

ORDINANCE NO. _____ - 2025

AN ORDINANCE AUTHORIZING SALARY SUPPLEMENTS FOR CERTAIN CLASSIFICATIONS IN THE DIVISION OF WATER QUALITY, AS FOLLOWS: TREATMENT PLANT OPERATOR APPRENTICES AND TREATMENT PLANT OPERATORS WHO ARE ASSIGNED TO WORK SECOND SHIFT OR THIRD SHIFT SHALL BE ELIGIBLE FOR A ONE DOLLAR (\$1) PER HOUR SHIFT DIFFERENTIAL, CALCULATED AS ADDITIONAL COMPENSATION ON AN HOURLY BASIS; AND TREATMENT PLANT OPERATOR APPRENTICES, TREATMENT PLANT OPERATORS, AND SOLIDS PROCESSING SUPERVISORS WHO HOLD WASTEWATER TREATMENT OPERATOR CERTIFICATIONS FROM THE COMMONWEALTH OF KENTUCKY SHALL BE ELIGIBLE FOR A SALARY SUPPLEMENT, WHICH SHALL BE CALCULATED AS ADDITIONAL COMPENSATION ON AN HOURLY BASIS BASED ON THE HIGHEST CERTIFICATION OBTAINED, AS FOLLOWS: \$1 PER HOUR FOR WASTEWATER TREATMENT OPERATORS, CLASS I; \$2 PER HOUR FOR WASTEWATER TREATMENT OPERATORS, CLASS II; \$3 PER HOUR FOR WASTEWATER TREATMENT OPERATORS, CLASS III; AND \$4 PER HOUR FOR WASTEWATER TREATMENT OPERATORS, CLASS IV; SUCH SUPPLEMENTS BEING AUTHORIZED PURSUANT TO THE AUTHORITY GRANTED BY SECTION 21-27(D) OF THE CODE OF ORDINANCES OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT IN RECOGNITION OF EMPLOYMENT MARKET CONDITIONS THAT MAKE IT EXCEPTIONALLY DIFFICULT TO RECRUIT AND RETAIN QUALIFIED EMPLOYEES IN THESE CLASSIFICATIONS; AND FURTHER AUTHORIZING PAYMENT OF THESE SUPPLEMENTS TO ELIGIBLE EMPLOYEES, EFFECTIVE THE FIRST PAYROLL MONDAY FOLLOWING COUNCIL APPROVAL.

WHEREAS, the Council recognizes that there are positions in certain classifications in the Division of Water Quality that are difficult to fill and have a higher vacancy rate and that the Division of Water Quality has experienced a higher than anticipated rate of attrition of qualified employees in those classifications; and

WHEREAS, the Council believes that employment market conditions have made it exceptionally difficult to recruit and retain qualified employees in the following classifications in the Division of Water Quality: Treatment Plant Operator Apprentice, Treatment Plant Operator, and Solids Processing Supervisor; and

WHEREAS, Section 21-27(d) of the Code of Ordinances of the Lexington-Fayette Urban County Government allows the Urban County Council, on recommendation of the Director of Human Resources and with the approval of the Chief Administrative Officer, to authorize a salary supplement to certain classifications in the classified civil service when employment market conditions make it exceptionally difficult to recruit and retain qualified employees in those classifications.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT:

Section 1 – That, in recognition of employment market conditions that have made it exceptionally difficult to recruit and retain qualified employees in these classifications, and pursuant to the authority set forth in Section 21-27(d) of the Code of Ordinances of the Lexington-Fayette Urban County Government, a salary supplement be and hereby is authorized for certain classifications in the Division of Water Quality, as follows:

- (a) Treatment Plant Operator Apprentices and Treatment Plant Operators who are assigned to work second shift (4pm to 12am) or third shift (12am to 8am) shall be eligible for a salary supplement in the form of a \$1 per hour shift differential, which shall be payable on an hourly basis only to eligible employees in those classifications who are assigned to work those shifts.
- (b) Treatment Plant Operator Apprentices, Treatment Plant Operators, and Solids Processing Supervisors who hold the following Wastewater Treatment Operator certifications from the Commonwealth of Kentucky shall be eligible for a salary supplement to be paid on an hourly basis based on the highest certification obtained, available only to eligible employees in those classifications who hold the specified certification, in the following amount:
 - a. Wastewater Treatment Operator, Class I: \$1 per hour
 - b. Wastewater Treatment Operator, Class II: \$2 per hour
 - c. Wastewater Treatment Operator, Class III: \$3 per hour
 - d. Wastewater Treatment Operator, Class IV: \$4 per hour

Section 2 – That payment of these salary supplements, as set forth hereinabove, be and hereby is authorized for eligible employees in the positions of Treatment Plant Operator Apprentice, Treatment Plant Operator, and Solids Processing Supervisor, pursuant to the terms and conditions for a salary supplement based on employment market conditions as set forth in Section 21-27(d) of the Code of Ordinances.

Section 3 – That this Ordinance shall become effective the first payroll Monday following passage of Council.

PASSED URBAN COUNTY COUNCIL:

MAYOR

ATTEST:

CLERK OF URBAN COUNTY COUNCIL
PUBLISHED:
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