

**COMMONWEALTH OF KENTUCKY**

**CITY OF LONDON**

**ORDINANCE NO. 2025-13**

**AN ORDINANCE OF THE CITY OF LONDON, KENTUCKY, REPEALING ORDINANCE NOS. 2012-19, 2015-09, AND 2022-13 AND REPEALING THE EXISTING PAY AND CLASSIFICATION PLAN FOR CITY EMPLOYEES AND NON-ELECTED OFFICERS OF THE CITY OF LONDON, KENTUCKY, AND ESTABLISHING A PAY AND CLASSIFICATION PLAN WITH AUTHORIZED POSITIONS, ASSIGNED GRADES, AND SALARIES, ESTABLISHING CERTAIN PERSONNEL PROCEDURES, AND**

***WHEREAS***, the City Council of the City of London, Kentucky is required by KRS 83A.070 to have a pay and classification plan;

**NOW THEREFORE BE IT ORDAINED BY THE CITY OF LONDON, KENTUCKY**, as follows:

**Section I:** That Ordinance Nos. 2012-19, 2015-19, and 2022-13 be repealed in their entirety.

**Section II:** That the Pay and Classification Plan, attached as **Exhibit A**, which is incorporated herein, with the job titles, grades, departments, denotation of whether the position is a non-elected officer, denotation of whether the position is salary or hourly, and number of maximum authorized positions for each job title and grade, and attached as **Exhibit B**, which is also incorporated herein, with the pay for each position, which shall not be deviated from, be adopted as amended.

**Section III:** Prior to any position corresponding with an established non-elected officer position shall only be paid the rate for the position once the person appointed to that position meets all qualifications for that position as required by ordinance, has been nominated by the Mayor and received the approval for their appointment by the City Council, all as required by KRS 83A.080 and City Ordinance, and has taken the oath of office for that position.

**Section IV:** That a new section of City Ordinances shall be enacted as Section 27.02 of the City of London Code of Ordinances:

- (A) Any employee appointed to serve in an acting, versus permanent capacity, shall be paid their pay for their normal rate, and shall not be permitted to be paid the rate of the acting position; further, in no event shall any acting position be filled for a period of more than a total of 180 days and no person who was appointed to an acting position shall be re-appointed to any acting position. The Acting period herein shall include all time that any person served in an acting role, including any time served prior to the adoption of this ordinance.

- (B) That any temporary or seasonal appointment to a position shall not be paid or kept on the payroll for a period of more than ninety (90) calendar days per year. The temporary period herein shall include all time that any individual was classified as a temporary prior to the adoption of this ordinance.
- (C) That all employees and non-elected officers shall be screened with a criminal background check prior to appointment, and, in the event that any employee shall have been convicted for any felony or misdemeanor crime involving dishonesty, disclosure to the City Council and approval of the City Council shall be required for any such appointment prior to the start of employment.
- (D) To exercise any powers under KRS 83A.130(7) to any appointments to positions within the pay and classification plan, the Mayor shall delineate by executive order all persons appointed to positions within the pay and classification plan, the rate of pay, as well as any prior experience determinations that the Mayor makes to implement the pay and classification plan. No person shall be appointed to any position within the City pay and classification plan who is not appointed by executive order that complies with the requirements herein.
- (E) No person shall be employed by the City of London, unless that position is contained within the pay and classification plan, and, for the avoidance of all doubt, the Mayor is not authorized to create or establish any position. The only positions of employment with or for the City of London shall be those contained within the pay and classification plan contained at Exhibits A and B hereto.
- (F) No part-time position within the pay and classification plan shall be permitted to work more than 25 hours per week.
- (G) The experience brackets within the pay and classification plan shall include only full years of prior experience with either the City of London, or the same or substantially similar position with another government or, where relevant, prior employer. General work experience or time in the workforce generally shall not satisfy that requirement. For law enforcement positions, to be the same or substantially equivalent position, such experience requires prior certified law enforcement experience. For fire or rescue positions, to be the same or substantially equivalent position, such experience requires prior service on a fire or rescue squad. For any office work, to be the same or substantially equivalent position, such experience requires substantially similar experience in a professional office setting.
- (H) To the extent any reductions in force are necessitated by the adoption of this ordinance or any other pay or classification plan, shall first be made to any temporary or seasonal employees, and then be based on seniority based upon time employed with the City of London, Kentucky, with the newest employees reduced force.
- (I) Because the City of London receives certain federal funding, triggering the requirements of 5 U.S.C. §§ 7321–7326, no employee of the City shall be a candidate for any partisan public office, while employed with the city.

