

ORDINANCE NO. 063 - 2023

AN ORDINANCE AMENDING THE COMPENSATION SYSTEM SALARY SCHEDULES PROVIDING A TWO AND ONE-HALF PERCENT (2.5%) STRUCTURE MOVEMENT TO THE SALARY SCHEDULES APPLICABLE TO ALL FULL-TIME AND PART-TIME POSITIONS IN THE UNIFIED PAY PLAN; PROVIDING THAT ALL FULL-TIME AND PART-TIME EMPLOYEES INCLUDED IN THE UNIFIED PAY PLAN SHALL RECEIVE A FIVE PERCENT (5.0%) PAY INCREASE FOR FY2024; 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 FIVE PERCENT (5.0%) PAY INCREASE FOR FY2024; AMENDING SECTION 23-32(D) OF THE CODE OF ORDINANCES INCREASING THE EXISTING STEP STRUCTURE FOR THE POSITIONS OF POLICE CHIEF, GRADE 324E, AND FIRE CHIEF, GRADE 324E, BY FIVE PERCENT (5.0%) AND ADJUSTING SALARIES ACCORDINGLY; INCREASING THE SALARY BY FIVE PERCENT (5.0%) FOR THREE (3) POSITIONS OF LAW CLERK – P/T, WITHIN THE DEPARTMENT OF LAW; ONE (1) POSITION OF COUNCIL ADMINISTRATOR WITHIN THE OFFICE OF THE URBAN COUNTY COUNCIL; AND ONE (1) POSITION OF PARK PATROL COORDINATOR – P/T, WITHIN THE DIVISION OF PARKS AND RECREATION; AND AMENDING SECTION 22-53.2(B) OF THE CODE TO INCREASE STARTING PAY FOR SCHOOL CROSSING GUARDS TO \$15.75 PER HOUR, ALL EFFECTIVE JUNE 19, 2023.

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) and as amended by Ordinance No. 36-2023 (March 23, 2023) are amended to provide a two and one-half percent (2.5%) structure movement.

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 five percent (5%) for FY2024.

Section 3 – That 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 | \$20.782 hourly |
| Park Patrol Coordinator-P/T | 1 | 893 | \$34.812 hourly |
| Council Administrator | 1 | 080 | \$4,820.88 biweekly |

Section 4 – 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:

Police & Fire Chiefs-FY24

Urban County Government Pay Scale
Police Chief and Fire Chief
Effective June 19, 2023

Date Printed: 5/26/2023 1:34 PM
Date Revised: 5/23/2023

FY2024 Pay Scale - Appointed Positions - Police Chief and Fire Chief

| | <u>Grade</u> | <u>Step1</u> | <u>Step2</u> | <u>Step3</u> | <u>Step4</u> | <u>Step5</u> | <u>Step6</u> | <u>Step7</u> | <u>Step8</u> | <u>Step9</u> | <u>Step10(Max)</u> |
|------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------------------|
| Annual | 324 | \$126,312.16 | \$134,652.96 | \$142,995.84 | \$151,336.64 | \$159,677.44 | \$168,024.48 | \$176,352.80 | \$184,701.92 | \$193,036.48 | \$201,391.84 (Annual) |
| Bi-Weekly | 324 | \$4,858.16 | \$5,178.96 | \$5,499.84 | \$5,820.64 | \$6,141.44 | \$6,462.48 | \$6,782.80 | \$7,103.92 | \$7,424.48 | \$7,745.84 (Biweekly) |
| Hourly | 324 | \$60.727 | \$64.737 | \$68.748 | \$72.758 | \$76.768 | \$80.781 | \$84.785 | \$88.799 | \$92.806 | \$96.823 (Hourly) |

Section 5 – That Section 22-53.2(b) of the Code of Ordinances be and hereby is amended to read as follows:

- (b) The salaries of the traffic school guards shall be fifteen dollars and seventy-five cents (\$15.75) per hour.

Section 6 – 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 five percent (5.0%) pay increase for FY2024.

Section 7 – That this Ordinance shall be effective retroactive to June 19, 2023.

