



Lexington-Fayette Urban County Government

200 E. Main St
Lexington, KY 40507

Legislation Details (With Text)

File #:		Version:	1	Name:	Pay Increases and Salary Structure Movement - 24-0048
Type:	Ordinance	Status:			Approved
File created:	6/14/2024	In control:			Urban County Council
On agenda:	7/2/2024	Final action:			7/2/2024
Enactment date:	7/2/2024	Enactment #:			O-070-2024

Title: An Ordinance amending the compensation system salary schedules to provide a one and one-half percent (1.5%) structure movement, applicable to all full-time and part-time positions in the Unified Pay Plan, to the position of Council Administrator, and to two (2) positions of Police and Fire Pension Benefits Specialist; providing that all full-time and part-time employees included in the Unified Pay Plan shall receive a three percent (3.0%) pay increase for FY2025; providing that the Council Administrator and two (2) positions of Police and Fire Pension Benefits Specialist shall receive a three percent (3%) pay increase for FY2025; providing that Sections 21-29(b) and 22-26(b) notwithstanding, all employees at or above the maximum of the grade salary range shall receive a three percent (3.0%) pay increase for FY2025; amending Section 23-28(a) to increase the existing step structure for the positions of Police Chief, Grade 324E, and Fire Chief, Grade 324E, by three percent (3.0%) and adjusting salaries accordingly; and increasing the salary by three percent (3.0%) for three (3) positions of Law Clerk - P/T within the Dept. of Law and one (1) position of Park Patrol Coordinator - P/T within the Div. of Parks and Recreation, all effective July 1, 2024. [Council Office, Hall]

Sponsors:

Indexes:

Code sections:

Attachments: 1. Bluesheet Memo 24-0048, 2. FY2025 Salary Schedule, 3. ORD 660-24 FY25 3% pay increase for full-time and part-time employees in the unified pay plan 1.5% structure movement 4873-7722-7466 v.1.pdf, 4. O-070-2024

Date	Ver.	Action By	Action	Result
7/2/2024	1	Urban County Council	Approved	Pass
6/27/2024	1	Urban County Council	Received First Reading	
6/25/2024	1	Urban County Council Work Session	Approved and Referred to Docket	Pass

An Ordinance amending the compensation system salary schedules to provide a one and one-half percent (1.5%) structure movement, applicable to all full-time and part-time positions in the Unified Pay Plan, to the position of Council Administrator, and to two (2) positions of Police and Fire Pension Benefits Specialist; providing that all full-time and part-time employees included in the Unified Pay Plan shall receive a three percent (3.0%) pay increase for FY2025; providing that the Council Administrator and two (2) positions of Police and Fire Pension Benefits Specialist shall receive a three percent (3%) pay increase for FY2025; providing that Sections 21-29(b) and 22-26(b) notwithstanding, all employees at or above the maximum of the grade salary range shall receive a three percent (3.0%) pay increase for FY2025; amending Section 23-28(a) to increase the existing step structure for the positions of Police Chief, Grade 324E, and Fire Chief, Grade 324E, by three percent (3.0%) and adjusting salaries accordingly; and increasing the salary by three percent (3.0%) for three (3) positions of Law Clerk - P/T within the Dept. of Law and one (1) position of Park Patrol Coordinator - P/T within the Div. of Parks and Recreation, all effective July 1, 2024. [Council Office, Hall]

Authorization to increase the salaries of all eligible classified and unclassified employees included in the unified pay plan (including employees who would otherwise be ineligible due to grade max restriction) by 3%. This action also amends the unified pay plan's salary schedules by adjusting the schedules by 1.5% and amends Section 23-28 of the Code of Ordinances by increasing the existing step structure of Police Chief and Fire Chief by 3.0% and adjusting the incumbents' salaries accordingly. Finally, this action increases salaries of the following positions by 3.0%: Council Administrator (1), Law Clerk P/T (3), Park Patrol Coordinator P/T (1), Police and Fire Pension Benefits Specialist. All actions are effective July 1, 2024. All funding for the increase is included in the FY 2025 Budget. (L0660-24) (George/Hamilton)

Budgetary Implications: Yes

Advance Document Review:

Law:

Risk Management: NA

Fully Budgeted: Yes

Account Number:

This Fiscal Year Impact: \$

Annual Impact: \$

Project:

Activity:

Budget Reference:

Current Balance:

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

Section 1 - That the salary schedules of the Lexington-Fayette Urban County Government set forth in the compensation system passed by the Urban County Council by Ordinance No. 121-2022 (October 27, 2022), as amended, be and hereby are further amended to provide a one and one-half percent (1.5%) structure movement, applicable to all full-time and part-time positions in the Unified Pay Plan, to the position of Council Administrator, and to two (2) positions of Police and Fire Pension

Benefits Specialist, as attached hereto and incorporated herein by reference.

Section 2 - That pursuant to Sections 21-29(c) and 22-26(c) of the Code of Ordinances, all full-time and part-time employees in the classification and compensation system's unified pay plan who received a satisfactory score on the performance evaluation shall have their salaries adjusted by three percent (3%) for FY2025.

Section 3 - That Section 23-28 the Code of Ordinances be and hereby is amended to read as follows:

- (a) The following bi-weekly salary schedules are hereby adopted as the amounts to be paid Police Chief and Fire Chief as follows:

Section 4 - That the Council Administrator and two (2) positions of Police and Fire Pension Benefits Specialist shall have their salaries adjusted by three percent (3%) for FY2025, and the following subSection line numbers of the Unclassified Civil Service authorized strength be and hereby are amended to read as follows:

Law Clerk - P\T	3	291	\$21.405 hourly
Park Patrol Coordinator-P/T	1	893	\$35.856 hourly

Section 5 - That Sections 21-29(B) and 22-26(B) notwithstanding, all employees in the unified pay plan who are at or above the grade maximum shall receive a three percent (3.0%) pay increase for FY2025.

Section 6 - That this Ordinance shall be effective as of July 1, 2024.

PASSED URBAN COUNTY COUNCIL:

MAYOR

ATTEST:

CLERK OF URBAN COUNTY COUNCIL

Published:

0660-24/HR/MC/4873-7722-7466, v. 1