**Section V:** That any ordinances in conflict with this ordinance be repealed to the extent of such conflict.

**Section VI:** That this ordinance shall be effective on the date of its publication or January 1, 2025, whichever is later. If any section, sentence, clause, or phrase of this Ordinance is held unconstitutional or otherwise invalid, such infirmity shall not effect the validity of the remaining ordinance.

First Reading: December \_\_\_\_, 2025  
Second Reading: \_\_\_\_, 2025  
Publication: \_\_\_\_, 2025

ATTEST: \_\_\_\_\_  
CITY CLERK

\_\_\_\_\_  
Mayor/Other authorized signature

**EXHIBIT A**

		<u>Maximum Number of Positions Authorized</u>	<u>Grade</u>	<u>Non-Elected Officer</u>	<u>Salary/Hourly</u>
<b>Full Time Positions:</b>					
Recycle Attendant	Sanitation	10	1		Hourly
Laborer	Street	10	1		Hourly
Reception/AP	Street	1	1		Hourly
Admin Asst/Secretary	Police	1	2		Hourly
Sanitation FT Driver	Sanitation	7	3		Hourly
Crew Leader Oper Senior	Street	3	3		Hourly
Sweeper Truck Driver	Street	2	3		Hourly
License Clerk	Clerk/Admin	1	4		Hourly
City Maint Spec	Street	3	4		Hourly
Billing Mgr/Route Coord	Sanitation	1	5		Hourly
FT CDL Transfer Driver	Sanitation	1	5		Hourly
Captain	Rescue	1	5		Hourly
Firefighter	Fire Dept	9	6		Hourly
Welder Fabricator	Street	1	7		Hourly
ABC Licensing	Police	1	7		Hourly
Patrolperson	Police	12	7		Hourly
Detective	Police	2	7		Hourly
Code Enforce Officer	Bldg Inspect	1	7		Hourly
Support	Rescue	1	7		Hourly
Office Mgr/Safety Coord	Street	1	7		Hourly
Fire Lieutenant	Fire Dept	3	7FD		Hourly
Corporal	Police	1	8		Hourly
HR Administrator	Clerk/Admin	1	9		Hourly
Police Lieutenant	Police	3	10		Hourly
Asst Chief	Fire Dept	1	11		Salary
Account Clerk/Finance Director	Clerk/Admin	1	11		Salary
Ops Mgr - Sanitation/Recycle	Sanitation	1	11		Salary
Pub Works Ops Mgr	Street	1	11		Salary
Bldg Inspector	Bldg Inspect	1	11	Y	Salary
Police Major	Police	1	12		Salary
City Clerk	Clerk/Admin	1	12	Y	Salary
Public Works Dir	Sanitation/Street	1	12	Y	Salary
Fire Chief	Fire Dept	1	13	Y	Salary
Police Chief	Police	1	13	Y	Salary
<b>Part Time Positions:</b>					
Part-time Firefighter	Fire Dept	9	PT1		
Part-time Rescue	Rescue	6	PT1		

**EXHIBIT B**

Grade	0-3 years experience	4-9 years experience	10-14 years experience	15-19 years experience	20-24 years experience	25+ years experience
1	\$15.00	\$15.68	\$16.36	\$17.03	\$17.71	\$18.39
2	\$15.59	\$16.35	\$17.12	\$17.88	\$18.65	\$19.41
3	\$16.26	\$17.18	\$18.10	\$19.02	\$19.94	\$20.86
4	\$17.79	\$19.03	\$20.28	\$21.52	\$22.77	\$24.02
5	\$19.17	\$20.70	\$22.23	\$23.76	\$25.30	\$26.83
6	\$15.60	\$16.85	\$18.10	\$19.35	\$20.60	\$21.85
7	\$23.14	\$25.22	\$27.30	\$29.38	\$31.45	\$33.53
7 FD	\$17.13	\$18.66	\$20.20	\$21.74	\$23.28	\$24.82
8	\$24.52	\$26.72	\$28.93	\$31.13	\$33.34	\$35.55
9	\$25.90	\$28.23	\$30.56	\$32.89	\$35.22	\$37.56
10	\$27.86	\$30.37	\$32.87	\$35.38	\$37.89	\$40.39
11	\$60,715.00	\$66,786.00	\$72,857.00	\$78,928.00	\$84,999.00	\$91,070.00
12	\$65,260.00	\$71,791.00	\$78,322.00	\$84,853.00	\$91,384.00	\$97,915.00
13	\$69,806.00	\$76,787.00	\$83,768.00	\$90,749.00	\$97,730.00	\$104,711.00

PT1	\$12.00 per hour
-----	------------------

Grades 6 and 7 -FD are fire department grades, and assume overtime of a 24/48 schedule