PASSED URBAN COUNTY COUNCIL: June 15, 2023



MAYOR

ATTEST:



CLERK OF URBAN COUNTY COUNCIL

Published: June 22, 2023-1t

624-23:MSC:X:\Cases\HR\23-LE0001\LEG\00784188.DOCX

FY 2024

Urban County Government Pay Scale
Effective June 19, 2023

Date Printed: 5/26/2023 1:37 PM
Date Revised: 5/23/2023

| <u>FY2024</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|---------------|----------------|-----------------|-----------------------|
| <u>Grade</u> | | | |
| 501 | \$32,778.72 | \$32,778.72 | \$32,778.72 (Annual) |
| | \$2,731.56 | \$2,731.56 | \$2,731.56 (Monthly) |
| | \$1,260.72 | \$1,260.72 | \$1,260.72 (Biweekly) |
| | \$15.759 | \$15.759 | \$15.759 (Hourly) |
| 502 | \$32,780.80 | \$33,390.24 | \$33,997.60 |
| | \$2,731.73 | \$2,782.52 | \$2,833.13 |
| | \$1,260.80 | \$1,284.24 | \$1,307.60 |
| | \$15.760 | \$16.053 | \$16.345 |
| 503 | \$32,780.80 | \$34,240.96 | \$35,699.04 |
| | \$2,731.73 | \$2,853.41 | \$2,974.92 |
| | \$1,260.80 | \$1,316.96 | \$1,373.04 |
| | \$15.760 | \$16.462 | \$17.163 |
| 504 | \$32,780.80 | \$35,133.28 | \$37,483.68 |
| | \$2,731.73 | \$2,927.77 | \$3,123.64 |
| | \$1,260.80 | \$1,351.28 | \$1,441.68 |
| | \$15.760 | \$16.891 | \$18.021 |
| 505 | \$32,780.80 | \$36,069.28 | \$39,357.76 |
| | \$2,731.73 | \$3,005.77 | \$3,279.81 |
| | \$1,260.80 | \$1,387.28 | \$1,513.76 |
| | \$15.760 | \$17.341 | \$18.922 |
| 506 | \$32,780.80 | \$37,053.12 | \$41,325.44 |
| | \$2,731.73 | \$3,087.76 | \$3,443.79 |
| | \$1,260.80 | \$1,425.12 | \$1,589.44 |
| | \$15.760 | \$17.814 | \$19.868 |
| 507 | \$32,888.96 | \$38,140.96 | \$43,390.88 |
| | \$2,740.75 | \$3,178.41 | \$3,615.91 |
| | \$1,264.96 | \$1,466.96 | \$1,668.88 |
| | \$15.812 | \$18.337 | \$20.861 |
| 508 | \$32,990.88 | \$39,276.64 | \$45,560.32 |
| | \$2,749.24 | \$3,273.05 | \$3,796.69 |
| | \$1,268.88 | \$1,510.64 | \$1,752.32 |
| | \$15.861 | \$18.883 | \$21.904 |
| 509 | \$33,094.88 | \$40,466.40 | \$47,837.92 |
| | \$2,757.91 | \$3,372.20 | \$3,986.49 |
| | \$1,272.88 | \$1,556.40 | \$1,839.92 |
| | \$15.911 | \$19.455 | \$22.999 |

