

COMMONWEALTH OF KENTUCKY
CITY OF LONDON
ORDINANCE NO. 2022-13

**AN ORDINANCE OF THE CITY OF LONDON, KENTUCKY REPEALING
ORDINANCE NO. 2012-19 ENTITLED "A COMPREHENSIVE ORDINANCE
ESTABLISHING PERSONNEL POLICIES AND PROCEDURES AND REPEALING
ORDINANCE NO. 967 AND REPEALING ORDINANCE NO. 880 AND ESTABLISHING
AN ETHICS CODE FOR CITY EMPLOYEES AND CITY OFFICIALS IN THE CITY
OF LONDON, KENTUCKY AND ESTABLISHING A PAY AND CLASSIFICATION
PLAN WITH AUTHORIZED POSITIONS WITH ASSIGNED GRADE AND SALARY
SCALE AND REPEALING AND REPLACING THE EXISTING COMPENSATION
PLAN" AND ESTABLISHING AND ADOPTING THE PERSONNEL AND PAY
CLASSIFICATION PLAN FOR CITY EMPLOYEES OF THE CITY OF LONDON,
KENTUCKY**

BE IT ORDAINED BY THE CITY OF LONDON AS FOLLOWS:

WHEREAS, the City Council of the City of London, Kentucky sees fit that Ordinance No. 2012-19, enacted on December 20, 2012, be repealed in order to update the Personnel and Pay Classification Plan for City employees and repealed in part to remove the City's Personnel Policy, which will subsequently be adopted by Municipal Order,

WHEREAS, KRS 83A.070, provides that the legislative body of each city shall fix the compensation of city employees and nonelected city officers in accordance with a personnel and pay classification plan, which shall be adopted by Ordinance,

WHEREAS, the implementation of classification and compensation systems for employees is a common practice for local governments in Kentucky, and considered a best practice; and

WHEREAS, the proposed classification and compensation system considers job description, skills, knowledge and responsibilities, and

WHEREAS, the proposed classification and compensation system will be reviewed and adjusted accordingly to ensure that the system remains fair and equitable, reduces inequity in employee groups, and will have a less immediate impact to the city budget;

WHEREAS, the proposed classification and compensation system provides a starting point that can be supplemented with performance reviews;

NOW THEREFORE BE IT ORDAINED by the City Council of the City of London, Kentucky as follows:

SECTION I: That Ordinance No. 2012-19 is hereby repealed.

SECTION II: That the City's Personnel Policy be adopted by Municipal Order.

SECTION III: That the Personnel and Pay Grade Classification Plan be amended as follows:

**CITY OF LONDON, KENTUCKY
PERSONNEL AND PAY CLASSIFICATION PLAN**

EE Title	Dept	Prop Grade
Recycle Center Attendant	Sanitation	3
Laborer I	Street	3
Recycle Center Attendant II	Sanitation	4
Laborer II	Street	4
Receptionist/Accounts Payable	Street	4
Secretary Administrative Assistant	Police	5
Maintenance Tracking and Inventory Technician	Sanitation	6
Sanitation Full Time Driver	Sanitation	6
Crew Leader Operator Senior	Street	6
Sweeper Truck Driver	Street	6
License Clerk	Clerk	7
City Maintenance Specialist	Street	7
Captain	Rescue Squad	8
Maintenance Technician	Sanitation	8
Sanitation Billing Manager Sanitation Route Coordinator	Sanitation	8
Sanitation Full Time Class A (CDL) Transfer Station Driver	Sanitation	8
Welder Fabricator Grade 18	Street	8
Maintenance / buying plots / working with funeral home	Cemetery	9
Firefighter	Fire Dept	9
Public Information Officer Admin Assistant	Fire Dept	9
Assistant Building Inspector	Building Inspector	10
Code Enforcement Officer	Building Inspector	10
Fire Lieutenant	Fire Dept	10
ABC Licensing	Police	10
Detective	Police	10
Patrolman	Police	10
Police Clerk	Police	10
Support	Rescue Squad	10
Shop Forman Lead Mechanic	Sanitation	10
Office Manager / Safety Coordinator	Street	10
Corporal	Police	10P
Human Resources Administrator	Clerk	11
Fire Captain	Fire Dept	11
Sergeant	Police	11
Sergeant Detective	Police	11
Recycle Center Assistant Manager	Sanitation	11
Transfer Station Manager	Sanitation	11
Lieutenant Detective	Police	11P
Police Lieutenant	Police	11P
Account Clerk	Clerk	12
Assistant Chief	Fire Dept	12
Police Captain	Police	12
Operations Manager for Sanitation and Recycling	Sanitation	12
Public Works Operations Manager	Street	12
Police Major	Police	12P
Building Inspector	Building Inspector	13
City Clerk	Clerk	13
Fire Chief	Fire Dept	13
Police Chief	Police	13
Dir Risk Mgmt & Public Safety / ABC Administrator	Risk Mgmt	13
Public Works Director	Sanitation	13

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression
3	\$26,100	\$30,000	\$33,950	30%	
4	\$28,150	\$32,400	\$36,600	30%	8%
5	\$30,450	\$35,000	\$39,600	30%	8%
6	\$32,450	\$38,150	\$43,800	35%	9%
7	\$35,400	\$41,600	\$47,800	35%	9%
8	\$38,150	\$45,750	\$53,400	40%	10%
9	\$41,950	\$50,350	\$58,750	40%	10%
10	\$46,050	\$56,400	\$66,750	45%	12%
10P	\$48,800	\$59,800	\$70,750	45%	6%
11	\$51,550	\$63,150	\$74,750	45%	12%
11P	\$55,450	\$67,900	\$80,400	45%	7%
12	\$58,100	\$72,600	\$87,150	50%	15%
12P	\$62,450	\$78,050	\$93,700	50%	8%
13	\$66,800	\$83,500	\$100,200	50%	15%

This Ordinance shall become effective on the date of its publication. If any section, sentence, clause or phrase of the Ordinance is held unconstitutional or otherwise invalid, such infirmity shall not affect the validity of the remaining Ordinance.

FIRST READING: August 25, 2022
 SECOND READING: September 6, 2022
 PUBLICATION: September 14, 2022

ATTEST:


 MARCY J. BERRY, CITY CLERK


 TROY RUDDER, MAYOR