




**MEMORANDUM**

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

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

**DATE:** February 15, 2017

**SUBJECT:** Reclassifications - Division of Human Resources

**Request:**

The attached action is requesting authorization to abolish four (4) classified positions of Human Resources Analyst (Grade 520E), and create four (4) classified positions of Human Resources Generalist (Grade 523E); reclassifying the incumbents within the Division of Human Resources, effective the beginning of next pay period following passage of Council.

**Why are you requesting:**

Upon the request of the Urban County Council, the Novak Consulting Group conducted an audit on the Division of Human Resources. As a result of the audit, recommendations were made for reclassifications consistent with what is described in this action.

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

To illustrate, this has a 12-month future impact of a cost of \$34,128.25.

Position Title	Annual Salary Before	Annual Salary After	Annual Increase/Decrease
HR Analyst	(\$51,047.36)	\$0	(\$51,047.36)



HR Analyst	(\$68,590.08)	\$0	(\$68,590.08)
HR Analyst	(\$49,641.28)	\$0	(\$49,641.28)
HR Analyst	(\$51,459.20)	\$0	(\$51,459.20)
HR Generalist	\$0	\$57,172.96	\$57,172.96
HR Generalist	\$0	\$76,820.64	\$76,820.64
HR Generalist	\$0	\$56,632.16	\$56,632.16
HR Generalist	\$0	\$57,634.72	\$57,634.72
<b>Total Annual Impact/ Salary and Benefits \$34,128.25</b>			

**File Number:**

0449-17

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

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