FY 2024

Urban County Government Pay Scale
Effective June 19, 2023

Date Printed: 5/26/2023 1:37 PM
Date Revised: 5/23/2023

| <u>Grade</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--------------|----------------|-----------------|-----------------------|
| 510 | \$33,488.00 | \$41,860.00 | \$50,229.92 (Annual) |
| | \$2,790.67 | \$3,488.33 | \$4,185.83 (Monthly) |
| | \$1,288.00 | \$1,610.00 | \$1,931.92 (Biweekly) |
| | \$16.100 | \$20.125 | \$24.149 (Hourly) |
| 511 | \$35,160.32 | \$43,950.40 | \$52,740.48 |
| | \$2,930.03 | \$3,662.53 | \$4,395.04 |
| | \$1,352.32 | \$1,690.40 | \$2,028.48 |
| | \$16.904 | \$21.130 | \$25.356 |
| 512 | \$36,920.00 | \$46,148.96 | \$55,377.92 |
| | \$3,076.67 | \$3,845.75 | \$4,614.83 |
| | \$1,420.00 | \$1,774.96 | \$2,129.92 |
| | \$17.750 | \$22.187 | \$26.624 |
| 513 | \$38,764.96 | \$48,457.76 | \$58,148.48 |
| | \$3,230.41 | \$4,038.15 | \$4,845.71 |
| | \$1,490.96 | \$1,863.76 | \$2,236.48 |
| | \$18.637 | \$23.297 | \$27.956 |
| 514 | \$40,703.52 | \$50,878.88 | \$61,054.24 |
| | \$3,391.96 | \$4,239.91 | \$5,087.85 |
| | \$1,565.52 | \$1,956.88 | \$2,348.24 |
| | \$19.569 | \$24.461 | \$29.353 |
| 515 | \$42,737.76 | \$53,422.72 | \$64,107.68 |
| | \$3,561.48 | \$4,451.89 | \$5,342.31 |
| | \$1,643.76 | \$2,054.72 | \$2,465.68 |
| | \$20.547 | \$25.684 | \$30.821 |
| 516 | \$44,873.92 | \$56,093.44 | \$67,312.96 |
| | \$3,739.49 | \$4,674.45 | \$5,609.41 |
| | \$1,725.92 | \$2,157.44 | \$2,588.96 |
| | \$21.574 | \$26.968 | \$32.362 |
| 517 | \$47,120.32 | \$58,899.36 | \$70,678.40 |
| | \$3,926.69 | \$4,908.28 | \$5,889.87 |
| | \$1,812.32 | \$2,265.36 | \$2,718.40 |
| | \$22.654 | \$28.317 | \$33.980 |
| 518 | \$49,474.88 | \$61,844.64 | \$74,212.32 |
| | \$4,122.91 | \$5,153.72 | \$6,184.36 |
| | \$1,902.88 | \$2,378.64 | \$2,854.32 |
| | \$23.786 | \$29.733 | \$35.679 |

FY 2024

Urban County Government Pay Scale
Effective June 19, 2023

Date Printed: 5/26/2023 1:37 PM
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| <u>Grade</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--------------|----------------|-----------------|-----------------------|
| 519 | \$51,948.00 | \$64,935.52 | \$77,923.04 (Annual) |
| | \$4,329.00 | \$5,411.29 | \$6,493.59 (Monthly) |
| | \$1,998.00 | \$2,497.52 | \$2,997.04 (Biweekly) |
| | \$24.975 | \$31.219 | \$37.463 (Hourly) |
| 520 | \$54,545.92 | \$68,182.40 | \$81,818.88 |
| | \$4,545.49 | \$5,681.87 | \$6,818.24 |
| | \$2,097.92 | \$2,622.40 | \$3,146.88 |
| | \$26.224 | \$32.780 | \$39.336 |
| 521 | \$57,274.88 | \$71,593.60 | \$85,910.24 |
| | \$4,772.91 | \$5,966.13 | \$7,159.19 |
| | \$2,202.88 | \$2,753.60 | \$3,304.24 |
| | \$27.536 | \$34.420 | \$41.303 |
| 522 | \$60,136.96 | \$75,171.20 | \$90,205.44 |
| | \$5,011.41 | \$6,264.27 | \$7,517.12 |
| | \$2,312.96 | \$2,891.20 | \$3,469.44 |
| | \$28.912 | \$36.140 | \$43.368 |
| 523 | \$63,142.56 | \$78,929.76 | \$94,716.96 |
| | \$5,261.88 | \$6,577.48 | \$7,893.08 |
| | \$2,428.56 | \$3,035.76 | \$3,642.96 |
| | \$30.357 | \$37.947 | \$45.537 |
| 524 | \$66,300.00 | \$82,875.52 | \$99,451.04 |
| | \$5,525.00 | \$6,906.29 | \$8,287.59 |
| | \$2,550.00 | \$3,187.52 | \$3,825.04 |
| | \$31.875 | \$39.844 | \$47.813 |
| 525 | \$69,615.52 | \$87,018.88 | \$104,422.24 |
| | \$5,801.29 | \$7,251.57 | \$8,701.85 |
| | \$2,677.52 | \$3,346.88 | \$4,016.24 |
| | \$33.469 | \$41.836 | \$50.203 |
| 526 | \$73,097.44 | \$91,372.32 | \$109,645.12 |
| | \$6,091.45 | \$7,614.36 | \$9,137.09 |
| | \$2,811.44 | \$3,514.32 | \$4,217.12 |
| | \$35.143 | \$43.929 | \$52.714 |
| 527 | \$76,752.00 | \$95,940.00 | \$115,128.00 |
| | \$6,396.00 | \$7,995.00 | \$9,594.00 |
| | \$2,952.00 | \$3,690.00 | \$4,428.00 |
| | \$36.900 | \$46.125 | \$55.350 |

