



Lexington-Fayette Urban County Government

200 E. Main St
Lexington, KY 40507

Legislation Details (With Text)

File #: 1072-25 **Version:** 1 **Name:** 26-0025- Market Studies
Type: Ordinance **Status:** Approved
File created: 11/7/2025 **In control:** Urban County Council
On agenda: 11/20/2025 **Final action:** 11/20/2025
Enactment date: 11/20/2025 **Enactment #:** O-107-2025

Title: An Ordinance amending the authorized strength by adopting revised pay grades, job codes, job classifications, job titles, and salary ranges for positions in the Divs. of Engineering, Streets and Roads, Water Quality, Waste Management, Environmental Services, Community Corrections, Police, Fire and Emergency Services, Aging and Disability Services, Family Services, Youth Services, Facilities and Fleet Management, and Parks and Recreation, based on a market study performed by the Div. of Human Resources, and directing the administration to transfer incumbents as appropriate and to implement any recommended salary adjustments for classified and Unclassified Civil Service employees in these positions, effective the first payroll Monday following passage of Council. [Div. of Human Resources, George]

Sponsors:

Indexes:

Code sections:

Attachments: 1. Bluesheet Memo 26-0025- Revised, 2. From-to 26-0025, 3. ORD 1072-25 - Market Study Implementation 4931-9446-2330 v.1.pdf, 4. O-107-2025

| Date | Ver. | Action By | Action | Result |
|------------|------|-----------------------------------|---------------------------------|--------|
| 11/20/2025 | 1 | Urban County Council | | |
| 11/18/2025 | 1 | Urban County Council | Received First Reading | |
| 11/18/2025 | 1 | Urban County Council Work Session | Amended | Pass |
| 11/18/2025 | 1 | Urban County Council Work Session | Approved and Referred to Docket | Pass |

An Ordinance amending the authorized strength by adopting revised pay grades, job codes, job classifications, job titles, and salary ranges for positions in the Divs. of Engineering, Streets and Roads, Water Quality, Waste Management, Environmental Services, Community Corrections, Police, Fire and Emergency Services, Aging and Disability Services, Family Services, Youth Services, Facilities and Fleet Management, and Parks and Recreation, based on a market study performed by the Div. of Human Resources, and directing the administration to transfer incumbents as appropriate and to implement any recommended salary adjustments for classified and Unclassified Civil Service employees in these positions, effective the first payroll Monday following passage of Council. [Div. of Human Resources, George]

Authorization to amend the classified and Unclassified Civil Service authorized strength by updating job codes from 3-digits to 6-digits and adjusting the job titles and/or pay grades as summarized below, effective at the beginning of the first pay period upon passage of Council. Abolish thirteen (13) positions of Municipal Engineer Sr., Grade 528E; create thirteen (13) positions of Municipal Engineer, Grade 530E; and transfer the incumbents. Abolish three (3) positions of Engineering Section Manager, Grade 530E; create three (3) positions of Engineering Section Manager, Sr., Grade 532E; and transfer the incumbents. Split forty-eight (48) job classifications with five hundred thirty-seven

(537) positions into ninety-six (96) job classifications; increase the pay grades for thirty-one (31) job classifications; and transfer the incumbents. This action will have a 12-month impact of \$324,385. (L1072-25) (George/Hamilton)

Budgetary Implications [select]: Yes

Advance Document Review:

Law: { Select Yes/No, Completed by [Attorney Name, Date]}

Risk Management: {Select Yes/No, Completed by [Official, Date]}

Fully Budgeted [select]: No

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 Mayor, on behalf of the Lexington-Fayette Urban County Government, be and hereby is authorized and directed to implement the portions of the Market Study recommended by the Division of Human Resources, for positions in the following div.s: Engineering, Streets and Roads, Water Quality, Waste Management, Environmental Services, Community Corrections, Police, Fire and Emergency Services, Aging and Disability Services, Family Services, Youth Services, Facilities and Fleet Management, and Parks and Recreation, related to changes to job classifications, job titles, pay grades, class codes and salary ranges.

Section 2 - That the following revised pay grades, job codes, job classifications, job titles, and salary ranges be and hereby are adopted, transferring incumbents as appropriate, and any recommended salary adjustments for classified and Unclassified Civil Service employees be and hereby are adopted, as follows:

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

PASSED URBAN COUNTY COUNCIL:

MAYOR

ATTEST:

CLERK OF URBAN COUNTY COUNCIL

PUBLISHED:

1072-25:GET:4931-9446-2330, v. 1