommendation for their requested positions as described in this action.

**What is the cost in this budget year and future budget years?**

To illustrate, this has a 12-month future impact of a cost of \$442,183.37.

Position Title	Annual Salary Before	Annual Salary After	Annual Increase/Decrease
Safety Officer (10 new)	\$0	\$340,088.30	\$340,088.30
Safety Officer (Stepter) Reallocate	\$40,233.44	\$43,049.76	\$2,816.32
Safety Officer (Rayford) Reallocate	\$42,806.40	\$45,803.68	\$2,997.28
<b>Total Annual Impact/ Salary and Benefits \$442,183.37</b>			

**Are the funds budgeted?**

There is a budget amendment in process for this action.

**File Number:**

*1484-15*

**Director/Commissioner:** John Maxwell/Sally Hamilton