FY 2024

Urban County Government Pay Scale
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| <u>Grade</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--------------|----------------|-----------------|-----------------------|
| 528 | \$80,589.60 | \$100,738.56 | \$120,885.44 (Annual) |
| | \$6,715.80 | \$8,394.88 | \$10,073.79 (Monthly) |
| | \$3,099.60 | \$3,874.56 | \$4,649.44 (Biweekly) |
| | \$38.745 | \$48.432 | \$58.118 (Hourly) |
| 529 | \$84,618.56 | \$105,774.24 | \$126,927.84 |
| | \$7,051.55 | \$8,814.52 | \$10,577.32 |
| | \$3,254.56 | \$4,068.24 | \$4,881.84 |
| | \$40.682 | \$50.853 | \$61.023 |
| 530 | \$88,849.28 | \$111,063.68 | \$133,276.00 |
| | \$7,404.11 | \$9,255.31 | \$11,106.33 |
| | \$3,417.28 | \$4,271.68 | \$5,126.00 |
| | \$42.716 | \$53.396 | \$64.075 |
| 531 | \$93,292.16 | \$116,615.20 | \$139,938.24 |
| | \$7,774.35 | \$9,717.93 | \$11,661.52 |
| | \$3,588.16 | \$4,485.20 | \$5,382.24 |
| | \$44.852 | \$56.065 | \$67.278 |
| 532 | \$97,957.60 | \$122,447.52 | \$146,935.36 |
| | \$8,163.13 | \$10,203.96 | \$12,244.61 |
| | \$3,767.60 | \$4,709.52 | \$5,651.36 |
| | \$47.095 | \$58.869 | \$70.642 |
| 533 | \$102,853.92 | \$128,568.96 | \$154,281.92 |
| | \$8,571.16 | \$10,714.08 | \$12,856.83 |
| | \$3,955.92 | \$4,944.96 | \$5,933.92 |
| | \$49.449 | \$61.812 | \$74.174 |
| 534 | \$107,995.68 | \$134,996.16 | \$161,996.64 |
| | \$8,999.64 | \$11,249.68 | \$13,499.72 |
| | \$4,153.68 | \$5,192.16 | \$6,230.64 |
| | \$51.921 | \$64.902 | \$77.883 |
| 535 | \$113,397.44 | \$141,747.84 | \$170,096.16 |
| | \$9,449.79 | \$11,812.32 | \$14,174.68 |
| | \$4,361.44 | \$5,451.84 | \$6,542.16 |
| | \$54.518 | \$68.148 | \$81.777 |
| 536 | \$119,067.52 | \$148,834.40 | \$178,599.20 |
| | \$9,922.29 | \$12,402.87 | \$14,883.27 |
| | \$4,579.52 | \$5,724.40 | \$6,869.20 |
| | \$57.244 | \$71.555 | \$85.865 |

FY 2024

Urban County Government Pay Scale
Effective June 19, 2023

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Date Revised: 5/23/2023

| <u>Grade</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--------------|----------------|-----------------|-----------------------|
| 537 | \$125,020.48 | \$156,276.64 | \$187,530.72 (Annual) |
| | \$10,418.37 | \$13,023.05 | \$15,627.56 (Monthly) |
| | \$4,808.48 | \$6,010.64 | \$7,212.72 (Biweekly) |
| | \$60.106 | \$75.133 | \$90.159 (Hourly) |
| 538 | \$131,270.88 | \$164,089.12 | \$196,907.36 |
| | \$10,939.24 | \$13,674.09 | \$16,408.95 |
| | \$5,048.88 | \$6,311.12 | \$7,573.36 |
| | \$63.111 | \$78.889 | \$94.667 |
| 539 | \$137,835.36 | \$172,294.72 | \$206,752.00 |
| | \$11,486.28 | \$14,357.89 | \$17,229.33 |
| | \$5,301.36 | \$6,626.72 | \$7,952.00 |
| | \$66.267 | \$82.834 | \$99.400 |
| 540 | \$144,726.40 | \$180,910.08 | \$217,091.68 |
| | \$12,060.53 | \$15,075.84 | \$18,090.97 |
| | \$5,566.40 | \$6,958.08 | \$8,349.68 |
| | \$69.580 | \$86.976 | \$104.371 |
| 541 | \$151,962.72 | \$189,953.92 | \$227,945.12 |
| | \$12,663.56 | \$15,829.49 | \$18,995.43 |
| | \$5,844.72 | \$7,305.92 | \$8,767.12 |
| | \$73.059 | \$91.324 | \$109.589 |
| 542 | \$159,560.96 | \$199,453.28 | \$239,343.52 |
| | \$13,296.75 | \$16,621.11 | \$19,945.29 |
| | \$6,136.96 | \$7,671.28 | \$9,205.52 |
| | \$76.712 | \$95.891 | \$115.069 |
| 543 | \$167,539.84 | \$209,424.80 | \$251,309.76 |
| | \$13,961.65 | \$17,452.07 | \$20,942.48 |
| | \$6,443.84 | \$8,054.80 | \$9,665.76 |
| | \$80.548 | \$100.685 | \$120.822 |
| 544 | \$175,916.00 | \$219,895.52 | \$263,875.04 |
| | \$14,659.67 | \$18,324.63 | \$21,989.59 |
| | \$6,766.00 | \$8,457.52 | \$10,149.04 |
| | \$84.575 | \$105.719 | \$126.863 |
| 545 | \$184,712.32 | \$230,890.40 | \$277,068.48 |
| | \$15,392.69 | \$19,240.87 | \$23,089.04 |
| | \$7,104.32 | \$8,880.40 | \$10,656.48 |
| | \$88.804 | \$111.005 | \$133.206 |

FY 2024

Urban County Government Pay Scale
Effective June 19, 2023

Date Printed: 5/26/2023 1:37 PM
Date Revised: 5/23/2023

| <u>Grade</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--------------|----------------|-----------------|------------------------|
| 546 | \$193,947.52 | \$242,434.40 | \$290,921.28 (Annual) |
| | \$16,162.29 | \$20,202.87 | \$24,243.44 (Monthly) |
| | \$7,459.52 | \$9,324.40 | \$11,189.28 (Biweekly) |
| | \$93.244 | \$116.555 | \$139.866 (Hourly) |
| 547 | \$203,644.48 | \$254,556.64 | \$305,468.80 |
| | \$16,970.37 | \$21,213.05 | \$25,455.73 |
| | \$7,832.48 | \$9,790.64 | \$11,748.80 |
| | \$97.906 | \$122.383 | \$146.860 |
| 548 | \$213,826.08 | \$267,284.16 | \$320,742.24 |
| | \$17,818.84 | \$22,273.68 | \$26,728.52 |
| | \$8,224.08 | \$10,280.16 | \$12,336.24 |
| | \$102.801 | \$128.502 | \$154.203 |
| 549 | \$224,519.36 | \$280,650.24 | \$336,779.04 |
| | \$18,709.95 | \$23,387.52 | \$28,064.92 |
| | \$8,635.36 | \$10,794.24 | \$12,953.04 |
| | \$107.942 | \$134.928 | \$161.913 |
| 550 | \$235,745.12 | \$294,681.92 | \$353,618.72 |
| | \$19,645.43 | \$24,556.83 | \$29,468.23 |
| | \$9,067.12 | \$11,333.92 | \$13,600.72 |
| | \$113.339 | \$141.674 | \$170.009 |

Ordinance-Driven Salaries FY24

Urban County Government Pay Scale
Classified Civil Service and Unclassified Civil Service Personnel
Effective June 19, 2023

Date Printed: 5/26/2023 1:33 PM
Date Revised: 5/23/2023

Positions with salaries outside the Unified Pay Plan

| <u>Title</u> | <u>Job Code</u> | <u>Positions</u> | <u>FY 2024</u> | |
|-------------------------------|-----------------|------------------|----------------|-----------|
| Law Clerk – P/T | 291 | 3 | \$ 20.782 | hourly |
| Park Patrol Coordinator - P/T | 893 | 1 | \$ 34.812 | hourly |
| Council Administrator | 080 | 1 | \$ 4,820.88 | bi-weekly |

Trfc Schl Grds -FY24

Urban County Government Pay Scale
Classified and Unclassified Civil Service Personnel
Effective June 19, 2023

Date Printed: 5/26/2023 1:36 PM
Date Last Revised: 5/23/2023

| <u>School Traffic Guards</u> | <u>FY 2024</u> |
|------------------------------|----------------|
| Entrance rate | \$15,750 |